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Enfield Poverty and Inequality Commission

Enfield Council Update: Year Two



Introduction

Poverty and inequality continue to affect thousands of people in Enfield, reducing their quality of life and limiting their opportunities. Tackling poverty and inequality remains our number one priority at Enfield Council. It is in the interests of all our residents that we do what we can to close the poverty and inequality gap in our borough and act as a catalyst for lasting positive change, for individuals and the prospects of our whole borough.

When we established the independent Enfield Poverty and Inequality Commission in 2019, we knew that too many in our borough faced significant disadvantage. In our year 2 review, it is likely that all the recommendations have been affected by the onset of the Covid-19 pandemic and its legacy. This is including those that may not be direct consequences of the pandemic, but Covid-19's involvement cannot be entirely discounted, including income inequality, child poverty and serious youth violence. What we do know, however, is that impacts of Covid and the current 'cost of living' crisis has placed even greater pressure on even more of our residents.

Enfield Council will take direct action to do everything it can to support residents throughout this crisis, including:

- Identifying public building space in the borough that could provide places of warmth for those struggling to heat their homes
- Creating a programme to make additional food available to pupils from low-income households to help them through the winter
- A call to action to our community organisations to work with us to get hot food to our residents aged over 70 who may struggle in the coming months
- Making our residents fully aware of our Hardship Fund services and how to contact us
- Establishing a highly visible and easily accessible Cost of Living web resource on our Council website that is regularly updated with helpful information for residents.

It is to the credit of the local authority, its partners and many in our communities that we have still been able to make some progress in this toughest of environments. The Year 2 update reflects this whilst fully acknowledging that the journey towards achieving greater equality in our borough is long and requires much resilience and fortitude. We remain in the early stages of our fight to create a fairer Enfield where present socio-economic circumstances do not preordain the life people should expect to live, the opportunities they should be able to access and the prosperity their efforts deserve. There is concerted effort at strengthening these objectives further and we remain committed to driving forward this crucial agenda.

I hope you find this snapshot informative and I hope that you, like me, find encouraging evidence of progress as well as a lasting impression of the scale of the journey not yet travelled.



Cllr Nesil Caliskan
Leader of Enfield Council

Thread One:

Living



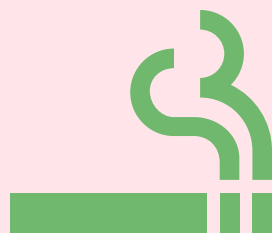
To what extent does who we are and where we live affect our life chances and the services we can access

There has been some progress for living in Enfield, including increasing the number of net affordable homes in the borough for its residents through progressive regeneration schemes and also ensuring those in the private rented sector have a good and safe standard of renting as we continue to embed our landlords licensing scheme. No one could anticipate the challenges that the pandemic would bring to the provision of a healthy life, but financial insecurity and associated support requirements

has meant an increase in services being accessed including youth services, health services, community safety and food. It is credit to the perseverance of officers and the development and maintenance of creative partnerships within the third sector that a reinvigorated response in has been enabled. This is clearly demonstrated in the data for housing, the environment and the increasing opportunities for young people who live on the borough.



Temporary accommodation decreased by 7% start of 2021/22, compared to end of 2020/21



Smoking prevalence in Adults less than London and England (2020), including those in routine and manual occupations¹



HIV diagnosed prevalence per 1,000 (aged 15-59) more than half of London's rate and about half of England's rate (2020)²

¹ Enfield Council Public Health Intelligence Team, April 2022

² Ibid

Funding for Thread One

- Enfield received a successful grant bid from the GLA for £166.5m for affordable builds from 2023 to 2028.
- We have secured £9m of grant funding for the provision of rough sleeper accommodation.
- Additional funding has been provided to resource extra police officers, working on housing estates.
- Funding from the Violence Reduction Unit has led to installation of CCTV in 4 locations on borough to build feelings of safety.

Thread Two:

Learning



What barriers prevent local people from accessing opportunities through education and training?

Local people in Enfield, like the rest of the country, face a challenge to get 'back to normal' after two plus years facing disruption to education, work and time away from friends and colleagues. In the period from October 2020 to February 2021, the ONS reported that 8.5% of Enfield residents felt often or always lonely. This is higher than the national (7.2%) and London (7.3%) averages.

In addition, Education, training, and employment are critical to the success of other objectives listed in the commission, but frequently cost and discrimination are barriers to achieving these.

Because of this, consideration to learning objectives has been concentrated on awareness, inclusivity, and accessibility. Critically, this does not only apply to young persons but adult learners, for example, those enrolled in ESOL programmes.



Exclusions are significantly down: the latest data available on permanent exclusions show that there were 15 permanent exclusions in Enfield secondary schools 2019/20, compared to 57 in 2018/19. The permanent exclusion rate (number of permanent exclusions as a proportion of the overall school population) in secondary schools was 0.06 which was lower than the national rate of 0.13 and the Outer London rate of 0.09.



71.1% of those achieved a standard 9-4 pass in English and Maths GCSEs in 2020/21, significantly better than Enfield's 2017-2018 of 61.4%.



To tackle education inequality, 6,000 pupils in need in Enfield were supplied with uniforms by the Council in July 2021 and 10,000 in July 2022.



Enfield Council founded the creative business support scheme in January 2022, which aims to provide bespoke support for young people aged 18+ looking to enter the creative sector.

Funding for Thread Two

Continued investment into Speech Language and Communication is demonstrated by an investment of £150k for 2021/22 and the establishment of a new Speech, Language and Communication Hub in 2021.



Thread Three:

Earning



How can people on low incomes be better supported to secure long-term economic prosperity?

A post-pandemic economy plus the cost-of-living has created a perfect storm to threaten long-term economic prosperity.

As an effect of the pandemic, 61,300 jobs held by Enfield workers have been furloughed at one time or another, representing over 42% of all eligible jobs in the borough. This demonstrates the strength of the workforce in Enfield, but also its precarity.

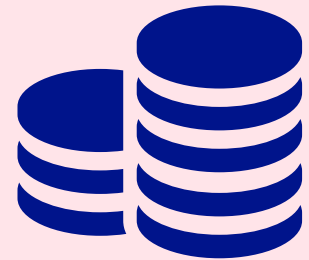
The long-term impact is not fully realised but commitments to new policies, including the London Living Wage, and new developments, like those on Meridian Water, are important to offer residents the choice of opportunity and in the long-term, in becoming more financially independent.



In 2020/21, Enfield had the highest proportion of working age service users – those who receive support for their learning disability who are in paid employment – the fourth highest nationally at 16.8%.



In 2021/22, Enfield reduced the amount residents had to pay in Council Tax by over £38m in Council Tax Support – the scheme supports over a third of households in the borough.



Payments totalling £220k have been made to 37 voluntary organisations in recognition of the practical support provided to residents who were self-isolating because of Covid-19.

Funding for Thread Three

We have been awarded up to £500,000 funding from London Councils to fund staffing costs for an Enfield Jobs Brokerage Unit (January 2022-December 2024).



Summary of progress for the 27 recommendations

Recommendation

Progress

Living

1. Government departments should review funding formulas to account for emerging geographic patterns of increased poverty and deprivation in outer London boroughs such as Enfield

We still await the outcomes of the Governments fair funding review. The local authority continues to lobby hard with partners to secure fair funding for the borough.

2. When regenerating housing estates that are not fit for habitation/ purpose, planning should be granted on the provision that the finished site provides additional genuinely affordable homes

We continue to make progress in delivering this recommendation as our housing programme rolls out across the borough; 878 net additional homes were built in 2020/21 and 259 of these were affordable, equating to nearly a third of the total.

Building started on Meridian Water 1 in March 2021, and out of the 950 homes set to be available, more than half will be affordable. Meridian Water 2, with completion by 2024, will also have 275 affordable homes.

We currently have three live estate regeneration programmes: Ladderswood, Alma and New Avenue. As at January 2022, the total number of homes completed on the three estates is 604 (86% of target), of which 322 (53%) are affordable.

Joyce and Snells residents voted overwhelmingly for regeneration on their estate at 78.5% with a turnout of 85.5% – the highest of any ballot of its kind in London. The regeneration will increase the number of affordable homes from 428 to 1450, out of a total of 2,000 on the estate, and the first residents will move into their new homes by Summer 2025.

3. The Council should work with partners to reform the private rented sector so that it works for all residents

Take up of our licensing scheme has been significant and highly encouraging having already received 11,000 applications to date.

In addition to our additional licensing scheme going live in 2020, the selective licensing scheme was approved by the government and launched by Enfield Council on 1st September 2021. This scheme applies to all Private Rented Sector properties occupied by one or two persons or one family households, located in 14 wards across the borough.

Our limited company, Housing Gateway, has secured an additional 49 homes in 2021/22, meaning the total portfolio at 31st March 2022 was 614. Securing more homes drives up standards in the private rented sector, delivers savings and contributes to the reform of the private sector.

Our Empty Homes Strategy was launched in July 2021 and we have already brought 55 empty homes back into use.

4. The Council should work with their partners, especially the voluntary sector, to take an early intervention approach to preventing housing problems

Our Homelessness Advice Service has continued to evolve its positive offer to those at risk or in need of accommodation. 500 rough sleepers put into emergency accommodation between March 2020 and September 2021 and housed 295 into settled accommodation.

Early interventions programmes have aided housing issues, including threat of homelessness and rough sleeping. Our Somewhere Safe to Stay Hub opened in January 2021, which helped 66 rough sleepers off the streets. Continuation of the 'Everyone In' programme, started in 2020 to protect rough sleepers from the risk of Covid-19, meant the establishment of the Rough Sleeping Accommodation Programme. Through this programme we purchased and refurbished 73 units for use as long-term accommodation.



Recommendation

Progress

5. The NHS should fund a new integrated health and wellbeing centre led by the Integrated Care Board and the North Middlesex University Hospital Trust to meet the needs of people out of hours and those not registered with a GP and provide out of hours access for mental health services.

Registrations with GPs in Enfield have increased over 1.5% in the 2 years prior to January 2022. We recognise the health inequalities within the East of the Borough as well as any impact of any major regeneration plans. The Integrated Care Board plan to ensure primary care services and infrastructure can meet the demand of both the current and future population. The Integrated Care Board now feel it is the appropriate time to commence the East Enfield and North Haringey Health Needs Analysis which will review the health issues facing the wider population. Enfield Council has been working closely with NHS partners to make sure everyone has the relevant information to take part in the Covid-19 immunisation programme and to encourage vaccine uptake across our communities. Outreach has included targeted online webinars, uptake strategies with community leaders and produced information materials in community languages.

6. The Council, health providers and the voluntary and community sector should work together to enable increased use of social prescribing to improve public health for residents in the east of the Borough

EVA employ five social prescribing link workers attached to local GP surgeries, connecting them to relevant groups, activities, and services to improve their health and wellbeing. Enfield Voluntary Action has continued their social prescribing programme, which now benefits from a health and wellbeing coach and an active Health Champions network. EVA continues to take direct referrals from residents in Enfield, and each link worker sees a maximum 250 patients a year in Enfield. An evaluation of the work will be done later this year. A boroughwide social prescribing youth worker post has been jointly developed between Youth Development Service and Public Health and was recruited in January 2021. The role aims to improve the health and wellbeing of young people through a social prescribing approach, signposting young people to activities and services that support wellbeing. Project DOVE is the local public health approach to serious youth violence in Enfield. Based in the Children's Social Care team, a serious youth violence social prescriber is now working with young people at risk of serious youth violence and radicalisation and providing support in engaging the young people in their local communities. The project is expected to continue until March 2023.

7. The VCS, supported by the Council, should create a Food Action Plan for Enfield, to ensure all families have access to healthy food

The Enfield Food Alliance was founded in November 2020; there is now a total of 31 organisations in Enfield providing a food bank or equivalent food support service. Edmonton Green Library opened a community pantry in October 2021 and a pantry in Enfield Town in August 2022. The Food Action Plan was completed and sets out three tiers of action: prevention, building resilience and emergency provision.

8. The Council should prioritise the East of the Borough for future play streets and school streets so children can play out safely and air quality is improved around schools in hot spots of poor air quality

Kingfisher Hall has seen levels of Nitrogen Monoxide fall by 34% and Nitrogen Dioxide down by 23%; 200% increase in children cycling to school since implementation of their school streets. Enfield now has 14 permanent school streets currently on borough, in line with our target commitment to add two schemes a year. There is plans for a further 10 School Streets in 2022, and following the recommendation of the commission, these will be located by majority in the east of the borough. In 2021/22, Enfield had 20 play streets, 3 of which were in the east of the borough. This is up from the 17 in 2020/21.

9. A whole-community approach should be taken to reduce crime and anti-social behaviour in hotspots, with the Council and the Police working together to make public spaces safe to use for people of all ages

In Enfield, work with those aged 10-17 to promote and safeguard the wellbeing of young people has been bolstered by the founding of the Adolescent Safeguarding Teams and Contextual Safeguarding Unit in June 2021. Youth workers from these teams engage with young people around their home, providing advice, guidance, and signposting. Our detached youth workers positively engage young people on 'their territory' (e.g. estates, around transport hubs), providing advice and guidance and signposting to youth offer and local services. They target identified local hot spots (informed by intelligence from police, schools, and detached youth work). In February 2021, Cabinet agreed to approve the current Personal Space and Protective Orders (PSPOs) for a further three years. PSPOs reduce anti-social behaviour in areas by setting out restrictions on persons loitering in housing blocks and estates, engaging in anti-social activities and anti-social vehicle activity.



Recommendation

Progress

10. The Police should revamp the 'safer schools' programme for the Borough's school

In 2021, we launched Enfield Trauma Informed Practice in Schools (E-TIPS) to support mental wellbeing and prevent the traumatisation of children, young people and their families in service settings that are meant to support them. This approach fosters a culture of trusting and supportive relationships across the school.

In September, the Council held a 2-day training session, which was open to all schools. Five schools have received training as a whole school community, and our E-TIPS Champions are being trained, so our schools are supported to embed the approach.

11. The Council should revitalise youth services in the Borough. Prioritise investment in universal youth services and targeted outreach youth workers

Enfield Council has secured money from the Mayor's Office to commission projects that prevent and tackle offending on borough, including the provision of outreach settings at North Middlesex A&E, in parks and community settings.

The Summer University programme was available for enrolment for young people for the second year running in 2021. It offered nearly 2,500 places on 131 courses from 50 organisations. 712 signed up to these courses in 2021.

Nexus continues to support young people in Enfield and is a commendable attribute to youth services on the borough. In 2020/21, 4,259 students participated in their programmes or workshops, and new programmes like the Butterfly project are aimed at girls and young women to help build self-esteem, confidence, and resilience. This project reached 286 girls across 12 secondary schools. In July 2021, Enfield Council opened the new Ponders End youth centre.

Learning

12. The Council, education providers and the voluntary and community sector should work together to ensure that all Enfield's children are 'school-ready'

Enfield remains focused to an increasing take-up of Early Years education places, and in January 2022 ran a marketing campaign to encourage take up among parents.

Enfield Children's Centre continues to provide opportunities for families across the borough with children under 5 to attend free courses and sessions.

The iCan Early Talk programme was launched when to help local childcare providers support children with emerging speech, language, and communication needs.

13. The Council and local schools should work together to make sure all of Enfield's schools are 'Poverty Proofed'

In September 2021, Enfield Council funded four secondary schools in the east of the borough to provide their pupils with a safe independent study after school. With this pilot, students are able to study independently after hours at school, with the space, resources and environment they need.

The Schools Inclusion Charter, that will set out clear commitment for providing an inclusion education for children and young people, will be launched in Autumn 2022. The charter sets out clear commitments for providing an inclusive education for children and young people with special educational needs and disabilities. The Charter has accompanying guidance to help schools and setting in Enfield deliver the principles of the charter in practice.

14. The Council should maximise the use of libraries to mitigate overcrowding and enhance learning

Since the onset of the pandemic, we have further established libraries as community hubs, providing a referral support and help programme in one place for those who visit.

Other libraries include food pantries to tackle food poverty and promote healthy eating and youth hubs at Edmonton Green and Enfield Town libraries for employment and skills support for young people most excluded from the labour market.

15. The Council should work with schools to set a target to reduce the use of fixed-term and permanent exclusions

The Nexus programme aims to reduce fixed-term and permanent exclusions across Enfield. Some of its projects are specifically designed with this in mind, for example Spark2Life, a 6-7 week block of accredited learning programme to schools supporting young people at risk of gangs, exploitation and offending, focusing on young people's aspirations, interpersonal communication skills and ability to resolve conflict.

Mental health provision is also an important factor in succeeding this objective. There are now Mental Health Support Teams (MHST) in 37 schools in Enfield. By 2025, it is anticipated that all schools will have access to some level of Mental Health support.

16. The Council and schools should work together with the local voluntary and community sector to increase access to ESOL lessons for both the children and parents of families for whom English is an additional language

In July 2021, over £6 million of funding was allocated to the ESOL for Integration Fund (EFIF) Wave 2 – a one year extension to an English language programme fund delivered by 28 local authorities where there is a need for community-based English language classes for learners at pre-Entry up to Entry 1 levels; and social mixing clubs to support English language practice and community cohesion.

Recently completed was the second wave of the Community ESOL programme which pulled together partnerships involving FE college, local pre-school and primary schools and voluntary groups to deliver a programme of ESOL for communities deemed most disengaged.



Recommendation

Progress

17. The Council, schools and businesses should work together to ensure a line of sight to a decent job for all pupils by offering a work experience programme, volunteering opportunities and CV writing, matching local young people to the jobs of the future

The Meridian Water development continues to offer employment opportunities to young people who live on the borough. Meridian water skills academy is due to open in Autumn 2022 and will train up to 500 people a year giving them skills to gain a meaningful career in construction.

Enfield Council has also entered a partnership with Troubadour Theatres who plan to deliver a skills academy for the film industry and to be open by end 2023. This will provide sector-based training in technical roles associated with film production with a target of training up to 450 roles per annum. This Academy will work with a Higher Educational partner to deliver recognised industry qualifications.

Earning

18. Poverty reduction should be at the heart of the Council's new economic development strategy, which should set a target to reduce low pay within the Borough

In line with our commitments as a London Living Wage Borough, from 2022/23 we are increasing the hourly pay for Level 2 and Level 3 apprentices from £6.00 and £8.91 respectively to £11.05, so this is in line with the London Living Wage. Meridian One will be a London Living Wage (LLW) site, including in construction, and Troubadour Theatres and Bloqs both already pay LLW to employees.

The new Sustainable and Ethical procurement policy was approved by Cabinet in February 2022, and sets expectations when it comes to the issue of low pay within the borough, including a commitment to increasing the number of contracts where the London/Real Living Wage is paid, with an ambition to only work with organisations who pay the London/Real Living Wage as soon as is possible.

Since 2020, we have brought housing repairs, cleaning services and grounds maintenance for cemeteries back in-house, providing a Living Wage to 176 employees.

19. The Council should work with partners to make it far easier for residents to set up their own businesses and thereby increase their income

January 2022 saw the official launch of Building BloQs, providing 32,000 square ft of affordable open-access workspaces for residents with facilities for woodworking, metalworking, fashion and sewing, engineering as well as hireable meeting rooms and courses and classes for small businesses.

Also in January 2022, we launched a business start-up support scheme to provide dedicated training, mentoring and advice for new entrepreneurs: 600sqm of temporary affordable workspaces for start-ups, artists and other small businesses will be available on existing Council-owned land at Angel Yard, Angel Edmonton. The workspaces will be managed by Launch It, an enterprise charity, who will also provide targeted business support.

20. The Council should work with the voluntary and community sector and statutory partners to increase volunteering opportunities for unemployed adults to boost skills and develop CVs

As part of our legacy from work with EVA volunteering and Enfield's Volunteering Centre, 1610 volunteers registered with EVA in 2021. We continue to work with them and other community groups to build greater resilience into volunteering in Enfield.

21. The Council should work with partners to ensure that residents from diverse backgrounds are supported into high quality jobs and do not face discrimination

The new Sustainable and Ethical procurement policy outlines how the Council will leverage its purchasing power to secure and deliver wider benefits for the borough and its residents and ensure that the Council works with partners who uphold its values and standards. This policy sets out expectations of suppliers with regards to equality and diversity e.g. having an Equality and Diversity policy, that will ensure that supplier is working to improve equality and diversity within their own organisation.

22. The Council should hold an annual two-day skills and employment fair at the Lee Valley Regional Park, giving local people the chance to meet a range of potential employers and educational institutions

Maximus held an Enfield Jobs Fair on 24th November 2021 at The Qube, to enable local job seekers being supported by Maximus to discuss barriers to employment and get support with applying to jobs exhibited at the event.

Work is underway for the Enfield Jobs Brokerage Unit and discussions have taken place with external partners and stakeholders. A community peer group has also been established to test the model.



Recommendation

Progress

23. The Council should work with the Living Wage Foundation and others to make the Meridian Water development a 'Living Wage Zone' and use its wider procurement strategy to actively support decent work and fair pay in Enfield, drawing on existing good practice

The new Sustainable and Ethical procurement policy requests that at least 10% of the value of goods, services and suppliers are procured from local businesses. The policy supports the Council's 'Fairer Enfield' policy and sets out how suppliers can support the Council in delivering Equality and Diversity.

The Council will ensure that products and services are ethically sourced, that human rights are upheld in supply chains and that equality and diversity are promoted in employment and service provision. The policy includes a commitment to increasing the number of contracts where the London/Real Living Wage is paid, with an ambition to only work with organisations who pay the London/Real Living Wage as soon as possible.

24. The Council should help free the poorest residents from the burden of problem debts by extending access to benefits advice, support around debt and good credit

Since the Year 1 update, the Welfare Advice and Debt Support team has expanded and has supported over 4000 residents to access the income and benefits they are entitled to during 2021/2022.

Enfield paid out £207,000 emergency support scheme crisis payments, over £2.7m in Discretionary Housing Payments to provide extra help to pay rent £284k in Council Tax Support Hardship Fund payments, over £2.8m in Household Support Funding for food, fuel and other essentials and £1.2m self-isolation payments.

25. The Council should promote the take up of local people's full benefits entitlements so that households receive appropriate benefits and don't get into debt either through under claiming or by receiving overpayments

In collaboration with Edmonton Community Partnership, we have helped provided advocacy and support for those in the Gypsy Roma and Traveller community, including around benefits and income support.

Targeted campaigns have been run to help uptake of benefits including for 'Healthy Start' vouchers. The campaign resulted in a 9% increase in voucher uptake.

The local authority continues to work closely with partners in the voluntary sector, including Citizens Advice Enfield and the North London Credit Union as well as DWP to ensure that as many residents as possible are receiving the support they are entitled to. Further joint working with Jobcentre Plus is being planned for roll out in 2022/23.

26. Working with the Council to deliver shared objectives, the voluntary and community sector should have access to Council buildings at a low cost in a system that is accessible, transparent, and easy to navigate

We continue to have open communication with the community sector to ensure the costs and accessibility meet a high standard and we are reviewing our Strategic Asset Management Plan to determine how best to offer support in this area.

27. The Council, the voluntary and community sector and local businesses should set up a new initiative to promote local fundraising for the benefit of local people

The pandemic has meant this recommendation has not yet gained traction but senior officers at the local authority will be evaluating how a venture as described in the recommendation can be advanced.



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

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