



THE NGDP AT ENFIELD COHORT 25

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NATIONAL GRADUATE
DEVELOPMENT PROGRAMME
ngdp
FOR LOCAL GOVERNMENT





CONTENTS

- 3 ABOUT ENFIELD
- 3 POLITICAL PROFILE
- 4 KEY FACTS
- 5 COUNCIL PLAN
- 6 CORPORATE STRUCTURE
- 8 WHAT'S HAPPENING AT ENFIELD COUNCIL?
- 11 RECRUITMENT PROCESS
- 11 WHY IT'S GREAT TO WORK FOR ENFIELD COUNCIL
- 11 OUR CULTURE AND BEHAVIOURS
- 12 OUR COMPETENCIES
- 13 STAFF NETWORKS GROUPS
- 14 CURRENT NATIONAL MANAGEMENT TRAINEES
- 16 ENFIELD NGDP ALUMNI
- 19 KEY DOCUMENTS/LINKS
- 19 KEY CONTACTS

ABOUT ENFIELD

Enfield has a diverse population of around 335,000 people, making it the 7th most populous borough in London. Enfield is in North London, and is bisected by Green Lanes, the Great Cambridge Road (A1), and the River Lea, three of London's historic commercial arteries. Through these routes, as well as via rail and underground, Enfield is very well connected to central London, and surrounding boroughs.

Enfield is a borough of contrasts. The Southeast of the borough is densely populated and urban in character, while the North and West of the borough contain large areas of green belt land – the Council owns a number of working farms! Considerable inequalities exist between the more affluent West of the borough, and the Eastern corridor between Edmonton and the M25. Healthy life expectancy in the East of the borough is nearly 10 years lower than in the West of the borough, while employment rates are lower in the East than in the West. Enfield has a growing young population, with more residents under 20 than London averages, but also has nearly 30 care homes for older residents, one of the highest figures in London.

These contrasts make Enfield a fascinating place to work; an outer London borough with characteristics that increasingly resemble those of inner London. This is an exciting time to be working in Enfield, with the Council committed to reducing inequalities and taking innovative approaches to public services in order to better serve all the residents of this dynamic borough.



KEY FACTS



The population of Enfield is estimated to be **333,794**, making Enfield the 7th largest London borough by population.



Enfield has larger proportions of children and young people **under the age of twenty** than London and England averages.



About 40% of the borough's area is designated Green Belt.



Enfield's population is highly diverse. Overseas-born residents make up

35% of the borough's population.



Enfield is one of the most deprived Outer London boroughs. **Enfield is ranked 12th most deprived London borough** and 74th most deprived local authority in England overall.



Enfield has **four Underground stations** on the Piccadilly Line, **18 railway stations** and around **570 bus stops**.

COUNCIL PLAN

Our Council Plan 2023-26 ‘Investing in Enfield’ sets out the Council’s strategic direction and priorities.

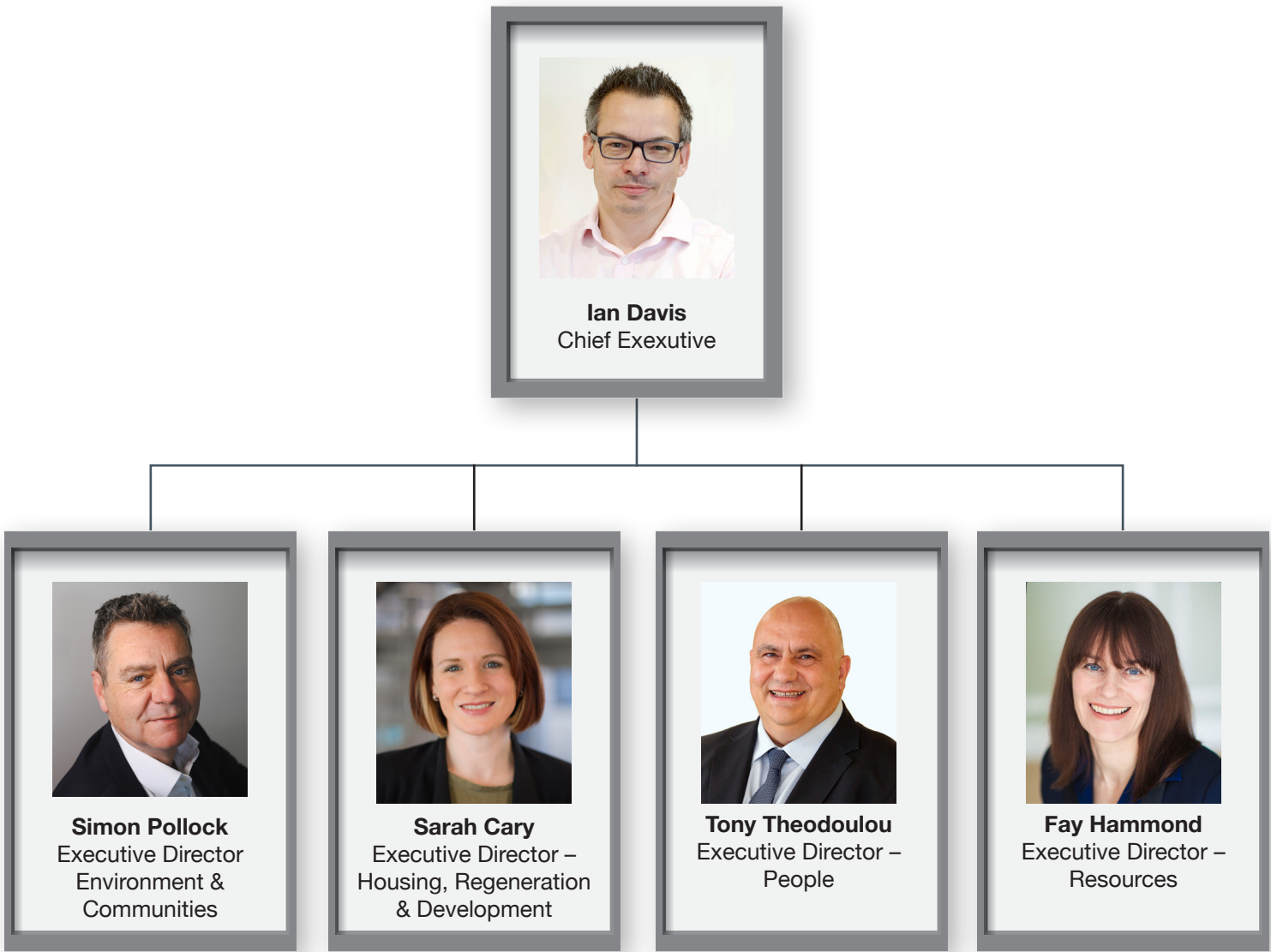
COUNCIL PLAN 2023-26: INVESTING IN ENFIELD

PRIORITIES	PRINCIPLES	FUTURE OUTCOMES
<ul style="list-style-type: none">• Clean and green places• Strong, healthy and safe communities• Thriving children and young people• More and better homes• An economy that works for everyone	<ul style="list-style-type: none">• Fairer Enfield• Accessible and responsive services• Financial resilience• Collaboration and early help• Climate conscious	<ul style="list-style-type: none">• Residents live happy, healthy and safe lives• Residents earn enough to support themselves and their families• Children and young people do well at all levels of learning• Residents age well• Residents live in good quality homes they can afford• Residents live in a carbon neutral borough



CORPORATE STRUCTURE

Our Council services are split in to four directorates which are led by an Executive Management Team.



CHIEF EXECUTIVE

The Chief Executive's Department brings together services at the heart of the Council that promote the Council's values and priorities and drive improvement and change.

Their services develop, maintain and improve engagement with residents, elected members, key local partners, and regional and national organisations, enabling the development of joined up services and strong community leadership.

They support organisational and cultural change and help departments manage their workforce efficiently and effectively, to improve performance and deliver effective value for money.

Services:

- Corporate Strategy
- Electoral Services
- HR and Organisational Development
- Law and Governance

ENVIRONMENT AND COMMUNITIES

The Environment and Communities Department combines a range of customer-focused services, communicating our work to various stakeholders and providing a first point of contact for residents. It works to provide accessible and responsive services that place our residents at the heart of everything we do.

The department also carries out vital frontline services which manage and regulate the environment of our borough. Teams across waste, public realm and highway services have the important role of creating good quality public spaces.

Services:

- Customer and Communications
- Environment and Street Scene
- Leisure, Parks and Culture

HOUSING, REGENERATION AND DEVELOPMENT

In Housing, Regeneration and Development the Council carries out its role as a place-maker and as a landlord to thousands of council tenants. The department works to increase and improve our borough's housing offer across a range of tenure types and creates places in which our residents can live happy, healthy, and safe lives.

The department has key objectives in tackling some of the most significant challenges the Council faces, including reducing homelessness and creating an inclusive economy.

Services:

- Development
- Housing
- Planning
- Regeneration and Growth

PEOPLE

The People Department brings together adult, children's and education services, community safety and public health to promote wellbeing, build resilience, strengthen independence, and reduce health inequalities throughout the lives of our residents.

They do this by working with partners to help prevent adverse outcomes, enable young people to achieve their potential, protect the public, support people when they need it and safeguard those at risk of harm.

Services:

- Adult Social Care
- Children & Families
- Community Safety
- Education
- Public Health

RESOURCES

The Resources Directorate provides a range of back-office functions that support the delivery of wider council functions and enhance performance in our customer-facing services. It has a key role in helping the Council manage the significant financial pressures which all local authorities are facing.

Key objectives include continuing to transform and modernise our services, becoming more commercial in our approach and leading the organisation in setting a robust medium-term financial plan.

Services:

- Capital and Commercial Finance
- Corporate Finance
- Digital Services
- Procurement & Commissioning

WHAT'S HAPPENING AT ENFIELD COUNCIL?

PEOPLE

- 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. In March 2023, the SMART Living Project was shortlisted as a finalist the 2023 MJ Achievement Award in the Digital Innovation category.
- Our **Modern Slavery team** continue to work with the Police and NHS to tackle modern slavery and support victims. In 2021/22, the team delivered training sessions to 455 people, raising awareness about the signs of modern slavery and how to report concerns.
- In 2020/21, the **Enfield Safeguarding Children Partnership** led on the creation of eleven safeguarding ambassadors – a group of young people who act as critical friends and work with the partnership on a range of activities including co-producing a training programme.
- In 2021, we invested £1 million in **early intervention services** to support children and young people with speech, language and communication needs; autism and neurodiversity; and Social Emotional and Mental Health needs.
- In 2021, we launched our **New Beginnings** project. We support women who have previously had their child or children removed from their care to identify and address their personal needs and future goals, develop resilience and improve



their health and wellbeing. The team is currently working with twelve women.

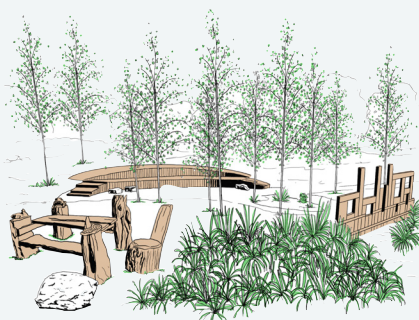
HOUSING, REGENERATION AND DEVELOPMENT

- **Meridian Water** is Enfield Council's £6bn 25-year regeneration project which will create 10,000 homes including 4,000 affordable homes, to help ease the London housing crisis and provide homes for local people in Enfield. Meridian Water will also provide thousands of high-quality new jobs and will benefit the local, regional, and national economy.
- We established the **Housing Advisory Service** in March 2020. The service aims to prevent people from becoming homeless at the earliest possible stage and equip people with the skills to manage a tenancy in the private rented sector through training and support.
- We are on track to deliver at least **3,500 new additional decent and affordable homes** owned by the Council by 2030 and are working with registered providers so that many more will be created for Enfield residents.
- We have launched **two additional and selective licensing schemes** which are helping drive up housing standards in a growing private rented sector and helping both tenants and landlords manage rented properties to a higher standard.
- We have plans to regenerate council estates across the borough. **The Alma Road estate regeneration** is an example of this.
- Enfield has just completed the UK's largest **Rough Sleeping Accommodation** Programme. 91 beds in 75 properties have been made available to Rough Sleepers in the borough via the programme.



ENVIRONMENT AND COMMUNITIES

- Our **Healthy Streets programme** is aimed at supporting sustainable and active modes of transport and creating high quality public realm and places.
- We have ambitious plans to become a **carbon neutral organisation** by 2030 and create a **carbon neutral borough** by 2040.
- In July 2020, we launched two **Community Hubs** in our Enfield Town and Edmonton Green Libraries to better support people with complex needs within the community and continue to promote the library service as a vital resource for children and young people who don't have space to study at home.



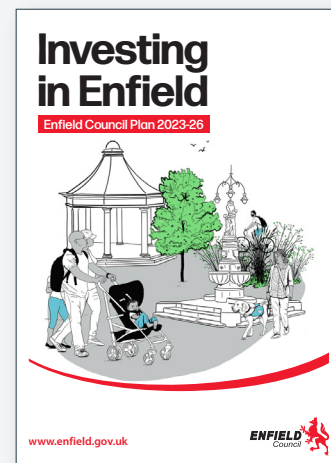
RESOURCES

- Our **Welfare Advice and Support Team** supported over **2,400 residents** referred to the service in 2020/21 and **2,500 residents** in 2021/22 to improve their financial situation by supporting them to access the income and benefits they are entitled to and manage their debts.
- We have helped thousands of our residents during the **cost-of-living crisis** by providing **tax and financial support** to those in need and opening up our libraries and community centres to provide free advice and warm spaces through the winter.



CEX

- Our **2023-26 Council Plan** sets out the strategic direction and priorities of the Council, as well as how we will measure our progress towards future outcomes. The Plan has been internally approved and will be publicly launched in June.
- We have produced our **Youth Participation Policy**, setting out how we will meaningfully include children and young people in consultation, engagement, and co-production opportunities across the Council. It gives guiding principles and practical considerations around different participation approaches for Council officers.
- We have launched our **Voter ID campaign** which informs residents about the changing national requirement to show photo ID when voting at a polling station for some elections. Information is being shared on social media, our website and in our newsletters. We have also produced a short video explaining the changes happening.
- Our **2023-28 Workforce Strategy** sets out our vision and ambition for the Council workforce. We want our workforce to have the right people, with the right skills, connected to our communities and working together for Enfield. The strategy sets out the four key priorities we will focus on to achieve this vision.
- **Our People, Our Culture is the Council's Culture Programme** aims to transform the culture at Enfield through embedding our key behaviours across the organisation and inspiring our employees to deliver high quality, safe and effective services. This Programme has been shortlisted for a national award.





HOW THE SCHEME IS RUN AT ENFIELD

The NGDP is well established and highly regarded by the senior management of the Council. National Management Trainees at Enfield have undertaken a range of exciting and challenging placements in which they've made a real difference to the Council.

NGDP placements at Enfield last 2 years and will give you the chance to experience working within 5 different departments across diverse service areas.

SUPPORT

The Placement Coordinator will help you navigate your time at Enfield. They'll help you to identify placements and opportunities. In each placement, you'll be assigned a manager who will oversee your day-to-day work and development.

While on the scheme, you'll also have a senior manager as a mentor. Your mentor will provide you with support outside your placement and will help you to identify your development areas.

You'll also be given a buddy who will be a current or former National Management Trainee.

RECRUITMENT PROCESS

We are looking for four National Management Trainees for Cohort 25. NGDP interviews are typically held in Enfield across May and June.

We are passionate about our people and how we deliver services to our community in Enfield. That's why we encourage a culture that puts our customers at the heart of everything we do - by empowering our people to work together to find solutions, be open, honest and respectful, take responsibility and listen and learn.

WHY IT'S GREAT TO WORK FOR ENFIELD COUNCIL

- An excellent pension through the Local Government Pension Scheme (LGPS).
- Up to 31 days annual leave depending on grade and length of service. You will also get eight public holidays per year and an extra day off at Christmas.
- A blend of remote and office based working for most roles.
- Interest free season ticket loan repayable over three or ten months.
- Career development and learning experiences from a range of training courses and learning methods.
- Employee Assistance Programme to provide advice and counselling services. This is a free and confidential service available to staff and members of their family.
- Health and leisure discounts and tax-free bikes for work.

OUR CULTURE AND BEHAVIOURS

The right behaviours and competencies are key to the delivery of our vision for Enfield.

We want people who will work collaboratively, flexibly and constructively with residents, colleagues and partners. Our behaviours form part of everything we do, and we demonstrate these through the way we work. It's not just about what we do, but also how we do it. This is measured through our interactions with our customers, our colleagues, and councillors.

We expect all employees to demonstrate our four key behaviours:

Take responsibility

We're willing to make decisions and be accountable for them. Our people have a positive can-do attitude and see problems as challenges to overcome. We accept responsibility for service delivery, are clear about our service offer and deliver what we promise.



Are open, honest and respectful

We're comfortable and confident with the difficulties and the barriers we face. We're able to constructively challenge the way things are done where there is evidence that it affects service delivery. Challenges are approached professionally, with the aim of reaching a mutually agreeable resolution.



Listen and learn

We listen and reflect on customer concerns to understand their point of view. We're able to receive constructive criticism and be prepared to adapt the way we operate and deliver services.



Work together to find solutions

We work collaboratively with other departments and partners, sharing our knowledge and skills to identify solutions to address customer concerns.



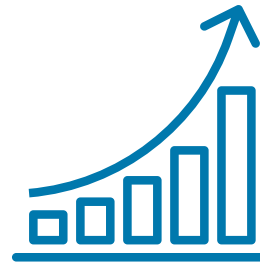
OUR COMPETENCIES

As our people are our greatest asset, we have a set of competencies to reflect our working culture, complement our key behaviours and achieve our organisational priorities.



Customer focus

Customer focus is about having the persistence and drive to continually identify ways to deliver ever better services to internal and external customers, and create positive customer experiences, despite diminishing resources.



Focus on continuous improvement

Focus on continuous improvement is about having the mindset to continually deliver performance improvements.



Delivering service performance

Delivering service performance is about individuals taking responsibility to deliver their best performance and understanding their role in delivering quality services to our residents and stakeholders.



Political awareness

Political awareness is about ensuring you have a thorough understanding of the local political context and the impact this has on Enfield services.

STAFF NETWORK GROUPS

Enfield Council has several staff-led network groups that represent various sections of the workforce. These groups bring together staff who share the same or similar protected characteristics and provide an opportunity for staff to network and share experiences.

These groups play an important part in unlocking the potential of our diverse workforce and in helping to support staff to overcome challenges. Our staff network groups regularly run events which are open for all staff to attend.

We currently have six staff network groups.

Disability Working Group

The Disability Working Group's objective is to work together to improve working life for people affected by disability at Enfield Council. The group is open to anybody who identifies as having a disability or who is affected by disability. Our view is that everyone is affected by disability in some way, and therefore all staff are welcome.



Staff Mental Health and Wellbeing

The Mental Health and Wellbeing Staff Group was established to look at the important issue of mental health and wellbeing and what Enfield Council can do to support staff.



The Mental Health and Wellbeing Network has also recently launched a sub-group dedicated to men's mental health issues, and how we can better support our male workforce and their mental health.

Ethnic Minority Network

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



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 reach leadership roles might face.



LGBTQ+ Staff Network

The LGBTQ+ Staff Network supports, champions and celebrates LGBTQ+ colleagues at Enfield Council. They work to continually develop and uphold a culture of inclusion, acceptance and understanding, allowing all staff to be themselves at work and fulfil their potential.



Young Professionals' Network

The Young Professionals' Network (YPN) was created in 2020 for staff who are in the early stages of their career. Their vision is to provide opportunities for young professionals at Enfield Council to network and build on their professional development skills. They also work to break down barriers and increase awareness within Enfield Council of the challenges young professionals face.



CURRENT NATIONAL MANAGEMENT TRAINEES



Ibitihaal Farah
Cohort 24

joined Enfield Council in September 2022. My time at Enfield has allowed me to grow my skill set and increase my overall understanding of local government. I started my first placement in Safeguarding Services as a Project Officer working on the Enfield SMART Living project. Part of this included developing a Business Case around implementing a piece of pain detection technology (PainChek) into nursing and residential homes across the borough. This role also included managing relationships with external partners such as PainChek as well as liaising with our

council owned nursing home Bridgewood House to ensure successful implementation of pain detection technology. Recently, the SMART Living project was shortlisted as one of the finalists for the 2023 MJ Achievement Awards.

In this placement, I also had the opportunity to attend assistive technology (AT) working groups as an Assistive Technology Champion to evaluate progress and discuss the latest innovations in assistive technology relevant to our social care services.



Grace Murray
Cohort 24

I joined the Council in September 2022. I was interested in working for Enfield because of its clear vision for a fairer and more inclusive borough, which includes bridging the divides between the eastern and western wards.

My first placement has been in the Strategy and Policy team, where I have supported the development of a policy to increase the number of people with learning disabilities and mental health conditions employed by the Council. This project has given me insight into the policymaking process; skills in researching and drafting; and experience engaging with stakeholders both within and external to the Council.

During my placement I have also had the opportunity to research best practice and innovative methods of policymaking and engagement, including attending events and interactive workshops. My managers in

this placement have been fantastic in offering a variety of different development opportunities and giving me work tailored to my interests. Over the six months, I have completed research around climate action and low-energy housing; written a briefing for the Leader of the Council; researched an Equality Impact Assessment for a strategy safeguarding young people from exploitation; and assisted the consultation design for a travel assistance policy in the Adult Social Care Service.

Starting my time as a graduate in the Chief Executive's department has also been useful in giving me an overarching understanding of the Council as an organization, and the decision-making process in local government.

Since joining the Council, I have also become a board member of the Young Professionals Network.



Joe Keane
Cohort 24

I joined Enfield on the graduate scheme in September 2022 as part of cohort 24. I was attracted firstly by the diversity of the borough, which has areas of significant wealth and areas of significant deprivation, areas of green, open spaces and areas of high-density housing, a diverse demography, and a lively political scene with two strong parties. This has always made working for the Council interesting and challenging (in a positive way!). The ambition of the Council is another reason I wanted to work here, as we have a number of exciting projects and targets aiming to tackle the most important issues that face our communities.

In my first placement at Enfield, I worked as a Complaints and Information Analyst, where I helped the team to improve our processes for responding to enquiries and provided feedback and learning from complaints received from residents. Whilst working in the role, I gained a lot of insight into the operations of the Council and the problems our residents face and developed some important key skills in a team which works with departments from across the Council, local politicians and the wider borough to resolve issues and improve performance.



Harry Carver
Cohort 24

Since joining Enfield in September 2022, my first 6-month placement has been in Strategic Property Services, specifically Operational Property.

My time in Strategic Property Services has given me the opportunity to get involved in work and projects that I never realised were a part of a local authority. Working in property has allowed me to work with services across the Council, helping them to fulfil their property needs for service delivery as well as liaising with residents on land and tenancy issues. This has given me a greater understanding of how different services work and introduced me to colleagues from across the organisation. Alongside my placement in Strategic Property Services, I was brought into Housing to help deal with the issues of damp and mould within Council housing stock, private sector rented housing

and temporary accommodation. The Council brought in a taskforce which I supported by formulating a damp and mould strategy with input from specialists across the Council.

Outside of the placements, I have taken on the role of leading the Men's Mental Health Group, a part of the wider Mental Health and Wellbeing network. The graduate scheme and especially the culture at Enfield Council has allowed me to pursue my interest in the issue of Mental health, organizing a weekly 5-a-side football as well as various mental health and wellbeing events. Overall, for the time that I have been with Enfield, I have found the culture very welcoming and extremely interested in the development of young talent.

ENFIELD NGDP ALUMNI



Alasdair Gillies
Cohort 22

I started working at Enfield Council in October 2020, and my first placement was in the Policy and Strategy team. I supported with the drafting of the Enfield Poverty and Inequality Commission report one-year progress update, as well as a Serious Youth Violence action plan working with colleagues from Public Health and Community Safety. In this placement, I developed a variety of skills including report writing and drafting, communication and relationship management. It was also really useful for developing my knowledge of the Council, its different services and how they connect.

My next placement was in the Climate Action and Sustainability team. I worked on a few different applications for funding, in particular to deliver a Local Area Energy Plan for the borough, for which I was involved in the procurement process. I also led on an external climate reporting exercise which involved working with colleagues from across the Council to complete an extensive questionnaire about its climate action and sustainability work.

My third placement was in the Joint Service for Disabled Children, where I worked on improving the ways that we include the views of children and young people with special educational needs and disabilities. This involved working with the special schools, playscheme providers, and youth groups from across Enfield to set up a network

of 'participation squads'. In these settings, we carried out a play and leisure survey to find out what activities the young people would like to do. This has been a great opportunity to work with partners outside the Council to deliver improved services for vulnerable residents in Enfield.

My final placement was in the Community Hubs Service. I led on the data and monitoring and communications workstreams, promoting the work of the Hubs both internally and externally.

Alongside these placements, I also worked for two weeks in the Electoral Services team in the run up to the Greater London Authority (GLA) elections. This was great to get involved with all the work required to successfully run an election.

I was a member of the Mental Health and Wellbeing Staff Group and led on the creation of a Men's Mental Health group. I really enjoyed putting on events where some great speakers have come to share their mental health experiences, as well as developing communications aimed at supporting staff to manage their mental health.

I have since left Enfield and now work as a Policy Advisor for the London Assembly, which is providing me with an exciting opportunity to put into practice the skills and experiences I developed through my time at Enfield.



Sarah Gilroy
Cohort 22

I joined Enfield Council in October 2020. On the graduate scheme at Enfield, you are given responsibility from the outset and the chance to work on exciting, high-profile projects, but you are always supported by your line manager, placement coordinator and senior mentor.

My first placement was in the central Procurement team where I helped to draft the Council's Sustainable and Ethical Procurement Policy. This policy looked at how the Council can use its spending power to deliver on the priorities set out in our Council Plan, including supporting local businesses, promoting equality, diversity and inclusion and minimising carbon emissions.

My second placement was in Electoral Services where I assisted with preparations for the GLA elections in May 2021. I also attended the elections count which was really exciting. I then moved on to the Polling District and Polling Place Review project which involved devising a new polling scheme following changes to the ward boundaries. This was a high-profile project

which exposed me to elected members and senior officers.

My final placement was in the Strategy and Policy team where I led on a review of how well the Council had delivered on its Council Plan priorities and assisted with an evaluation of a community safety project.

Whilst on the scheme, I was also chair of the Council's Young Professionals' Network. This significantly developed my leadership and networking skills and improved my confidence.

Since finishing the graduate scheme, I secured a position at Enfield Council as a Strategy and Policy Manager in the Corporate Strategy Service. This is an exciting and challenging role where I work with officers at all levels, elected members and partners to deliver high-quality strategy, policy and consultation and engagement projects. In this role, I have led on the development of the new Council Plan, and I am mid-way through developing a new strategy that set out how the Council and its partners will safeguard young people from harm outside the home.



Deborah George
Cohort 21

I joined Enfield Council in September 2019 and gained skills and experiences across all four departments.

My first placement was in the Homelessness Service, where I helped to develop Homelessness Transformation Programme. This is a new model to prevent homelessness in Enfield and eliminate the use of temporary accommodation.

I also worked in the Elections Office, preparing our borough for the 2019 General Election, where I provided key administrative support to the Electoral Services team, in varied aspects from electoral registration processing to election day poll clerk work. When the pandemic was first announced, I was also redeployed into Customer Operations and Access, where I worked on the Enfield Stands Together Covid-19 response project. I was part of a team that

contacted shielding residents and connected them to support available from volunteers in our community.

My other placements gave me great opportunities that included creating a Domestic Violence and Abuse Workplace policy, designing a new mentoring programme, and creating a loft conversion policy enabling foster carers to take on additional foster placements.

I really loved the autonomy and flexibility that came with being a graduate: it gave me the chance to personally tailor my development. Since finishing on the graduate scheme, I have worked as a Town Centre Development Officer in Enfield and now have a role as a civil service Policy Officer in the Department for Levelling Up, Housing and Communities.



Nat Buckeridge
Cohort 21

I joined Enfield in October 2019. My first placement involved developing strategies for two areas of the Council: a Web Strategy and a Debt Management Strategy for the Resources department. I really enjoyed that Enfield split my first placement between two areas, as it gave me a great overview of the inner workings of the organisation.

During the height of the pandemic, I was seconded to Temporary Accommodation to assist with the Covid-19 response. It was a fascinating time to be involved in local government as national attention shifted almost overnight towards keyworkers and public servants. I was tasked with developing the policies and processes to ensure that a hotel in Edmonton was converted into emergency temporary accommodation, this has included working on the ground which was an amazing frontline experience.

After this, I had a further 6-month placement in Cultural Services Development, delivering 'Enjoy Enfield Summer' which was a celebration of local artists and musicians held in our town centres. I completed a short placement delivering a communications campaign for Public Health to target Covid-19 vaccine hesitancy before tailing off the graduate programme in April 2021 to become an Economic Development Officer. In this role, I worked on providing business support interventions for local Small and Medium-sized Enterprises (SMEs) and promoting Enfield as a location for investment.

Most recently, I have become a Partnership and Relationship Manager in the Employment and Skills Service, which is offering me fresh challenges and opportunities as I support residents in finding relevant and fulfilling employment.

KEY DOCUMENTS/LINKS

Council website

www.enfield.gov.uk

Latest Council news

<https://new.enfield.gov.uk/news-and-events/>

Council Plan

<https://www.enfield.gov.uk/services/your-council/our-vision-aims-and-values>

Fairer Enfield, Equality Diversity and Inclusion Policy

<https://www.enfield.gov.uk/services/your-council/about-equality-and-diversity-in-enfield>

Climate Action Plan

<https://www.enfield.gov.uk/services/environment/climate-action>

Poverty and Inequality Commission

<https://new.enfield.gov.uk/services/your-council/enfield-poverty-and-inequality-commission/>

Strategies and policies

<https://new.enfield.gov.uk/services/your-council/our-vision-aims-and-values/>

Our Behaviours and Values

<https://new.enfield.gov.uk/services/jobs-and-careers/our-culture-and-behaviours/#1>

Our Competencies and Priorities

<https://new.enfield.gov.uk/services/jobs-and-careers/our-culture-and-behaviours/#2>

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