

Annual Equalities Report 2022/23

Investing in Enfield



Equalities Annual Report 2022/23

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Foreword

Enfield Council is committed to advancing equality, diversity and inclusion in everything we do.

Our [Council Plan 2023-26](#) and [Fairer Enfield 2021-25](#) sets out our vision for connected and inclusive communities across the borough. We want Enfield to be a place where everyone has equal access to opportunities and where inequality is actively tackled. This can only be achieved by working with our partners and communities to advance equality, promote good community relations and tackle discrimination.

We believe that strength comes with difference and the positive contribution that diversity brings to our community. As a Council, we are working with our partners to provide accessible and responsive services that tackle inequality and enable all those who live, learn, work in or visit Enfield to participate in our social, cultural and economic wealth.

Tackling inequality in Enfield has never been more important, as residents across the borough experience increasing levels of poverty and disadvantage. Too many people in Enfield do not have fair and equal opportunities. Residents living in our most deprived wards are likely to live seven years fewer than their wealthier neighbours; and over 15 years fewer in good health. Across the borough, more than 30% of children live in poverty. We have an acute shortage of social and affordable homes, with over 6,000 households on the Housing Register and over 3,000 households living in temporary accommodation. Air pollution from road traffic poses a serious risk to the health of our residents, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions.

In this report, we summarise the work we have done during 2022/23 to deliver on the principles and objectives we have committed to in Fairer Enfield, our equality and diversity policy. We also share good practice case studies that provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with our residents to deliver equality initiatives that support work on improving outcomes for diverse communities in the Borough.



Cllr Ergin Erbil
Deputy Leader

Our equality and diversity principles

In Fairer Enfield 2021-25, we outline our principles as a community leader, service provider and commissioner, and employer. We define an equal and inclusive borough as one where all residents, service users, Council staff and elected members are supported to fulfil their potential, are treated equally with respect and are actively involved in shaping the decisions that will affect their workplace and wider community.

Equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge both for local people and for the local authority. We will continue to use our limited resources smartly and our workforce will continue to maintain high standards in service delivery to support all those who live, learn, work in or visit Enfield in the most effective and efficient way possible, to tackle inequality and discrimination and promote equality, diversity and inclusion in all that we do.

In the section below, we summarise our commitments to our residents, staff and all our stakeholders; and how we have worked to deliver them in 2022/23.

As a Community Leader

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

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

Below are examples of community-based activities the Council led on during the year 2022/23.

Holocaust Memorial Day

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

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

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

Biafra Day Commemoration

On 15th January 2023, we released a statement by Cllr Gina Needs, Cabinet Member for Community Safety and Cohesion, to mark Biafra Commemoration Day and remember the two million people from the Igbo ethnic group who died in the Biafra Republic during a genocide which lasted from 1967 to 1970. Many Enfield residents of Igbo ethnicity in our borough grow up on stories from people who lived through this time or are part of families who left Nigeria following the end of the Biafran war. It is for this reason that we devote time to remembering those innocent people who suffered terribly during this period.

Month of Sundays

A Month of Sundays was a series of free street festivals over four Sundays between 31st July – 28th August 2022, in Enfield Town, Angel Edmonton, Edmonton Green and Southgate. The fifth festival on 11th September 2022 was cancelled due to a period of national mourning.

The festivals included entertainment from a diverse range of local talents, including Enfield favourites Sissy Lea, Chickenshed Theatre, and Platinum Performing Arts' street dancers. The events were a huge success and attended by 44,000 people across the four Sundays.

As a Service Provider and Commissioner

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

To help us understand the impact of our services on different communities and to help inform adjustments and improvements we can make, we collect and monitor relevant equalities data from our service users. Analysing this data helps us understand how our services are reaching our diverse communities; how they are improving outcomes for different groups; and how we can design policies and services to best meet the needs of different people. We are developing our approach to how we collect this information and how we use it effectively.

Our role in advancing equality and inclusion and tackling inequality and discrimination extends to the services we commission and procure, as well as those we directly provide. As a Council, we currently spend approximately £400 million per year procuring works and services. This presents a significant opportunity to use our procurement and commissioning of services as a tool to reduce inequality across the borough, by ensuring that commissioned services are compliant with Enfield's equalities standards.

Below are examples of actions that we have taken during the year to deliver and commission accessible services for our diverse communities.

Equality Impact Assessments

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

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

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

Improving the collection, analysis and use of equalities data

We are improving our approach to the collection and analysis of equalities data on who is using our services and the experiences they have. This is so we can be better informed about any potential disproportionate impact of our services, to analyse how accessible our services are for different groups and take more informed action to tackle longstanding inequalities.

During 2022, we ran a project to improve our data and insight on groups using our library service.

As a universal service, we wanted to understand more about how libraries are being used by different groups in our communities. By analysing equalities data of library users against equalities data of the population, we can identify whether there are some groups within the local population who are less likely to access their local libraries. In response to this, we can carry out further research with those communities to understand why and address any barriers.

Between September to November 2022, library staff and volunteers asked people registering at the library service in Palmers Green and Ordnance Unity Centre libraries if they would be happy to provide us with their equalities data. Staff and volunteers explained to library users why we are asking for this information, that the information provided is strictly confidential and used only for monitoring purposes, and that it is voluntary whether they would like to provide this information or not.

Palmers Green and Ordnance Unity Centre library hubs were selected to cover two different geographic areas of the borough, one in the North East and one in the South West of the borough; and were selected based on staffing and volunteer capacity to carry out the project.

Following this trial, analysis was carried out which identified that library users at Ordnance Road and Palmers Green were broadly representative of the local population. At both Ordnance Unity Centre and Palmers Green Libraries, based on our analysis of active library users over the 3 month trial period, women were over-represented, and men were underrepresented in the proportion of active users. This led to the library service reflecting on how it can engage more with men in its services.

As a result of the successful trial, the new equalities monitoring form has now been implemented across all libraries in Enfield.

As an Employer

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

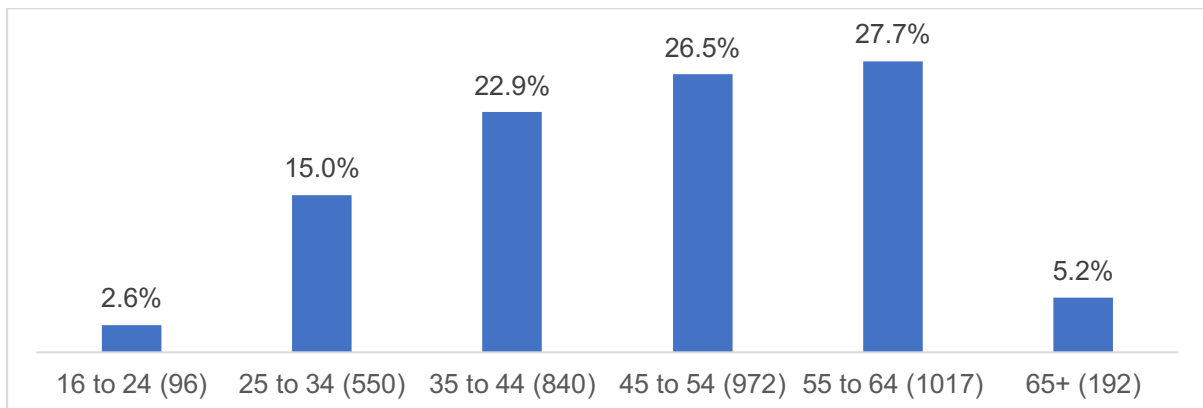
In Fairer Enfield 2021-25, we outline how we will employ a diverse workforce which is representative of the community we serve, where staff work together harmoniously and productively, and everyone feels valued.

Our Workforce Profile

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

Age

In March 2023, the highest proportion of our workforce headcount is aged 55-64, (27.7%) and the lowest proportion is aged 16-24 (2.6%). We are taking action to attract young talent to the organisation, through our successful apprenticeship and graduate programmes.



Proportion of Council Officers by age group

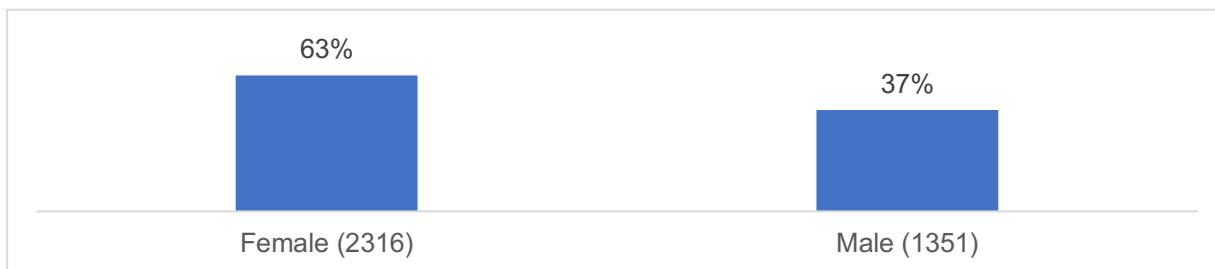
(Enfield Council, March 2023)

Sex

At Enfield Council, women earn £1 for every £1 men earn at the Council when comparing the median (average) hourly pay – women’s median pay is therefore 0% lower than men’s median pay.¹ At a senior leadership level, 44.4% Heads of Service and Directors are female.²

¹ Workforce data February 2023

² Workforce data March 2023

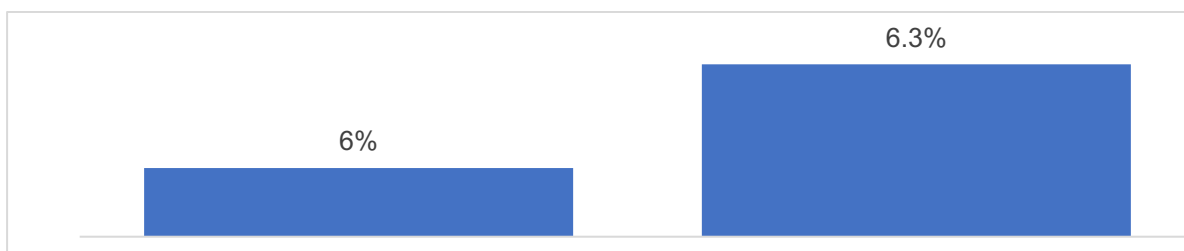


Proportion of Council Officers by sex
(Enfield Council, March 2023)

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

Disability

The Council is an accredited Disability Confident employer. In March 2023, 6% of staff had declared a disability. This is slightly lower than the London average at 6.3%.



Proportion of council workforce who have a declared disability
(Enfield Council, March 2023)

Across the borough, people affected by a disability have an employment rate that is 31.2 percentage points lower than that of people who are not affected by disability. This is higher than both London (22.6 percentage points) and England (25.4 percentage points) averages.³

Ethnic diversity

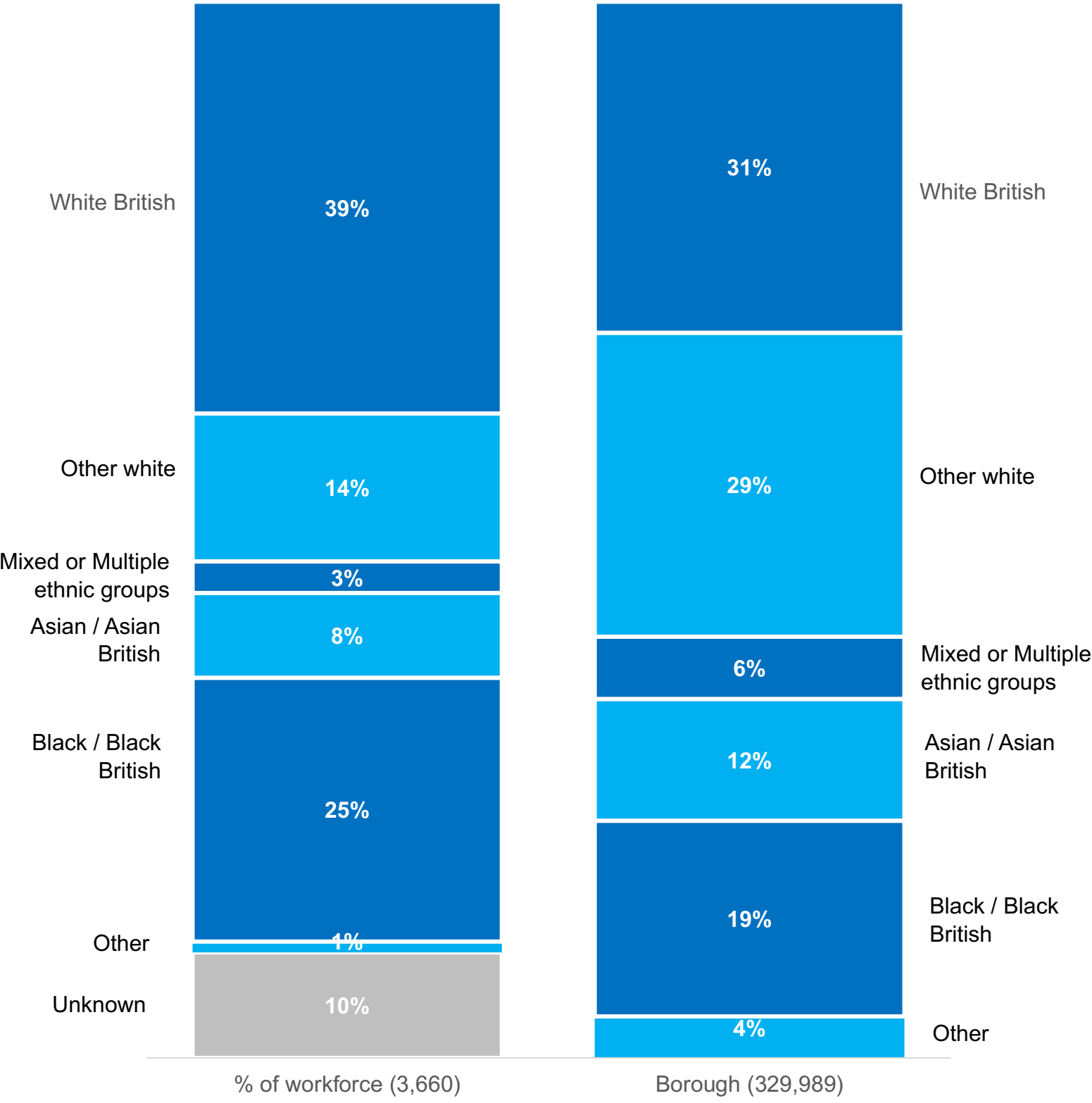
We are increasing the representation of Black and ethnic minorities in leadership positions across the Council’s workforce, aiming for our workforce to be proportionately representative of Enfield’s ethnic minority population by 2030.

In March 2023, 37% of Enfield Council staff were from Black, Asian, Mixed and Other ethnic backgrounds, compared to 39% of our borough population.

The table below sets out the ethnicity of our workforce at each grade and includes the borough population for comparison.

³ Department of Work and Pensions, The Employment of Disabled People 2022

	Sc1- Sc3 & Salary Equiv alents	Sc4- Sc6 & Salary Equiv alents	SO1- SO2 & Equiv alents	PO1- PO2 & Equiv alents	MM1- MM2 & Equiv alents	HOS 1 HOS 2 & Equiv alents	Chief Executiv es & Directors	Total	% of workfor ce	% of borough population
White British	267	312	242	244	264	91	11	1431	39%	31%
White Irish	7	16	15	13	13	4		68	2%	2%
Greek or Greek Cypriot	20	32	25	19	17	5	1	119	3%	4%
Turkish or Turkish Cypriot	23	24	20	19	10	1		97	3%	8%
Polish	2	2		1		1		6	0%	2%
Albanian	2					1		3	0%	1%
White Other	52	59	34	27	35	6	1	214	6%	13%
Mixed: White and Asian	5	3	5	3	4	1	1	22	1%	1%
Mixed: White and Black African	4		6	5	2			17	0%	1%
Mixed: White and Black Caribbean	7	12	12	9	9			49	1%	2%
Mixed Other	9	11	17	9	8			54	1%	2%
Indian	6	28	17	18	32	7	1	109	3%	4%
Pakistani	3	6	5	5	7			26	1%	1%
Bangladeshi	10	20	14	12	10	4		70	2%	3%
Chinese	1	1	1	2	7	1		13	0%	1%
Asian Other	11	12	13	10	7	2		55	2%	4%
Black African	138	69	68	76	50	6	1	408	11%	11%
Black Caribbean	71	78	74	51	36	7		317	9%	5%
Other Black	38	43	39	25	23	7		175	5%	3%
Other Ethnic Group: Arab	2		1	1				4	0%	1%
Other Ethnic Group	14	13	8	6	8			49	1%	3%
Unknown	154	63	41	48	32	14	2	354	10%	
Total	846	804	657	603	574	158	18	3660	100%	100%



Council staff profile compared to borough population
(Enfield Council, March 2023)

Workforce initiatives delivered during 2021/22

Investing in Our People: Workforce Strategy 2023 –26

By 2030, we want our workforce to reflect Enfield's communities – at all levels – so we can support and deliver the best outcomes for residents. To achieve this, we will continue to improve the diversity of our senior leadership team and our overall workforce, making sure that equality and inclusion is embedded across the organisation.

Our Workforce Strategy sets out how we are developing as a high performing organisation that is collaborative, innovative and inclusive, where we let talent flourish and develop the skills we need to succeed.

It outlines how we will equip our workforce to meet the needs of our communities now and in the future, so as the Council and our services evolve, we have the right people, with the right skills, connected to our communities and working for Enfield.

The strategy focuses on our four key priorities:

- Resourcing and talent
- Developing our people
- Culture and transformational change
- Making our mark on equality, diversity and inclusion

National Inclusion Week 2022

National Inclusion Week is the annual celebration of togetherness, recognising inclusion in all of its forms. To mark this week in September, the staff network groups, supported by the Employee Experience and Internal Communications teams, organised virtual events and resources, including the following:

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

Staff Networks

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

Women into Leadership

The Women into Leadership Network (WiL) aims to champion the role of women leaders in the Council and to challenge the barriers that women who aspire to 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 LGBTQ+ Staff Group

The LGBTQ+ staff network was relaunched in 2020. The network supports and celebrates LGBTQ+ staff within the Council.



Staff Mental Health and Wellbeing Group

The Mental Health and Wellbeing Staff Group has been established to look at this important issue and identify what interventions can be put in place to support staff.



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.



Fairer Enfield Objectives

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 identified eight objectives which help us describe the things we'll do to support Enfield's vision to be a progressive and equitable borough. The purpose of these objectives is to make sure that we have due regard to our need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a relevant protected characteristics and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period. In the section below, we analyse data on our progress during 2022-2023 towards achieving our eight equalities objectives and a summary of projects that the Council has focused on over the last year to deliver them.

Our eight equalities objectives are:

- Overcome racism in Enfield
- Deliver positive interventions to reduce serious youth violence in Enfield
- Increase the number of Enfield residents with special educational needs and disabilities (SEND) who are in paid employment
- Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community
- Provide access to support services and networks to reduce social isolation
- Work with partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing
- Keep people safe from domestic abuse
- Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents

Overcome Racism in Enfield

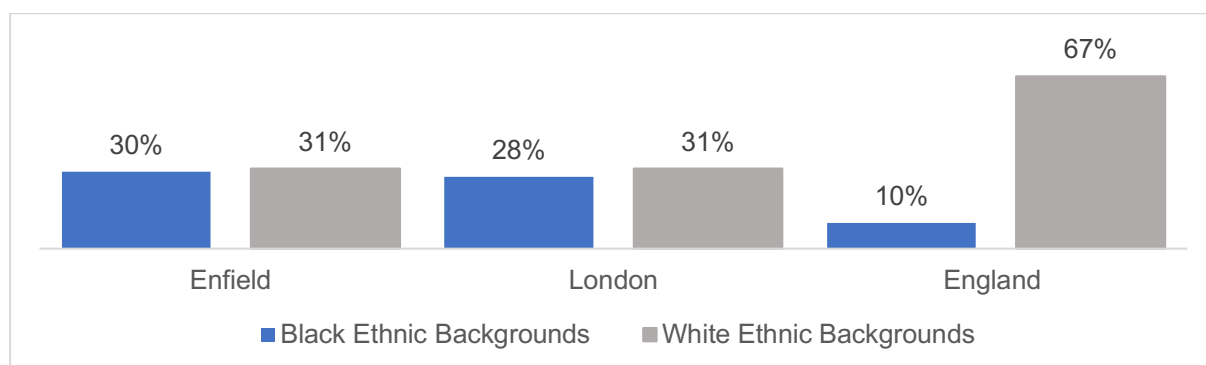
Enfield Council is committed to challenging inequality, racism, and injustice in the borough, and to making our community, our services and workplace fairer for everyone. This means a borough which is safe for everyone to live, learn and work in, providing the best possible start in life, so that everyone in Enfield can prosper, and a place where we listen to and act on our communities' concerns.

Data and analysis

Ethnic diversity is one of our greatest assets. We are increasingly one of the most diverse areas with all the benefits this brings our communities, culture, heritage and local economy. However, Black, Asian, and Minority Ethnic groups continue to experience inequality in housing, education, employment, health and criminal justice. In Enfield, our 10% most deprived areas are the most diverse areas with the largest population of residents from ethnic minorities.⁴

Homelessness

Nationally, Black people are three and a half times as likely to experience statutory homelessness as White British people.⁵ In England, 10% of people assessed as being homeless were Black or Black British, but Black people make up only 3.5% of England's population.



Percentage of applicants assessed as owed a homelessness prevention or relief duty who are from Black and White ethnic backgrounds between July – September 2022

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

In Enfield, Black and Black British residents of Enfield and London were overrepresented in assessments for homelessness, in comparison to the proportion of residents who are from Black ethnic backgrounds. Between July and September 2022, 30% of residents we assessed as being homeless were Black or Black British,⁶ but Black people make up only 18.5% of the borough's population. This was

⁴ Fairer Enfield 2021-25

⁵<https://www.rota.org.uk/sites/default/files/researchpublications/A%20Statistical%20Report%20on%20the%20State%20of%20the%20Nation%202022.pdf>

⁶ <https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness>

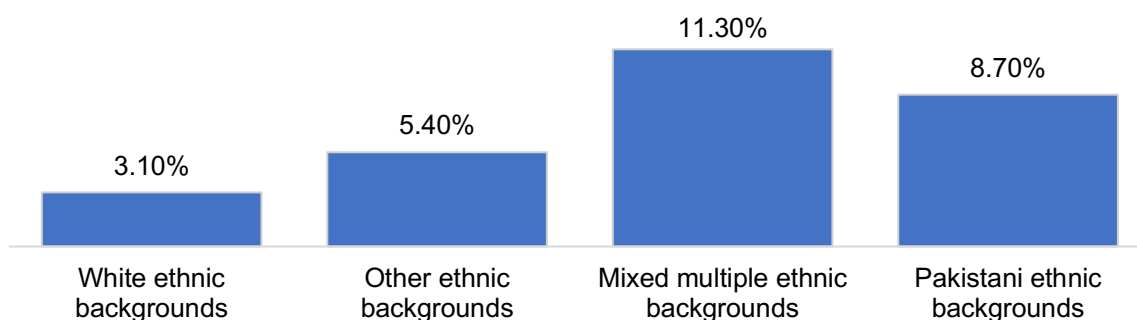
the second highest proportion of any ethnic group. In London, 28% of people assessed as homeless were Black and Black British.⁷

As a Council, we are increasing our support for people who are at risk of homelessness through the early intervention being taken by our Housing Advisory Service and working to secure better options for people within the private rented sector. However, this is increasingly challenging in the context of rising rental costs and a lack of suitable rental accommodation. We are needing to think differently about how we can respond to rising homelessness in the current economic climate with rising costs of temporary accommodation and increasing budgets for local government.

We are also continuing to work to drive up standards in the private rented sector. This includes through the ongoing implementation of our private sector licensing scheme. We are also aiming to make more housing options available to us which are affordable to residents on Local Housing Allowance through our Council-owned company Housing Gateway, which now owns over 600 homes and our ethical lettings agency, Enfield Let which aims to tackle social injustice in the private rented sector and assist those who would otherwise struggle to access private housing. As of August 2022, Enfield Let had a total portfolio of 244 properties.

Employment

Nationally, between October and December 2022, people from White ethnic backgrounds (3.1%) and Other ethnic backgrounds (5.4%) had the lowest unemployment rates, and people from Mixed multiple ethnic backgrounds (11.3%) and a Pakistani ethnic background (8.7%) had the highest rates.⁸



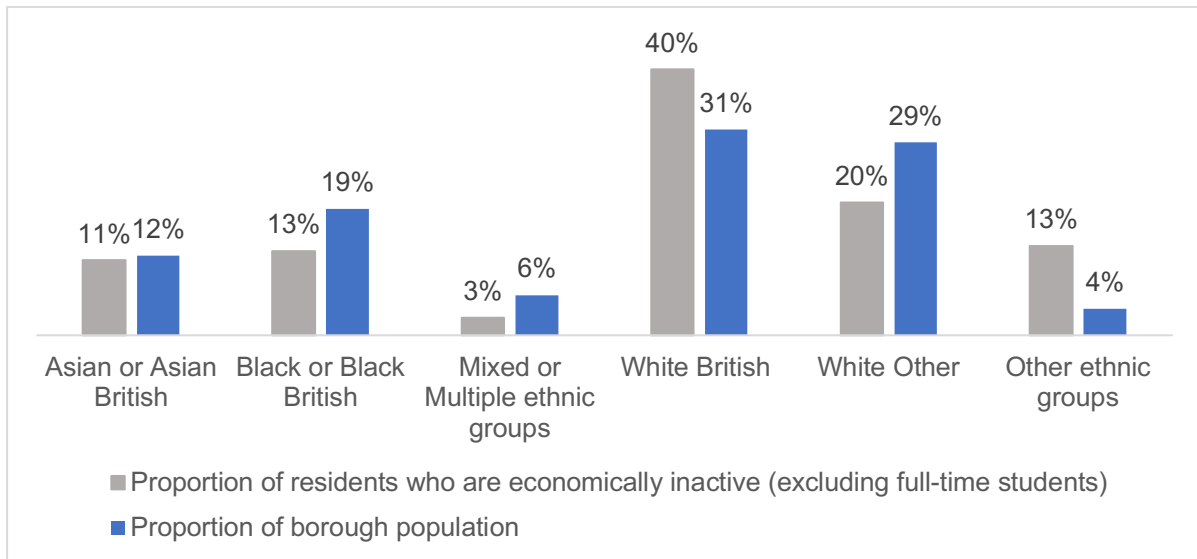
National unemployment rate by ethnic background between October and December 2022
(House of Commons Library, April 2023)

In the 2021 Census, respondents were asked about their economic activity status. In Enfield, 40% of those who were economically inactive (excluding full-time students) were from a White British ethnic background. However, people from White British ethnic backgrounds make up 31% of the borough's population. People from Other

⁷ Ibid

⁸ <https://commonslibrary.parliament.uk/research-briefings/sn06385/>

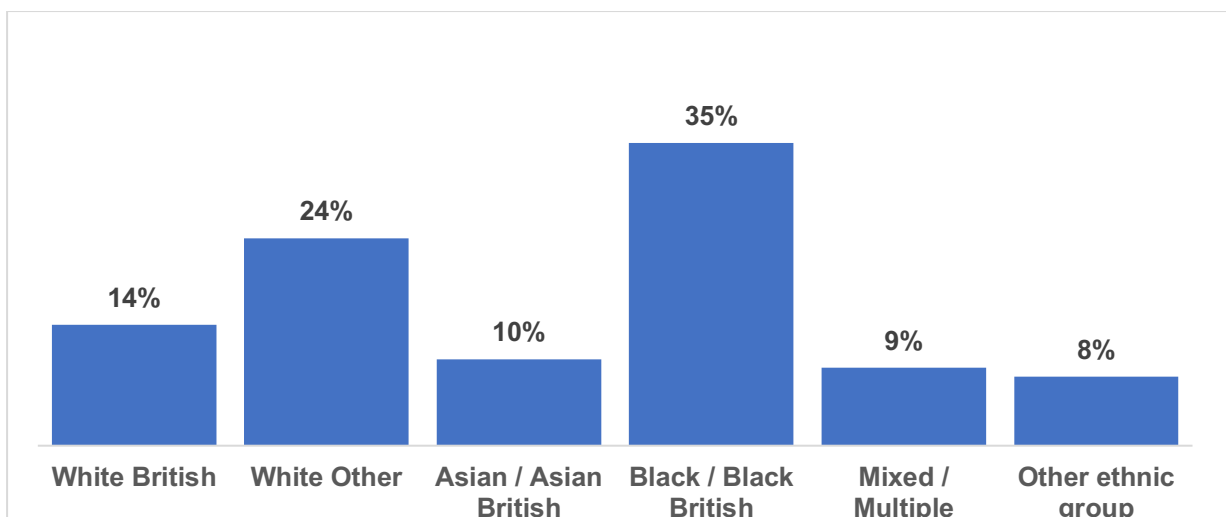
ethnic groups were also disproportionately represented in the number of residents who were economically inactive, (13% compared to 4% of the borough population).



Proportion of residents who are economically inactive (excluding full-time students) compared to borough population
(Census 2021)

As a Council, we must act to reduce economic inequality and prevent the prolonged unemployment of vulnerable communities, by working with our partners to enable residents to be more resilient and unlock their potential through skills and employment support. In 2022, we launched our Skills, Training and Employment Pillar (STEP) which is a free development programme, designed to support residents aged 19+ who are looking for volunteering, work experience, training, or to find a job.

Between October 2022 – March 2023, 184 learners were enrolled onto STEPs of these 35% were from Black ethnic backgrounds and 24% were from White Other ethnic backgrounds.



Ethnicity breakdown of learners enrolled on STEP between October 2022 – March 2023.
(Enfield Council April 2023)

Education

The Spring 2021 School Census records 189 languages or dialect being spoken by pupils who live in Enfield.⁹ School data from the Department for Education shows that just over half of pupils in Enfield’s state schools have English as a first language – a lower percentage than in the London region, (55.4).¹⁰

The 6 largest ethnic groups in Enfield’s schools are White British (18%), Black African (12%), White Turkish (11%), White Eastern European (9%), Other Ethnic Group (4%) and Black Caribbean (4%).

In 2022, the number of children reaching the expected standard of reading, writing, maths at Key Stage 2 is highest for pupils from a Chinese ethnic background, (90%), and is lowest for pupils from a Gypsy, Roma and Traveller ethnic background, (18.4%).

When looking at average attainment 8 scores, the lowest score in 2022 was for students from Gypsy, Roma and Traveller ethnic background (26.0), and the highest score on average were students from the Chinese ethnic background (70.6), a gap of 25.1 points.

To support high standards in primary and secondary schools in Enfield, the Local Authority School Standards service provides support and advice through the core conversation with the Lead Adviser from the School and Early Years Improvement

⁹ Enfield Spring 2021 School Census

¹⁰ <https://explore-education-statistics.service.gov.uk/data-tables/fast-track/9593c2cf-ad74-44c5-9dd9-c31b300638af>

Service (SEYIS). This ensures early intelligence is used to target additional support where needed.

Criminal Justice - Stop and Search

Enfield residents from Black or Black British backgrounds are the most frequently stopped and searched ethnic group by police. Between May 2022 and April 2023, 26.2 per 1000 Black Enfield residents are stopped and searched compared to 12.3 for every 1000 White Enfield residents.¹¹ As a community leader, we are taking action to improve mutual trust and co-operation between our communities and public services, including the police, so that interventions such as Stop and Search are seen to be used proportionally, fairly and respectfully.



Proportion of residents per 1,000 who are stopped and search from Black and White ethnic groups in Enfield

(Metropolitan Police, May 2022 - April 2023)

Actions we have taken in 2022/23

Routes 2 Success – Action for Race Equality

Routes2Success is a series of workshops led by role-models from ethnic minority backgrounds and run by Action for Race Equality. This project is part of our Nexus¹² programme and supports children and young people who have a Black and/or ethnic minority background with careers advice, entrepreneurial skills, making positive choices and guidance to overcome obstacles. In the 2021/22 academic year, Routes2Success engaged 119 children and young people in Enfield.

Black History Month

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

¹¹ <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

¹² Nexus is a community project run by the Secondary Behaviour Support Service within the London Borough of Enfield Council. The programme aims to reduce school exclusions and offers a diverse range of interventions such as mentoring, sports activities, after school diversionary activities and issue-based assemblies. It is offered to all 23 secondary schools in Enfield, including the Pupil Referral Unit.

The community events organised by the Council for Black History Month 2022 included a music performance by African and Afro-Caribbean classical composers at Forty Hall, as well as a series of performances celebrating Enfield's Community Champions from Black Heritage, by local performers and artists, at the Millfield Theatre. An event was also organised by our Ethnic Minority Staff Network for colleagues to celebrate Black History and was attended by the Chief Executive and Director of HR and Organisational Design.

Gypsy, Roma and Traveller History Month

Enfield's Gypsy, Roma and Traveller History Month 2023 (GRTHM) saw the participation of local schools in this year's theme 'Weaving Journeys'. Schools received digital inclusion packs to share with students during June 2023, with all 96 schools participating in the events. Libraries in Enfield ran interactive events bespoke to Gypsy, Roma, Traveller, Boater and Showman (GRTBS) culture and heritage. All libraries were stocked with GRTBS literature and books and ran events such as mother and toddler rhyming groups. There were 4,500 participants in this year's events.

Good Practice Network

The Good Practice Network was set up for all professionals in Enfield in education settings to find new ways of working and to ensure GRTBS children and families are supported and encouraged to attain educational achievements, this board is also about raising awareness about GRTBS Heritage and Culture so this can be embedded in school culture. As part of the network 16 GRT welfare officers have been identified, with a target to increase this figure to 50 by 2024. The long-term aim of the network is to have a welfare officer in every school.

The Open Doors Education & Training (ODET) programme

The Open Doors Education & Training (ODET) programme provides additional support to stop off-roll education (the practice of removing a pupil from the school roll without a formal, permanent exclusion). The programme is currently supporting 15 families in Enfield, and we are continuing to work together with our families that are roadside to support them with fair access to admissions. Our education team are committed to improving ethnicity monitoring data, monitoring so we can increase our heritage and cultural awareness training and support children and families.

Enfield Racial Equality Council

EREC is a dedicated race and ethnicity-based equalities service in Enfield providing support to individuals and guidance to organisations in the borough. We provide a small grant to enable the organisation to continue to advocate for many of our diverse ethnic groups.

Deliver positive interventions to reduce serious youth violence in Enfield

Enfield continues to suffer high levels of serious youth violence and there is local evidence that Black young people are impacted disproportionately in youth crime.

Data and analysis

In the year end to September 2022, a total of 278 serious youth violence victims were recorded in Enfield, representing a 16.7% decrease from the previous year.¹³ Enfield is now ranked sixth for number of serious youth violence victims compared to the 32 London boroughs after historically recording the highest number of serious youth violence victims. Although we are seeing a decline, we continue to record a high number of victims and serious youth violence still represents a significant challenge for the borough.

The Mayor's Office for Policing and Crime is currently phasing out the Serious Youth Crime Category. Therefore, public reporting was stopped in October 2022. It will be replaced with a new category called Teen Violence. This will not include robbery offences, which will be tracked separately.

We are implementing a public health approach to serious youth violence that seeks to address the underlying risk factors which increase the likelihood that someone will become a victim or perpetrator of violence. A report outlining work the Council and Police have taken to prevent serious youth violence in 2022 can be found [here](#).

Sex

As is the case in England and Wales, boys were more likely than girls to be cautioned and sentenced in Enfield and London in 2021/22. In Enfield, of the 132 cautions or sentences for young people aged 10 to 17, 92% were boys and 7% were girls.¹⁴

In London and Enfield, male children and young people were overrepresented in stop and search volumes between June 2022 – May 2023. In Enfield, 93% of children and young people aged under 19 who were stopped and searched were male. For London overall, this figure was 94%.¹⁵

Ethnicity

Tackling over-representation of children within Youth Justice Service has been one of our key strategic priorities in 2022-23. We have introduced the use of RRI (Relative Rate of Index) when reporting on disproportionality to the Enfield Youth Justice Management Board.

The RRI represents the proportion of each ethnic minority group, relative to the proportion of the White ethnic group. Each group is divided in its own ethnic population to calculate the rate. This figure is then divided by the rate for the White ethnic group to provide an RRI score. An RRI of 2.0 indicates that this group have

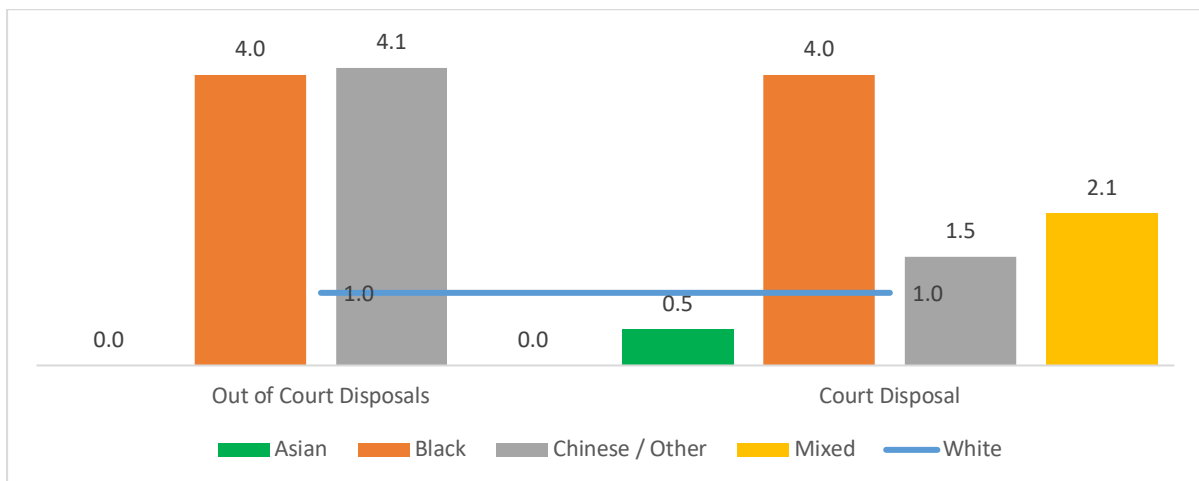
¹³ Enfield's Safeguarding Adolescents Strategy 2023-26

¹⁴ <https://www.gov.uk/government/statistics/youth-justice-statistics-2021-to-2022/youth-justice-statistics-2021-to-2022-accessible-version>

¹⁵ <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

twice the likelihood of an outcome than children from a White ethnic background. An RRI of 1.0 means they have the same likelihood as offending as children from a White ethnic background, and an RRI of 0.50 means half the likelihood compared to children from a White ethnic background.

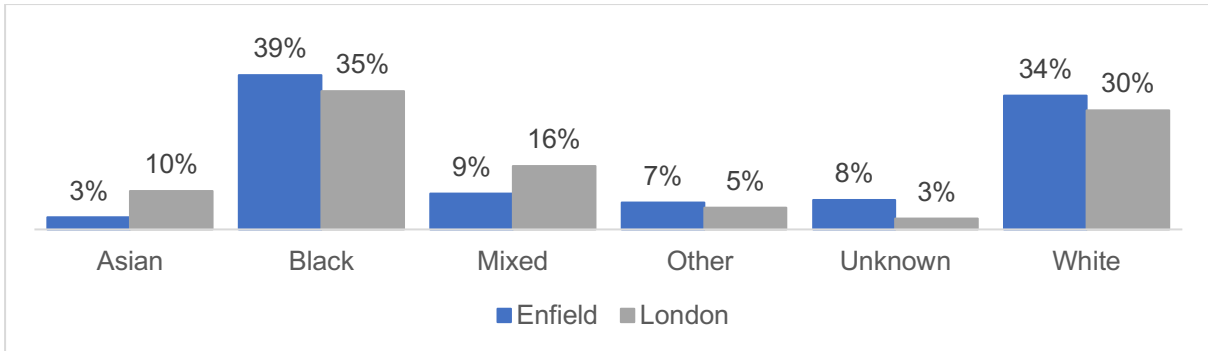
Overall, we continue to see children from Black ethnic backgrounds significantly over-represented (4.0 times as likely than their counterparts from White ethnic backgrounds) within Youth Justice Service across both pre and court disposals. Children from Chinese and Other ethnic backgrounds are 4.1 over-represented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



Relative Rate Index 2021/22
(Enfield Youth Justice Service Management Board)

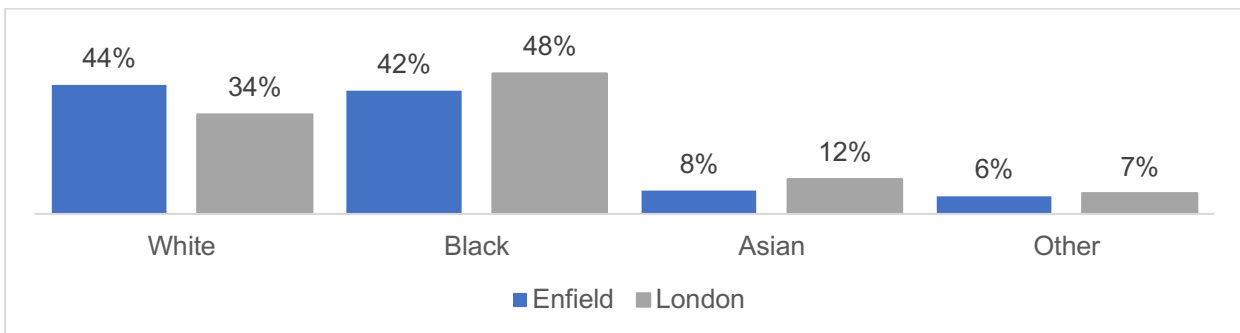
Proportionately, in Enfield, more young people from Black ethnic backgrounds (39%) were cautioned or sentenced for youth offences than any other ethnic group in 2021/22. This is slightly higher than the London average (35%) and is significantly higher than the national average (12%). In London, Black and ethnic minority communities are also disproportionately represented as victims.¹⁶

¹⁶ https://www.london.gov.uk/sites/default/files/tackling_ethnic_disproportionality_in_youth_justice_-_action_plan.pdf



Proportion of young people cautioned or convicted of youth offences by ethnic group in Enfield and London in 2021/22
(Youth Justice Statistics 2021/22)

Between June 2022 and May 2023, children from Black ethnic backgrounds were disproportionately overrepresented in stop and search volumes in London and Enfield. In Enfield, 42% of children and young people aged under 19 who were stopped and searched were for children from Black ethnic backgrounds. For London overall, this figure was 44%.¹⁷



Proportion of young people who were stopped and searched by ethnic group in Enfield and London between June 2022 and May 2023
(MOPAC Dashboard, June 2023)

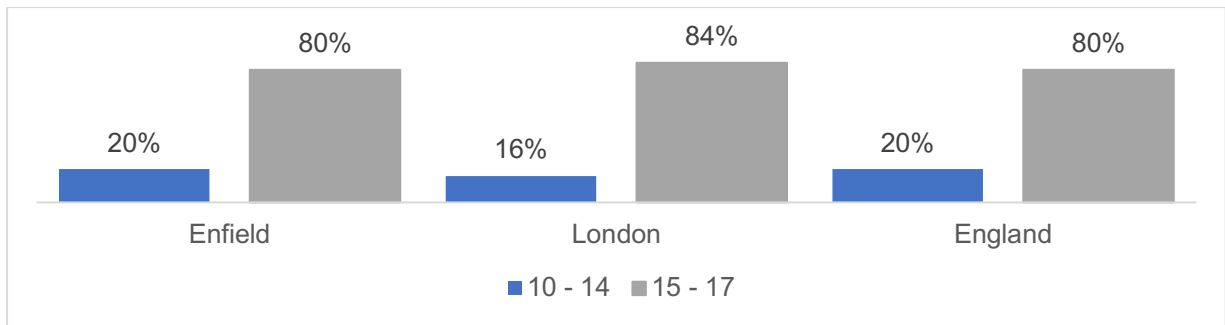
Age

In England and Wales, during 2021/22, children aged 15 to 17 made up 80% of the offending population but make up 30% of the overall population aged 10 to 17 population.¹⁸ This is similar to figures for Enfield and London, where children aged 15 to 17 make up 80% and 84% of the offending population respectively.¹⁹

¹⁷ <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

¹⁸ [Youth justice statistics: 2021 to 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/youth-justice-statistics-2021-to-2022)

¹⁹ Ibid



Proportion of young people cautioned or convicted of youth offences by age in Enfield, London and England in 2021/22

(Youth Justice Statistics 2021/22)

Actions we have taken in 2022/23

Disproportionality Pledge

In 2022/23, the Enfield Youth Justice Management Board reviewed a wide range of data available within and outside of the Youth Justice Service that informed the focus of their work. The Board has adopted the following disproportionality pledge and started a partnership action plan alongside of the disproportionality work that the service has done.

Enfield Youth Justice Service Management Board recognises the existence and negative impact of disproportionality upon the lives of children and young people. As a multi-agency partnership and as individual agencies, we commit to working hard to challenge disproportionality and improve outcomes for the children and young people who are over-represented within the youth justice system in Enfield.

Project Dove

Project Dove was a pilot project funded by the North Central London Health Inequality Fund, supporting children and young people at risk of offending through health settings and schools. By December 2022, the project had supported 39 families with 49 young people with risk factors linked to serious youth violence. The project showed a promising impact such as: 11 young people that have been involved in anti-social and low level of offending have not re-offended, 2 young people were supported in their court appearance and were given community sentences as a result of their positive engagement with the project, 8 parents positively engaged with the substance misuse service, 6 families engaged with parenting programmes and 15 families benefited from engagement in family enriching activities and accessed Community Hubs for further support. All 39 families participated in workshops around gangs' and risky behaviour awareness and child criminal exploitation.

Operation Engage

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

moment when a young person is arrested and presented in custody. Engage provides a follow through support into the community. Key focus is on reducing further engagement in risky behaviour and offending. Out of the 344 Enfield young people presented in custody during 2021/22, 193 have positively engaged with the project and received support, including information, advice, access to diversionary activities and mentoring.

Mobile Youth Bus

The mobile youth bus was launched in November 2022 and is kitted out with state-of-the-art equipment such as digital tablets, games consoles and music stations. This new bus will allow young people in the borough to gather safely with friends and supportive adults. The bus can be driven to the heart of any area in Enfield where youth provision is lacking, and it is designed to attract young people who wouldn't want to or be able to engage in activities in a youth centre or similar location.

Housing Project Pilot

This pilot was jointly delivered by Housing and Children and Family Services with focus on providing support for families with complex needs living in temporary housing and who have children involved in offending. By December 2022, 15 families with multiple children had benefited from additional support with housing, parenting skills, access to employment, training, welfare, debt and health and well-being support. Out of these, 6 families were rehoused from temporary accommodation to a new more suitable accommodation.

Nexus Programme

This programme is funded by the Council and led by the Secondary Behaviour Support Service. It has been in operation since April 2019. The key aim of the programme is to reduce school exclusions, as they present a significant risk factor for young people becoming victims or perpetrators of serious youth violence and exploitation.

The programme has been delivered through a diverse range of outreach and targeted youth support projects including third sector commissioned providers, to a range of schools. Since its inception, the total number of children and young people engaged via NEXUS initiatives is 14,465.

Summer University

This programme offers a diverse range of learning courses and fun activities during the summer holidays. This is a unique offer that positively engages young people and diverts them from boredom and risky behaviour in the most deprived and crime-impacted wards of the Borough, and actively engages young people in the co-production of the programme itself, from commissioning through to delivery and evaluation.

In 2022, 821 young people signed up to take part in the Summer University, from this 793 young people participated in at least 1.5 Summer University or Holiday Activities course.

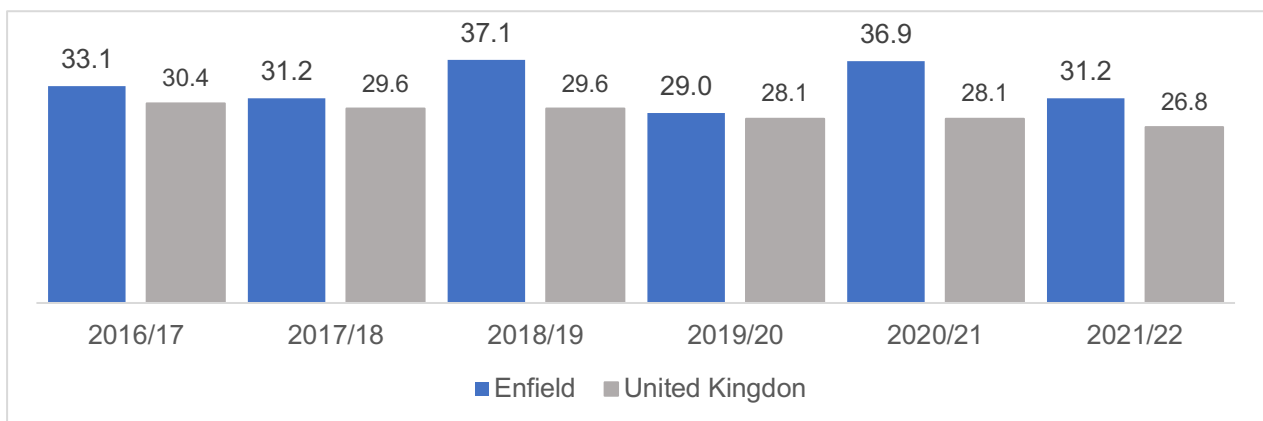
Increase the number of residents affected by Special Educational Needs and Disabilities (SEND) who are in paid employment

Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national and local level, and in Enfield the employment rates for people affected by disabilities are lower than the national average.

Data and analysis

Nationally, between July and September 2022, the disability employment rate was 52.6%, compared to 82.5% for non-disabled people.²⁰ Nationally, the median hourly pay for non-disabled employees is £2.05 per hour (17.2%) higher than it is for disabled employees.²¹ Between October 2021 and July 2022, disabled Black and ethnic minority workers faced an unemployment rate almost four times higher than the unemployment rate for non-disabled White workers (10.9% compared to 2.8%).²²

In Enfield, during 2021/22, people affected by a disability had an employment rate that was 31.2 percentage points lower than that of people who are not affected by disability. This is higher than both London (22.6 percentage points) and national (25.4 percentage points) averages.²³



The disability employment gap in Enfield and United Kingdom

(Department of Work and Pensions, February 2023)

We are seeing comparatively good employment outcomes for service users of Adult Social Care. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. The Equals Employment Support Service is part of Adult Social Care and provides support to adults with learning disabilities in paid employment. In

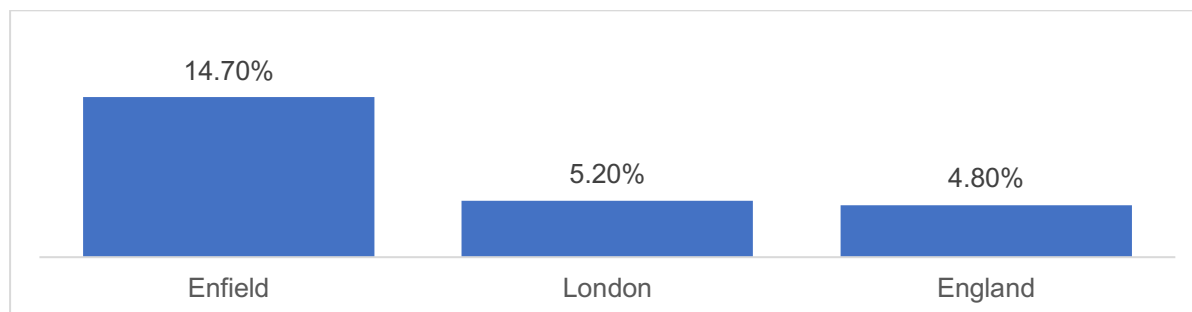
²⁰ Department of Work and Pensions, The Employment of Disabled People 2022

²¹ <https://www.tuc.org.uk/research-analysis/reports/jobs-and-pay-monitor-disabled-workers#:~:text=The%20disability%20pay%20gap%20is,disabled%20and%20non%2Ddisabled%20people.>

²² https://www.tuc.org.uk/research-analysis/reports/jobs-and-pay-monitor-disabled-workers#_ftn3

²³ Department of Work and Pensions, The Employment of Disabled People 2022

2021/22, Enfield had the second highest proportion in London of working age people (14.7%) who receive support for their learning disability in paid employment.²⁴ This was the fifth highest nationally and significantly higher than the London (5.2%) and England (4.8%) averages.



Proportion of working age people who receive support for their learning disability, who are in paid employment, in 2021/22
(NHS, October 2022)

Actions we have taken in 2022/23

West Lea Supported Internship

Supported Internships are a study programme, run by West Lea school, for young people aged 16 to 25 years who have an Education, Health and Care Plan (EHCP), who are able to work but need extra support to do so. Interns must be committed to working and are assigned a jobs coach who helps them to find the right jobs and support. Internships usually last from six months to one year, with Interns working four days a week in their job and one day with a tutor, learning workplace skills.

From the 2020/21 cohort, 74% of students (17 people) were offered a job at the end of the programme.

Equals Employment Service: Case Study

This case study highlights the support that the Equals Employment Service offers to adults with learning disabilities to gain and sustain paid employment. The case study is based upon a real case, but details have been changed.

²⁴<https://app.powerbi.com/view?r=eyJrIjoizmI4ODk2M2Q2OGQzZC00OTk3LTk5MTgtNzhiYzViMGFkODg1IiwidCI6IjUwZjYwNzFmLWJiZmUtNDAxYS04ODAzLTY3Mzc0OGU2MjllMmIsImMiOj9>

Clive was introduced to Equals when he was on a Supported Internship in the NHS through a local college and needed some support to apply for Access to Work Funding. Through the programme he built up a good deal of experience and skills in various roles.

When the programme came to an end, he required support to match his abilities to the right type of role. He was initially supported with CV writing, job applications and interview preparation. Clive was unfortunately unsuccessful with an application to be a Warehouse Apprentice in a Social Enterprise. However, Clive demonstrated a very strong motivation to work and he impressed the Equals worker with his dedication.

Given his skill set, it was clear that he could assist the Equals Team with an administration role. A role was carved for Clive, performing duties that arise as part of the Access to Work process for another client. Clive is now working part-time in a paid role within the Equals service. He also works as part of the Newsletter mail out group for the wider Integrated Learning Disability Service.

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

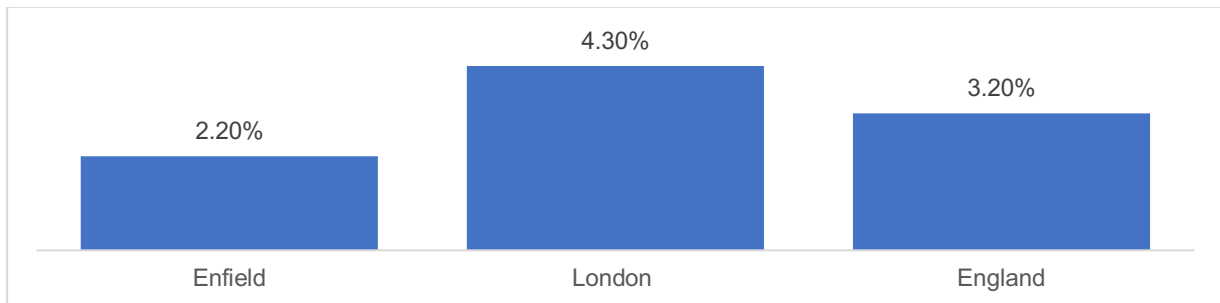
Anyone can find themselves discriminated against on the basis of their sexual orientation, but discrimination is more common against people who are lesbian, gay, bi and trans (LGBTQ+).

Data and analysis

Population estimates

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

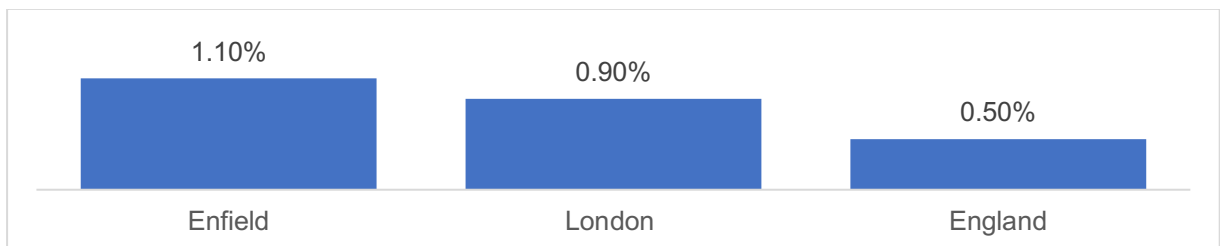
In Enfield, 2.2% of residents gave their sexual orientation as something other than straight or heterosexual. This was lower than London (4.3%) and England and Wales (3.2%) averages.



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

(Census 2021)

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



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

(Census 2021)

Health and wellbeing

The NHS have produced national data on health outcomes for LGBT people. In 2021, the prevalence of limiting longstanding illness was higher among LGB adults than heterosexual adults.²⁵ LGB adults also had a lower average mental wellbeing score on the Warwick Edinburgh Mental Wellbeing Scale (48.9) compared with heterosexual adults (51.4), with LGB women reporting the lowest well-being scores (47.3).²⁶

Life as a young LGBT+ person

The charity Barnardo's and Sheffield Hallam University have produced a report presenting the findings from a research project involving LGBT+ people aged 13-19 living in England.²⁷ The study looked at five areas: home life, education, accessing health services, work life, and life in the local community.

The report identified that there are ongoing issues about whether young people feel able to be 'out' about their identities within school, with common negative experiences of school life as an LGBT+ young person including school staff members 'outing' young people to their parents. Young people also expressed concern about LGBT+ invisibility in the formal curriculum, and issues about tokenistic and/or inappropriate representations of LGBT+ people within school spaces. To improve their school or college experience, survey respondents wanted to have more inclusive sex and relationships education.

Less than half of the young people who responded to the survey who were out felt 'accepted' by everyone, whether at home, in education, at work, or in their local community. When given the opportunity to reflect on what they thought was the best thing about being LGBT+, many young people talked about experiencing a sense of community and/or belonging with other LGBT+ people, particularly in online spaces and LGBT+ youth groups.

Actions we have taken in 2022/23

Enfield Pride Festival 2022

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

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

²⁵ NHS Digital, National representative data on the health of Lesbian, Gay and Bisexual adults 2021

²⁶ NHS Digital, National representative data on the health of Lesbian, Gay and Bisexual adults 2021

²⁷ <https://www.barnardos.org.uk/life-as-young-lgbt-person>

Enfield LGBT Network

As a community leader, we provide a small but vital grant to the Enfield LGBT network to help them facilitate a wide range of services and support groups to the LGBT population of Enfield. The Network also participates in 27 consultancy and advisory groups across the borough and beyond to represent the LGBT community. These Boards cover a wide range of themes including: policing; community safety, health; sexual health; faith; social care; voluntary sector and equalities.

Groups facilitated by the Enfield LGBT Network include:

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

Provide access to support services and networks to reduce social isolation

Social isolation can be defined as separation from social or familial contact, community involvement, or access to services,²⁸ while ‘loneliness’ can be understood as an individual’s personal, subjective sense of lacking these things.²⁹

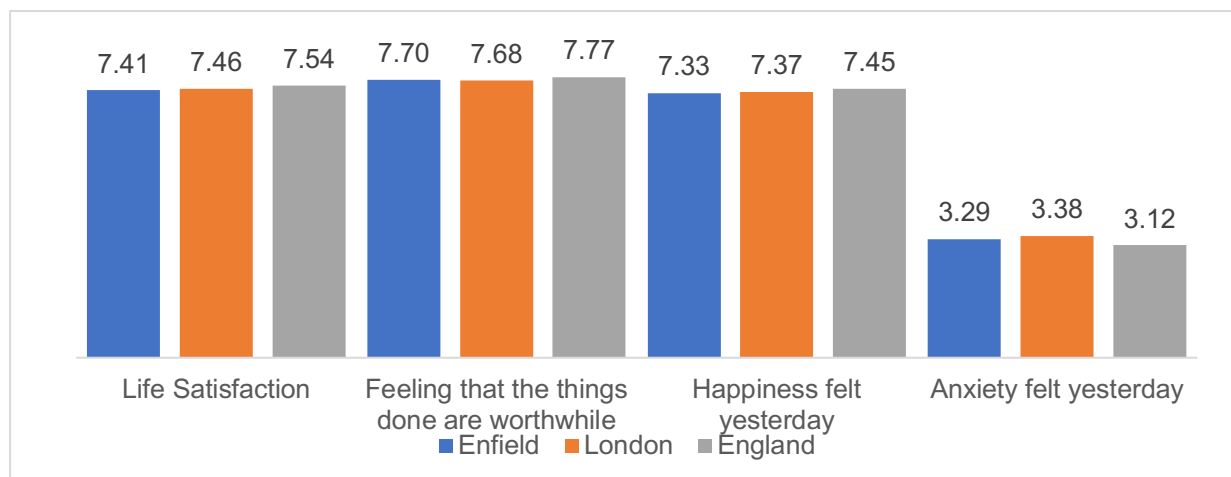
Social isolation can be detrimental to an individual’s mental and physical health. For example, social isolation is associated with an increased risk of coronary heart disease, in part, because social isolation and feelings of loneliness can be a physical and psychosocial stressor resulting in behaviour that is damaging to health, such as smoking.³⁰

Data and analysis

Personal well-being

A study by the ONS provides annual estimates of personal well-being for April 2021 to March 2022.³¹ The ratings in Enfield were:

- 7.41 out of 10 for life satisfaction (this is lower than London (7.46) and England (7.54) averages);
- 7.70 out of 10 for feeling that the things done in life are worthwhile (this higher than London (7.68) averages, but lower than England (7.77) averages);
- 7.33 out of 10 for happiness yesterday (this is lower than London (7.37) and England (7.45) averages);
- 3.29 out of 10 for anxiety yesterday (this lower than London (3.38) averages, but higher than England (3.12) averages).



Personal well-being estimates in Enfield, London and England for April 2021 to March 2022

(ONS, October 2022)

²⁸ <http://www.campaigntoendloneliness.org/wp-content/uploads/Promising-approaches-to-reducing-loneliness-and-isolation-in-later-life.pdf>

²⁹ <https://ukhsa.blog.gov.uk/2015/12/08/loneliness-and-isolation-social-relationships-are-key-to-good-health/>

³⁰ <http://www.ncbi.nlm.nih.gov/pubmed/22473079>

³¹ <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/bulletins/measuringnationalwellbeing/april2021tomarch2022#:~:text=Average%20ratings%20of%20well%2Dbeing,7.39%20in%20the%20previous%20year>

Impact of the cost-of-living crisis on older people in the UK

National research published by Age UK in November 2022, found that 10% of over-60s in the UK were cutting back or stopping their social care, or expected to do so in the months to come because they couldn't afford the cost.³² This particularly affected older people who pay for their care or those who have to pay 'top ups' to their provider.

Furthermore, 22% of older people (3.6 million) were reducing or stopping spending on medication or specialist foods or expected to do so in the coming months; and 15% (2.5 million) were skipping meals or expected to do so over the same period.

As a community leader, we are acutely aware of the impact of the cost-of-living crisis on our communities. We are providing support and sign-posting to residents through our cost-of-living website, awareness campaigns (to highlight available support), and in-person services at our community hubs, at Edmonton Green and Enfield Town libraries. Our community hub ambassadors meet residents face-to-face and help to improve money, jobs and skills, health and wellbeing, and housing stability. We have also opened Food Pantries within our Community Hubs, which provide residents with heavily discounted food shops and operated Warm Spaces in our libraries throughout autumn and winter.

Impact of the cost of living crisis on social isolation

National research undertaken by YouGov, on behalf of the Co-op and mental health charities Mind, SAMH and Inspires indicates the increasing toll that the cost of living is having on people's mental wellbeing, as access to support networks and the ability to look after their mental health becomes increasingly difficult.³³

Of those who were seeing their support networks less, almost two fifths (37%) said they are feeling lonely, and over a third are feeling isolated (36%), anxious (35%), or stressed (32%) because of this.

Almost three fifths of respondents (59%) said they would usually drive to see their network, but fuel is currently too expensive for them to do so, and a sixth (15%) said they cannot afford public transport costs.

A third (33%) of respondents also said they have been less able to afford activities beneficial to their mental wellbeing, since April 2022. Of these, over three fifths (69%) said they could not afford the cost of taking part, rising to nearly four in five (79%) among 25- to 34-year-olds. Over a third (38%) can no longer afford the cost of travel to get to these activities, rising to nearly half of 25- to 34-year-olds (44%) and 45- to 54-year-olds (45%).

³² <https://www.ageuk.org.uk/latest-press/articles/2022/one-in-ten-uk-older-people-are-reducing-or-stopping-their-social-care-or-expect-to-do-so-in-the-coming-months-as-they-struggle-with-the-cost-of-living/>

³³ <https://www.mind.org.uk/news-campaigns/news/a-fifth-of-uk-adults-are-seeing-members-of-their-support-network-less-due-to-the-cost-of-living-crisis/>

We are continuing to provide opportunities for people to socially connect through volunteering, mentoring, and befriending initiatives, building on the good practice of local organisations, volunteer networks established during the Covid-19 pandemic, and on the legacy of our Enfield stands together programme.

Actions we have taken in 2022/23

Social Prescribing

We are working with partners to 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. Enfield Voluntary Action employ four social prescribing link workers attached to local GP surgeries, who receive referrals for individuals presenting non-medical issues and connect them to relevant groups, activities and services to improve their health and wellbeing. Each link worker sees a maximum 250 patients a year in Enfield.

SMART Living

Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation. We are the first local authority to introduce artificial intelligence PainChek technology in care homes to better identify and support residents who may be experiencing pain but unable to express this verbally. The Covid-19 pandemic has made all too clear the importance of social connection. The SMART Living Project aims to reduce isolation in service users through introducing SMART technology into care homes to connect service users with friends and family. This is to ensure that service users stay happier, healthier, and independent for longer through the introduction of technology in our current social care offer.

Simply Connect

Simply Connect is a searchable online directory provided by community groups in Enfield. The directory is administered by Enfield Voluntary Action and supports residents to improve their health and wellbeing by focusing on what matters to them, connecting them to local community services and activities, and helping residents to achieve their goals and ambitions. There are over 300 activities advertised for all age groups across a range of interests.

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

The Covid-19 pandemic has had a profound impact on children and young people's mental health and wellbeing. There have been additional challenges for young people who were already struggling with their mental health and for others the pandemic has created new mental health issues, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and a breakdown of formal and informal support networks.³⁴

Data and analysis

In May 2023, the Education Policy Institute produced a report examining post-pandemic absences in England. The report states that the high levels of absenteeism during the peak of the pandemic have risen further still and have become more entrenched in the form of higher rates of persistent absence.³⁵

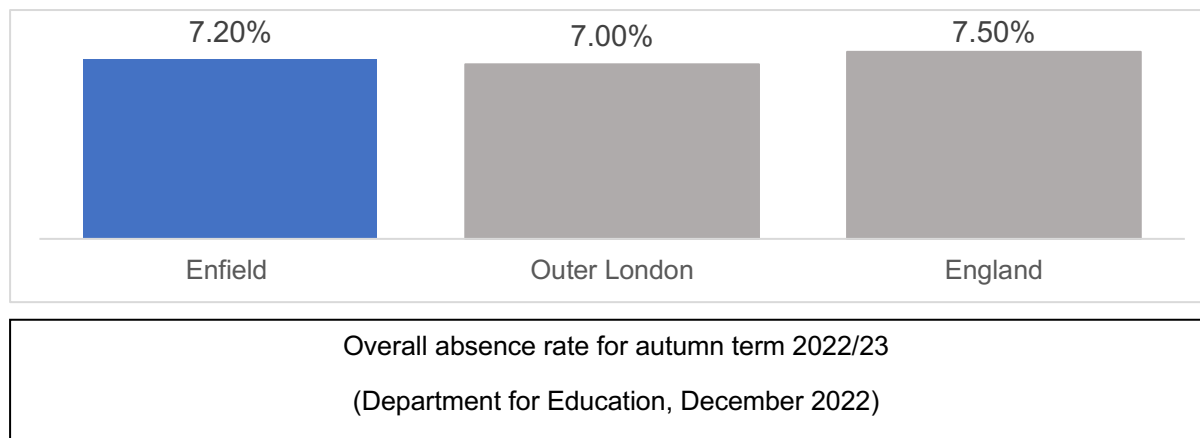
Vulnerable and marginalised groups – such as disadvantaged children and those with special educational needs – are much more likely to be absent from school and

³⁴ The Health Foundation, Institute of Health Equity, Build Back Fairer: The Covid-19 Marmot Review 2021

³⁵ <https://epi.org.uk/publications-and-research/absence/>

improving attendance has the potential to reduce educational inequalities between vulnerable groups and their peers.³⁶

In the 2022 autumn term, nationally the overall absence rate was 7.5%, compared with 4.9% in autumn 2019 (the last term of data prior to the pandemic) and having been constantly below 5% in recent years compared to 2019.³⁷ In Enfield, the overall absence rate during the 2022 autumn term was 7.2%, this is slightly higher than the average for Outer London (7%).³⁸



Nationally, the overall rate of persistent absence³⁹ has risen sharply, from 13.1% of all pupils in autumn 2019 to 24.2% in autumn 2022.⁴⁰ To put this into perspective, a persistent absence rate of 24.2% equates to over 1.7 million pupils. In Enfield, the persistence absence rate during the 2022 autumn term was 24%, this is slightly higher than the average for Outer London (23.1%).⁴¹

In 2021/22, Enfield's persistent absence rate in state-funded primary school was 17.6%, this is equal to England (17.7%) but slightly above the outer London average of 16.4%. In the same academic year, the persistent absence rate in state-funded secondary schools in Enfield was 24.4%, this is lower than England (27.7%) but higher than the outer London average of 22.9%.

When considering the most recently available data, in Enfield, the total persistent absence rate for state funded primary, secondary and special schools during the 2022 autumn term was 24%, this is slightly higher than the average for Outer London (23.1%).⁴² Based on data from spring term 2021/22, summer term 2021/22 and autumn term 2022/23, the highest rate of persistent absence in Enfield and Outer London occurs in the summer term.

³⁶ https://epi.org.uk/wp-content/uploads/2022/12/Covid19_2021_Disadvantage_Gaps_in_England.pdf

³⁷ <https://epi.org.uk/publications-and-research/absence/>

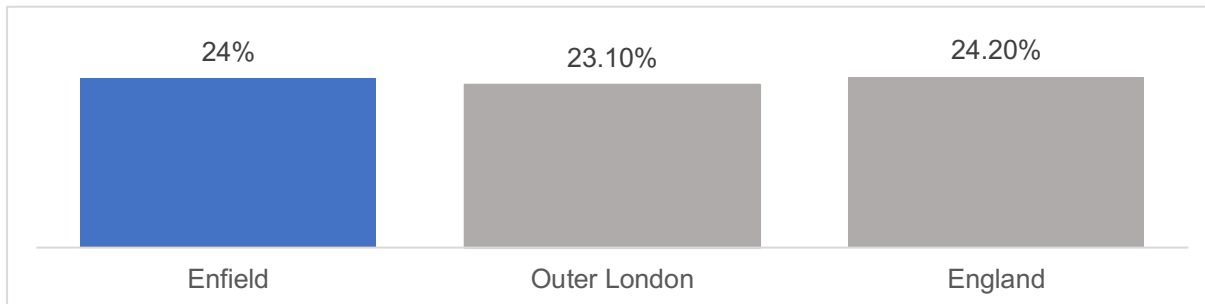
³⁸ <https://explore-education-statistics.service.gov.uk/data-tables/pupil-attendance-in-schools/2023-week-20?subjectId=9e396446-38c2-4b78-a609-08db5b647393#filtersForm-filtersSchoolType>

³⁹ Persistent absence is defined as when a pupil misses at least 10% of possible sessions. This translates to around 7 days of absence across a term.

⁴⁰ <https://epi.org.uk/publications-and-research/absence/>

⁴¹ <https://explore-education-statistics.service.gov.uk/data-tables/pupil-attendance-in-schools/2023-week-20?subjectId=9e396446-38c2-4b78-a609-08db5b647393#filtersForm-filtersSchoolType>

⁴² <https://explore-education-statistics.service.gov.uk/data-tables/pupil-attendance-in-schools/2023-week-20?subjectId=9e396446-38c2-4b78-a609-08db5b647393#filtersForm-filtersSchoolType>



Persistent absence rate for autumn term 2022/23
(Department for Education, December 2022)

Nationally, the mental health of children and young people has also worsened compared to prior to the pandemic. Data from NHS Digital shows that in 2022, 18% of children aged 7 to 16 years and 22% of young people aged 17 to 24 years had a probable mental disorder. 12.6% of 11- to 16-year-old social media users reported that they had been bullied online. This was 29.4% among those with a probable mental disorder.⁴³



Percentage of children and young people nationally by age who had a probable mental disorder in 2022
(NHS Digital, November 2022)

Data also shows the impact of the cost of living crisis on children and young people’s mental health and wellbeing. Among 17 to 22 years olds in England with a probable mental disorder, 14.8% reported living in a household that had experienced not being able to buy enough food or using a food bank in the past year, compared with 2.1% of young people unlikely to have a mental disorder.⁴⁴

In 2022/23, 4.4% of young people in Enfield were not in education, employment, or training (NEET). This was higher than England (4.3%) or London (2.8%) averages.

Actions we have taken in 2022/23

⁴³ <https://digital.nhs.uk/data-and-information/publications/statistical/mental-health-of-children-and-young-people-in-england/2022-follow-up-to-the-2017-survey>

⁴⁴ <https://digital.nhs.uk/data-and-information/publications/statistical/mental-health-of-children-and-young-people-in-england/2022-follow-up-to-the-2017-survey>

Enfield Youth Hub

Enfield Youth Hub is a local initiative, based at Edmonton Green library, for 16 to 24 year olds who are not in education or training or are currently unemployed.

The Youth Hub supports young people to develop their chosen career pathway through: signposting to further learning opportunities; providing impartial careers information, guidance and advice; work placement opportunities with local employers; and support and advice on setting up your business.

Youth Council

Enfield Youth Council champions the needs of all young people and represents their views. They ensure that the young people they serve have a voice in the community to improve services, and to positively influence policy and key decisions the Council makes.

The 2023 Enfield Youth Election appointed 20 young people as new members of the Enfield Youth Council and two young people to the UK Youth Parliament to represent the views and needs of Enfield children and young people at a national level.

Nearly 3,000 young people from all over the borough registered to vote with a 33-strong candidate list.

Funding secured to support disabled swimming

Enfield Council's Active Enfield team, the Joint Service for Disabled Children and Integrated Learning Disability Service and Fusion Lifestyle, have been awarded £10,000 from the London Sport Together Fund to help increase the number of disabled children who are able to have swimming lessons at leisure centres in the borough and to provide subsidised disability-only swimming sessions for families. The money will also provide training to swimming teachers to build confidence in teaching swimming to people with disabilities.

After-school supervised independent study

In September 2022, Enfield Council funded 18 secondary schools in the borough to provide their pupils with a place for safe independent study within the school, after the end of the school day. The purpose of the pilot was to improve academic performance by providing access to resources to complete homework; increasing motivation and confidence; and to foster social inclusion by encouraging pupils to work with their peers to better their understanding of lesson material. The initiative was also intended to help alleviate pressures outside schools by decreasing the numbers of young people all travelling out of schools at the same time, with the potential of helping reduce the risk of antisocial behaviour and youth crime in hotspot areas.

Holiday and food activity programme

To support children in receipt of benefit-related free school meals, we ran a DfE funded holiday and food activity programme in the Easter and Summer 2022

holidays, to support children to eat healthier and take part in activities to support their physical and mental wellbeing.

Youth Participation Policy

Our Youth Participation Policy was approved by our Executive Management Team in February 2023. This Policy sets out how the Council will meaningfully include children and young people in consultation, engagement and co-production opportunities across all departments.

It explains how we will uphold the rights of every child and young person in Enfield and empower them to share their views to shape the borough, as set out in [Empowering Young Enfield](#) our Children and Young People's Plan and our [Council Plan](#).

It includes the guiding principles to follow for different participation approaches and practical considerations to support Council Officers to develop and deliver meaningful and effective participation activities with children and young people.

Enfield Trauma Informed Practice

In 2021, we launched Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS) to support mental wellbeing and prevent the traumatising of children, young people and their families in service settings that are meant to support them. This approach fosters a culture of trusting and supportive relationships across the school. It is based on an understanding of behaviour as communicating need.

There are 6 partners across 14 teams and 70 schools across Enfield have access to the E-TIPSS programme. Currently, there are nine implementation schools and 579 of their staff have attended training. This has a reach and potential impact for almost 4,000 children who attend these implementation schools.

Keep people safe from domestic abuse

Anyone can experience domestic abuse, but women are twice as likely to have experienced it than men.⁴⁵

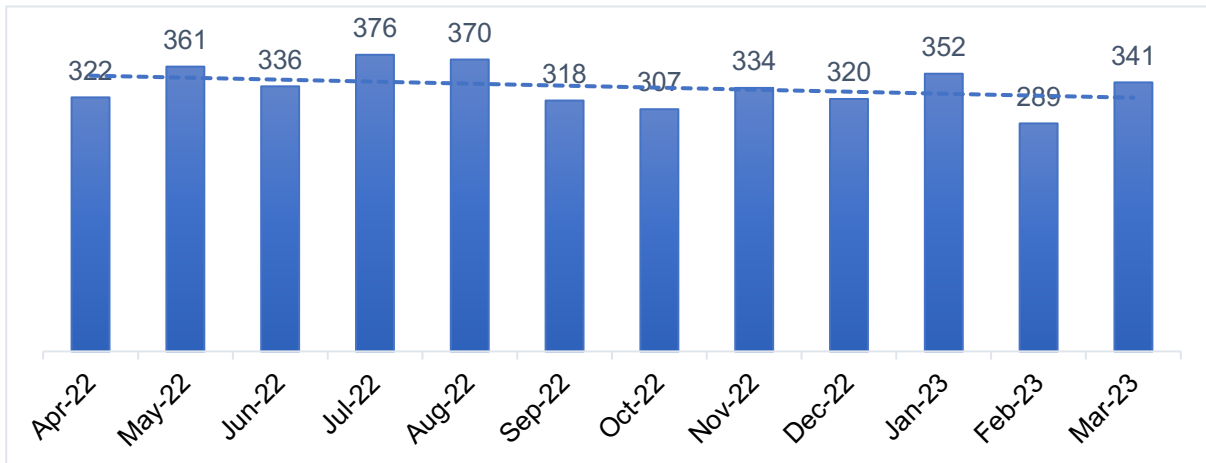
Data and analysis

There were 4,026 recorded cases of domestic abuse in Enfield in the 12 months to March 2023⁴⁶. In the previous year, 3,962 cases were recorded, highlighting a 1.6% increase in domestic violence in the borough.

⁴⁵<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2022>

⁴⁶ [Monthly Crime Data New Cats | Tableau Public](#)

Domestic abuse is not limited to physical violence and can include a range of abusive behaviours. It can also be experienced as repeated patterns of abusive behaviour to maintain power and control in a relationship.⁴⁷ Nationally, on average it takes 50 separate incidents of domestic abuse for a victim to contact support services.⁴⁸ Domestic abuse is an increasing reason for homelessness⁴⁹ with studies showing up to 63% of victims having rent arrears that led to a Notice of Possession.



Number of domestic abuse incidents in Enfield between April 2022 to March 2023
(MOPAC, March 2023)

Nationally, in the year ending March 2022 an estimated 6.9% of women (1.7 million) and 3% of men (699,000) experienced domestic abuse.⁵⁰ A significantly higher proportion of adults aged 20 to 24 years were victims of domestic abuse (10.2%) compared with those in age categories 55 years and over (9.6%).⁵¹ Further data from the Crime Survey for England and Wales shows that a significantly higher percentage of adults with a disability (10.3%) experienced domestic abuse in the last year than those who are not disabled (4%).⁵²

⁴⁷ <https://www.legislation.gov.uk/ukpga/2021/17/part/1/enacted>

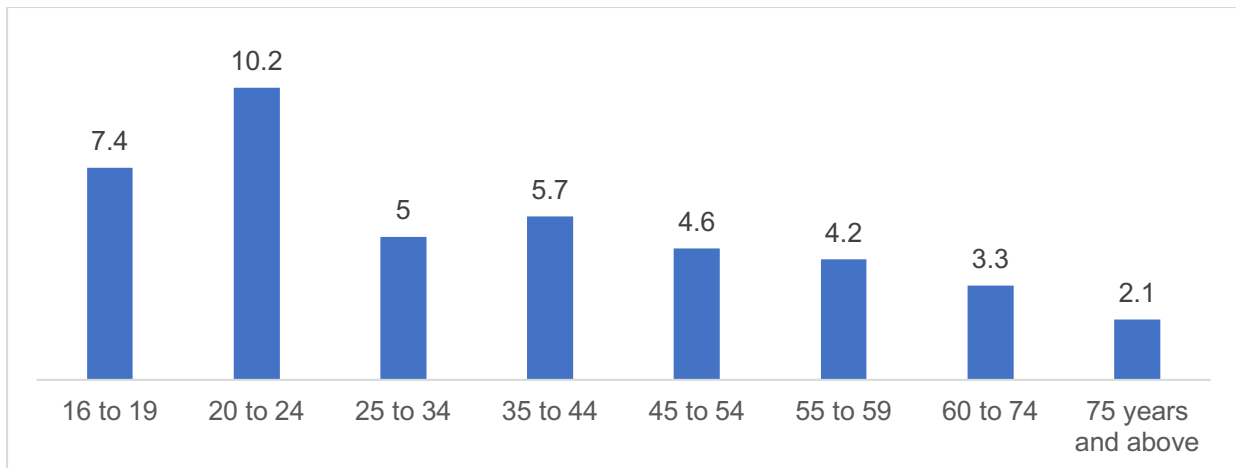
⁴⁸ <https://safelives.org.uk/policy-evidence/about-domestic-abuse/how-long-do-people-live-domestic-abuse-and-when-do-they-get>

⁴⁹ https://www.crisis.org.uk/media/240459/cr0198_domesticabusebill_appg_report_2019_aw_web.pdf

⁵⁰ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2022>

⁵¹ Ibid

⁵² Ibid



Prevalence of domestic abuse in the last year for adults aged 16 years and over by age, England and Wales, year ending March 2022

(ONS, November 2022)

Actions we have taken in 2022/23

Violence against Women and Girls Strategy 2023-25

The [Violence Against Women and Girls Strategy](#) was developed by Enfield Safer and Stronger Communities Board and sets out how we will address and prevent violence against women and girls (VAWG) and domestic abuse (DA) in Enfield. It outlines how we will work together with our partners and VAWG specialists in contributing to obtain the best possible outcomes for victims and survivors regardless of race, ethnicity, age, sexuality, age, disability.

The Butterfly Project

The Butterfly Project is funded by our Nexus programme to empower girls and young women. It aims to build self-esteem, confidence and resilience of girls and young women through coaching and mentoring. They provide a specialist programme that cover subjects such as body image, strengths, relationships, decision-making, goals and the challenges that girls and young women face. In the 2021/22 Academic year, the Butterfly project has engaged 72 people.

Enfield Women's Centre

Our Enfield Women's Centre (EWC) is a dedicated strategic organisation offering gender specific support to all women in the borough. Their services include support and counselling to vulnerable women, including those fleeing domestic violence as well as providing opportunities for socially isolated women to come together and participate in shared activities. The Centre operates a foodbank, specifically for women and families who are referred via social services, court workers, and other specialised support services. The centre receives a small annual grant from the Council.

Rise Mutual Pilot

Rise delivers a range of behavioural change programmes and innovative solutions to reduce re-offending and abuse, change behaviour and transform the lives of individuals, families and communities. In 2022, Rise launched a pilot in Enfield aimed at supporting traditionally minoritized groups to change abusive behaviour. Between April and December 2022, there had been 52 referrals to Rise for interventions and an additional 29 referrals for victim work for partners and family members.

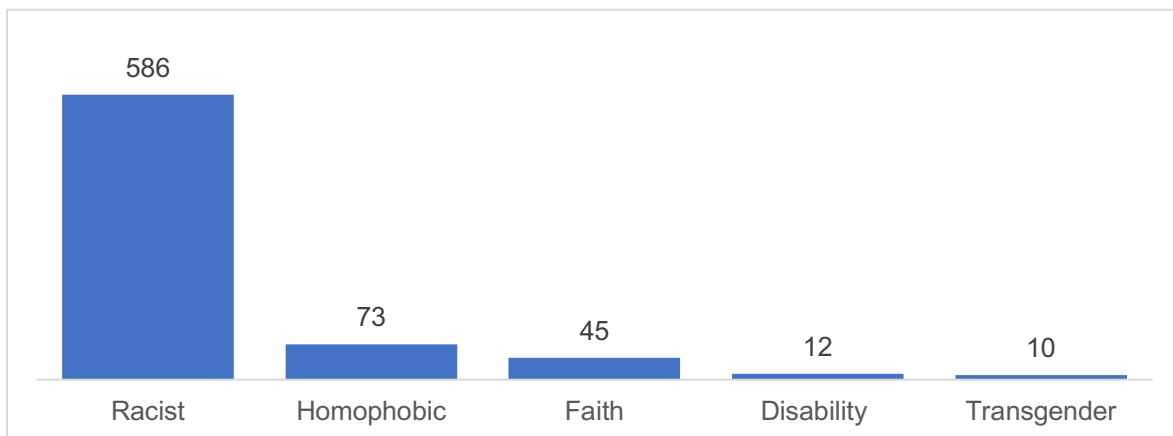
Promote safer and stronger communities and encouraging the reporting of hate crime and reducing repeat incidents

Hate crime is 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal

characteristic.⁵³ Their characteristics include disability, race, religion or belief, sexual orientation and trans identity.

Data and Analysis

The reporting of hate crime in Enfield decreased by 7.7% in the year ending March 2023, with 686 offences recorded when compared with 743 the previous year.⁵⁴ Racist hate crime offences make up the highest proportion of the hate crime strands; 586 of the 692 offences recorded over the year.⁵⁵ The reporting of racist and religious crime has decreased by 9.4% in the year ending March 2023.⁵⁶ The reporting of disability hate crime has increased by 9.1% over the 12 months to March 2023, increasing from 11 to 12 offences.⁵⁷ The reporting of faith hate crime has increased by 4.7% over the 12 months to March 2023, increasing from 43 to 45 offences. Islamophobic hate crime offences were the highest proportion of reported faith hate crime offences (28 of the 45 offences), this was followed by antisemitic hate crime offences (10 of the 45 offences).⁵⁸



Number of recorded hate crime offences in Enfield (MOPAC, March 2023)

Gypsy, Traveller and Roma communities

⁵³ Enfield Council, Safer and Stronger Communities Board Community Safety Plan 2020-22

⁵⁴ [Monthly Crime Data New Cats | Tableau Public](#)

⁵⁵ Ibid

⁵⁶ Ibid

⁵⁷ Ibid

⁵⁸ Ibid

In Enfield, according to the 2021 Census, 0.1% of our population are from a Gypsy or Irish Traveller ethnic backgrounds and 0.3% are from a Roma or Romany Gypsy ethnic backgrounds.⁵⁹

Gypsies, Travellers and Roma people continue to face widespread prejudice and discrimination, to such an extent that it has been referred to in national research as the 'last acceptable form of racism'.⁶⁰ A research study conducted in 2019 by the thinktank Pew Research Centre found 23% of people in the UK hold unfavourable views of Roma people.⁶¹ A study carried out by the Traveller Movement identified 77% of the Gypsy, Roma and Traveller Communities have been victims of hate speech or a hate crime.⁶² Although a clear causation cannot be established between the experiences of hate crime and suicide, respondents in a study 'stressed the corrosive effect on mental health and wellbeing of being subject to hate speech and discrimination'.⁶³

We will continue to work to reduce harassment and discrimination towards Gypsy, Roma and Traveller communities, by promoting good relations between settled communities and the Gypsy, Roma and Traveller communities.

Actions we have taken in 2022/23

Enfield Hate Crime Forum

We continue to take action with our partners to reduce the risk of crime against vulnerable people with illness, disability, and frailty. The Enfield Hate Crime Forum (EHCF) is a multi-agency group that brings together various organisations in the borough to effectively tackle various strands of hate crime such as racial harassment, homophobia, disability discrimination and faith discrimination.

It brings together the work of the London Borough of Enfield, Metropolitan Police, the Racial Incident Action Group, Enfield LGBT Network, Enfield Faith Forum, Enfield Racial Equality Council, Enfield Disability Action, Victim Support Enfield and various voluntary and community organisations to bring good working practices to all member agencies.

Faith Forum and supporting faith communities

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

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

⁵⁹ Census 2021

⁶⁰ Margaret Greenfields and Carol Roger, Hate: "As regular as rain" 2020

⁶¹ <https://www.pewresearch.org/global/2019/10/14/minority-groups/>

⁶² Traveller Movement, The last acceptable form of racism? 2017

⁶³ Margaret Greenfields and Carol Roger, Hate: "As regular as rain" 2020

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

Place-making and cultural activity to foster community cohesion

As community leader, we are creating community spaces that promote cohesion and where we can celebrate the diversity, culture and heritage of our communities. In 2022, we refurbished the Dugdale Arts Centre and the Fore Street Library to act as cultural hubs for the borough.

The Dugdale Arts Centre is located in Enfield Town and was reopened on 16th December 2022 hosting a range of activities. The new arts centre contains a theatre and a new museum that features a celebration of Enfield's people and a special exhibition based on the Stories of Enfield Project, celebrating 13 different community heritage projects.

In July 2022 the refurbished Fore Street Library in Angel Edmonton was opened into the new 'Living Room'. This refurbishment was carried out in response to concerns raised by the local community about a lack of essential spaces to host local groups, workshops and engage with large scale redevelopment in the local area.

The Living Room creates an open shop window space in the front of the library for exhibiting drawings and models, as well as hosting talks, presentations and advice surgeries. This provides residents with a versatile space to take part in community activities, which has allowed for greater community cohesion. As well as this, the 'living room' has provided a platform for the diversity of Angel Edmonton to be celebrated. The capacity to hold evening functions has also expanded the opening hours of the library, promoted economic growth and improved security on the high street.

Looking forward

We will continue to track our progress on delivering against our eight objectives. We will report to Council's Assurance Board in January 2024, and we will produce and publish our Annual Equality and Diversity Report each year.

As well as aiming to reduce inequality for specific groups in Enfield we are taking action to overcome structural causes of inequality as set out in the [Council Plan 2023 to 2026](#). The plan sets out how we are investing in Enfield to deliver positive outcomes for our communities. As part of this work, the eight objectives of Fairer Enfield will continue to shape the service plans of each Council department. Our service plans are reviewed and updated every year and set out the services and support offered.

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