

# Fairer Enfield

Equality, Diversity and Inclusion Policy 2020-2024

DRAFT



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# Foreword

**Enfield Council stands united against every form of discrimination, racism and injustice. We are working with our communities to identify the roots of inequality in our borough, to address specific areas of concern and develop solutions together.**

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The draft policy reinforces the Council's duty to comply with relevant legislation and statutory requirements and as the borough continues to grow, confirms our commitment to improve equality and diversity for all who live, work and earn in Enfield. Furthermore, it outlines the behaviours and values that everyone working for the Council must demonstrate and the actions they must take in order to make this a reality.

It also includes five proposed equality objectives, which demonstrate specific areas where we are tackling inequality. These objectives have been identified based on analysis of local data on the outcomes and experiences of different people in our communities, national research on inequality and consideration of the views and experience of our staff and our partners. We are now testing out these draft objectives, and the whole policy, through engagement with stakeholders across the borough.

As we reflect on the Black Lives Matter Movement, our work to tackle systemic racism and all forms of inequality in the borough continues to be a top priority for the Council and it is vital that our final policy is informed by our stakeholders.

We are now engaging with our valued staff, community and partners to gather feedback on this draft policy to help us further develop and improve our approach. We would like to know:

- Do you think we need to make any changes to the draft policy?
- Do you think there is anything missing from the draft policy?
- Do you have any ideas you would like to share about how we can best deliver on the draft objectives?

Your views are critical to help ensure everyone within the Council does everything in our power to tackle inequality and discrimination in all its forms and promote and enhance equality, diversity and inclusion. Using your feedback, we plan to finalise, approve and publish our new policy during winter 2020/21.

Thank you to everyone who has contributed to this draft policy so far and I look forward to working with all our partners as we seek to address inequality and create a lifetime of opportunities for our residents.



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



# Introduction

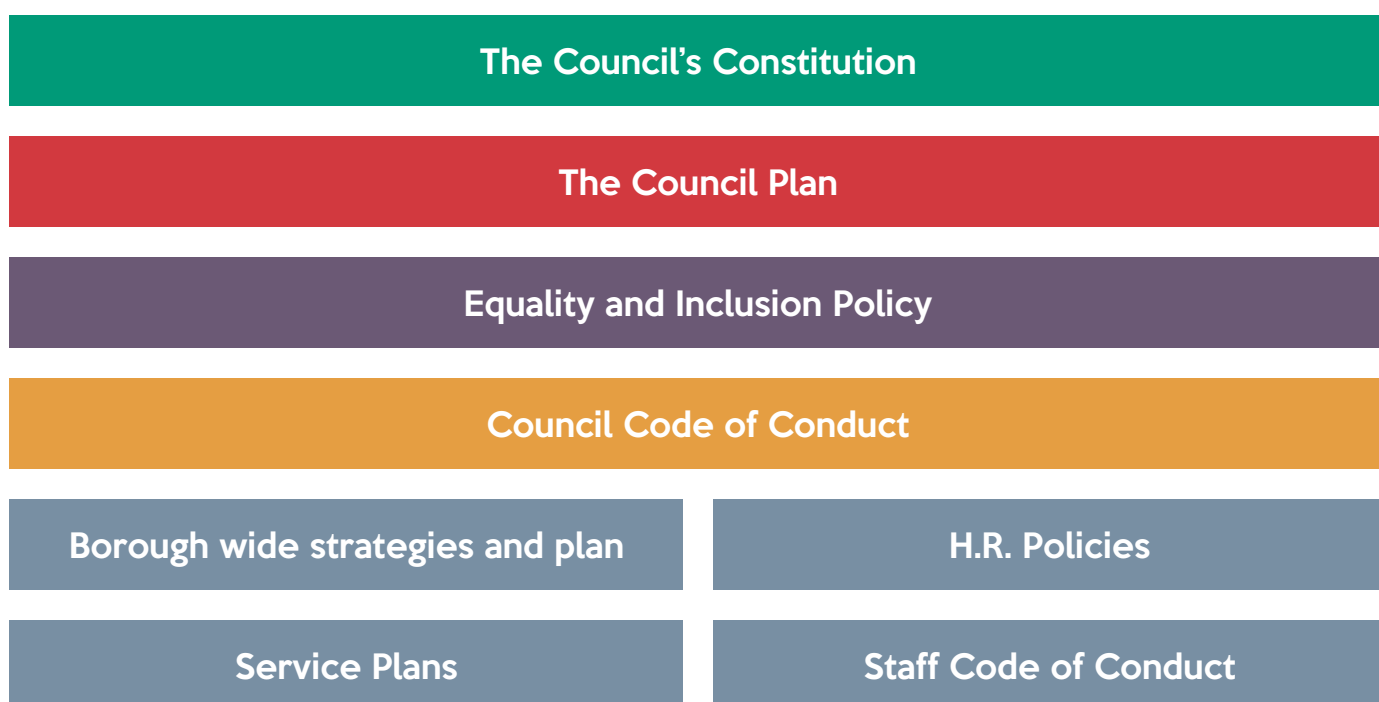
We will work with our partners to create a fairer Enfield, helping to create a lifetime of opportunities for everyone in the borough. This means all residents, service users and Council staff are supported to fulfil their potential, are treated with respect and are actively involved in shaping the decisions that affect the services they receive, the places they live in or the organisation in which they work.

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This policy sets out how Enfield Council will tackle inequality and promote an inclusive workplace and inclusive communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield.

The policy explains the expectations on our workforce, as they work together with colleagues to design and deliver services to create a vibrant and inclusive borough. It sets out the Council's role in promoting equality and tackling inequality and discrimination. It impacts on everyone who lives, works and studies in Enfield.

The policy should be considered in conjunction with other key documents which set out the expectations and requirements on everyone who works for the Council. The diagram below shows how this policy relates to other key policies and strategies.



# Defining Equality, Diversity and Inclusion

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.

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The following four core values form the framework for a fairer Enfield:



## Equal Outcomes

A place where residents have the same opportunities regardless of their protected characteristics or socio-economic background. This not only requires the Council to treat everyone equally, but also to accept the need to sometimes move beyond “equal treatment” towards providing extra support for particularly disadvantaged individuals or groups. This is necessary in order to address differing levels of need in an unequal society and improve outcomes for the most disadvantaged groups to ensure meaningful change.



## Respect

A place where everyone is treated with dignity and respect. “Respect” can be defined as having due regard for a person’s feelings, wishes and rights. Negative behaviours such as discrimination, harassment and intimidation undermine people’s dignity, prevent equality and reinforce disadvantage.



## Diversity

Diversity means appreciating the value of differences between individuals and groups. By celebrating the rich diversity, culture and heritage of our community we show respect to our workforce and residents. Promoting the benefits of a diverse community helps to break down barriers and negative attitudes created through lack of understanding and misinformation and helps to promote social cohesion and good community relations.



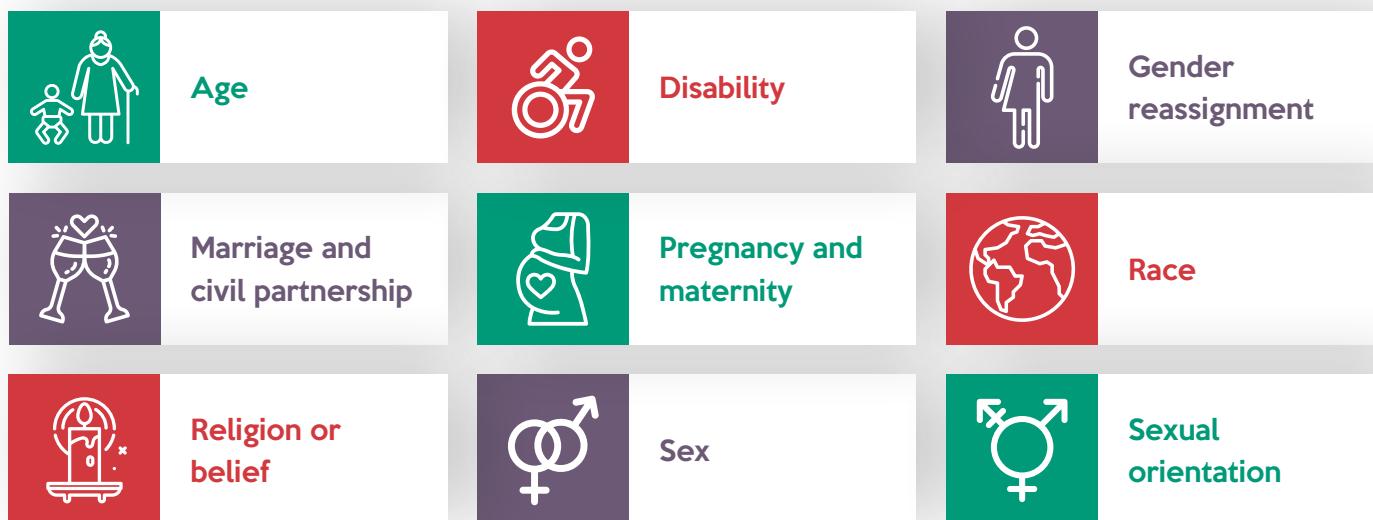
## Inclusion

To reduce inequality, every section of the local community must be included in decision making and be involved in community life. The most economically and politically disadvantaged groups must have the opportunity to contribute to shaping policy and service changes which will ultimately affect them. Every individual should be encouraged and supported to become an active member of their community, especially those who may face barriers to doing this. Minority groups should be proportionately represented in senior leadership roles across the Council to reinforce their voice in important decision making.

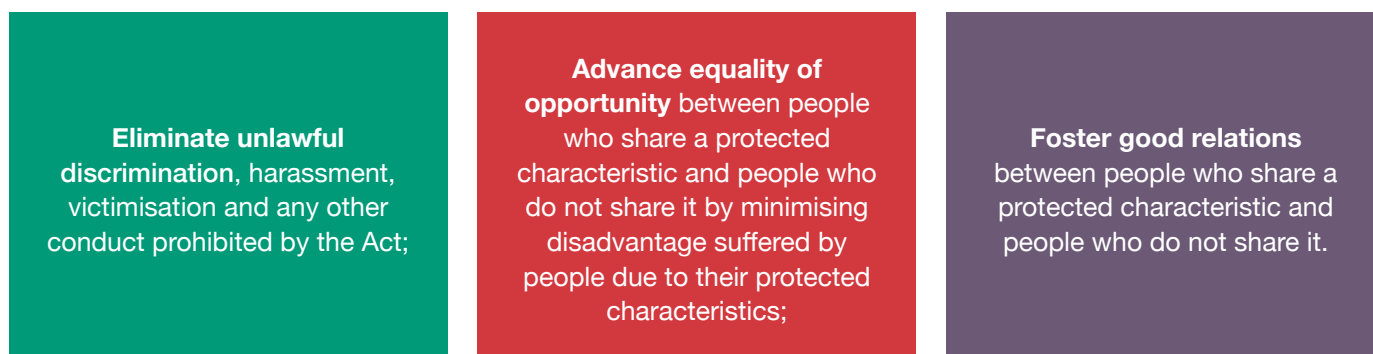
# Meeting our statutory requirements

Enfield Council complies with the Human Rights Act 1998 and the Equality Act 2010.

The Equality Act 2010 covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the Act therefore protects everyone. The protected characteristics are:



The Equality Act 2010 also states the Public Sector Equality Duty, which aims to ensure that all public bodies play an active role in reducing inequality. The Duty has three aims. It requires public bodies to have due regard to the need to:



Enfield Council is committed to fulfilling the Public Sector Equality Duty. Direct and/or indirect discrimination, harassment or victimisation will not be tolerated within the workplace, or in the way we deliver services or carry out our functions and duties. The Council is committed to promoting equality of opportunity, eliminating unlawful discrimination and promoting community cohesion within the borough. We will seek to protect the right of everyone not to be discriminated against and work to ensure equality of opportunity for all, so that each person is supported to realise their potential.

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

# Our approach to equality and inclusion

**Enfield is a borough full of potential. We have a diverse and growing population; an emerging and strengthening business sector; an ambitious regeneration and housebuilding programme; and an attractive natural environment. Whilst exciting prospects lie ahead for the borough, it is essential that the benefits of Enfield's growth and development are harnessed effectively to support disadvantaged residents and do not widen the existing inequality gap or push out our most deprived residents.**

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The borough already faces considerable inequality that can be spatially evidenced, with vast differences in health outcomes and deprivation levels across different wards from east to west. Everyone who works for the Council has a part to play in our vision to provide a lifetime of opportunities for everyone. Equality and inclusion will be at the heart of everything we do as we embark on ambitious regeneration and housebuilding projects, provide vital services and support to our communities, grow our business sector and attract new industries into the borough.

Equality, diversity and inclusion will also be central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge 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 residents in the most effective and efficient way possible, tackle inequality and discrimination and promote equality, diversity and inclusion in all that we do.

The following principles set out the approach we will take.

## **As a community leader we will:**

- Work with our partners to implement the Council Plan, which seeks to improve the social and economic environment whilst reducing inequality.
- Promote good relations between communities in our communications and address negative stereotyping of any groups.
- Use our influence to encourage other employers and service providers in the borough to comply with our standards for equality, diversity and inclusion. We will encourage organisations in the borough to employ diverse workforces and provide high quality services that are accessible to everyone.
- Lead by example by demonstrating best practice for equality, diversity and inclusion as a service provider, commissioner and employer (see below).

## **As a service provider we will:**

- Deliver services that are accessible to all and that are tailored to the diverse and individual needs of our community. Reasonable adjustments will be provided where necessary to help residents access services.
- Demonstrate behaviours in line with the Enfield Staff Code of Conduct. Staff are expected to promote equality by not discriminating against anyone and by treating members of the public, colleagues and elected members with respect.
- Engage with all groups in our community when making decisions about our services; and prioritise engagement with those who represent marginalised or disadvantaged groups or where involvement is low.
- Consistently collect and monitor relevant equalities data from our service users so that we can understand how effective our services are at reaching and improving outcomes for diverse communities. This helps us to understand the needs of our different residents and design policies and services to meet those needs.
- Carry out an Equality Impact Assessment (EQIA) for any decision which may have significant impact on staff or residents. Equality Impact Assessments consider the impact that any prospective changes to policy or service delivery will have on different groups of residents or staff and require staff to plan mitigating action to ensure that no group is disadvantaged by the change.
- Use commissioning and procurement of services as a tool to reduce inequality across the borough by ensuring that commissioned services are compliant with Enfield's equalities standards, encourage payment of the London Living Wage and add social value to the borough.

## As an employer we will:

- Employ a diverse workforce which is representative of the community we serve across all pay scales.
- Review and update our human resources policies (including recruitment, learning and development and employee relations) to ensure that they are inclusive and accessible for all staff, regardless of protected characteristics.
- Provide reasonable and timely adjustments for staff to allow them to work effectively and access services.
- Provide training and support to enable staff to manage and/or work within a diverse workforce.
- Address any unfair treatment in the workplace relating to any of the protected characteristics.
- Formally recognise the contribution of our staff equalities groups and support their work. These groups work to support staff across the Council to overcome challenges that may prevent them from thriving at work or fulfilling their potential. These groups include: Women into Leadership, Ethnic Minority Network, Disability Working Group, LGBT Network, Young Professionals Network and Mental Health and Wellbeing Group. Access to funding for staff groups will be equitable and allocated to support work that contributes to the Council's aim of advancing equality and inclusion for all staff.
- Encourage employees to participate in staff groups as part of their professional development and wellbeing. Managers will grant staff reasonable remittance from their daily role in order to do this.

## Our expectations of Enfield residents:

- We cannot reduce inequality alone and so we ask residents and communities to support us by also committing to treating Council staff, elected members and other residents with respect and fairness.
- Service users should not use language or physical actions of any form that could demean, distress or offend Council staff or elected members. Threats of violence against a member of staff, an elected member or our partners will not be tolerated. Legal action may be taken against any person using or threatening violence.
- Enfield's residents should similarly treat each other with mutual respect, open mindedness and respect. Enfield is home to many diverse communities, and it is important to respect different cultures, beliefs and lifestyles.
- Enfield residents should continue to demonstrate respect and tolerance for others when using online forums. Threatening or abusive language is not acceptable online or in person.





# Equalities 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. We have identified six focused areas of work to reduce inequality, which affect specific groups in Enfield.

To identify these draft objectives, we have:

- analysed local data on the outcomes and experiences of different groups in our communities
- analysed national research on inequality
- learnt from the successful approaches taken by councils elsewhere, as well as other public sector and voluntary and community sector organisations
- considered and discussed the views and experiences of the staff in our staff equality networks and the experiences of voluntary and community sector partners.

As well as these six focused areas of work to reduce inequality for specific groups in Enfield, we are taking action to overcome structural causes of inequality by implementing our [Council Plan 2020-2022](#) to create a lifetime of opportunities for everyone in Enfield. This Plan includes action to improve housing, education, employment and health for people across the borough.

This action is intended to have a significant positive impact on equality of outcomes for people with protected characteristics currently facing disadvantage.

## Tell us what you think

We would like to know what you think about these draft objectives.

- Are these the right areas of focus to tackle inequality in Enfield?
- Is there anything missing?
- Do you have any ideas you would like to share about how we can best achieve these objectives?

Please let us know your views by emailing us at [consultation@enfield.gov.uk](mailto:consultation@enfield.gov.uk) by Sunday 13th December 2020.

## The six draft objectives

# 1

### Increase the number of Enfield residents with special educational needs and disabilities (SEND) gaining and sustaining paid employment.

Residents with special educational needs and disabilities are disproportionately impacted by unemployment. Enfield's employment rates for people with disabilities is lower than the national average.

We will increase the number of Enfield residents with SEND gaining and sustaining paid employment by:

- Developing our supported internship program
- Exploring options to expand our 'Equals Employment' service
- Providing good quality work placements for supported interns at the Council and working with other Enfield employers to do the same, with pathways into paid employment following completion of the placements.

# 2

## Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community.

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 (LGBT).<sup>1</sup> We want all LGBT people who live, work and learn in Enfield to feel included, valued and safe.

We will support our LGBT community through our work as a Stonewall Equality Champion and by:

- Effectively monitoring sexual orientation, gender identity and trans status to understand the needs and experience of LGBT people in Enfield.
- Creating an LGBT inclusive workplace by running training, encouraging an active LGBT staff network and running an 'LGBT allies' programme, which means non-LGBT staff can identify themselves as supportive individuals.
- Working with our community organisations to develop policies which are LGBT inclusive and are tackling LGBT issues.
- Consulting our LGBT community on how we can raise the profile of Pride events in Enfield.
- Working with schools to tackle homophobic, biphobic and transphobic bullying and to better support the mental health and wellbeing of LGBT students.

# 3

## Reduce social isolation and improve mental health.

Social isolation and loneliness can affect anyone, however people aged 65 and over are particularly at risk. In 2016, a national report by the Campaign to End Loneliness estimated that 30% of over 65s were mildly to severely lonely.<sup>2</sup> Insufficient social connection can have a detrimental effect on psychological health and can increase the risk of physical health issues.

We will support people of all ages to socially connect by:

- Increasing the use of assistive technology to help residents live independently at home, stay safe, improve their wellbeing and help them to stay socially connected.
- Increasing access to digital technology for older residents, through the Learn My Way Scheme. This is a community learning programme in Enfield Libraries, which provides support and advice on how to use a computer, keyboard, mouse and the Internet.
- Creating inclusive meeting places that welcome people of all ages to socially connect, through the inclusive design of all council-led regeneration schemes, including Meridian Water and Joyce and Snells.
- Enabling the increased use of social prescribing to help people take part in positive activities within their communities and improve their mental and physical health.
- Working with our voluntary and community sector partners to build on the legacy of our Enfield Stands Together Programme, which was set up to identify and support people needing critical assistance during the Covid-19 lockdown in spring 2020, many of whom were experiencing social isolation.

<sup>1</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/722314/GEO-LGBT-Survey-Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf)

<sup>2</sup> <https://www.enfieldccg.nhs.uk/Downloads/Equality-and-diversity/Equality%20information%20report%202016.pdf>

# 4

## Overcome racism in Enfield.

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Black, Asian and Minority Ethnic groups experience inequality in housing, education, employment, health and the criminal justice system. This inequality has been evidenced most recently by the disproportionate impact of Covid-19 nationally and locally. It is also evidenced in national research that people who identify as Black, Asian, Mixed or 'Other' ethnicities are more at risk of becoming involved in crime;<sup>3</sup> and in local data which shows Black people are over-represented in youth convictions.

We will overcome racism in Enfield by:

- Working with our communities and partners to better understand the over-representation of Black people in youth convictions and better support young people to prevent them from being drawn into gangs, crime and serious violence.
- Providing support and information to Black, Asian and Minority Ethnic people to help decrease the disproportionate impact of Covid-19.
- Working with our communities to deliver an annual programme of educational, challenging and inspiring events for Black History Month and celebrating black history as part of the borough's programme of cultural events.
- Supporting Black, Asian and Minority Ethnic owned businesses to thrive, through our procurement processes and by providing local support to small and medium (SME) businesses.
- Reducing the ethnicity pay gap for Enfield Council staff, by supporting staff from Black and Ethnic Minority backgrounds into leadership roles within the organisation and by providing training on unconscious bias and racism as part of our equalities training programme.

# 5

## Keep people safe from domestic abuse.

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Anyone can experience domestic abuse, but women are twice as likely to have experienced it than men.<sup>4</sup> During the Covid-19 lockdown, Enfield recorded the third highest level of domestic violence with injury in London. In addition to the scale of the issue, the nature of domestic abuse is complex and insidious. As well as physical violence, it can involve coercive control, and/or psychological, emotional and financial abuse.

We will keep people safe from domestic abuse by:

- Enhancing our quick response to concerns through our dedicated multi-agency domestic abuse hub to reduce risks and ensure the safety of vulnerable adults and of their children.
- Working with our partners to deliver our Violence Against Women and Girls Strategy.

<sup>3</sup> Youth Justice Statistics 2018-2019: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf)

The Lammy Review 2017: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/643001/lammy-review-final-report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf)

<sup>4</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

# 6

## Promote cohesion and tackle hate crime.

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'.<sup>5</sup> These characteristics include disability, race, religion or belief, sexual orientation and trans identity.

We will promote cohesion and tackle hate crime by:

- Tackling extreme behaviour, encouraging the reporting of hate crime and ensuring that victims are supported through the criminal justice system.
- Working with all Enfield faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise.
- Reducing the risk of crime against people with learning disabilities.

We are developing measurable action plans for achieving these draft objectives, which will be further developed and finalised for the final set of objectives. We will use your feedback to help us finalise these action plans, so please tell us what you think by emailing us at [consultation@enfield.gov.uk](mailto:consultation@enfield.gov.uk) by Sunday 13th December 2020.



<sup>5</sup> <https://new.enfield.gov.uk/services/community-safety/sscb-partnership-plan-2017-2021-community-safety.pdf>

# Using data to inform our work

**We collect and monitor data on the protected characteristics of people using our services.**

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We do this in order to better understand whether all members of the community have equal access to our services and are not discriminated against. We use this to inform how services can be developed and improved, helping us to ensure that consideration of equalities is an integral part of all our decisions and service planning.

Collecting and analysing this data allows us to take action to reduce and eliminate differences in take-up of services or outcomes experienced by different groups of service users and employees, and to improve our services for the benefit of everyone living or working in Enfield. Collecting and analysing this data can help us to investigate the causes of inequality and take action to reduce and remove inequalities.

This means that we will:

- ask people who use our services to provide us with information on their protected characteristics, always giving them an option to opt out of providing this information if they would prefer not to give it
- store this information securely, in accordance with the requirements of the Data Protection Act 2018 and the General Data Protection Regulations (GDPR)
- analyse this information to determine whether or not we are providing a fair and equal service and make service changes as required as a result of our analysis.



# Governance

The final version of this policy will form part of the Council's policy framework, which is agreed by Full Council.

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**The Equalities Board** which forms part of the Council's Committee structure is made up of elected members from different political parties and community groups, representing a range of different protected groups. The Board is the forum by which the Council can oversee its processes to eliminate discrimination and promote equality, diversity and inclusion.

**The Corporate Equalities Board** is made up of directors within the Council workforce. The role of the Corporate Equalities Board is to drive the corporate equality, diversity and inclusion improvement programme, which aims to deliver on the principles of a fairer Enfield by building capacity across the organisation to improve the Council's approach. The Board has oversight of the implementation of the action plan for achieving our equalities objectives and provides challenge, assurance and advice on all matters relating to the delivery of this policy.

A lead director has been identified to oversee the delivery of each equality objective. Lead directors are responsible for the development of individual action plans and will report to the Board on performance and progress for their objective.

**All members of our workforce** are responsible for delivering services, working with our communities and working with one another in accordance with the Council's policies and procedures in regard to tackling inequality and promoting equality, diversity and inclusion. Senior Officers throughout the Council are responsible for ensuring that everyone who works for Enfield follows this policy in all aspects of their work.

# Monitoring and Review

This Fairer Enfield Policy will be periodically reviewed and updated to reflect changing needs, new strategies or organisational restructure.

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Progress in delivering on our equalities objectives will be subject to ongoing review and the objectives themselves will be reviewed and updated every four years, in line the Public Sector Equality Duty.

Progress made towards achieving our equalities objectives will be assessed annually by the Corporate Equalities Board, supported by the Corporate Strategy Service and the Knowledge and Insight team.

We publish an annual workforce review which outlines the makeup of our workforce by ethnicity, age, disability and gender. It also shows how these groups are represented across different pay scales and includes the annual gender pay gap.

Equality Impact Assessments (EQIAs) are used to monitor the equality impact of all key decisions, including by assessing whether groups are disproportionately affected by changes to policy or services and identifying action we will take as a result to mitigate this.



Thank you for taking the time to read our Fairer Enfield: Equality, Diversity and Inclusion Policy; we hope you found it interesting.

If you would like to find out more about our plans and services, how we're doing and how to get involved, please visit our website:

 [new.enfield.gov.uk/services/your-council/our-vision-aims-and-values/](https://new.enfield.gov.uk/services/your-council/our-vision-aims-and-values/)

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