

Enfield Council's Equality and Diversity Annual Report 2020

Delivering a lifetime of opportunities for everyone



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Foreword

In July 2020 we published our refreshed Council Plan, which sets out how we will deliver our ambitions to create a lifetime of opportunities for everyone in Enfield. Creating a fairer Enfield is central to this work and we are relentless in our determination to reduce inequality and improve the lives of our most vulnerable residents. The Council Plan sets out how we will do this in the context of the Covid-19 pandemic, by adapting to tackle new challenges that residents, communities and businesses are facing.

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. The Covid-19 pandemic has exposed the extent of structural inequality across London and the UK, and in Enfield has led to a redoubling of our efforts to tackle the causes of inequality.

A 'Fairer Enfield' is one where 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 will affect their workplace and wider community. This report shows the achievements we have made during an incredibly challenging year and creates a platform to build on our successes and continue to tackle inequality, into 2021 and beyond.

Enfield Council will always stand united against every form of discrimination, racism and injustice. I am proud to be working with so many people across our borough to tackle inequality and continue to make Enfield a fairer place for everyone and commend the 2020 Annual Report to you.



Cllr Nneka Keazor
Cabinet Member for Community Safety & Cohesion

This annual report allows us to take stock on the state of equality and diversity in Enfield, reflect on the progress we made during 2020 and the work still to do. During 2020, I was really pleased to take on the role as Chair of the Council's new Equality Board. This new forum, consisting of Councillors and voluntary and community sector representatives, is playing an important role in helping to develop new policies and initiatives to eliminate discrimination and promote equality, diversity and inclusion in everything we do. On behalf of the new Board, I welcome this annual report, and look forward to working together on this most important agenda in the months ahead.



Cllr Ergin Erbil
Chair of the Equality Board

The Council's Vision

In our refreshed Council Plan 2020 - 2022, we set out our vision to create a lifetime of opportunities for everyone and how we will deliver this ambition in the context of the ongoing pandemic and beyond. The Council Plan also responds to 27 recommendations made by the independent Enfield Poverty and Inequality Commission in their report of January 2020 to address the issues of poverty and inequality in our borough.

The Plan outlines the Council priorities for the next two years and addresses three overarching priorities:

- Good homes in well-connected neighbourhoods
- Safe, healthy and confident communities
- An economy that works for everyone

The Plan also identifies four new cross-cutting themes to support the delivery of these priorities:

- A Modern Council
- Fairer Enfield
- Early Help
- Climate Action

These cross-cutting themes reflect the journey undertaken by the local authority since May 2018 and are set against the future challenges faced by the Council as it seeks to deliver a transformational agenda.

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:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

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

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

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it by minimising disadvantage suffered by people due to their protected characteristics;
- Foster good relations between people who share a protected characteristic and people who do not share it.

Enfield Council is committed to fulfilling the Public Sector Equality Duty. 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.

Enfield's Population



Population overview

- The population of Enfield in 2019 is estimated to be 333,794.¹
- Our population has grown by 13% since 2010, but despite this growth we have had our funding by Central Government reduced by 60% over the same period.
- Enfield is London's 5th largest borough. Our borough is 12 miles from the centre of London and covers an area of 31.7 square miles (82.2 square kilometres, 8219 hectares).
- About 40% of the Borough's area is designated Green Belt.²
- Enfield is the 9th most deprived London Borough and has the 11th highest rate of child poverty in the Country.³

Children and Young People

Making sure all our children and young people get the best start in life and have the opportunities and support to reach their potential is key to our vision of a fairer Enfield. We want every child and young person to be safe, healthy and happy with the skills, knowledge and opportunities to raise their ambitions and achieve their goals as they grow up. As part of this, we need to tackle the challenges that many children and young people are facing.

- Enfield has more residents under 20 than the London and national averages.⁴
- 69.7% of pupils in 2019 had achieved at least the expected level across all Early Learning Goals, a rising trend since 2016.⁵
- 18% of all children under 16 in Enfield are in low income families. In Great Britain as a whole, the proportion of children in low income families is 18%.⁶
- In our maintained schools, in 2020, 18.3% of pupils in nursery and primary school and 19.6% of pupils in secondary schools were eligible for free school meals.⁷
- In 2019, Enfield ranked 31st in England for our average progress 8 score (KS4). Progress 8 is the measure of progress made by a pupil from KS2 to the end of KS4.⁸
- 449 young people aged 16+ are not in education or training, or it is 'not known' whether they are.
- 24% of children in Reception and 42.3% of Year 6 children in 2018/19 were overweight or obese.⁹
- In 2019, Enfield had the 2nd highest levels of serious youth violence in London.
- During the period April 2018 to March 2019, Children's Services dealt with 7,704 referrals - an increase of 67% on the previous year. The rate of referrals was 911.7 per 10,000 children – a significantly higher rate than that for Outer London (528 per 10,000) and London as a whole (547.5 per 10,000).¹⁰

1 Borough Profile 2020
2 Borough Profile 2020
3 Enfield Poverty and Inequality Commission 2020
4 Borough Profile 2020
5 Children and Young People's Plan 2021-24

6 Borough Profile 2020
7 Children and Young People's Plan 2021-24
8 Children and Young People's Plan 2021-24
9 Joint Health and Wellbeing Strategy 2020-23
10 Borough Profile 2020



Older People

Enfield's over 65 population is predicted to grow by 23% in the next 10 years and is the part of our population projected to grow fastest. Making sure that they can live healthy, independent and active lives is a high priority. We know that many of our older residents' lives can be hard, with poverty, health issues and social isolation impacting the lives of many.

- People aged 65 and over living in Enfield make up 14% of Enfield's resident population in 2019.
- The disability-free life expectancy of a man aged 65 in Enfield is 10.3 years, in line with the national average. For women it is 7.4 years, this is 2.3 years below the national average.¹¹
- It is estimated that 31% of Enfield residents aged over 65 live alone and in a national study it was estimated that 30% of over 65s feel mildly to severely lonely.¹²
- Insufficient social connectivity can have a detrimental effect on psychological health and increase the risk of physical health issues. Amongst elderly people, loneliness has been linked to a 29% increase in the risk of developing cardiovascular disease and an increase in the risk of accelerated cognitive decline.¹³ Social isolation also puts people at risk of injury, contributing to the risk of falls. Between April 2017 and March 2018, 805 Enfield residents were admitted to hospital due to falls.
- During the COVID-19 pandemic, risk of isolation and loneliness has increased further, with certain groups of people particularly impacted. A survey conducted by Alzheimer's Society found that nationally, 56% of people with dementia living on their own felt lonelier over the lockdown period; whilst 23% of people with dementia who live with another person felt lonelier during this period.¹⁴ In Enfield, it is estimated that 3,280 people are living with dementia.¹⁵
- It is estimated that 16% of pensioners in England live in relative poverty.¹⁶ This means that their household income is below 60% of the median household income, taking account for the number of people living in the household.¹⁷ Nationally, 1.1 million pensioners are in severe poverty (that is with an income less than 50% threshold of the contemporary median income).¹⁸
- In 2018/19, 547 per 100,000 people aged over 65 were permanently admitted into residential and nursing care homes in Enfield.¹⁹
- The number of admission episodes for alcohol related conditions in Enfield, for people aged over 65, are above national averages.²⁰

11 Public Health England, Productive Healthy Ageing Profile (Accessed December 2020)

12 Enfield Council Scrutiny Review of Loneliness 2019

13 Donovan, Wu, Rentz, Sperling, Marshall, Glymour (2018) Loneliness, Depression & Cognitive Function in Older US Adults

14 Alzheimer Society 2020, The Impact of Covid-19 on People Affected by Dementia

15 RNIB. Sight Loss Data Tool Version 4.0 (Accessed Nov 2020)

16 Age UK, Later Life in the United Kingdom 2019

17 DWP, 2019

18 DWP, 2019

19 Public Health England, Productive Healthy Ageing Profile (Accessed December 2020)

20 Public Health England, Productive Healthy Ageing Profile (Accessed December 2020)



Ethnic Diversity

Ethnic diversity in Enfield is one of our greatest assets. We are increasingly one of the most diverse parts of London, with all the benefits this brings us across our communities, culture, heritage and local economy. However, ethnic minorities experience inequality in housing, education, employment, health and the criminal justice system in Enfield, as is the case across the UK. This inequality has been evidenced most recently by the disproportionate impact of Covid-19 nationally and locally.

- In 2018, Enfield was ranked as the 14th most diverse borough in London, with 38.87% of our population identifying as Black, Asian, Mixed Ethnicity or Other and 39% of borough's population being born overseas.²¹
- Based on the 2019 Enfield Ethnicity estimates, residents from White British backgrounds make up 35.32% of Enfield's inhabitants, with White Irish at 2.18% and other White groups at 25.13%. Other Ethnic Groups represent 5.25% of the population, Mixed Groups at 5.48%, Asian Groups at 10.97% and Black groups at 17.89%.
- Pupils in Enfield schools speak over 178 languages and dialects. The top five non-English languages spoken by Enfield school pupils in 2020 were Turkish, Somali, Polish, Albanian and Bengali.²²
- In Enfield, data on deaths between 15th March and 5th May 2020 shows that Covid-19 deaths disproportionately affected the following ethnic groups: Turkish, Somalian, African, Caribbean, East Asian and Bangladeshi, and among people who spoke Turkish, Arabic, Akan and Bengali.²³
- National analysis of survival rates from Covid-19 shows that, after accounting for the effect of gender, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death when compared to people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10-50% higher risk of death when compared to White British.²⁴
- From October 2018 – October 2020, the rate of stop and searches of people of Black ethnicity in Enfield was twice as high than the stop and searches of people of White ethnicity per 1000 of the population.²⁵
- The 10% most deprived areas in Enfield are the most diverse areas with the largest population of ethnic minorities.
- In Enfield schools in 2018/19, when looking at average attainment 8 score among broad ethnic categories, the lowest score was students from Black ethnic groups (43.2), and the highest score on average were students from the Chinese ethnic groups (70.3), a gap of 27.1 points. This is 6.8 points higher than the England gap of 20.3 points.²⁶
- National analysis found that 12-18% of communities from ethnic minorities were struggling financially before the Covid-19 crisis, compared to 5% across the population.²⁷ In Enfield, 57% of Citizen's Advice clients are from ethnic minorities, despite ethnic minorities representing 38% of the Borough's population.²⁸

21 Borough Profile 2020

22 Borough Profile 2020

23 Public Health Intelligence Team, Enfield Council

24 Public Health England 2020

25 Metropolitan Police Stop and Search Dashboard

26 Department for Education, 2019

27 Parkes, Nanda, Round, Black, Asian and minority ethnic groups at greater risk of problem debt since Covid-19 2020

28 Enfield Poverty and Inequality Commission Report 2020



Sex*

We are committed to promoting gender equality and valuing the contribution made by all its citizens.

- Approximately 51% of Enfield's overall population is female.²⁹
- A man born in Enfield can expect to live for 80.6 years and for women it is 84.8 years. These figures are above the national average, and for women it is above the London average.³⁰
- There are stark health inequalities in the borough. In Enfield, women who live in the most deprived areas are expected to live 4.8 fewer years than women living in the least deprived areas in the borough. Men have greater inequality in life expectancy (7.6 years) across the social gradient.³¹
- Enfield has a healthy life expectancy of 64.2 years for men and 63.2 years for women. However, people in more deprived areas are more likely to spend a larger proportion of their life in poor health - a woman in Edmonton Green can live up to 28 years in 'poor health'.³²
- In 2018/19, Enfield girls outperformed Enfield boys by 5.7 points in average attainment 8 score among GCSE students. The equivalent gap for England was 5.5 points. Enfield boys were on average 0.3 points lower than boys nationally, while Enfield girls were 0.1 points lower than girls nationally.³³
- Nationally, women are twice as likely to experience domestic abuse than men.³⁴ Over the 12 months to August 2020, Enfield recorded 6,361 incidents of domestic abuse and during the Covid-19 lockdown, Enfield recorded the third highest level of domestic violence with injury in London.³⁵

* This heading was amended in June 2021 to reflect guidance from the ONS on writing about sex and gender.

Trans

We recognise and respect the diversity of trans experience and will proactively work to advance equal opportunities for trans residents and staff. We will not tolerate discrimination or hate crime in any form and are working with our communities to tackle extreme behaviour, encourage the reporting of hate crime and ensure that victims are supported through the criminal justice system.

- A limited amount of local and national data makes it difficult to gauge the extent of issues currently faced by trans people. The Gender Identity Research and Education Society (GIRES) estimates that in the UK around 650,000 people, 1% of the population, are estimated to experience some degree of gender non-conformity. If these numbers are correct and Enfield's population of 333,794, were exactly typical of that population, this equates to 3,338 individuals with some degree of gender non-conformity.³⁶
- A study published by Stonewall in 2018 found that 41% of trans people and 31% of non-binary people who responded to the survey had experienced a hate crime or incident because of their gender identity in the last 12 months.³⁷ National research has shown that underreporting of hate crime is a common issue.³⁸ There were 9 incidents of trans hate crime reported in Enfield between June 2019 to June 2020.³⁹

29 Borough Profile 2020

30 Borough Profile 2020

31 ONS 2015-17

32 ONS 2015-17

33 Department for Education 2019

34 ONS 2018

35 Domestic Abuse Dashboard, The Mayor's Office for Policing and Crime (2020)

36 Borough Profile 2020

37 Bachmann, CL and Gooch, B (2018). LGBT in Britain: Trans report. Stonewall and YouGov

38 Hudson-Sharp, N and Metcalf, H (2016). Inequality among lesbian, gay bisexual and transgender groups in the UK: a review of evidence. NIESR

39 Hate Crimes Dashboard, The Mayor's Office for Policing and Crime (2020)



- Trans people are more likely to experience poverty, discrimination and mental health problems. The 2018 Stonewall study found that more than 28% of trans respondents who were in a relationship in the last year had been subject to domestic abuse and 25% had experienced homelessness at some point in their lives.⁴⁰
- Although access to public healthcare services in the 12 months prior to completing the National LGBT Survey was higher among trans respondents than other respondents, 21% of trans respondents said their specific needs were ignored or not considered when they accessed, or tried to access, healthcare services in the 12 months preceding the survey.⁴¹
- Of all trans respondents who had accessed or tried to access gender identity services through the NHS, 80% said that access had not been easy and 68% said that the waiting lists had been too long.⁴²

Sexual Orientation

We are working with Stonewall and our local voluntary and community sector partners to continue to develop and improve the inclusiveness of our borough and celebrate the contribution of our LGBT communities. We know that discrimination is more common against people who are lesbian, gay, bi and trans and we want all LGBT people who live, work and learn in Enfield to feel included, valued and safe.

- It is estimated by the Department for Trade and Industry that between 5-7% of the UK population are lesbian, gay or bi. However, the ONS 2018 Annual Population Survey estimated that 2.4% of the UK population identified themselves as Lesbian, Gay or Bi.
- London had the largest proportion of the population who identified as LGB (2.8%) in 2018, which could be associated with a relatively young and diverse population. The population aged 16 to 24 were the age group most likely to identify as LGB in 2018 (4.4%) and more likely to respond with 'don't know or refuse to say'. More males (2.5%) than females identified themselves as LGB in 2018.
- Assuming and applying those estimates to Enfield's population of 333,794, the LGB population in Enfield may be anywhere between around 7,677 (applying the national ratio) and 9,346 (applying the London ratio) by the ONS Annual Population Survey Estimate.⁴³
- Young LGB and trans people under 26 are more likely to attempt suicide and to self-harm than the rest of the population. Research indicates that this is closely correlated with experiences of bullying by peers, in family settings and in school as well as negative experiences of coming out.⁴⁴
- Research has found that there are two other major mental health issues which disproportionately affect LGB people: alcohol issues in lesbian and bisexual women and body image issues for gay and bisexual men.⁴⁵
- Half (52%) of LGBT people reported experiencing depression in the last year, with this proportion increasing to 62% for LGBT people who have experienced homophobic hate crime.⁴⁶ In the 12 months up to June 2020, 58 homophobic hate crimes were reported in Enfield.⁴⁷
- One in eight LGBT people (13%) reported experiencing some form of unequal treatment from healthcare staff because they are LGBT.⁴⁸

40 Bachmann, CL and Gooch, B (2018). LGBT in Britain: Trans report. Stonewall and YouGov

41 Government Equalities Office (2019). National LGBT Survey: Summary report

42 Government Equalities Office (2019). National LGBT Survey: Summary report

43 Borough Profile 2020

44 RARE Research Report, PACE (2015)

45 RARE Research Report, PACE (2015)

46 LGBT in Britain, Health Report, Stonewall (2018)

47 Hate Crimes Dashboard, The Mayor's Office for Policing and Crime (2020)

48 LGBT in Britain, Health Report, Stonewall (2018)



Disability

We want to make sure that all our residents and staff who are affected by disability, including 'hidden' disability such as mental health issues, are supported to achieve their ambitions and live independent, fulfilled lives.

- It is estimated that 52,382 (15.69%), people in Enfield are affected by a long term health problem (over 12 months) or disability which limits their day to day activity.
- It is estimated that there are over 30,000 unpaid carers in Enfield.⁴⁹
- In the 12 months to June 2020, Enfield had the 5th highest levels of disability hate crimes recorded.⁵⁰
- National research has demonstrated that disabled jobseekers need to apply for 60% more jobs than their non-disabled counterparts.⁵¹
- In 2019, 42.6% of disabled persons in Enfield were in employment. This is lower than the national average, which estimates 53.2% of disabled persons are in employment.⁵²
- Nationally, 13% of adults with a disability reported feeling lonely often or always in 2017/18.⁵³
- It is estimated that 20,000 people have unmet mental health needs in Enfield.⁵⁴
- In 2019, there were 3,271 children and young people with Education Health and Care Plans in Enfield.⁵⁵ To support young people, we have created 200 additional Special Educational Needs and Disability school places in the borough.
- In Enfield, an estimated 27,400 people have a moderate or severe hearing impairment, and 580 people have a profound hearing impairment.⁵⁶
- In Enfield, an estimated 8,590 people are living with sight loss (2.5% of the population). Of these, 1,305 people are estimated to be living with blindness.⁵⁷
- Nationally, across all ages and both sexes, the prevalence of disability is higher among those living in the most deprived areas of the country compared to the least deprived areas of the country.⁵⁸

49 Enfield Carers Centre

50 Hate Crimes Dashboard, The Mayor's Office for Policing and Crime (2020)

51 Scope. Disabled people shut out of job market due to workplace bias. 28 September 2017

52 National Population Survey, 2019

53 ONS. Annual Population Survey: Disability and Loneliness (2019)

54 Enfield JSNA 2016

55 Children and Young People's Plan 2021-24

56 RNIB. Sight Loss Data Tool Version 4.0 (Accessed Nov 2020)

57 RNIB. Sight Loss Data Tool Version 4.0 (Accessed Nov 2020)

58 ONS (2018)



Religion

Religion is a significant part of the lives of many our residents. We respect and value the beliefs and religions of everyone who lives, learns, and earns in Enfield and we work closely with the Enfield Faith Forum – a community partnership of faith-based organisations – to bring our communities together and celebrate key dates in the religious calendars of a diverse range of religions.

- Based on the most reliable estimates from the 2011 Census, Christianity is the most common religion in the borough in all its different forms (53.58%); 16.69% of residents are of the Muslim faith; and 15.53% hold no religion or belief at all.⁵⁹
- Based on a 2018 survey compiled by the ONS, Enfield has high proportions in some of the main non-Christian religions compared to national averages including Hinduism, Islam as well as other religions. Compared to the London average, Enfield has both a large Muslim population (14.7%) and Christian population (55.2%).⁶⁰
- There were 50 faith hate crimes reported in Enfield over the year to June 2020.⁶¹

Pregnancy and Maternity

To ensure that every child in Enfield gets the best start in life and that women are supported and protected throughout their pregnancy and after childbirth, we will provide high quality universal health services and wellbeing advice from pregnancy and birth onwards, which includes supporting breastfeeding and increasing awareness of immunisation.

- Between July 2019 – July 2020, the number of births where Enfield is the usual residence of the mother was 3,356.⁶²
- In 2020, 99% of women received a new birth visit within 14 days of discharge from hospital.⁶³
- In Enfield, the infant mortality rate for 2017 was 2.5 per 1,000 live births, which was lower than both the London-wide and England average.⁶⁴
- Nationally, there remains a five-fold difference in maternal mortality rates amongst women from Black ethnic backgrounds and an almost two-fold difference amongst women from Asian ethnic backgrounds compared to white women, emphasising the need for a continued focus on actions to address these disparities.⁶⁵

59 ONS 2011

60 Borough Profile 2020

61 Hate Crimes Dashboard, The Mayor's Office for Policing and Crime (2020)

62 ONS 2020

63 Public Health Intelligence Team, Enfield Council

64 North Central London Clinical Commissioning Group 2020

65 Maternal, Newborn and Infant Clinical Outcome Review Programme, Saving Lives, Improving Mothers' Care 2019



Socio-Economic status

Enfield is going beyond its statutory duties under the 2010 Equality Act by seeking to also implement the Act's socio-economic duty (Part 1 Section). To provide a lifetime of opportunities for everyone in Enfield, we know we must tackle the growing poverty and inequality in our borough. Enfield has risen from being the 12th to the 9th most deprived London borough between 2015 and 2019.⁶⁶

In summer 2019, we created an independent Poverty and Inequality Commission to understand the causes of poverty and inequality in Enfield and to find local solutions. The Commission published its report in January 2020, setting out 27 recommendations which aim to reduce poverty and inequality and help to ensure the Borough continues to be an attractive and inclusive place to live. The commission report shines a light on the poverty and inequality experienced by too many residents and the Council has committed to responding to all recommendations made.

- 27% of households in the Borough are in poverty after housing costs and one in three children are living in poverty.⁶⁷
- 32% of Enfield is within the 30% most deprived areas in the whole of England.⁶⁸
- 777 families affected by the benefit cap, losing £2.7M per year between them.⁶⁹ An average loss of £3,474 per family per year, or about £67 per week.⁷⁰
- In 2019, it is estimated that 7.6% of economically active 16-64-year-olds in Enfield were unemployed, compared with 4.6% in London and 4.0% in the UK on average.⁷¹
- One in five workers (19%) in Enfield are low paid versus one in ten for London (11%).⁷²
- Enfield has the second highest levels of temporary accommodation in England.
- The impact of the Covid-19 lockdown has led to the highest levels of unemployed claimants of Universal Credit in 34 years, with the speed of the rise in early to mid-2020 being unprecedented in this period. At 19,265, Enfield's unemployed claimants make up 9% of the working age population, which is higher than the in London (8.1%) and England (6.5%).

66 MHCLG, English Indices of Deprivation 2019

67 MHCLG, English Indices of Deprivation 2015

68 DCLG (2015) Local Authority Summaries. Department for Communities and Local Government & PHE (2019), Public Health Outcomes Framework, 'Children in low income families (under 16s)', 2016, Public Health England.

69 Enfield Poverty and Inequality Commission Report 2020

70 Enfield Poverty and Inequality Commission Report 2020

71 Borough Profile 2020

72 Annual Survey of Hours and Earnings 2018

How are we tackling inequality?



Understanding the evidence and what it tells us about inequality can help us make informed decisions in response, but it is only the start of our responsibility to make Enfield a fairer place. This year, we have begun to take further measures to improve our approach to reducing inequality. This work is central to the delivery of our priorities as set out in the Council Plan 2020-22, and details of progress this year are set out below.

Fairer Enfield

Our Draft Equality, Diversity and Inclusion Policy

In October 2020 we published our draft *Fairer Enfield Policy* for feedback and discussion with all our staff, Trade Union representatives, voluntary and community sector partners, statutory partners and residents. The draft Policy reaffirms our commitment to ensuring that all residents, service users, Council staff and elected members are actively involved in shaping decisions that will affect their workplace and wider community. It focuses on four key values which form the framework for a fairer Enfield: equal outcomes, respect, diversity and inclusion.

We received over 200 responses to our engagement on the draft policy, including from individual staff members and teams, a range of voluntary sector partners, our trade unions, residents and health partners. We are using the valuable and insightful feedback we have received to further develop and improve our policy and to inform our action plan for delivery during 2021. The final policy will be uploaded onto our website after approval at Full Council, scheduled for February 2021.

The new policy will be available at www.enfield.gov.uk/services/your-council/our-vision-aims-and-values/

You can read our draft policy at www.enfield.gov.uk/consultations/2020-10-12-fairer-enfield/

Using data to inform our work

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

During 2020 we reviewed and refreshed our equality impact assessment template and guidance; and have created a new equality monitoring form to more accurately understand how our policies and activities are affecting different community groups and help us to identify any inequalities that need to be addressed. The new equalities monitoring form is based on the ONS Census 2021 but also gives a further breakdown of the 'white other' category, reflecting Enfield's population. The form also allows people completing the form to use their own definition for religion if none of the categories given reflect their religion. For all categories, it gives the option of 'prefer not to say'.⁷³ The new form also reflects best practice guidance from Stonewall.

⁷³ The new monitoring form includes Kurdish as an ethnicity category and gives the option to state religion of Alevi in response to the Full Motion passed at Council during 2020: <https://governance.enfield.gov.uk/mgAi.aspx?ID=49798>



The Enfield Poverty and Inequality Commission

The Enfield Poverty and Inequality Commission (EPIC) was an independently delivered and time-limited commission, established by the Council in May 2019 to better understand the forces driving poverty and inequality in the borough and to point the way to potential local solutions.

The Smith Institute, an independent and not for profit, public policy think tank were commissioned to deliver the project. The commission was chaired by Baroness Tyler of Enfield and supported by eleven Commissioners who balanced national and regional expert knowledge with a strong local representation.

To achieve its goal, the Commission studied three inter-connecting strands of interest: Living, Learning and Earning. The final report and recommendations were launched at the House of Lords on 20 January 2020 and a local launch event was held at Edmonton County School on 10 February 2020 to present the findings and set out the response.

The Council has committed to responding to all the recommendations made by the Commission and will be publishing a report of our progress in early 2021.

Good Homes in Well Connected Neighbourhoods

We launched two new strategies at the start of 2020, to tackle one of the most significant causes of inequality in Enfield – a lack of enough affordable housing, and far too many households experiencing homelessness.

Our Housing and Growth Strategy 2020 – 2030 sets out how we are working to increase the supply of good quality homes for everyone in the borough and ensure that everyone in the borough benefits from the opportunity's growth can bring.

Our Preventing Homelessness and Rough Sleeping Strategy 2020 – 25 sets out how we are taking preventative action to help people stay in their homes or support them earlier into alternative housing where this isn't possible. The delivery of this strategy is being overseen by a new, multi-agency Homelessness Prevention Partnership Board, which was set up in January 2020.

As at December 2020, there were just under 3,300 households living in temporary accommodation awaiting rehousing. 2,800 households (86% of the total) have been in temporary accommodation for more than 6 months and 1,500 households having been there for three or more years. Within these households, there are over 5,000 children living in temporary accommodation.

Our data shows that there is a disproportionate number of Black applicants in housing need on our housing needs register⁷⁴ - approximately 39.3% of applicants are from a Black background, in comparison with 18.5% of applicants from a White background. This means that action we take to tackle homelessness and support households in housing need into suitable accommodation will have a particular benefit on Black people.

Progress made during 2020 to tackle housing inequality in Enfield includes:

- Our new housing allocations policy was approved in July 2020, setting out a new and fairer approach to how we allocate social and affordable homes in Enfield.

⁷⁴ Our housing register includes households living in temporary accommodation (75% of all those on the register as at October 2020) and also households in other circumstances who are eligible to bid for social and affordable housing, including people living in overcrowded or unsuitable council housing accommodation.



- We have redesigned and restructured the service working with people who are homeless, putting more resources into early and proactive support through community outreach to prevent eviction and homelessness; and more proactively engaging with both tenants and landlords in the private rented sector (PRS) to prevent homelessness from PRS evictions. The new service has been in place since September 2020.
- We are working with Enfield Voluntary Action to improve the range of community resources available to support homeless people and prevent homelessness.
- We are intervening directly in the housing market to improve access into good quality homes in the Private Rented Sector for our residents.
- We provided specialist support and accommodation for rough sleepers in Enfield over the winter of 2019/20 in a new night shelter in Edmonton.
- In March 2020, we worked in partnership with two charities, Riverside and All People All Places, to set up the Enfield Travelodge to provide emergency accommodation to people during the Covid-19 lockdown. As a result:
 - 300 rough sleepers were provided with emergency accommodation, of which 50 people have been rehoused, 40 people have made their own accommodation arrangements and a further 40 have moved into supported accommodation.
 - 128 people at risk of homelessness were provided emergency accommodation. Subsequently, 67 people have made their own accommodation arrangements, 37 people have been referred to the Single Homeless Intervention and Prevention Team, and we are working to secure permanent accommodation for 24 people.

Safe, Healthy and Confident Communities

Supporting and protecting black and ethnic minority communities during the Covid-19 pandemic

Public Health England's (PHE) 'Beyond the Data' report published in June 2020 set out the evidence that Covid-19 has not impacted all communities to the same extent. The report has confirmed what we have known for some time, that inequality persists, and it has a devastating impact on the health outcomes of ethnic minorities.

Our Public Health team analysed information on COVID-19 deaths in Enfield to better understand the impact on communities here.

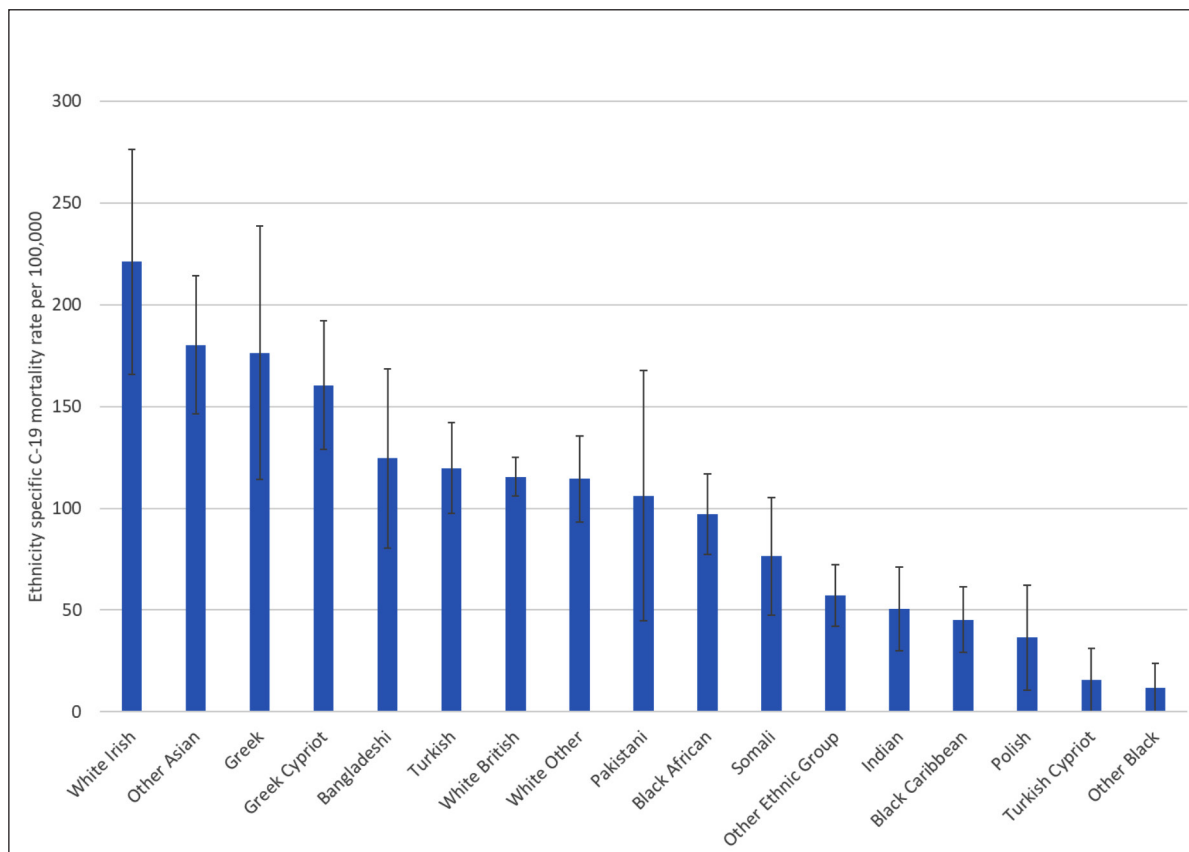
Number of Covid-19 cases by ethnicity from February 2020 until 24th September 2020 identified after testing



Ethnicity	Enfield Population	Number of COVID-19 cases	COVID-19 cases per 1,000
White Other	25,353	335	13.2
Asian	36,657	207	5.6
Other*	68,969	328	4.8
Black	59,941	280	4.7
White British	117,517	407	3.5
Irish	7,236	17	2.3
Mixed	18,384	30	1.6
Enfield	334,057	1604	4.8

Other* includes Turkish, Greek Cypriot, Arabic, Turkish Cypriot, Greek and Kurdish

Covid-19 mortality rate per 100,000 by ethnicity in Enfield





Action taken locally to address impact on different community groups

This local evidence informed the action we have taken during the year to support communities, which included:

- Engaging with our local Faith Forum with fortnightly public health briefings, education and awareness raising and to understand cultural and religious factors that may influence adherence to government advice
- Collaboration with our voluntary and community sector partners to respond to specific community challenges, including winter flu preparation
- Providing Covid-19 training to facilitate 'health champions', helping to achieve a wider reach for key messages particularly to under-represented communities
- Setting up a local community pantry to cater for different religious and dietary requirements as part of our response to food poverty and food security issues
- Supported the launch of 'Simply Connect Enfield,' an online social prescribing service delivered by Enfield Voluntary Action
- Commissioned local community group Samafal to make no/low cost face masks primarily for the Somali community and provided short-term employment for three local Somali women
- Coordinated three video campaigns with public health messages for local community groups, with the support from the voluntary and community sector and Councillors
- Implemented a workforce risk assessment for all Council staff to safeguard staff most at risk of serious outcomes from Covid-19, particularly those delivering services in the community
- Worked with North Central London Clinical Commissioning Group (CCG) to support them in their work to address existing health inequalities faced by ethnic minority communities.

We are also continuing to respond to the recommendations from Public Health England's *Beyond the Data* report



Recommendations	Actions
<p>1. Mandate comprehensive and quality ethnicity data collection and recording as part of routine NHS and social care data collection systems including the mandatory collection of ethnicity data at death certification, and ensure that data are readily available to local health and care partners to inform actions to mitigate the impact of COVID-19 on BAME communities</p>	<p>Accurate ethnicity recording is now being taken for positive cases.</p> <p>The Public Health Intelligence team have used software to assign an ethnicity for previous deaths using country of birth and name data on the death certificate.</p>
<p>2. Support community participatory research, in which researchers and community stakeholders engage as equal partners in all steps of the research process to understand the social, cultural, structural, economic, religious, and commercial determinants of COVID-19 in BAME communities, and to develop readily implementable and scalable programmes to reduce risk and improve health outcomes</p>	<p>Integrated Care Partnership Inequalities Workshop: funding allocated for community participatory research.</p> <p>Conducted stakeholder engagement with Enfield Faith Forum to understand cultural and religious factors that may influence adherence to government advice, for example.</p>
<p>3. Improve access, experiences and outcomes of NHS, local government and integrated care systems commissioned services by BAME communities including: regular equity audits; use of health impact assessments; integration of equality into quality systems; good representation of black and minority ethnic communities among staff at all levels; sustained workforce development and employment practices; trust-building dialogue with service users</p>	<p>Action is being taken by our Commissioning Services to address these recommendations.</p>
<p>4. Accelerate the development of culturally competent occupational risk assessment tools that can be employed in a variety of occupational settings and used to reduce the risk of employee's exposure to and acquisition of COVID-19, especially for key workers working with a large cross section of the general public or in contact with those infected with COVID-19.</p>	<p>Council staff have completed a workplace risk assessment to safeguard staff most at-risk of serious infection from COVID-19, particularly those on front-line services and key workers who may come into contact with many vulnerable residents.</p>
<p>5. Fund, develop and implement culturally competent COVID-19 education and prevention campaigns, working in partnership with local BAME and faith communities to reinforce individual and household risk reduction strategies; rebuild trust with and uptake of routine clinical services; reinforce messages on early identification, testing and diagnosis; and prepare communities to take full advantage of interventions including contact tracing, antibody testing and ultimately vaccine availability.</p>	<p>Several stakeholder engagement activities have taken place including 'myth busting' and Q&A sessions on flu and potential COVID-19 vaccinations.</p> <p>We have introduced the NHS COVID-19 app at the Community Resilience Board to encourage key community influencers to download and use the app and to reassure communities around privacy/ data concerns.</p>



<p>6. Accelerate efforts to target culturally competent health promotion and disease prevention programmes for non-communicable diseases promoting healthy weight, physical activity, smoking cessation, mental wellbeing and effective management of chronic conditions including diabetes, hypertension and asthma.</p>	<p>Our Health and Wellbeing (HWB) Strategy aims to address the prevention of these diseases and there are efforts to accelerate the strategy.</p>
<p>7. Ensure that COVID-19 recovery strategies actively reduce inequalities caused by the wider determinants of health to create long term sustainable change. Fully funded, sustained and meaningful approaches to tackling ethnic inequalities must be prioritised.</p>	<p>A key priority of the Integrated Care Partnership is addressing health inequalities. A workstream led by NCL is looking at strategies to address existing health inequalities faced by ethnic minority communities that have been exacerbated by COVID-19.</p>

Supporting communities during lockdown: Enfield Stands Together

As part of our response to the Covid-19 Pandemic, the Enfield Stands Together Community Support telephone line went live on the 25th March to take calls from our most vulnerable residents. At the start of the pandemic, we also received a list of 2,844 names of shielded residents from Government and this group was called within 48 hours. This list continued to expand, and at its peak, the list topped 10,440 names. Over 17 weeks, we made 22,265 calls to support our residents and businesses.

To ensure our most vulnerable residents had access to food and other essential goods during the coronavirus outbreak, we established a distribution hub based in two warehouses in Lincoln Road. The team delivered 39,539 food parcels and essential items and made an estimated 9,700 medication deliveries to vulnerable residents.

In April 2020 we opened our Community Pantry in partnership with The Felix Project, providing food in bulk to voluntary groups supporting their communities with cooked meals. The Pantry has provided cooked meals for more than 8,350 households. Additional small grants worth £30,000 were made available to grass roots organisations to provide neighbourhood-level hot food support as we used local knowledge to target those most in need.



Healthy streets

Enfield is a rapidly growing borough that faces challenges of increased traffic congestion and the need to tackle air pollution. It also has one of the highest rates of childhood obesity in London. Work has been ongoing throughout 2020 to deliver “Cycle Enfield” to promote active forms of travel in the borough, to address health inequalities and provide an affordable means of travel for all. Cycle Enfield is funded via a substantial grant from the Mayor of London and Transport for London through the Mini Holland Programme. Across the borough, we have, since 2018, delivered over 17km of high-quality cycleway and are continuing to explore ways to promote active travel to all residents.

To support active travel for school pupils, we successfully launched our first two school streets in the 2019/20 academic year and following this 12 additional schools implemented school streets from September 2020. This prevents cars from going up to school gates at drop off and pick up times – encouraging active travel and making the environment surrounding schools healthier, safer and more pleasant for everyone.

We are also continuing to implement Low Traffic Neighbourhoods across the borough to reduce traffic on residential streets to make them safer and better places to walk and cycle.

To make cycling more accessible, we have developed a secure cycle parking programme for the borough. So far, we have installed 37 bike hangars on streets in Enfield, creating 222 secure cycle parking spaces. In addition, we have installed 108 secure cycle parking spaces in Council housing estates. This is helping overcome one of the biggest barriers to cycling, for people without previous access to secure cycle parking.

Empowering Young Enfield

To inform the development of Empowering Young Enfield, our new Children and Young People’s Plan, we carried out a significant and inclusive engagement programme during 2020, to hear the views and ideas of children and young people in the borough.

We invited primary schools, secondary schools (including sixth forms) and special schools to engage with their pupils about a range of topics, to better understand what they like about living in Enfield, what they don’t like and how they would improve things. Children and young people also told us about their goals for the future and what help they will need to achieve them.

Discussions focused on young people’s thoughts concerning the following seven themes:

1. Safety
2. Education and Learning
3. Health and Wellbeing
4. Equalities and Empowerment
5. Leisure (and Play)
6. Culture and Community
7. Climate Emergency.

The work began in Spring 2020 and whilst impacted by the Covid-19 pandemic, over 900 children and young people took part in the engagement sessions through the following schools:

- Delta Primary School
- Enfield County School for Girls including their sixth form
- Hazelwood School

How are we tackling inequality?



- Prince of Wales Primary School
- St Andrew's CofE Primary School
- George Spicer School

What do you like about living in Enfield?

"One thing I love about Enfield is that everyone has an option to vote and have their say" (St Andrew's CofE Primary)

"My favourite thing is the fact that there are many local schools and that children have rights. I also enjoy street parties" (Hazelwood Primary)

"Diverse - so we are all different and it's not boring..." (Hazelwood Primary)

The views, ideas and experiences shared with us by children and young people has informed Empowering Young Enfield, our new Children and Young People's Plan which is scheduled for approval at Full Council in January 2021. The Plan will provide strategic direction for how the Council will work with children and young people, families, local services and our wider partnerships to deliver the very best outcomes for all children and young people.

Early Help

The COVID-19 crisis has demonstrated how important communities are in supporting one another; and the incredible impact we can have as a local partnership by working collaboratively. During a time where resources are reducing and demand for specialist services is increasing, we need to work together and pool our resources to ensure people in our communities get the right support, at the right time, in the right place to tackle problems early. As we do this, we are absolutely clear that early help is not something we will do 'to' our communities, but rather something we will do 'with' them.

Our new Council Plan has early help as one of our cross-cutting themes, and during 2020 we have developed a new Early Help Strategy, scheduled for approval at Council in early 2021. This new strategy sets out how we will work with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives.

Our new strategy will help us to continue to build on our approach so far. For example, during 2020, we have made changes to how we are providing essential services to provide holistic and coordinated help earlier on for households struggling with housing issues, debt, health and other issues:

- The new Housing Advisory Service was launched in September 2020. The service will accelerate the 'upstream' work to help tackle the causes of homelessness at an earlier stage, seeking to prevent and mitigate the increased costs arising from Covid-19 and anticipated increased demand on the service.
- A new Welfare Advice and Debt Support Team was established in March 2020 which is linking with the new Housing Advisory Service and Citizens Advice Bureau to provide proactive advice and support to people to maximise their income and deal with debt. The team have access to funds to make discretionary payments to eligible residents. Demand for this support is increasing as more people find themselves in need because of the pandemic.
- In July 2020, the Customer Operations Team opened two Community Hubs in our Enfield Town and Edmonton Green libraries. The Community Hubs have been set up to better support people with complex needs within the community. Officers in these hubs take a strength-based approach that helps people to recognise their needs and together identify the best way to improve their situation, linking them to other services and support as needed in a joined-up way.



Providing support to people impacted by domestic abuse

An estimated 2 million adults in England and Wales aged 16-59 years experienced domestic abuse in the year ending March 2018, equating to a prevalence rate of approximately 6 in 100 adults. Women were around twice as likely to have experienced domestic abuse than men. Over the 12 months to August 2020, Enfield recorded 6,361 incidents of domestic abuse and during the Covid-19 Lockdown Enfield recorded the third highest level of domestic violence with injury in London.

In May 2020, we launched a dedicated multi-agency domestic abuse hub and free phone line (0800 923 9009) to respond to concerns quickly, reduce risks and ensure the safety of children and vulnerable adults.

We are also continuing to deliver our Violence against Women and Girls Strategy, which is informed by best practice and national and local research and sets out the actions we are taking to prevent and tackle domestic violence and abuse.

Addressing inequality in education

During 2020 we continued to work proactively with schools and pupils to address inequality in Education. This has included a new training programme for teachers on anti-racism and unconscious bias. We are also working with the National Black Governors Network to increase diversity on Governing Bodies.

Our Secondary Behaviour Support Service and NEXUS are working in partnership with schools and children's services to improve pupils' behaviour, reduce exclusions and to support students who are educated within alternative provisions. Through early intervention and support, this holistic approach has reduced the disproportional representation of Black and Minority Ethnic pupils amongst those permanently excluded from schools in Enfield, from 65% in 2017/18 to 22% in 2018/19. As a result of this support, Enfield now has the fourth lowest rate of permanent exclusions in London. NEXUS has provided mentoring to 783 young people, delivered assemblies to 2,295 students and trained 290 education staff in behaviour management to keep exclusions down.

We have also set up the Enfield Learning Excellence Partnership, to raise the attainment of underachieving groups and learn from best practice from leading authorities in the country. This will initially mean working with up to 20 primary and secondary schools analysing current practice, celebrating what is working well and making recommendations for improving practice.



Inspiring Young Enfield

Implementation of 'Inspiring Young Enfield' (a £1.3m GLA Young Londoners Funded project) progressed during the year, with a tailored programme of community-based and inter-connected support, coordinated by the local authority. This programme includes activities, support and intervention in the following four areas:

- Education, Training and Employment and Creativity
- Physical health and wellbeing
- Emotional and Mental Health Support
- Family Support Work.

Providers have adapted their provision during the Covid-19 pandemic, with support and activities taking place online where it cannot safely take place face to face. Over 500 young people have already engaged in activities provided through the programme, despite the challenge of the pandemic.

Our Summer University programme was also successfully delivered for a second year in summer 2020, offering the opportunity for hundreds of young people to access free on-line or socially distanced face-to-face courses. The programme included vocational and skills courses, as well as helping young people to understand the importance of looking after their physical and mental health and promoted responsible behaviours during the long summer weeks. A key component of the Summer University programme was the involvement of young people in its design and delivery. A Young Leaders Panel was set up, which had various responsibilities including design of the brochure and selection of the courses offered. The Young Leaders scheme involves the training of young volunteers to support with the planning and delivery of the courses.

We are also successfully delivering targeted community outreach sessions in the areas of the borough where youth violence and behaviour are causing concerns. From September 2019 to March 2020 our outreach team engaged with 389 young people. From April 2020 to September 2020, we continued to deliver proactive and effective outreach during the Covid-19 restrictions, making contact with 173 young people during this period.

An Economy that Works for Everyone



Connecting local people to opportunities at Meridian Water

Meridian Water is a major £6bn, 25-year London regeneration programme led by Enfield Council, bringing 10,000 homes and thousands of jobs to Edmonton. In our role as Master Developer, we have created an action plan to advance equality, diversity and inclusion throughout the Meridian Water regeneration programme. This includes the following actions:

- Improve the inclusiveness of our procurement processes and project communications to support minority ethnic owned businesses to thrive. We will achieve this by meeting with minority owned and led practices to understand barriers to participation in procurement processes, and identifying actions required to support the appointment of underrepresented groups. Furthermore, we will establish long-term partnerships with socially engaged organisations to advance equality, diversity and inclusion throughout the regeneration scheme.
- Involve communities in the design and development of Meridian Water.
- Explore opportunities to support disadvantaged residents through skills training and employment opportunities. As part of the first phase of development, we are working with developer Vistry to provide a new skills academy on site that targets local people and provides them with the training to obtain quality jobs in construction
- Ensure that 25% of construction jobs are given to local people
- Support work placement opportunities for students from local schools. We will also set Key Performance Indicators for all employment and training opportunities to ensure that those who benefit come from diverse backgrounds and we will be monitoring our performance on this.

In the future, we anticipate that local people from all backgrounds will be able to access sustainable jobs emerging from the Meridian Water programme. Opportunities will encompass an exciting and diverse range of growth industries, including the creative arts, high tech and service sector interests. The Meridian Water Construction Skills Academy will provide visits, training, apprenticeships and work placements in construction for local people. The Troubadour Meridian Water Studios Film and TV Skills Academy will provide training and work experience to local people interested in a career in technical skills within film and TV.

New career opportunities for people experiencing homelessness

We have partnered with Beam, a social enterprise which crowdfunds new career opportunities for homeless men and women. Beam provides checks to ensure that the referred person is mentally and physically ready to enter full-time employment. After that they help each person to develop a tailored career plan, building on their unique strengths and interests and crowdfunds money to support people to achieve their goals. During 2020 we referred 87 people to Beam and 2 people have already started new careers.

Supported Internship Program

The supported internship program is a yearlong study program, commissioned by the Council to West Lea School, for 16-24-year olds who have an Education, Health and Care Plan or a Statement of Special Education Needs. From the 2018/19 Cohort, 62% of students went straight into paid employment and only 5% finished without a job offer or an offer to extend their placement.

Celebrating Our Communities



Throughout the year, we have provided opportunities to celebrate the diversity, culture and heritage of our communities and build positive and inclusive relationships between people of all ages and backgrounds. Due to social-distancing restrictions during the pandemic, most of our events during 2020 took place online or outside, with a very small number in attendance. However, we were still able to deliver an inspirational calendar of events.

Holocaust Memorial Day

To mark Holocaust Memorial Day, Enfield held an event at the Dugdale Centre, where the theme of 'Stand Together' was celebrated. The event was well attended and included music and readings relevant to the Jewish and Bosnian genocides and concluded with an opportunity for reflection with images of Auschwitz.

LGBT History Month

To celebrate LGBT History Month, educational and inspirational displays were shown at the Enfield Civic Centre, Enfield Town Library and Dugdale Museum. The displays raised awareness of LGBT history, provided support and information, suggested books with an LGBT focus and articles around key LGBT supporters, such as Daniel Lismore, Grayson Perry and KD Lang. The Rainbow flag was also flown outside the Civic Centre.

VE Day

The 8th May 2020 marked 75 years since the end of the Second World War in Europe. Although many street parties and celebrations were cancelled due to the Covid-19 lockdown, the national Bank Holiday enabled us to pay personal tributes.

Armed Forces Day

Armed Forces Day was celebrated annually on 26th June and is a chance to show support for those who make up the Armed Forces community. Due to Covid-19 restrictions, a small service of 6 was held outside the Enfield Civic Centre on the 27th June, led by Ann Cable MBE Deputy Lieutenant (DL), and awareness was raised on Enfield's social media.

VJ Day

The 75th anniversary of VJ Day (Victory over Japan) was recognised on the 15th August 2020 and commemorated the end of the Second World War. Enfield recognised VJ Day by sharing awareness raising materials on social media.



Enjoy Enfield Summer

Enjoy Enfield Summer was a two-week arts festival, 14th-31st August 2020, which brought the community together across Enfield to celebrate our cultural life. The festival featured performing arts, exhibitions, tours and even a funfair at venues across the borough for residents to enjoy. Across the two weeks, there were 66 activities, unveilings and live performances, involving 25 cultural organisations and 28 local artists. The programme aimed to support retailers by getting people into town centres and supporting the local economy.

Merchant Navy Day

Merchant Navy Day, on the 3rd September, raises awareness of the UK's dependence on seafarers. Enfield commemorated this day by flying the Red Ensign outside the Civic Centre.

Battle of Britain

To commemorate the 80th anniversary of the Battle of Britain, Enfield's Royal Air Force association (RAFA) held a small ceremony at their Enfield headquarters.

World Mental Health Day

World Mental Health Day is recognised on 10th October. To raise awareness of mental health issues, we published recommendations from the London Library Consortium and links to the NHS campaign 'every mind matters' using the hashtag #WorldMentalHealthDay on social media.

Black History Month

Black History Month runs from 1st to 31st October. Enfield's theme for 2020 was 'activism' using the hashtag #BlackHistoryMonthUK. We published social media posts every day highlighting a variety of black cultural activities; paying tribute to pioneering voices, remarkable and inspiring pioneers of UK civil rights, artists, poets, and music from black musicians.

Black History Month events were streamed from the Millfield Theatre and a programme of films were shown at The Drive in Theatre at Troubadour Meridian Water, which were either by black directors, featuring black actors or were themed around black history.

We were particularly proud this year to work with our partners at Enfield Caribbean Association and Enfield Racial Equality Council. Enfield Caribbean Association held a live streamed 'Audience With' event on 31 October 2020 that featured a panel of nationally recognised figures from the worlds of academia and culture who debated the issue of effective activism in the UK and the modern experience of black people in our society. A virtual event was held by the Enfield Racial Equality Council to recognise and remember inspirational individuals from Black communities and Black-led events that contribute to and help our society today.

We were also really grateful to staff from our Ethnic Minority Network who worked successfully with the Cabinet Member lead to deliver a 'Morning of Inspirational Speaking' and helped us programme tweets for each day of the month that reflected this year's themes through music, poetry and archived web resources from around the UK and the world.



Remembrance Services

Each year 3 parades are held in Enfield for Remembrance Day in Edmonton, Southgate and Enfield Town. However, due to the restrictions of the pandemic, this year 3 services took place, each lasting around fifteen minutes, and with the focus on wreath laying outside, with social distancing adhered to. On Sunday 8th November the Southgate service was led by the Southgate Royal British Legion at their headquarters, and both Edmonton and Enfield Town were led by Ann Cable MBE Deputy Lieutenant and were held at the respective war memorials. We will always remember them.

Inter Faith Week

Inter Faith Week begins on Remembrance Sunday each year which recognises the different faiths of those who gave their lives for their country. The Inter Faith Week aims for 2020 were to 'grow inter faith understanding and cooperation' using the hashtag #Interfaithweek. The Mayor of Enfield officially opened the week via social media with a video detailing his thoughts on our diverse borough and the importance of all faiths working together.

Working with our Diverse Communities

We are committed to working with our communities to address specific areas of concern and develop solutions together.

We encourage participation from all sections of our diverse community, irrespective of age, disability, gender, gender reassignment, gender identity and expression, pregnancy, maternity, race, sexual orientation, religion or belief, or because someone is married or in a civil partnership. We believe Enfield will be a better, more creative and innovative place to work, visit and live in if we can harness the benefit of lots of different perspectives.

Equalities Board

In 2020 we formed a new Equalities Board, as part of the Council's Committee structure. This includes elected members from different parties and representatives from the voluntary and community sector. The community groups are representative of each of the ten protected characteristics and include: Enfield Racial Equality Council, Healthwatch Enfield, Enfield LGBT Network, Enfield Citizen's Advice, Age UK Enfield, Enfield Women's Centre, Enfield Carer's Centre, the Young Mayor and Enfield Faith Forum.

The Board is helping ensure that Enfield, as a public body, has due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it. The new board is acting as a consultative and advisory forum to help the Council develop new policies / initiatives and to actively support such initiatives.

Enfield Faith Forum

The Enfield Faith Forum is a multifaith forum for local faith groups to work together and promote peace, mutual understanding and respect. The forum is run by Enfield Council and the Enfield Metropolitan Police Service. 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 organisations.

Throughout the year the Faith Forum have supported online events such as Black History Month and Inter Faith Week. They meet bi-monthly and contribute to a weekly circular which is distributed by Enfield Council.

Covid-19 Resilience Board

In 2020, the Council responded quickly and decisively to the challenge of Covid-19, to work with partners to support communities through the crisis. As part of this, to provide political ownership and community leadership, the Leader has created and chairs the Covid-19 Resilience Board.

The Board is attended by partners from across the Voluntary and Community Sector, as well as Senior Officers from across the Council. The Board ensures that key prevention methods are heard, understood and implemented across the borough, with a focus on high risk and disadvantaged groups, as well as supporting individual financial resilience.



Enfield Youth Parliament (EYP)

The Enfield Youth Parliament is a group of 11-19-year olds elected to represent young people in Enfield and ensure that their voices are listen to. Representatives are elected from over 20 schools and youth centres across the borough. In January 2020, the newly elected Youth Parliament had their first meeting and decided their priorities for their 2-year term. These are:

- (1) Mental Health
- (2) Integrating young people in to the community
- (3) Environment
- (4) Jobs and Training
- (5) Tackling inequality
- (6) Prevention of Youth Crime
- (7) Improving health in young people
- (8) Enfield Youth Magazine/Media
- (9) Accessibility to Services.

The Enfield Youth Parliament are continually looking for new ways to help tackle their priorities and make Enfield a better place to live and ensure that the voices of young people are heard in decisions for the Borough.

Enfield Young Mayors

In July 2020, our new Young Mayor and Deputy Young Mayor were elected to help the Council to work more closely with young people and deliver a lifetime of opportunities in the borough. The role of Young Mayor and Deputy Young Mayor was created in 2019.

The Young Mayors are elected to represent the interests of young people in Enfield to politicians, residents, public services and the wider community so that services and policies meet the needs of everyone.

The Young Mayor and Deputy Mayor are members of the Enfield Youth Parliament and have been elected for a year to represent the views of young people and encourage them to create opportunities around the issues that matter most to them and their communities.

Provision of independent equalities-based services to local people

Enfield LGBT+ Network

We commission Enfield LGBT+ Network, based at The Lancaster Centre in Enfield Town, to provide equalities specific services to local people and to help us as an organisation shape services and develop policies that can best serve all Enfield residents.

You can find out more about the LGBT+ Network here: <http://www.lgbtenfield.org/>



Enfield Women's Centre

We commission Enfield Women's Centre based in Ponders End to provide equalities specific services to local women, including first stop crisis support and to help us as an organisation shape services and develop policies that can best serve all Enfield residents.

You can find out more about the Women's Centre here: <http://www.enfieldwomen.org.uk/>

Enfield Racial Equality Council

We commission Enfield Racial Equality Council based at Community House in Edmonton to provide equalities specific support and advice services relating to race and ethnicity to local people and to help us as an organisation shape services and develop policies that can best serve all Enfield residents.

You can find out more about Enfield Racial Equalities Council here: <http://www.enfieldrec.org.uk/>

In addition to these equalities-based services commissioned through the Council's grant programme, across the Council we commission a range of essential services from our voluntary and community sector, including services and support for people affected by special educational needs and disabilities; targeted services supporting children and young people and those for older people; and for people affected by domestic abuse.

Creating a Diverse Workforce



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

Levelling the 'Playing Field' for all Recruitment

Our recruitment policies and procedures are designed to remove all bias and ensure that all applicants are considered equally. This includes 'name blind' recruitment at the short-listing stage, which we introduced in 2018. We require all hiring managers and interview panel members to complete our internal Recruitment and Selection training to ensure that they are competent interviewers and understand the risk of unconscious bias. All our interview panels are required to be representative of both gender and ethnicity.

Gender

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

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

In comparison to the local economically active population, where 47% of the economically active population are female, a greater proportion of Enfield Council's employees are female at 62.5%.

Now in its fourth year, the Council's award-winning Career Returner @ Enfield programme continues to support local talented professionals who have taken a prolonged career break, to return to their chosen profession. Recognising that there is a local 'untapped' pool of talented professionals waiting to return to work, we developed Career Returners @ Enfield Programme, a six month 'return-ship' (higher-level internship).

Ethnic Diversity

As of March 2020, 33.3% of Enfield Council employees identify themselves as Black, Asian, Mixed Ethnicity or Other ethnic groups. This has increased slightly from 32.5% in 2019. As a benchmark, the average percentage of Black, Asian, Mixed Ethnicity or Other ethnic group employees across London Councils is 38.4% (London Councils, 2017). According to our 2018 Ethnicity Estimates, 38.87% of Enfield's population are Black, Asian or Minority Ethnic.

Disability

As of March 2020, 4.8% of staff had declared a disability, a slight increase in the previous year (4.5%). This is in comparison with 7.2% of the working population of Enfield (Census 2011). The Council is an accredited Disability Confident Employer.



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 reach leadership roles might face.

The Disability Working Group

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

The Ethnic Minority Network

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

The LGBT+ Staff Group

In 2020, the LGBT+ Staff Group was relaunched and have been actively supported in this transition by our Learning and Organisational Development team. They support and celebrate LGBT+ staff within the Council.

The Mental Health Work Group

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

The Young Professionals Network

Formed in March 2020, the Young Professional's Network is a professional and social community for young people in the Council to socialise, be represented, form relationships and build on their professional development skills.

Staff Diversity Events and Training



International Women's Day

International Women's Day is recognised on 8th March each year and is organised by the Women into Leadership Board. This year's event took place on the 6th March at Forty Hall and focused on 'Health, Resilience and Wellbeing'. The event included a talk from Liz Earle MBE, who is one of the UK's leading brand founders and wellness entrepreneurs. The event was hugely successful and provided an opportunity to hear from successful women in leadership positions across the public and private sector, as well as gaining an insight into the work Enfield Council is taking to support women into leadership.

Stonewall Diversity Champions Programme

Stonewall is Europe's largest LGBT organisation, who campaign for the equality of lesbian, gay, bi and trans people across Britain.

In 2020, Enfield Council joined Stonewall's Diversity Champions Programme, to support the development of our policies in relation to LGBT+ activities. As a result, we are developing an action plan to ensure that key HR policies demonstrate our commitment to respecting and celebrating the identities of our LGBT employees and that our practices are LGBT inclusive.

Together with the LGBT+ Staff Network, our Learning and Organisational Development Team ran a successful LGBT+ Allyship Workshop in autumn 2020, to help staff work together to create an inclusive workplace to support our diverse resident population.

Staff Focus Groups in Response to Black Lives Matter

As an employer, we devised and delivered Staff Focus Groups to discuss Enfield Council as an inclusive employer and service provider, in the wake of the murder of George Floyd and the Black Lives Matters protests.

These groups provided an opportunity for staff to reflect on how they were feeling, how we could take steps towards the elimination of institutional racism and focus on what the Black Lives Matters protest meant for Enfield Council as an employer.

In July 2020, staff from our Ethnic Minority Network presented to senior managers across the organisation on the issues linked to the Black Lives Matters agenda and we are engaging with our Black and Minority Ethnic staff on how we can create a more diverse and inclusive workplace and developing an action plan for 2020/2021 onwards

Managing Mental Health in the Workplace

In July 2020, Enfield Council partnered with Mind to deliver a series of training events of staff and managers on managing mental health in the work place. The purpose of this training was for staff to gain an understanding of mental health, how it impacts working life and what steps they can take improve their own and others mental health. These sessions were well attended and were particularly important due to the impact of Covid-19 on mental health.



New Equality Impact Assessment Template and Training

The Learning and Organisational Development Team devised and designed a new eLearning module on Equality Impact Assessments, working with the Corporate Strategy Service, to ensure the content accurately reflected the Council's newly refreshed EqIA template and guidance. This module supports the key themes of the draft Fairer Enfield Policy: to reduce inequality, promote equality, dignity and respect, celebrate diversity and encourage inclusion for all residents, service users and Council staff.

Inclusion Week

To celebrate National Inclusion week in September, the Young Professional's Network hosted an event on the importance of inclusion. The event focused on the importance of engagement and inclusion of young people in local government and featured a talk from the Chief Executive about his career journey.

World Mental Health Day

To promote awareness of World Mental Health Day in October 2020, the Mental Health and Wellbeing staff group organised a week of activities and events. This included sessions around the 5 ways to wellbeing, which included a virtual book club, daily exercise classes, mindfulness sessions, a learning taster session led by members of the Enfield staff choir and a video on kindness, featuring members of staff from across the organisation.

Morning of Inspiration

Throughout October, the Ethnic Minority Network, working with the Corporate Strategy Service have organised a series of educational and cultural events for staff to celebrate Black British history. This year's Morning of Inspiration event took place virtually and featured speakers talking about their journeys and the forgotten Black history in the UK. Speakers included Gaverne Bennet, a freelance creative director and educationalist, and Cllr Nneka Keazor.

Thank you for taking the time to read our Enfield Council's Equality and Diversity Annual Report 2020; 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:

 www.enfield.gov.uk

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