NOTICE OF MEETING

CABINET

Tuesday, 13th February, 2018, 6.30 pm - Civic Centre, High Road, Wood Green, N22 8LE

Members: Councillors Claire Kober (Chair), Jason Arthur, Eugene Ayisi, Ali Demirci, Joe Goldberg, Alan Strickland, Bernice Vanier, Elin Weston, Joseph Ejiofor and Peter Mitchell

Quorum: 4

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on.

By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES

To receive any apologies for absence.

3. URGENT BUSINESS

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear. New items of Urgent Business will be dealt with under Item 21 below. New items of exempt business will be dealt with at Item 26 below).

4. DECLARATIONS OF INTEREST

A Member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

(i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
(ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A Member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct.

5. NOTICE OF INTENTION TO CONDUCT BUSINESS IN PRIVATE, ANY REPRESENTATIONS RECEIVED AND THE RESPONSE TO ANY SUCH REPRESENTATIONS

On occasions part of the Cabinet meeting will be held in private and will not be open to the public if an item is being considered that is likely to lead to the disclosure of exempt or confidential information. In accordance with the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 (the "Regulations"), members of the public can make representations about why that part of the meeting should be open to the public.

This agenda contains exempt items as set out at **Item** *[22]* **: Exclusion of the Press and Public.** No representations with regard to these have been received.

<u>This is the formal 5 clear day notice under the Regulations to confirm that this Cabinet meeting will be partly held in private for the reasons set out in this Agenda.</u>

6. MINUTES (PAGES 1 - 36)

To confirm and sign the minutes of the meeting held on 16th January 2018 as a correct record.

7. MATTERS REFERRED TO CABINET BY THE OVERVIEW AND SCRUTINY COMMITTEE

There are no matters for consideration from Overview and Scrutiny Committee.

8. DEPUTATIONS/PETITIONS/QUESTIONS

To consider any requests received in accordance with Standing Orders.

9. MEDIUM TERM FINANCIAL STRATEGY 2018/19-2022/23 (PAGES 37 - 162)

[Report of the Interim Deputy Chief Finance Officer. To be introduced by the Cabinet Member for Finance and Health.] To agree the Council's Medium Term Financial Strategy 2018/19-2022/23 including the Capital Programme and to approve the final budget and Council Tax for 2018/19 for onward consideration and approval by full Council on the 26th of February 2018.

10. 2018/19 FEES & CHARGES REPORT (PAGES 163 - 276)

[Report of the Interim Deputy Chief Finance Officer. To be introduced by the Cabinet Member for Finance and Health.] The Council's income policy requires that a review of fees and charges is undertaken annually. This report seeks approval for fees and charges schedule for 2018/19 financial year.

11. ADMISSION TO SCHOOLS – DETERMINED ADMISSION ARRANGEMENTS FOR 2019/20 (PAGES 277 - 348)

[Report of the Interim Deputy Chief Executive. To be introduced by the Cabinet Member for Children and Families.] Following public consultation held between October and December 2017, Cabinet is asked to determine the admission arrangements for admission to community nursery, primary, junior and secondary schools and to St Aidan's Voluntary Controlled school and for sixth form admission for the year 2019/20.

12. CARE LEAVERS STRATEGY & FUTURE OFFER (PAGES 349 - 378)

[Report of the Interim Deputy Chief Executive. To be introduced by the Cabinet Member for Children and Families.] Report outlining the future design of services for young people leaving care in Haringey and the Care Leavers Strategy agreed with local partners.

13. APPROVAL OF THE RESPITE CARE POLICY (PAGES 379 - 424)

[Report of the Interim Deputy Chief Executive. To be introduced by the Cabinet Member for Adult Social Care and Culture.] Report outlining the future

design of services for young people leaving care in Haringey and the Care Leavers Strategy agreed with local partners.

14. AWARD OF CONTRACT FOR ADULTS AND CHILDRENS STATUTORY ADVOCACY (PAGES 425 - 434)

[Report of the Interim Deputy Chief Executive. To be introduced by the Cabinet Member for Adult Social Care and Culture.] Report seeking approval to award a contract for the provision of IMCA, IMHA, Care Act Advocacy and Children's Advocacy across Barnet, Enfield and Haringey. Haringey are the procurement/contracts lead on behalf of the three boroughs.

15. LINDEN HOUSE DEVELOPMENT (PAGES 435 - 444)

[Report of the Interim Deputy Chief Executive. To be introduced by the Cabinet Member for Adult Social Care and Culture.]Report seeking approval to procure a development partner to convert Linden House into specialist supported accommodation for adults with complex needs.

16. AUTHORITY TO ENTER INTO A FUNDING AGREEMENT TO DELIVER THE STATION SQUARE - BUS STATION PROJECT IN TOTTENHAM HALE (PAGES 445 - 458)

[Report of the Interim Strategic Director for Planning, Regeneration and Development. To be introduced by the Cabinet Member for Housing, Planning and Regeneration.] Update on the infrastructure and placemaking programme in Tottenham Hale, including the allocation of Strategic Development Partnership receipts through a Funding Agreement to deliver key infrastructural works.

17. HOMES FOR HARINGEY - AWARD OF CONTRACT FOR MULTIDISCIPLINARY CONSTRUCTION -RELATED CONSULTANTS (PAGES 459 - 472)

[Report of the Interim Strategic Director for Planning, Regeneration and Development. To be introduced by the Cabinet Member for Housing, Planning and Regeneration.] The consultant will be responsible for multidisciplinary construction-related services to deliver the Homes for Haringey Capital programme from financial year 2018/19 to 22/23, extendable by up to five years annually to financial year 27/28.

18. STEM COMMISSION UPDATE - NON KEY (PAGES 473 - 502)

[Report of the Interim Deputy Chief Executive. To be introduced by the Cabinet Member for Children and Families.]

Cabinet to receive an update on progress with implementing the commission's recommendations.

19. MINUTES OF OTHER BODIES (PAGES 503 - 518)

To note the minutes of the following:

Cabinet Member Signing 9th January 2018
Cabinet Member Signing 18th January 2018
Leader's Signing 19th January 2018

20. SIGNIFICANT AND DELEGATED ACTIONS (PAGES 519 - 528)

To note the delegated and significant actions taken by Directors in January.

21. NEW ITEMS OF URGENT BUSINESS

To consider any items admitted at Item 3 above.

22. EXCLUSION OF THE PRESS AND PUBLIC

Note from the Democratic Services &Scrutiny Manager

Item 23, 24,25 and 26 allow for the consideration of exempt information in relation to items 14, 16, 17 & 3 respectively.

TO RESOLVE

That the press and public be excluded from the remainder of the meeting as the items below contain exempt information, as defined under paragraph, 3 and 5 , Part 1, schedule 12A of the Local Government Act 1972.

23. AWARD OF CONTRACT FOR ADULTS AND CHILDREN'S STATUTORY ADVOCACY (PAGES 529 - 532)

As per item 15.

24. AUTHORITY TO ENTER INTO A FUNDING AGREEMENT TO DELIVER THE STATION SQUARE - BUS STATION PROJECT IN TOTTENHAM HALE (PAGES 533 - 534)

As per item 17.

25. HOMES FOR HARINGEY - AWARD OF CONTRACT FOR MULTIDISCIPLINARY CONSTRUCTION -RELATED CONSULTANTS (PAGES 535 - 542)

As per item 18.

26. NEW ITEMS OF EXEMPT URGENT BUSINESS

To consider any items admitted at Item 3 above.

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Published 5 February 2018

Agenda Item 6

MINUTES OF MEETING CABINET HELD ON Tuesday, 16th January, 2018, 6.30pm

PRESENT:

Councillors: Claire Kober (Chair), Eugene Ayisi, Ali Demirci, Joe Goldberg, Alan Strickland, Elin Weston, Joseph Ejiofor and Peter Mitchell

ALSO ATTENDING:
Councillors: Engert, Carter, Newton, Ibrahim, Ahmet, Gallagher

137. FILMING AT MEETINGS

The Leader referred to agenda item 1, as shown on the agenda in respect of filming at the meeting and Members noted this information.

138. APOLOGIES

- Apologies for absence were submitted from Councillor Vanier and Councillor Arthur.

- Apologies for lateness was noted for Councillor Goldberg.

139. URGENT BUSINESS

The Leader had accepted, as late business, an addendum to consider with item 10. This contained the minutes of Regulatory Committee meeting and proposed officer updates to the Wood Green Area Action Plan following publication. The Regulatory Committee had met on the 8th of January after publication of the Cabinet papers, and Cabinet was required to consider these comments in accordance with Part three of the Council constitution, section B, and paragraph D of the Constitution.

140. DECLARATIONS OF INTEREST

There were no declarations of interest put forward.

141. NOTICE OF INTENTION TO CONDUCT BUSINESS IN PRIVATE, ANY REPRESENTATIONS RECEIVED AND THE RESPONSE TO ANY SUCH REPRESENTATIONS

There are no representations relating to items on the exempt part of the agenda*.*

142. MINUTES

The minutes of the Cabinet meeting held on the 12th of December were agreed as a correct record of the meeting.

Councillor Carter had a question on a matter arising from the minutes and the Leader advised him to direct his question to the appropriate Cabinet Member after the Cabinet meeting.

143. DEPUTATIONS/PETITIONS/QUESTIONS

The Leader advised the meeting that one public question and three deputations had been put forward for consideration. The public question was put forward by Mr Guy Levy.

The Leader further advised that Mr Levy was, unfortunately, unable to attend the meeting and she would read out his public question and the Cabinet Member for Housing, Regeneration and Planning would provide the response.

Public Question - Mr Guy Levy

Mr Levy claimed that that costs awards for unreasonable behaviour in planning appeals have been made against the Council. Mr Levy felt that such behaviour was a drain on the Council's finances and the local economy. He asked, how the Council intended to reduce damages caused by the unreasonable behaviour of its planning and planning enforcement officers?

The Cabinet Member responded as follows:

For the period 2015 to 2018, out of the 286 decided planning appeals, less than 10 have resulted in successful costs claims against the Council. For the same period, from the 104 decided (or withdrawn) planning enforcement appeals, only two had resulted in costs awards against the Council. During the same period, the Council made four successful costs claims against appellants.

There was no discernible trend that the planning and planning enforcement officers are exhibiting unreasonable behaviours in the execution of their duties. The Council did not consider that it was a waste of officer's time taken up defending appeals and cost applications.

The appeal process in both planning and planning enforcement was part of the development management function as enshrined in the planning legislation and formed part of the Planning Officers' job description. Whilst the payment of costs was always regrettable, it was important that the Council defended the amenities of its residents.

Jacob Secker representing the Broadwater Farm Residents Association, standing in for Mr Blasebalk who was unable to attend - Deputation 1

Mr Secker spoke as a representative of the Broadwater Farm Residents Association. He, as well as the Haringey Leaseholders Association which Mr Blasebalk had been due to represent, had been involved in the consultation on the Housing Management Agreement with Homes for Haringey.

Mr Secker outlined that the consultation on the Management Agreement with Homes for Haringey had had to be re -run, as the first consultation was deemed unsatisfactory, following a judicial review.

In Mr Secker's view, the second consultation had not been adequately run as well with mainly online access to consultation documents, some door knocking and telephone calls to tenants, meaning a full reflection of tenants views had not been gathered.

In Mr Secker's view, the consultation had only highlighted the benefits of the ALMO and had, crucially, not highlighted that the management agreement with the ALMO would cost £500k more than keeping the service in-house. Mr Secker contended that the consultation was biased towards the ALMO and therefore invalid.

Mr Secker claimed that the ALMO option was only favoured by residents, participating in the consultation, because of the commitment to tenant participation panels. However, these had now reduced, in number, from 7 panels to 3, meaning there was a miss-conception about the future level of resident participation. Community representatives were not being invited to these Panels and they also did not involve the leaseholders. They needed representation and did not want their umbrella organisation [HLA] to be de – recognised.

Mr Secker concluded, by advising the Cabinet, that the management agreement with Homes for Haringey should not be agreed as the consultation was not carried out in a fair unbiased way.

Councillor Strickland, Cabinet Member for Housing, Regeneration and Planning responded to the issues raised by Mr Secker.

- The consultation was not only available online, but thousands of letters were sent out to tenants, with questionnaires also posted and drop in events organised. This was set out in the report at item 9 on the agenda.

- In relation to the £500k, the Future Housing Review which included a tenant representative, came to a unanimous decision to award the contract to Homes for Haringey with the quality of services to tenants, the main consideration. The financial difference between the two models was a small element. The figure of £500k was now also out of date, due to the housing reforms and the package of housing service changes that had taken place since 2015 to limit duplication and improve operational services.

- It was important to note that out of the 1200 responses, 80% of tenants supported the proposals and the questions in the consultation had been straightforward. It was also important to recognise that the Council manages 17000 properties so there will be a complexity of views among tenants to be considered but the claim that the ALMO was only supported due to tenant consultation panels was unfounded and not backed by the consultation results.

Given the consultation, for a second time, supported the arrangement with the ALMO, the Cabinet Member recommended to Cabinet that the Council enter a new management agreement with Homes for Haringey. This would be with amended

terms, as set out in the report, reflecting the expectation of a strong and sustained performance for tenants.

Deputation 2 – Paul Burnham - Defend Council Housing [considered on the arrival of Cllr Goldberg at 6.50pm]

Mr Burnham introduced the deputation and spoke against approval of the recommendations, concerning the Wood Green Area Action Plan. He raised the following issues:

- There were affordable homes in the AAP, planned for demolition. These were Housing Association homes providing social rent and secure tenancies in Sky City and Page's High. Mr Burnham contended that if there was to be demolition of these homes, there needed to be a Yes/No ballot available to residents.

- The Council needed to work with the landlords to ensure investment happens in this housing association estates and ensure joined up services in these areas such as youth programmes. It was important for the Council to find services to put into these estates.

- The Right of Return was not believed by residents in these estates and there was instead a need for the Council to invest and keep the estates that it had.

- Although 6400 new homes were planned, in Mr Burnham's view, none were really affordable for people on average or low incomes given the current average affordable rent prices for London and Haringey outlined.

- Developers working with the Council were ultimately businesses interested in financial gain. Reference was made to the Hornsey Gasworks site where there was only 10% affordable housing.

Mr Burnham concluded that the Wood Green Area Action Plan would, in his view, lead to social cleansing and a new Council office building which was not needed.

The Cabinet Member for Economic Development and Sustainability responded as follows:

- Affordable housing policy was set out in the London Plan, Local Plan and Housing Strategy, the Wood Green AAP cannot set new policy for affordable housing.

- London faced a housing crisis which affected all boroughs including Haringey. The Council's aim was to deliver the maximum number of good quality affordable homes across the borough – in the Housing Strategy and planning policy, the Council had a target that 40% of new homes built should be affordable housing, as well as more detailed descriptions of the different kinds of affordable housing that the Council will particularly prioritise in different parts of the borough.

- Households in Sky City, Page High, Caxton and Mayes Road were specifically contacted during the consultation with visits to each house in person (with approximately 50% of people answered the doors), calling cards, workshops and face to face meetings. The Cabinet Member spoke to residents, himself, about their concerns and their need for improved properties.

- The Cabinet Member acknowledged that response to the proposed redevelopment of The Mall (and Sky City) and Bury Road Car Park (and Page High) was mixed, with some tenants saying they did not want to move and others saying that they would consider moving if they were able to move into a new home which was acceptable to them.

- Haringey had recently adopted a revised Estate Renewal Rehousing and Payments Policy (ERRPP) which provided a set of commitments to residents whose properties would be demolished as part of a renewal scheme, including a guaranteed right to return to a replacement home in the new development. Should a scheme come forward, the Council had already made a commitment that the Estate Renewal Rehousing and Payments Policy (ERRPP) would be extended to housing association tenants in Sky City and Page High at the point which a scheme to develop the Mall and Bury Road Car Park site is brought forward.

- There had been significant opposition to the proposed inclusion of Victorian terraces on Coburg, Caxton and Mayes Road in the AAP. In response to this, the Council had reviewed whether alternative approaches suggested during the consultation may be possible, and had concluded that the vision and objectives of the plan could still be achieved if these Victorian terraces remain. Therefore, the next draft of the Wood Green Area Action plan had removed Caxton, Mayes and Coburg homes from the site allocations.

- Cllr Goldberg refuted that this was a social cleansing scheme. In his view, it would be unfair to residents, that need housing, to maintain ownership of the Civic Centre which was one of the highest value properties in Wood Green Town Centre. There was a proven model, followed already by other neighbouring Councils, where moving Council buildings helps drive regeneration in less central areas. It made more sense to realise the value of the Civic Centre site and other Council owned sites in Wood Green and to use the sites for much needed affordable housing and employment space.
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<u>Deputation 3 – Mr James Davies Haringey Aquatics</u>

Mr Davies made representations for a third swimming pool to be included in the Wood Green AAP. He spoke on behalf of Haringey Aquatics club for children and young

people which worked across the borough with bases at Tottenham Green and Park Road, including programmes at Northumberland Park.

The swimming activities and water sports activities run by the club were described by Mr Davies, involving all levels of abilities. This was also a London club that had recently put forward representatives to the UK Swimming nationals. This was also a club providing opportunities for all children to fulfil their swimming and water sport ambitions.

The membership and range of swimming activities provided in the borough was outlined. Mr Davies advised that there was not enough pool time to accommodate the full demand for swimming, diving and water polo team activities in the borough.

Mr Davies welcomed the Wood Green AAP which recognised the swimming community's aspiration for a third pool. Although this was constrained by cost, Mr Davies argued that if the pool was not part of the AAP Plan, then there was unlikely to be another opportunity to build a much required third pool.

Mr Davies spoke about the economic benefits and job opportunities provided by the potential of additional provision of swimming and swimming sports in the borough.

Mr Davies, concluded by asking Cabinet to support swimming facilities and for a new pool to be confirmed in the AAP.

The Cabinet Member for Economic Development and Sustainability, responded to the deputation and highlighted the importance of creating an Area Action Plan with optionality for the Council going forward.

The difficulties with confirming a third pool in the AAP were outlined as follows:

- Site of the pool was unknown
- It was not known, for certain, if the Council could be the developer of a pool or whether it would be able to develop a swimming pool in partnership with a third party
- The cost of running a pool is high and usually requires a high level of subsidy environmental cost. Choices need to be made around allocation of funding to a pool when funding is also required for other infrastructure and affordable housing The Cabinet Member expressed that there was recognition in the Plan on the need for a pool and it may be that Fusion could take this forward, within or outside the realms of the AAP.

The Cabinet Member had also had a recent conversation with Alexandra Palace about an open water offer through the development of the filter beds, potentially to be called the Palace Ponds. Although this idea was not in a site allocation document, the concept of using the Park and improving the connection to Wood Green with imaginative use of the outdoor space was felt to be a positive way forward. It was acknowledged that this idea may not solve the issue of a third pool.

The Cabinet Member concluded by advising the deputation that, although the Wood Green AAP did not exclude the option of a pool, the Council would need to look at the cost implications carefully.

It would also need to be recognised that the Council could not currently commit to a pool on its own sites as this could affect the viability of providing affordable housing on those sites.

144. MATTERS REFERRED TO CABINET BY THE OVERVIEW AND SCRUTINY COMMITTEE

Cabinet considered the Environment and Community Safety Scrutiny Panel's review on Street Sweeping and the Cabinet response to the review recommendations.

(a) Cabinet Response to the Scrutiny Review of Street Sweeping

Councillor Gallagher introduced the Scrutiny review on Street Sweeping and thanked the Scrutiny Panel and Scrutiny Officer for their work on the review. The instigation of the review was following concern about the reduction in residential street sweeping from twice a week to once a week, agreed via a Cabinet Member signing in 2016.

There was concern that this was leading to a deterioration in standards and unbalanced street cleanliness across the borough. A range of evidence was considered by the Panel and the overarching recommendation was to switch from a uniformed service across the borough to a flexible service which took account of need and enabled an outcomes based service.

Cllr Gallagher was pleased that this recommendation was 'partially agreed' and understood more work was needed on agreeing the specific actions in relation to this recommendation. This had been left to officers, with specific expertise, to provide the technical detail on the actions to be completed.

The Cabinet Member for Environment welcomed the report and thanked the Panel for their work. Cuts to the budget had meant difficult choices for the Council but cleanliness was important for residents and the Council would still need to respond to these concerns.

The Cabinet Member expressed that the Scrutiny review provided useful evidence of approaches to street sweeping from different authorities and there were lessons to be learned. Given the budget constraints, the Cabinet response recognised that there was more work to be completed on examining the implications of the recommendations.

In relation to recommendation 1, the overarching recommendation outlined by Cllr Gallagher on moving to a flexible service, there would be further detailed modelling and a report brought back to Cabinet in due course

In response to recommendation 2, that further engagement work be undertaken with residents to develop additional means for them to provide feedback on cleanliness and encourage them to report issues in their area, the Cabinet Member for Environment proposed that Cabinet agree to amend this from 'Not agreed' to "Partially agreed'.

The Cabinet Member expressed that, in principle, the Council wanted to maximise resident engagement and input. Officers would review the existing means of engagement to make sure they were effective. There was a limited communications budget within the overall integrated waste contract for communications. This was largely focussed on ensuring residents knew how to dispose of their waste correctly in turn increasing the recycling rate in order to reduce disposal costs. Officers would also look at means for feedback to Veolia and the Council on the performance of the contract, via formal enquiries and complaints procedures, the OurHaringey app, and through social media.

In relation to the final recommendation on extending the use of mechanical sweepers, this would be looked at in conjunction with the modelling of different options.

In response to Cllr Ejiofor's question on suggestions by the Scrutiny Panel to improve communication on street sweeping, Cllr Gallagher explained that this arose as a result of considering Camden's experience of a flexible street sweeping schedule. If Haringey adopted a similar schedule, there needed to be a greater level of communication to accompany an adjustment.

Cabinet agreed the amendment of the response to recommendation 2, as outlined above by Councillor Mitchell and,

RESOLVED:

1. To note the Scrutiny Review into Street Sweeping set out in the Appendix 2.

2. Cabinet agree the response to the recommendations of the review set out in the Appendix 1.

145. HOMES FOR HARINGEY MANAGEMENT AGREEMENT

The report was introduced by the Cabinet Member for Housing, Regeneration and Planning and provided the results of the second consultation on the proposal to enter into a new Management Agreement with Homes for Haringey There were almost 1,200 responses to the statutory consultation with secure tenants, of whom 81% agreed with the proposal to enter into a new Management Agreement with Homes for Haringey. In the non-statutory consultation with leaseholders, there were just over 200 responses and 49% agreed with the proposal.

In light of the results of the statutory consultation, which were in favour of the proposal to enter into a new Management Agreement with Homes for Haringey, as well as the reasons set out in the Future of Housing Review, the report recommended that Cabinet agreed to enter into a new Management Agreement and that officers proceed to seek approval of that Agreement from the Homes and Communities Agency (HCA). Based on the results of the consultation and the feedback given by residents, it was also proposed that some changes are made to the Management Agreement considered by Cabinet in March 2016. These are set out in section eight, and the proposed Management Agreement was attached at appendix two.

In response to a question from Cllr Engert:

- The Cabinet Member expressed that the Council was keen to listen to voice of leaseholders and had included them in this consultation and the previous consultation when there was no requirement to do so.

- The levels of leaseholder dis-ratification with services was not good enough and the Cabinet Member had raised this with officers.

- The Homes for Haringey Executive Director for Operations was leading a project on improving services to leaseholders as well as providing more simplified and easy to understand information on service charges. The Cabinet Member was happy to arrange a meeting between Cllr Engert and The Homes for Haringey Executive Director or provide a briefing note on the activities to support leaseholders.

RESOLVED

1. To note the outcome of the consultation carried out with Council tenants pursuant to section 105 of the Housing Act 1985, and the non-statutory consultation with Council leaseholders, as summarised in section seven of this report and set out in detail in appendix one.

2. Having regard to the results of this consultation, and subject to the approval of the Homes and Communities Agency, to agree that the Council enters into a new Management Agreement with Homes for Haringey, and that this new Management Agreement runs until 2026, subject to the Council's right to terminate the Agreement earlier following review on 31st March 2021.

3. To approve the proposed Management Agreement attached at appendix two.

4. To agree to an application being made by officers to the Homes and Communities Agency pursuant to section 27 of the Housing Act 1985 to seek approval for the new Management Agreement.

5. To delegate authority to the Strategic Director for Regeneration, Planning and Development, to be exercised in consultation with the Cabinet Member for Housing, Regeneration and Planning, to make amendments to, finalise and implement the new Management Agreement.

6. To note the existing extension of 2011 Management Agreement until such approval is received and the new Management Agreement commences, as set out in section six.

Reasons for decision

Cabinet has previously decided that the Council should retain Homes for Haringey, and a further decision is now required following consultation with Council tenants and leaseholders on the proposal.

Alternative options considered

The Future of Housing review reported to Cabinet in September 2015 and considered in-depth the options for the future management of the Council's housing stock. The options regarding the ongoing management of the housing stock considered by the review were:

> **The Council transfers the housing stock in whole or part to another organisation** – this option was ruled out, as there was little support amongst tenants and it was considered that this option was also not in the Council's strategic or financial interest.
> **The Council brings the management of housing services back into the Council –** this option was not recommended by the review, as it found that there was no compelling evidence that this option would improve housing services or resident satisfaction, nor significantly improve the overall Housing Revenue Account financial position.
> **Uses the existing ALMO model to deliver housing services –** this option was recommended by the review, based on the results of the test of opinion and on Homes for Haringey's improvement in performance as well as the savings it has delivered.

The review therefore ruled out a stock transfer, and did not recommend the option of bringing management back into the Council. Based on the test of tenant opinion and other considerations – such as the Council's financial position – the Future of Housing Review instead recommended that Homes for Haringey be retained until 2026, and Cabinet accepted this recommendation at its meeting on 15 September 2015

146. WOOD GREEN AREA ACTION PLAN

The Cabinet Member for Economic Development and Sustainability introduced the report which set out the response to consultation on the previous 'preferred option' AAP consultation, how these have informed the revised draft AAP, and the key changes between the current and the previous version. Cabinet approval was sought to publish the revised 'preferred option' draft for a further round of consultation (Regulation 18) prior to confirming the final draft of the AAP (Regulation 19) to take forward for independent examination.

The Cabinet Member further clarified the following:

- The Wood Green Area Action Plan set out the vision for the local area, responding to resident's aspirations and was not predicated on the HDV coming forward.
- The Challenge facing all town centres due to changing shopping patterns means the shopping centre needs to change to remain competitive in a changing market.
- The Wood Green Area Action Plan was different to Tottenham Area Action Plan and focussed on an economic development plan to bring jobs and work spaces to the borough.

In response to questions from Councillors: Strickland, Ibrahim, Ahmet, Engert, and Carter the following information was provided by the Cabinet Member for Economic Development and Sustainability.

- In relation to arranging a meeting with Page High Residents Association to discuss the future of the estate and to help work up options with the residents; Cllr Goldberg was happy to facilitate the meeting with officers. It was Important to hear residents' concerns when discussing change. The Caxton Road changes demonstrated how the Council had listened to resident's views and carried out further studies, and in this case, concluded that the vision could still be achieved without including these homes in the plan. The Plan had been revised accordingly and put forward for further consultation as a result of this action.

- The Cabinet Member reiterated that Sky City and Page's High housing estates would be treated separately and the Council would work with the Housing Association landlords and their residents to find the right solution for each family. It was further important for all stakeholders/ partners in Wood Green to work with residents on plans going forward.

- Priority should be given to the provision of affordable housing rather than retaining the Civic Centre site for Council use in Wood Green Town Centre.

- It was important to read the Wood Green Strategic Regeneration Framework in conjunction with AAP as this set out the economic benefit of the AAP for residents. This document responds to challenges on: liveability in Wood Green, the fear of crime in the area, need to increase public spaces and job opportunities for people in the local area.

- People wanted better homes and jobs and the Council were listening to the residents of Noel Park. There was currently £23m investment in decent homes

- No meetings with organisations or resident's groups in Wood Green had been refused. It was important to note that the AAP was not a plan for demolition but a Plan to enable development to come forward.

- Any future development/refurbishment plans for the Mall or Sky City and Page High would follow statutory planning requirements and will involve consultation with residents.

- It was important to keep in mind that the AAP and SRF was designed to set out what the best future looks like for Wood Green. It creates a framework for Planning Committee to act within and a framework for developers to engage with and understand the Council's expectations of Wood Green, including the priority for investment in people.

- The Council had consulted properly on the Wood Green AAP and the Cabinet Member would continue to go to consultation events and have discussion with

residents, as the AAP process continues. It was important to note that this was a staged process with discussion and review.

- It was correct for the Council to be ambitious, in relation to Crossrail 2, and have a plan that responds to external scrutiny. This also enabled a minimum threshold of housing to be included and not put jobs at risk. The Plan enables the Council to increase housing and job numbers whether or not Crossrail 2 comes forward.

- Agreed that the cost of running the second round of consultation, be provided to Cllr Engert outside of the meeting.

- Wood Green is a metropolitan town centre and residents have been clear about the need for a better choice of retail and leisure. There was potential, through the AAP, to have a change in retail offer in Wood Green and see new and old brands come back to the area, alongside office space to support this retail offer.

- The opportunity to deck over the bus garage is identified in the AAP, there are precedents for this happening elsewhere and would potentially deliver significant housing and job opportunities.

- Agree that there are opportunities for water sports on the filter beds, the SRF includes a proposal for an outdoor swimming offer.

- With regards to de-culverting the Moselle brook, deculverting is an ambition in the Local Plan but not a requirement, deculverting can only take place where it is feasible and viable on sites.

In considering the recommendations, the Cabinet noted the comments of the Regulatory Committee and agreed the officer updates proposed to the Wood Green Area Action Plan, since publication, as set out in the attached addendum.

RESOLVED

1. To note the findings of the February 2017 ‘preferred option’ consultation on the Wood Green Area Action Plan (“AAP”), as set out in the consultation report at Appendix A.

2. To note the key changes between the previous and the revised ‘preferred option’ versions of the AAP, as set out at paragraphs 6.6 and 6.7.

3. To approve the revised “preferred option” Wood Green AAP, as set out in Appendix B, for publication for public consultation.

4. To revoke the now out of date Haringey Heartlands Development Framework (2005).

Reasons for decision

The AAP is required to provide the planning framework needed to clearly articulate how the Council intends to regenerate Wood Green, ensuring public and private development and investment decisions are coordinated and deliver the strategic objectives sought.

Once adopted, the AAP will:

- Revitalise the town centre and surrounding area through the provision of development providing 4,000 new jobs and 6,400 new homes;
- Safeguard Wood Green's Metropolitan town centre status, by enabling an expansion of town centre floor space and uses, particularly for comparison retail, expanded and enhanced leisure, and the creation of an improved evening economy;
- Enhance Haringey's economy through new floor space for office and creative industries;
- Enable a range of urban realm improvements including the creation of a new town square to provide the central focus of community life in Wood Green;
- Optimise the use of Council-owned land to provide a catalyst for wider regeneration and to facilitate comprehensive development;
- Secure enhanced east-west and north-south connections through the centre, making it more accessible and pedestrian friendly;
- Co-ordinate new infrastructure in the regenerated town centre, to support the area's increasing population;
- Establish a set of Wood Green specific planning policies to ensure the right type of development comes forwards in the right locations to achieve the community's aspirations for the future of Wood Green.

It was anticipated that Government would make a positive announcement about supporting Crossrail 2 in the last year. Unfortunately, neither the 2017 Conservative manifesto or successive budget statements have provided any certainty that Crossrail 2 will be funded. As a result, it is not possible or appropriate for the AAP to rely on the increased transport capacity that Crossrail 2 would provide that in turn would allow for increased development densities.

Since the growth assumptions (both the amount and mix of development proposed) in the previous 'preferred option' draft were predicated on the provision of Crossrail 2 serving the Wood Green area, it is not possible to progress to a Pre-submission (Regulation 19) version of the AAP without further consulting the community on the consequences for the Plan of not relying upon this strategic transport improvement. To do so would risk the AAP being found 'unsound' at the examination in public stage, resulting in reputational harm and significant delay and additional costs in bring forward this much needed planning framework. For these reasons, a further 'preferred option' round of consultation is necessary.

Alternative options considered

As set out in Section 4 above, it is not possible to progress straight to a Pre-submission (Regulation 19) version of the Wood Green AAP based on the 2017 'preferred option' draft for the reasons outlined. This option is therefore dismissed.

An alternative option is to rely on the existing Local Plan to manage growth and change in Wood Green, in preference to preparing an AAP for the area. This option would see implementation of the proposals already set out in the Site Allocations DPD, which allocates the majority of development sites proposed in the AAP, making provision for 4,300 net additional homes. However, these site allocations in themselves do not provide the overarching framework needed to secure coordinated improvements and regeneration benefits across the wider Wood Green area. In this respect, initial consultation on the Wood Green AAP - the 2016 Issues & Options consultation - elicited significant public support for a high level of intervention and significant growth where this would secure a rejuvenated High Street, with a better shopping offer and improved pedestrian connections, more housing, including affordable homes, and greater local job opportunities. Given development in accordance with the existing site allocations are unlikely to deliver the community's aspirations for the future of Wood Green, this option is not preferred.

147. WOOD GREEN STRATEGIC REGENERATION FRAMEWORK

The Cabinet Member for Economic Development and Sustainability introduced the Strategic Regeneration Framework, which set out the overarching vision and objectives for Wood Green and will underpin current and future documents.

The report was for consideration in conjunction with the Wood Green Area Action Plan Report. This was about the people, businesses, homes in the area and what needs to happen in Wood Green to make it a better place to live and work in.

The Cabinet Member continued to outline key underpinning pillars of the framework which were:

- Better range of employment opportunities with educational offers aligned to this, to enable local residents to have the capacity to apply for a range of job opportunities.
- Supporting Wood Green as a business destination.
- Revitalising the town centre to draw people from Haringey and beyond.
- Maintaining the authenticity of London in Wood Green.
- Strong cultural offer with supplementary evening economy as well
- Sustainability in regeneration and drive to becoming a zero carbon borough by 2050.

In response to a question from Cllr Engert, the Cabinet Member outlined that the AAP set out the principle of moving the Civic Centre and Council office accommodation outside the Town Centre to drive regeneration.

- The potential savings in the annual office budget and the economic gain in moving needed to be considered, instead of just the immediate cost. Agreed these figures be provided to Cllr Engert.

- The Leader reiterated that moves concerning the Civic Centre and Library have been in the Local Plan for some time.

RESOLVED

To agree and adopt the Wood Green Strategic Regeneration Framework included at Appendix1, for publication in March 2018.

Reasons for decision

Wood Green has a number of strategic brownfield and regeneration sites and prime town centre redevelopment sites, offering significant potential for new jobs and homes, a better choice of retail and leisure and better east west connectivity.

Since 2014 officers have been developing an Investment Framework for Wood Green comprising several strategic and delivery documents. The intention is that the Strategic Regeneration Framework (SRF) sets the direction for the regeneration of Wood Green with a clear vision and objectives, aligning goals and strategies for physical change with those for wider social and economic improvements.

Major landowners are already developing proposals for sites in Wood Green, including Clarendon Square (the former gas works site) which already has planning permission for over 1,000 homes, and Planning Applications have now been received for three sites in Heartlands area totalling 2,000 homes (including a new Planning Application for Clarendon Square for 1,600 homes). Haringey is in Pre Application for a further four sites in the growth area.

By adopting the plan Cabinet are endorsing the overarching ambition for the regeneration of Wood Green. This will ensure a clear set of priorities which can be communicated to stakeholders and partners. The SRF will be used to communicate the vision and priorities with residents, businesses, landowners/ developers and statutory partners. The SRF is also an essential tool for fund raising and lobbying.

Alternative options considered

The Council has previously approved for submission a set of Site Allocations for Wood Green totalling approximately 4,300 net additional homes, now adopted as the Local Plan.

Since this baseline a number of different “options” for the redevelopment of Wood Green have also been considered, and consulted upon, including the “Issues and Options Report” where four options for growth were consulted upon and there was support for a high level of intervention, supporting co-ordinated and significant growth in Wood Green.

The vision and objectives for Wood Green have evolved since 2014 as the programme has progressed. The previous draft of the AAP (January 2017 Regulation 18) contained a vision and objectives relating to spatial regeneration policies, though much of the response to the consultation related to the existing communities who would be directly impacted by the proposals.

In order to ensure that the regeneration programme encompasses social and economic change it is necessary to embed an overarching set of objectives which related to the social and economic change as well as physical. This will ensure that local people benefit and that change is sustainable in its broadest sense.

148. SHARED DIGITAL GOVERNANCE MODEL REVIEW INCLUDING STAFFING IMPLICATIONS

The Cabinet Member for Corporate Resources introduced the report which sought approval for the Joint Committee model to be refined to address the issues set out in paragraph 5.4 and that the service be governed under a 'lean' Joint Committee model.

The interim 'secondment' arrangement for the shared service currently in place, comprising Camden, Islington and Haringey Councils Digital and ICT services was not considered sustainable in the long term and would not establish a high-performing single team that retained and attracted the best Digital and ICT staff.

The 'do nothing' option was not recommended for the reasons set out in paragraph 5.4 below.

The Shared Digital Governance review model was being considered by all three boroughs involved in sharing Digital and ICT services. Islington Council had agreed the report at their meeting on the 4th of January 2018 and Camden Council were due to consider the attached report at their meeting on the 24th of January.

The following decisions, which were by necessity technical in nature, would in summary, for all three Councils, achieve the following:

- Transfer the ICT function of both Haringey and Islington to Camden including staff who will TUPE on 1 April 2018.
- Transfer the decision making for the ICT functions for Haringey, Islington and Camden to either a new and reconstituted lean Joint Committee or via Camden's usual delegation arrangement to the Executive Director Corporate Services to be undertaken by the Chief Digital and Information Officer.
- To approve the underlying consultative management arrangements noting that these will develop as the service itself develops.
- Delegate authority to allow the necessary further supporting documentation to be completed in support of the arrangements.

Therefore, and further to the recommendations from the Shared Digital Joint Committee at Appendix 3, the Cabinet,

RESOLVED:

1. To note the options set out in the detailed 'Shared Digital Governance Model Options' report at Appendix 1 prepared by Activist Group following extensive work since March 2017 with Councillors and senior officers.

2. To approve the adoption of the governance model for Shared Digital set out as Option 1 (a 'lean' Joint Committee model in paragraphs 4.5 to 4.14 of this report and paragraphs 4.5 – 4.9 of Appendix 1) based on the outcomes framework at Table 2.4, paragraph 2.26 of Appendix 1 with a commencement date of 1 April 2018 (throughout this report 'the Commencement Date' means 1 April 2018).

3. To approve, pursuant to Regulations 9 and 11 of the Local Authorities (Arrangements for the Discharge of Functions) (England) Regulations 2012 ('the Regulations'), that as from the Commencement Date:
   (i) those parts of Haringey's ICT service and function (including the procurement of ICT related services, equipment and software) specified in paragraphs 6 to 16 of the attached terms of reference set out at Appendix 4 be jointly exercised with the London Boroughs of Islington, Haringey and Camden by a Joint Committee
   (ii) that the current Joint Committee be reconstituted with the terms of reference at Appendix 4 with effect from the Commencement Date
   (iii) that the Joint Committee will consist of two elected Executive/ Cabinet Members from each Council, normally for an annual term, with the term and appointment to be decided by the Leader.

4. To approve, pursuant to Regulation 5 of the Regulations that those parts of the executive function of Haringey's ICT not transferred to the Joint arrangements specified in paragraph 3.5(I) above and Appendix 4 be delegated to and discharged by the Executive of the London Borough of Camden as from the Commencement Date subject to the arrangements set out in paragraph 4.7.

5. To approve Camden as the host Council and note the impact on the proposed staffing arrangements set out in section 4.16 of this report as a result of the decisions at paragraphs 3.4 to 3.6 above namely that Haringey and Islington ICT staff will transfer to Camden (as the host authority) under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) and to agree that as a result Camden will be responsible for employing staff engaged to deliver the Shared ICT service.

6. To approve the creation of a Shared Digital Management Board, accountable to the Shared Digital Joint Committee, to manage the service, with an appointed Director from each Council amongst other key members of staff to be appointed from each Council and the Chief Digital and Information Officer (or suitable alternative). Terms of reference for the Shared Digital Management Board set out in Appendix 6.

7. To give due regard to the equalities implications as summarised in paragraph 8.16 – 8.18.

8. To note that the Cabinet of Camden are considering a recommendation to be the primary host authority in the Shared Service, and to accept the delegation from Haringey and Islington. The Executive of Islington are also considering a recommendation to delegate to Camden (as the primary host authority in the Shared Service) the delivery of ICT services in like terms and that the recommendations set out in this report, if agreed, will only be implemented if the Camden Cabinet and Islington Executive agree the equivalent and related recommendations that they are considering.

9. To note that a memorandum of understanding will accompany the Inter-Authority Agreement and will set out the boroughs commitments to partnership working behaviours and to note the shared ICT service success factors in Table 0.1 of Appendix 1. The Inter-Authority Agreement and memorandum of understanding will be in keeping with the intentions and agreements of this report and appendices.

10. To delegate authority to the Director, Transformation and Resources, in consultation with the Assistant Director of Corporate Governance/ Monitoring Officer, to take all necessary steps to put arrangements for the new governance model into effect as set out in this report including but not limited to finalising the terms of the inter-authority agreement and any changes to it and for the operation of the 3 way Shared Digital service.

11. Further to recommendation in paragraph 3.5 (iii) above, the Leader is asked to appoint the Cabinet Member for Corporate Resources and the Cabinet Member Finance and Health to the reconstituted Shared Digital Joint Committee from the commencement date of 1 April 2018 until the end of the 2017/18 Municipal Year.

Reasons for decision

Camden, Haringey and Islington Councils recognise that sharing their Digital and ICT services efficiently and effectively will bring many benefits, including saving money, improving performance and resilience, and sharing learning to support better digital services to citizens and residents.

Shared Digital was established using a Joint Committee governance structure. The terms of reference for the Shared Digital Joint Committee required that the Joint Committee, by October/ November 2017, receive and consider a detailed report setting out Governance Model Options for Shared Digital and to make recommendations to the Cabinet/ Executive of each of the Councils in respect of the report. Options to be evaluated to include the Joint Committee model as well as company models.

The current governance of Shared Digital is underpinned by a legal agreement and terms of reference for the Shared Digital Joint Committee. The legal agreement works within the framework of the Local Government Acts 1972 and 2000, and the Localism Act 2011, which give Local Authorities powers to delegate the discharge of functions to another Local Authority or to a Joint Committee, and to make staff available ('place'

staff) in order to discharge the functions in accordance with s113 Local Government Act 1972. Section 113 of the Local Government Act 1972 enables staff of local authorities to be placed at disposal of other local authorities, subject to consultation. Staff are essentially shared by a form of secondment, in which staff remain employees of their original authority for employment and superannuation purposes, but may also take delegated decisions on behalf of the authority they have been seconded to. At the inception of Shared Digital, ICT staff in the Councils were issued with a Section 113 notice and have received recent confirmation that this arrangement continues indefinitely pending any further decision stemming from the conclusion of the review undertaken by the Joint Committee or change to the shared service which impacts on this arrangement.

From March 2017, a Governance Model Review Project was set up to fulfil the commitment to find the right governance model for Shared Digital in two phases:

Phase 1 was completed in July, and focused on exploring the future and helping the three partner boroughs to develop a shared understanding of the options available for the governance of their shared service, and to confirm their future ambitions (narrowing down options for detailed review in the options report).

Phase 2 has investigated the options from Phase 1, and set out in detail an assessment of the two main options (a 'lean' Joint Committee and a public service company) for the Joint Committee to consider. This is set out in the discussion report attached as Appendix 1 to this report.

On 30 October 2017, the Joint Committee considered the report attached as Appendix 1 and agreed to recommend the more efficient and effective lean joint committee model to the Camden, Haringey and Islington Cabinets and Executive. The implications of this are set out in the paragraphs that follow.

In this model Haringey and Islington will directly delegate their Digital and ICT services to Camden as 'host' authority under s101 of the Local Government Act 1972 (this is the model used by Brent, Lewisham and Southwark for their shared ICT service) but with strategic matters and high value procurements reserved to the Joint Committee as set out in the recommended terms of reference in Appendix 4. Haringey and Islington delegating their ICT service to Camden under s101 will trigger the transfer of staff, and TUPE will ensure that staff rights are protected in the transfer. An example of how this might work is shown in Appendix 2 (How typical decisions will be taken, and how responsibilities will work in the proposed governance model).

This delegation would include managing the service and making day-to-day operational decisions about the service subject to strategic direction by the Joint Committee and result in staff being employed by Camden as a result of the application of TUPE. The operational and day-to-day management of the service would fall to Camden, and would be managed as such. The delegation of the Councils' ICT services to Camden would be subject to Camden's cabinet agreeing to delegate responsibility for day to day management, operation, delivery of the shared ICT service and procurements not reserved to the joint committee, at the levels set out in paragraph 4.8 to the CDIO, via the Executive Director Corporate Services to whom the CDIO reports. Decisions on the delegated ICT functions will therefore be taken by

the CDIO rather than by the Camden Cabinet or individual Camden Cabinet member. Camden would be required to exercise the delegated ICT function in accordance with the business plan, work plan and ICT strategy agreed by the Joint Committee and in accordance with the agreed budget for the Shared ICT service.

The delegation to the Joint Committee by Camden, Haringey and Islington has no financial ceiling. Digital or IT spend exceeding £2m for any one Council, or exceeding £6m for the three Councils (whether capital or revenue), is reserved for the Joint Committee. In the 2017/18 financial year 4 contracts are expected to exceed these thresholds. The governance proposed and set out in Appendix 4 would mean based on current levels 4 procurement strategy reports and 4 contract award reports for the Joint Committee to consider. Spend below £2m for any one Council, or below £6m for the three Councils, would be delegated to the CDIO and generally would not be a key decision under Camden's constitution.

Staff would be transferred to Camden under TUPE Regulations and their existing terms and conditions will be protected under this arrangement. Pension fund arrangements will need to be examined and addressed by the three Councils as part of the transfer due diligence.

The arrangements would be underpinned by an inter-authority agreement which, amongst other matters sets out service descriptions and the roles and responsibilities of Camden as host authority, Haringey and Islington and the Joint Committee and mutual expectations generally.

The Joint Committee would approve business plans and strategies; monitoring high-level progress against the business plans and financial budgets.

Re-casting the arrangements to include consistent and specific delegations to Camden as the host authority and to the Joint Committee would streamline decision-making while retaining transparency and accountability. The principles of a governance framework to support the 'lean' Joint Committee are set out Table 4.1, paragraph 4.7 of Appendix 1.

The governance framework aligned with the lean Joint Committee is made-up of four key elements (see the graphical representation in Appendix 5):

i. The Shared Digital Joint Committee approves the service budgets, business plans and strategy. It monitors progress against the business plan and takes strategic decisions about the service and high value procurement decisions at a level to be decided by the three Boroughs. It maintains democratic accountability and oversight, avoiding the need for the service to work through three decision-making processes. It will be decision making.

ii. The Shared Digital Management Board is the strategic interface to the three Councils, advocating for the shared service and ensuring that key priorities are reflected and optimised in the portfolio. It is the portfolio board for shared programmes,

resolving conflict and ensuring that transformation effort is focused and delivering effectively. The Shared Digital Management Board will support the development of the service and its strategies and decisions, ensuring borough interests are represented and responded to. It will oversee the realisation of savings and consider investment plans, ensuring that the CDIO has the support and resources needed to succeed. It is a consultative board which shall be informative to the CDIO and Shared Digital Joint Committee, where decisions will rest.

iii. Priority shared digital transformation themes/ programme boards for each of the key transformation themes. These are each jointly chaired by a senior officer from each of the three Councils. These boards will ensure that demand is managed and prioritised, and that service and digital resource is effectively allocated to the projects that matter most. The co-chaired programme boards ensure that sponsorship of each programme is distributed across the three Councils.

iv. The Shared Digital Senior Leadership Team is responsible for day-to-day delivery of transformation programmes and operational ICT services. The SLT reports operational matters to the Shared Digital Management Board on an exceptional basis, and coordinates regular monthly highlight reports for the Shared Digital portfolio to report to the Shared Digital Management Board. The SLT acts as a first point of escalation for programme boards.

Based on work undertaken with stakeholders across the Councils as part of the early Shared Digital engagement sessions, and refined through the Governance Model Review work led by Activist Group, primary and secondary outcomes were identified as shown in paragraph 2.26 (Table 2.4) of Appendix 1. These will shape the priorities for the service for the next 2 to 3 years.

What are the key impacts/ risks? How will they be addressed?

If the recommendation to adopt Option 1 is approved by the Cabinet/ Executive of the Councils, then Camden will be responsible for employing staff engaged to deliver the Shared ICT service. As a result of the delegation of the service under this model, as stated in paragraph 4.9, Haringey and Islington ICT staff will transfer to Camden (as the host authority) under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE), (as amended). Pension arrangements and liabilities arising from transferring staff will need to be determined. Camden, Haringey, and Islington will be required to comply with their obligations under the TUPE regulations. The Council's respective procedures on managing change and informing and consulting with departments, staff and the respective unions will be followed in respect of all affected staff where applicable.

An increase in the number of stakeholders for the service can reduce the effectiveness and speed of decision making. The recommendation in this report is intended to counter this risk by proposing a governance model that balances transparency and oversight with simplified decision-making processes.

Differences in organisation strategies and priorities will limit the benefits that shared services can deliver. Early indications show that there is a high level of alignment across Camden, Haringey and Islington. The proposed theme boards will encourage closer working across service areas to support alignment, shared thinking and learning.

Different organisation cultures and a loss of local identity/ control of the service can result in increased intervention, reducing the efficiency of the service and compromising benefits. By opting for a Joint Committee model, and a layered governance approach, shared strategic leadership of the service is emphasised. Ongoing relationship development will, over time, strengthen ties and build trust.

The risk of a future change in direction from any of the boroughs would mean needing to untangle all or part of the shared service arrangement. This risk could be mitigated by moving to a ‘Shared Digital Late’ model, where the Councils share core infrastructure and commodity ICT, repatriating strategic Digital and transformation elements of the service.

What actions will be taken and when following the decision and how will this be monitored?

Camden and Islington officers are presenting reports to their respective Cabinets in relation to this delegation and future Shared ICT service. Subject to their approval steps will be taken to implement the lean joint committee with the implications set out in paragraph 4.5 to 4.14.

The report recommends the Cabinet delegate authority to the Director, Transformation and Resources, in consultation with the Assistant Director of Corporate Governance / Monitoring Officer, to take the necessary steps to put the arrangements into effect including but not limited to finalising the terms of the inter-authority agreement and any changes to it and for the operation of the 3 way Shared Digital service.

The Council’s respective procedures on managing change and consulting with departments, staff and the respective unions will be followed in respect of all affected staff where applicable.

If the recommendation to approve Option 1 is not agreed by the three Councils, then the status quo will be maintained as set out in paragraph 5.4 below.

Alternative options considered

There are three options, to adopt one of the two models: a ‘lean’ Joint Committee model or a company model as identified and evaluated in the detailed report (Appendix 1), or to maintain the status quo.

Option 1: to approve the recommendations of the Joint Committee and adopt a ‘lean’ Joint Committee, similar to the current arrangements, with some streamlining – see the following paragraphs of Appendix 1 for more detail:

- discussed in paragraphs 3.7 to 3.14
- specific detail on the model in paragraphs 4.5 to 4.8
- evaluation in paragraphs 4.9

Option 1 is **recommended** as set out in paragraphs 4.5 to 4.14.

Option 2: not to approve the recommendations of the Joint Committee and instead opt for a public service company that would be jointly owned by the three partners – see paragraph 4.10 of Appendix 1 for more detail.

Options 2 is not recommended at this time as it is considered on balance that the lean JC model will be able to satisfactorily develop this project at this time.

Should the Councils wish to trade services in the future, a trading arm could be established to facilitate that. The three Councils could set up a publicly owned company (without requiring a procurement exercise providing they all take part in the control of the company (this is often called the 'Teckal exemption')).

The company could offer a proportion of its services commercially to external customers up to a maximum of 20% of its turnover. If that threshold is exceeded the company will lose its Teckal exemption and the work undertaken by the company on behalf of its owning bodies will need to be put out to tender by those owning bodies in line with public procurement regulations.

Legal arrangements for a company owned by local authority partners would need to be put in place and a board of directors would need to be established.

Option 3: do not approve the recommendations of the Joint Committee and maintain the current governance model.

Option 3 is not recommended. The current model cannot address the three fundamental issues that have been identified and which need to be resolved if the shared service is to meet the Councils’ ambitions (see Table 2.3, paragraph 2.25, of Appendix 1), i.e.:
Complex decision-making: current decision-making processes and delegations are complex and introduce unnecessary risks and delays.

Constitutional differences: there is currently a divergence in views as to the operation of the arrangements and some ambiguity over some of the provisions which should be addressed by the recommended option.

Diffuse employment arrangements: the current arrangements for employment (with three employers) adds complexity and impedes the formation of a cohesive and focussed organisation.

To meet the Councils' ambitions, and provide stability for staff in the service, a new governance model is needed.

149. INTERMEDIATE HOUSING POLICY

The Cabinet Member for Housing, Regeneration and Planning introduced the report which set out a new Intermediate Housing Policy Statement. This expanded on the policy for consultation, taking into account the results of the consultation. It also reflected changes in the policy environment, in particular the new Mayor's Draft Housing Strategy.

The Cabinet Member for Housing, Regeneration and Planning Member emphasised that where intermediate homes are built in the borough, the policy ensures that Haringey residents are first in line to benefit from them.

The Council also wanted to ensure that intermediate homes are offered first to those on lower incomes, so that intermediate housing goes to those residents who will benefit from it most.

RESOLVED

1. To approve the Intermediate Housing Policy Statement set out at appendix 1.

2. To agree the changes to Appendix C of the Housing Strategy set out at appendix 2, and minor amendments to other appendices as set out at paragraph 6.16 of this report, and recommend that they be adopted by Full Council.

To recommended that Council:

3. Agree and adopt the changes to Appendix C of the Housing Strategy set out in appendix 2, and the minor amendments to other appendices as set out at paragraph 6.16 of this report.

Reasons for decision

Intermediate housing is becoming an increasingly important part of the housing offer, as provided for in Haringey's Housing Strategy. However, at present, the Council has no formal policy for prioritising who gets these intermediate homes, either for sale or for rent, neither does it have clearly articulated expectations on the types of products and affordability of these products that it would like to see.

This policy statement allows the Council to set out clear guidance on all these issues, in particular on local eligibility criteria, priority matrix, marketing requirements, tenure mix and products.

Alternative options considered

An alternative option would be not to set a priority matrix or marketing arrangements for intermediate housing. This option was rejected to ensure that intermediate housing is offered in the first place to those who will benefit from this most, and for whom market housing is most difficult to access. It also provides for Haringey residents to have greater priority access for intermediate housing products.

A separate alternative option would be not to amend Appendix C of the Housing Strategy. This was rejected partly since much of the content has been superseded by the Mayor's Housing Strategy and partly because it is not fully aligned with the outcomes of the consultation on this policy.

150. UPDATE ON THE HOUSING SUPPORT TRANSFORMATION

The Cabinet Member for Housing, Regeneration and Planning introduced the report which set out the Supported Housing Tenants and Residents Charter. The creation of a Charter was one of the recommendations of the Supported Housing Review, whose recommendations were approved by Cabinet in March 2017 in the form of the Housing Support Transformation Programme. The aim of the Charter was to codify the Council's commitments to supported housing tenants, who may be affected by changes to housing support as a result of the programme.

RESOLVED

1. To approve the draft Supported Housing Tenants and Residents Charter at appendix 1.

2. To note and consider the update of the Housing Support Transformation programme set out in this report.

Reasons for decision

It was considered appropriate that Cabinet approve the Supported Housing Tenants and Resident Charter, a key element of the Housing Support Transformation programme, recommended by the Supported Housing Review in March 2017.

Approval is anticipated to support the delivery of the Council's strategic priorities for vulnerable adults as part of the Corporate Plan (2015-18) and commitments made in the Medium Term Financial Strategy (2017/18).

Approval is anticipated to address the issues, gaps and opportunities identified by the Supported Housing Review, as approved by Cabinet in March 2017.

Alternative options considered

The Council already has a range of charters, pledges and commitments to tenants and residents which it could apply to this programme of change. However, the Housing Support Transformation programme was approved on the basis that it would make a commitment to co-production, transparency and partnership in order to deliver the recommendations of the Supported Housing Review. With a number of challenging decisions to make about our supported housing provision, and in recognition of the particular housing and support circumstances of residents living in supported housing, making generalised commitments does not reflect the importance of the programme or the population it involves.

Alternatively, the Council could move forward without a Supported Housing Tenants and Residents Charter as there is no statutory requirement for a local authority to produce one. However, having a coherent commissioning framework and approach, founded in co-production, transparency and partnership with vulnerable residents is considered best practice. As with the option presented in 5.1, with a number of challenging decisions to make about our supported housing provision, making no commitment to those who may be affected is clearly not an option.

The draft Supported Housing Tenants and Residents Charter has been co-produced with supported housing tenants and residents through a series of workshops and meetings. It outlines six pledges to vulnerable residents who receive housing support, specifically in reference to changes to housing support that may arise out of the Housing Support Transformation programme. The Charter commits to involving, valuing and recognising the contributions of supported housing tenants in delivering the required changes as well as making commitments to those people who may be individually affected by change. Alternative options were discounted where they:

- Would not be consistent with the data and intelligence about housing support need in the borough
- Would not have been consistent with the general tenor of feedback and engagement with service users, service providers and technical specialists
- Did not comply with current and forthcoming government legislation
- Would have represented policy choices that are unachievable given known and likely constraints

151. DISABLED FACILITIES GRANT POLICY FOR ADAPTATIONS AND ASSISTANCE IN HARINGEY

The Leader introduced the report which outlined Haringey Council's approach to the delivery of its service to customers who require adaptations to their home.

The draft policy (Appendix 1) was based on the legislation which governed the implementation of major adaptations via Disabled Facilities Grants under the Housing Grants, Construction and Regeneration Act 1996 and other assistance under the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002.

In response to Cllr Carter's question, there would be enough Occupational Therapist assessors made available to complete the required assessments for adaptations.

The Cabinet Member was strongly pursuing the issue of reducing waiting times for adaptations and there was a plan to reduce waiting times from 52 weeks to 3 months. It was still important to recognise the complexity of this work. However, Cllr Carter could also be provided with assurance of the Cabinet Member's commitment to this work by referring to the improved waiting times in Customer Services as an example.

RESOLVED

To approve the draft Policy: Grant and assistance regime for housing adaptations for disabled persons in Haringey, attached at appendix 1.

Reasons for decision

Having a policy will clearly set out and define what services we are able to provide and a clear pathway for accessing services, increase the range of services and scope the Council are able to provide to maximise service user's independence. Thereby, providing clarity and consistency for all service users across Haringey regardless of tenure.

It will provide us with ability to use the DFG funding in innovative ways that will:

- reduce the bureaucracy in administering grants for residents
- simplify the application and adaptation process
- rapidly deal with inaccessible housing
- award grants to excess of mandatory grant limit, currently £30 000, to meet eligible needs larger grants to meet needs,
- complete adaptations in a timely manner therefore potential reduce package of care spend,
- capitalise staffing costs and procurement to manage demand

The Council will pilot for a 12-month period from January 2018 removing the test of resources. This will reduce the bureaucracy in administering grants for residents, simplify the application and adaptation process and enable the LA to complete adaptations in a timely manner therefore potential reduce package of care spend.

Since 2014 to date we have assessed 40 residents as requiring to make a client contribution and the total value received is £36,133.64. Therefore, the financial risk to the LA is minimal. We employ x2 FTE Assessment Officers to administer the test of Resources. The current process to complete the Test of Resources is also reported on average to take 3-6 months.

Alternative options considered

The contents of the Policy reflected the wider strategic aims of the Council to give all children the best start in life and empower all adults to live healthy, long and fulfilling lives and also the ever closer integration of health and social care. The option of maintaining the current model for adaptations was considered to not fully meeting these wider strategic aims.

152. LONDON BUSINESS RATES RETENTION PILOT - 2018-19

The Leader introduced the report which set out participation by the London Borough of Haringey in the London-wide Business Rates Retention Pilot for the financial year 2018/19. Participation in this Pilot, had been agreed by London's Councils and similar reports were being considered by all London Boroughs.

RESOLVED

1. To approve the designation of the London Borough of Haringey by the Secretary of State as an authority within the London Business Rates Pilot Pool pursuant to paragraph 34(7) of Schedule 7B Local Government Finance Act 1988 and;

2. To agree that the London Borough of Haringey participate in the London Business Rates Pilot Pool with effect from 1 April 2018 (to 31 March 2019);

3. To delegate the authority's administrative functions as a billing authority pursuant to the Non-Domestic Rating (Rates Retention) Regulations 2013 to the City of London Corporation ("Colic") acting as the Lead Authority;

4. To authorise the Lead Authority to sub-contract certain ancillary administrative functions (regarding the financial transactions (payment of tariffs and top-ups) within the Pool to the GLA as it considers expedient;

5. To delegate authority to the Chief Financial Officer, in consultation with the Cabinet Member for Finance & Health, to agree the operational details of the pooling arrangements with the participating authorities;

6. To enter into such Memorandum of Understanding (MoU) with the participating authorities to implement and/or regulate the pool and delegate authority to the Chief Financial Officer (in consultation with the Assistant Director Corporate Governance) to negotiate, finalise and execute the same on behalf of the authority;

7. To authorise the Leader of the Council to represent the authority in relation to consultations regarding the London Business Rates Pilot Pool as may be undertaken by the Lead Authority pursuant to the Memorandum of Understanding;

8. To delegate to the Chief Financial Officer, the authority to consider such consultative reports as the Lead Authority may circulate and to respond on behalf of the authority with regard to any recommendations and in particular, proposals for projects to be approved for funding from the Strategic Investment Pot;

9. To delegate to the Lead Authority the functions of assessment, due consultation and the approval of projects eligible for funding from the Pool's Strategic Investment Pot following consultation with the participating authorities (provided that at least two thirds of such participating London Boroughs (including the city of London Corporation) and the Mayor of London are in favour of the relevant recommendation, and that no entire sub-region is in disagreement with the decision on such terms and conditions as shall ensure value for money and compliance with the law.

10. To notify Full Council at its meeting on 26 February 2018 of Cabinet's approval to the above resolutions.

Reasons for decision

The underlying drive to create a pool is to generate a net financial benefit for London which is not available under the current individual authority scheme.

As outlined in section 6 below, joining the Pilot for 2018/19 offers the potential to generate addition Business Rates income to Haringey above the level forecast if Haringey continued to operate as a single authority. It also offers Haringey the chance to propose strategic investment bids which would be funded from a top slice of any net benefit achieved across the whole pool. A clear guarantee on entry is that no Borough will suffer financial detriment as a result of participation in the Pool.

Furthermore, as a consequence of the establishment of the Pool, central Government will commit to exploring other funding changes which could be beneficial to Haringey and London as a whole.

Alternative options considered

The alternative option would be to formally opt out of participating in the pilot meaning that the Pan-London pilot would not go ahead as it requires all Boroughs listed in the agreement to participate.

As part of Central Government consultation on 100% business rates retention earlier in 2017, Haringey expressed a preference for the creation of a pilot scheme for London and would not consider opting out unless the proposed operation appeared detrimental to Haringey; this is not the case.

153. PROVISION OF INTERNAL AUDIT SERVICES

The Cabinet Member for Corporate Resources introduced the report which recommended entering into a contract with Croydon Council, by means of their Audit Services Framework Agreement, from 1 April 2018 for six years to provide audit resources to deliver the Internal Audit service for Haringey Council at a total cost of £1.5m over the duration of the contract.

RESOLVED

1. That the Council enter into contract with Croydon Council, by means of their Audit Services Framework Agreement, from 1 April 2018 for six years to provide audit resources to deliver the Internal Audit service for Haringey Council at a total cost of £1.5m over the duration of the contract; and

2. That if the Croydon Council framework contract is extended in compliance with the EU regulations (up to a maximum of two years), and satisfactory contract performance is maintained, agreed that the Council extends its contract with Croydon Council and associated framework agreement up to a maximum of two years, subject to compliance with Haringey Council's Constitution. The total value of the contract for the 8-year period would be £2m.

Reasons for decision

The current internal audit contract commenced on 1 April 2012 and is due to expire on 31 March 2018. Internal audit is a statutory function which Haringey Council is required to maintain. It is therefore necessary to ensure that an appropriate internal audit service is in place from 1 April 2018, to ensure ongoing compliance with statutory requirements.

Alternative options considered

Five options have been considered and these are set out below.

It should be noted that experience has proved that it is highly unlikely that an in-house resource could be recruited and retained to deliver the Council's internal audit service in its entirety. All London boroughs have outsourced their internal audit service to some extent and none are looking to bring this service fully back in-house due to the ongoing costs of recruitment, retention and specialist audit training required.

Option 1 – OJEU Open Tender

The potential contract values involved for this length of contract would require a full re-tender following European procurement legislation, commonly known as the OJEU rules, unless an acceptable alternative procurement route is used e.g. an appropriate framework agreement. The full open tender approach by Haringey alone is not recommended as taking an independent procurement route in this way would be resource-intensive and unlikely to achieve better results in terms of value for money than the other options available.

Option 2 – Crown Commercial Services (CCS)

This is a framework agreement established by central government for the provision of internal audit services under their Management Consultancy Framework. Although geared towards provision within Central Government, local authorities are included in the list of organisations eligible to use the framework. The framework includes the provision of services from all the main providers of Local Government internal audit, namely: BDO LLP, Deloitte LLP, Ernst & Young LLP, Grant Thornton LLP, KPMG LLP, Mazars LLP, PWC LLP, and RSM Tax and Accounting PLC.

To utilise the framework, it would be necessary to conduct a ‘mini-competition’ between the contractors. While this option would ensure that the market is tested, it is considered that, as with the full tender (option 1 above), it is unlikely that the relatively small number of audit days Haringey would require would attract better rates than those available under the Croydon Council Framework. The current indicative standard daily rates quoted by each of the contractors within the overall government framework are higher than those currently paid by the Council under the Croydon Council Framework.

Option 3 – Shared Service with another local authority

A number of London boroughs have entered into shared service arrangements to deliver their statutory internal audit service in recent years. Some of these arrangements form part of large shared arrangements covering a range of different Council services, while others only cover internal audit arrangements.

In the longer term, it might be beneficial for the Council to consider shared service arrangements if issues with the existing and contractual delivery of internal audit services are identified. In such circumstances, shared service arrangements might provide:

- **Improved resilience** – less reliance on the external audit delivery partner to provide audit resources to the Council;
- **Access to specialist internal auditors** – most Councils would not have sufficient work to justify employing these to work solely at one authority;
- **Contract options** – explore alternative arrangements, including other frameworks, shared services etc.;
- **Career opportunities** – developing and retaining in-house audit staff to avoid reliance on external contractors; offering experience and training across one or more Councils may attract higher calibre candidates;
- **Savings opportunities** – ongoing financial constraints mean Councils look to review how services are delivered; exploring alternative arrangements may reduce overall costs across authorities.

A small number of the shared service arrangements have since reverted back to stand-alone internal audit services for their respective authorities; this has been for various reasons including: a recognition that the Head of the Shared Internal Audit Service had less capacity to be involved in corporate projects than in the past; service delivery arrangements had not met expectations; and strategic arrangements had changed.

At a time when Haringey Council is undergoing significant organisational and service changes, the level of risk exposure is increased and therefore it is critical that an adequate level of internal audit work maintained to ensure new working systems and processes are implemented effectively across the organisation and relevant assurance is provided; and that sufficient senior level audit resources are available to support officers and members.

Option 4 – Alternative Framework contract

There is another framework agreement established by a London authority in 2014/15 for the provision of internal audit services and other local authorities are included in the list of organisations eligible to use the framework. The framework is delivered by another private sector contractor, but the daily rates quoted are substantially higher than those paid by the Council under the London Borough of Croydon framework contract. This alternative framework is due to end in 2018/19 and no information is available at present on what arrangements will be in place following the end of its current term. For these reasons, use of this framework has not been considered as part of this evaluation.

Option 5 – Croydon Council Framework Agreement

This option involves the Council using the framework agreement procured by Croydon Council. Croydon Council tendered for a single supplier framework agreement to take effect from 1 April 2018. The tender process was run as an OJEU open procedure (ref: 279176-2017); Croydon Council has confirmed that the framework agreement has been tendered in compliance with EU Procurement Regulations. Croydon Council's framework agreement is delivered by a single supplier, Mazars Public Sector Audit Limited (Mazars), Haringey's current supplier. Haringey Council's Legal Services and Corporate Procurement Services have reviewed the OJEU notice to confirm that Haringey Council would be able to participate in the Croydon Council framework agreement.

This is a shared services model, whereby Croydon Council is the contracting authority (and therefore the service provider) and will call off a contract on behalf of the authorities which participate in the framework agreement. The framework agreement is structured to provide cheaper daily rates for audit services as more authorities join the framework. The contract is structured as a call-off and, as such, offers Haringey Council maximum flexibility in terms of the number of days purchased in any year, with no requirement to purchase a minimum number of days.

The framework agreement rates are based on different daily rates for the various audit areas such as IT; Contract; and General audit (including Schools). This is in line with the Council's current contract. The daily rate costs in the new framework are higher than the current costs: general audit by 11.7% and ICT audit days by 3.8%. It should be noted that the existing framework rates have remained largely unchanged over its 10-year duration and general audit day rates are only 0.8% higher than they were at the start. The proposed daily rates still represent good value for money for the Council.

The framework agreement rates will be subject to review and a Retail Prices Index-linked increase in April each year. Over the six-year period, the contract value is expected to be £1.5m for Haringey Council. The internal audit service for Homes for Haringey is provided via the current framework contract and Homes for Haringey have confirmed that they wish to retain the current arrangements for the new framework contract. Additional audit days delivered to Homes for Haringey will be subject to a formal Service Level Agreement; these days will be in addition to those provided to the Council.

There are clear administrative benefits in retaining the services of our existing supplier as they are fully conversant with the Council's operational arrangements, systems and processes as well as the standard of work the Council expects and will therefore provide staff with the requisite skills.

As stated at 5.7.2 above, the contract for the internal audit service would be between Haringey Council and Croydon Council; it is being recommended that Haringey Council enter into a contract for a six-year period from 1 April 2018, with the option to extend for a further two years' subject to compliance with EU regulations and satisfactory contract performance.

The framework agreement, whilst in theory being 'managed' by Croydon Council, is delivered through Mazars, the Council's current provider. It is considered highly likely, although not guaranteed, that the current provider would continue to utilise staff working on the existing Haringey contract, thus retaining their accumulated knowledge about the Council.

Contract payment and monitoring arrangements. Croydon Council will invoice Haringey Council for the audit work completed in accordance with the framework agreement's daily rates and Haringey Council will undertake regular contract monitoring and review meetings with Croydon Council. Regular group meetings of the existing framework users already take place and it is envisaged that these will continue under the new framework agreement to ensure service developments and operational arrangements are satisfactory. Monthly contract monitoring review meetings take place under the current contract to ensure compliance with terms and conditions of the contract, including performance and output standards; and locally agreed performance and reporting arrangements. These meetings will continue under the proposed new contract.

The following outlines the contractual arrangements which would be in place if the Council were to use the Croydon Council framework agreement:

a) Croydon Council and Mazars
This is the framework agreement onto which Croydon Council appointed Mazars following a full tender process for the provision of internal audit and anti-fraud services. This framework agreement is due to commence on 1 April 2018 and run for six years, with an option to extend for a further two years.

b) Contract between Haringey and Croydon Council
A contract will be established between Haringey and Croydon Councils, whereby Croydon would undertake to provide Haringey with a number of audit days as per its requirement/ specification. Croydon Council would be responsible for delivering the services by calling-off a sub-contract from their framework agreement with Mazars. Croydon Council would charge Haringey at the same contract day rates for any work they undertake in managing and monitoring this contract (the number of days would be agreed in advance each year).

c) Letter of engagement between Haringey Council and Mazars

This agreement is necessary to ensure that the process remains as streamlined as possible at the operational level and allows existing working practices to continue as far as is required. This agreement would enable Mazars to issue all audit reports direct to Haringey Council, rather than via Croydon Council.

154. THE COUNCIL'S CORPORATE INSURANCE ARRANGEMENTS

The Cabinet Member for Corporate Resources introduced the report which informed Cabinet of the procurement process undertaken, via the Insurance London Consortium (ILC), and further sought approval to appoint a provider(s) for Motor Fleet Insurance; Property Insurance Services for Commercial Properties; provision of the Engineering Inspection Programme; Fidelity Guarantee (Crime) Insurance; and School Journey Insurance with effect from 1 April 2018, for a period of three years with the option to extend for two further periods of one year each.

Further to considering the exempt information contained at item 23,

RESOLVED

To approves the award of the contracts for the provision of the Insurance Services and Engineering Inspections via the ILC, effective from 1 April 2018, for a period of three years with the option to extend for two further periods of one year each (i.e. 3+1+1) to the following providers:

- Motor Fleet (Lot 1) to Zurich Municipal;
- Property Insurance Services for Commercial Properties (Lot 2) to Zurich Municipal;
- Engineering Inspection Programme (Lot 3) to Zurich Municipal;
- Fidelity Guarantee (Crime) Insurance (Lot 4) to Risk Management Partners; and
- School Journey Insurance (Lot 6) to Risk Management Partners.

Reasons for decision

The current insurance and inspection contracts commenced on 1 April 2013 and were based on a three-year agreement with an option to extend by a further two years. No further extensions are available; therefore, a new procurement process was required. It is necessary to ensure that the new contracts are in place from 1 April 2018, to avoid any gap in insurance cover for the Council.

Alternative options considered

Purchasing stand-alone cover for the Council, using agreed procurement processes. This was not considered appropriate because:

- Haringey Council’s membership of the ILC has enabled it to benefit from significant economies of scale in procuring policies for a number

of local authorities; these economies of scale would not be available if the Council were to opt for a single authority procurement route;
- Membership of the ILC has also allowed the Council to share best practice on insurance and risk management practices, which would not be available on a stand-alone basis; and
- The insurance market for local authority risks has historically had a limited number of competitors. Procuring through the ILC has previously increased the number of providers willing to respond and resulted in reduced policy rates.

Using another framework agreement to run a mini-competition for services. The Government's Crown Commercial Services (CCS) has an insurance framework in place which the ILC has used in a previous procurement exercise in 2014. Using the CCS framework resulted in fewer respondents, decreased competition and lower value for money for the ILC and Haringey Council. Using the CCS framework was considered prior to the start of the procurement process, but discounted based on previous outcomes achieved.

155. MINUTES OF OTHER BODIES

RESOLVED

To note the following minutes :

- Cabinet Member Signing on 30 November 2017
- Cabinet Member Signing 15 December 2017
- Cabinet Member Signing 20 December 2017
- Leader's Signing 4th January 2018

156. SIGNIFICANT AND DELEGATED ACTIONS

RESOLVED:

To note the delegated and significant actions taken by Directors in December.

157. NEW ITEMS OF URGENT BUSINESS

There were no items of urgent business.

158. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED

That the press and public be excluded from the remainder of the meeting as agenda item 23[minute 159]contained exempt information, as defined under paragraph, 3 Part 1, schedule 12A of the Local Government Act 1972.

159. THE COUNCIL'S CORPORATE INSURANCE ARRANGEMENTS

As per item 154.

160. NEW ITEMS OF EXEMPT URGENT BUSINESS

None

CHAIR: Councillor Claire Kober

Signed by Chair ……..

Date ……

Report for: Cabinet Meeting 13th February 2018

Item number:

Title: 2018/19 Budget/Medium Term Financial Strategy (MTFS) 2018/19-2022/23

Report authorised by: Clive Heaphy, Interim Chief Finance Officer and Section 151 Officer
Jon Warlow, Interim Deputy Section 151 Officer

Lead Officer: Oladapo Shonola, Lead Officer – Budget & MTFS Programmes

Ward(s) affected: All
Report for Key/

Non/Key Decision: Key decision

1 Describe the issue under consideration

1.1 In February 2015, Haringey Council agreed five priorities as part of a strategy that set out our ambitions for the borough and our citizens. They are:

- **Priority 1** – Enable every child and young person to have the best start in live, with high quality education
- **Priority 2** – Enable all adults to live healthy, long and fulfilling lives
- **Priority 3** – Create a clean and safe borough where people are proud to live, with stronger communities and partnerships
- **Priority 4** – Drive growth and employment from which everyone can benefit
- **Priority 5** – Create homes and communities where people choose to live and are able to thrive

1.2 Spending priorities for the current year were set, and have been monitored against these priorities within an environment where local government and the wider public sector have been faced with continual funding reductions since 2010 along with a real terms reduction in Revenue Support Grant funding of 63%. When combined with significant economic and legislative uncertainty and changes to the way in which councils are funded, it is clear that we are operating in an increasingly uncertain and changing environment.

1.3 The Medium Term Financial Strategy (MTFS) for 2018/19-2022/23 now seeks to reflect and refine these priorities for the challenges that the Council and its residents and businesses face, based on projected further reductions in central government funding.

1.4 In order to deal with increasing pressure in certain services, the Council, in setting the 2017/18 budget, realigned resource allocation to frontline service areas that resulted in significant increases in budget allocated to Adults, Children's and Temporary Accommodation services. As a result of additional budget allocation,

overspends in these areas have dropped significantly despite continuous growth in demand and market pressures.

1.5 The current year (Month 9) budget was projected to overspend by £5.4m as at December 2017 in addition to the Council's planned use of £8.8m General Fund balance as part of the budget that was approved by the Council in February 2017. However, corporate in-year solutions have been identified to bring the in-year budget overspend forecast to nil and achieving a year end (2017/18) non-earmarked General Fund balances of £15m. This involves releasing corporate reserves, council tax collection fund surpluses, and government grants that were announced by the government after the budget was set in 2017.

1.6 The 2018/19 budget that is proposed for approval maintains the non earmarked General Fund balances at the £15m level at the end of the 2018/19 financial year. This is one of the mechanisms in place for managing the risk of uncertainty and it is also one of the figures used by other organisations to test how resilient the Council's financial position is.

1.7 Although, the Council has delivered very significant levels of savings over the past years to mitigate government funding reductions. The level achieved to date has not kept up with the pace of cuts in central government funding. Over time, this has created an underlying gap between what the Council spends and its total annual recurring revenue. In addition to planned savings of £16m in 2018/19, further efficiency savings will be required over the MTFS period in order to get to a balanced budget position. The options for delivering savings will always need to be balanced against the Council's strategic priorities and the need to continue to provide quality services to our residents.

1.8 Given the level of savings that the Council is planning to deliver during this MTFS period, a specific reserve has been established to provide further financial resilience for the Council. The Budget Resilience Reserve is separate from the non-earmarked General Fund balance (ref para 1.6 above) and will be released to offset non-delivery/delay of planned MTFS savings. This reserve is a 'port of last resort' and does not diminish the requirement for services to deliver savings as planned.

1.9 This report finalises the Council's General Fund and HRA 2018/19 Budgets and the Medium Term Financial Strategy (MTFS) for the period 2018/19 to 2022/23, and proposes approval of the following constituent elements of the strategy to Full Council on 26th February 2018, together with the Council's capital budgets for 2018/19:

- Proposed summary General Fund revenue budget and MTFS 2018/2023 (Appendix 1);
- Proposed HRA revenue budget for 2018/19 (Appendix 2);
- Proposed General Fund Capital Programme 2018/23 (Appendix 3);
- Proposed HRA Capital Programme 2018/19 (Appendix 4);
- Proposed Dedicated Schools Budget 2018/19 (Appendix 5);
- Proposed General Fund Budget 2018/19 (Appendix 6);
- Overview and Scrutiny Committee Recommendations and Cabinet Responses (Appendix 7);
- Outcome of Budget Consultation (Appendix 8);
- MTFS savings proposal summary (Appendix 9);
    - Annex 1 – P1 savings

  - Annex 2 – P2 savings
  - Annex 3 – P3 savings
  - Annex 4 – P4 savings
  - Annex 5 – P5 savings
  - Annex 6 – PX savings
- Calculation of 2018/19 Council Tax Base (Appendix 10);
- Policy on flexible use of capital receipts (Appendix 11);

1.10 In accordance with the Local Government Finance Act (LGFA) 1992, Full Council must approve the budget for the forthcoming year and agree the Council tax for that year, by the statutory deadline of 11th March.

1.11 The government published the Provisional Local Government Finance Settlement on 19th December 2017 and the final settlement is expected in February, but not yet received at the time of preparing this report.

1.12 The report incorporates the views of the Overview and Scrutiny Committee and the results from the Council's budget consultation with residents, the business community and the voluntary and community sector. It reflects the latest financial information available and it reflects the detailed work undertaken by the Haringey Schools Forum who have considered and proposed the formula to be used for schools funding for 2018/19.

2 Cabinet Member Introduction

2.1 This council is committed to supporting all our residents to live healthy, fulfilling lives. The proposals set out in this report are to deliver a five-year Medium Term Financial Strategy for 2018 – 2023 that will give financial certainty and deliver ambitious outcomes for our borough. However, as austerity continues unabated, Haringey faces an unprecedented period of uncertainty due to growing demand, reduced resources and national legislative changes.

2.2 On housing, the Government has already implemented a number of legislative changes that have had a major impact on the finances of our Council. Right-to-Buy legislation means that we continue to reduce our stock of homes but do not receive sufficient money back to replace these units of accommodation.

2.3 The Council continues to experience an increase in numbers of people presenting themselves to the Council as homeless, which is now more of a reflection of the housing crisis in London where rents in the private sector have increased beyond people's ability to pay for them. On top of these issues, reductions to the welfare benefit system means that more of our residents have even less money with which to pay for the basics including rent.

2.4 We also know that more of our residents are living longer and often have more complex needs, so the Council plays a role in supporting those in real needs of our Adult Social Care Service (ASC). The rise in the number of people who are in need of these services has gone up considerably and although the government has provided some additional one-off funding, it is not at the level required to deal with the problem and this additional funding is scaled down over the years and ends altogether in 2019/20.

2.5 To help address the funding issue for ASC the government has allowed councils to charge an ASC precept, which transfers more of the cost burden to our residents. It is clear that significantly more funding is required in order for local authorities to continue to provide quality social care services for our most vulnerable residents. It is incredibly disappointing that the government has again deferred a decision on the long term funding of adult social care by the announcement by government that a green paper on care and support for older people will be published in summer 2018.

2.6 The budget monitoring report I have presented to Cabinet over this last year will show the significant pressures we face to provide adult social care services in Haringey. As a result, I am proposing to use the mechanisms given to us by the Government to raise a separate precept for Adult Social Care, which will be 3% on the council tax bill. This will raise an additional £2.9m in 2018/19 and add around £37 annually to a Band D council tax bill in 2018/19.

2.7 Like in Adult Social Care, the complexity and number of children that need care is increasing. This is a national issue but is particularly acute in Haringey. Unlike adult social care, the government has not provided any additional funding for children social care and the acute national underfunding of this sector is becoming increasingly apparent. The Council will continue to make a case to central government to adequately fund social care services in order that all our residents can have access to essential services that they need. In the meantime, demand for children's service remains a pressure on our finances.

2.8 Changes to the model of delivering education with some schools transferring to direct Government control and changes to the funding formula has meant that there are significant pressures occurring on budgets previously paid for through the Education Services Grant which was reduced in 2017/18, but has been discontinued in 2018/19.

2.9 The introduction of the London Business Rates pilot is a welcome change in that it will allow the Council to keep more of the growth in business rates in the borough and London as a whole. Current estimates built into the MTFS is that the Council will benefit by £3m annually by 2020/21, although this may be achieved sooner.

2.10 These major uncertainties make providing the range and quality of services needed to meet local demands, challenging. However, this administration is determined to do everything within our power to set a realistic and robust budget for 2018/19 and realistic financial plans for the following four years. We know that this is an essential component to managing the risks facing the Council in light of continued funding reductions and I believe that the position set out in this report represents appropriate proposals for consideration at Full Council later on this month.

2.11 The Council will continue to make strategic use of its reserves as it works to develop long-term solutions and invest in the transformative activity required to improve efficiency and make our money go further. The delivery of agreed savings set out in this budget will be critical to the Council building financial resilience. Recognising the challenge presented by the level of savings the Council is now required to make, we are putting in place a Budget Resilience Reserve in order to help manage the delivery risks.

2.12 This report outlines in-year solutions to fund the overspend currently projected by services in 2017/18, maintaining the General Fund balances at £15m at 2017/18 year end, after a lower than planned used of this reserve. I am pleased to propose a balanced budget (nil funding from non-earmarked General Fund balances) for 2018/19. Despite these improvements, the Council needs to work on long term viable solutions to the underlying budget gap that it faces and this will be a key focus for the Council during 2018/19, as well as the delivery of the 2018/19 budget.

2.13 The budget consultation period has now ended and I would like to thank our residents, local businesses and voluntary and community sector partners that engaged in the process. We will continue to listen to the views of all stakeholders in Haringey, which is why I am proposing the ninth consecutive freeze of the Haringey element of council tax whilst continuing to significant investment in Adult Social Care. This financial strategy will also see us protect and invest in our libraries, including major upgrades to Hornsey library; invest in aids and adaptions to people's homes so that they can live more independently for longer; spend millions upgrading our highways infrastructure to enable residents and businesses to move quickly and safely around the borough; enable the creation of a housing company that will better enable the Council to acquire properties for temporary accommodation; and support critical regeneration in the centre and east of Haringey.

2.14 It is clear that the Council and our Borough will continue to face challenging times. However, despite the failure of the Government to recognise the important role local authorities play in building strong communities, in Haringey, we will continue to use the resources at our disposal to support economic growth and tackle inequality.

3 Recommendations

3.1 Cabinet is asked to:

3.1.1 Consider the outcome of the budget consultation as set out in Appendix 8, to be included in the report to Council. Having taken this into account, this report does not propose any amendments to the budget proposed for 2018/19 nor to the Medium Term Financial Strategy (MTFS) 2018-2023.

3.1.2 Approve the responses made to the Overview and Scrutiny Committee recommendations following their consideration of the draft budget proposals as set out in Appendix 7.

3.1.3 Note the mitigations identified to deal with projected service budget overspend in 2017/18 set out in table 6.7.

3.1.4 Propose approval to the Council of the 2018/19 Budget and MTFS 2018/23 Savings Proposals as set out in Appendix 9

3.1.5 Propose approval to the Council of the 2018/19 General Fund Revenue Budget as set out in Appendix 1, including specifically a General Fund budget requirement of £249.228m, but subject to final decisions of the levying and precepting bodies and the final local government finance settlement.

3.1.6 Propose approval to the Council of the General Fund Medium Term Financial Strategy (MTFS) 2018-2023 as set out in Appendix 1.

3.1.7 Propose approval to the Council of the creation and maintenance of a Budget Resilience Reserve.

3.1.8 Propose approval to the Council, subject to any agreed amendments, of the budget proposals for 2018/19 as set out in this report at Appendix 6, including the 3% precept on Council Tax towards funding Adult Social Care pressures.

3.1.9 Propose approval to the Council that the overall council tax to be set by London Borough of Haringey for 2018/19 will be £1,281.57 per Band D property, which represents a freezing of the 2017/18 rate but with an additional 3% for the Adult Social Care precept.

3.1.10 Note the council tax base of the London Borough of Haringey, as agreed by the Section 151 Officer under delegated authority (Article 4.01(b), Part 2, of the Constitution), as 77,093 for the year 2018/19.

3.1.11 Propose approval to the Council of the 2018/19 Housing Revenue Account budget as set out in Appendix 2.

3.1.12 Approve the changes to the rent levels for General Needs Homes for Council tenants reflecting the regulations requiring a 1% rent reduction in 2018/19. This will reduce the average weekly rent from £103.89 to £102.85 as set out in Table 14.1.

3.1.13 Approve the changes to service charges for leaseholders set out in Table 14.3.

3.1.14 Approve the introduction of new service charges as set out in Table 14.3

3.1.15 Propose approval to the Council of the 2018/19 – 2022/23 General Fund capital programme detailed in Appendix 3.

3.1.16 Propose approval to the Council of the 2018/19 Housing Revenue Account (HRA) capital programme detailed in Appendix 4.

3.1.17 Propose approval to Council of the policy on the use of flexible capital receipts to facilitate the delivery of efficiency savings including capitalisation of redundancy costs (Appendix 11).

3.1.18 Note that Fees and Charges in respect of executive functions will be considered under a separate agenda item, and that Fees and Charges in respect of non-executive functions will be considered by the Regulatory Committee in due course but that any impact on the 2018/19 budget proposals is outlined within this report.

3.1.19 Propose to the Council the Dedicated Schools Budget (DSB) allocations for 2018/19 of £255.177m as set out in Appendix 5;

3.1.20 Agree the funding to be distributed to primary and secondary schools for 2018/19 based on the figures advised to Schools Forum and submitted to the Education Funding Agency in January 2018 set out in section 15.

3.1.21 Agree the central budgets (including the use of brought forward DSG) for the Schools Block, High Needs Block and Early Years Block as per Appendix 5.

3.1.22 Delegate to the Director of Children Services, in consultation with the Cabinet Member for Children and Families, the power to amend the Delegated Schools Budget to take account of any changes to Haringey's total schools funding allocation by the Education and Skills Funding Agency.

3.1.23 Delegate to the Section 151 officer, in consultation with the Cabinet Member for Health and Finance, the power to make further changes to the 2018/19 budget proposals consequent on the publication of the final local government finance settlement or other subsequent changes up to a maximum limit of £1.0m.

4 Reasons for Decision

4.1 In February 2015, and following extensive consultation, the Council approved its Corporate Plan and Medium Term Financial Strategy (MTFS) covering the three-year period 2015-18. The Council approved the 2017/18 budget in February 2017 and approved a new five year MTFS to 2021/22.

4.2 The Council continues to operate under a level of uncertainty in the medium term related to central government financing of local government services. Haringey along with 97% of local authorities accepted the Government's multi-year settlement offer, which will end in 2019-20. However, planned changes on funding baseline revaluation, 100% business rates retention pilot, outcome of Brexit negotiations and the next spending review means that local authorities will continue to operate in an uncertain and changing funding environment in the medium term.

4.3 Given the level of uncertainty it is necessary to continue to review the Council's five year MTFS in order to ensure financial plans support and will aid delivery of priorities. Therefore, a refreshed MTFS that runs from 2018/19 to 2022/23 is presented for agreement.

4.4 The Strategy considers the estimated revenue funding, from all sources, and estimated expenditure budgets for each of the five years to 2022/23 together with any net funding shortfall and savings proposals that have been developed by officers taking account of the Council priorities.

4.5 The report also considers the Council's capital budget, refreshing capital funding and prioritised projects as approved by Council in July 2016 for both the General Fund and the HRA. The report is based on the best available information but is subject to significant uncertainty.

4.6 On 12th December 2017, Cabinet considered a revised MTFS, which demonstrated a cumulative funding shortfall of £54.4m over the five years to 2022/23 – the latest position being £30.12m. The decrease in shortfall is due to improved baseline funding announced in the provisional finance settlement in December, the full impact of MRP savings from previous Council decision and the reduction in the estimated cost of levies.

4.7 Cabinet also agreed to consult with residents, businesses, partners, staff and other groups as necessary on the draft budget proposals. This report outlines the outcome of that consultation and sets out the Cabinet's responses to this.

4.8 The Council's Overview and Scrutiny Committee has already scrutinised budget/savings proposals and this report highlights the recommendations made by the Committee and the Cabinet's responses to it.

4.9 On 19th December, the Provisional Local Government Finance settlement was announced which introduced a number of changes to the funding assumptions. These have now been incorporated into the revised MTFS and proposed budget for 2018/19. The final settlement is expected in February 2018.

4.10 The level of reserves available in 2018/19 will be dependent on the extent to which the Council utilises its existing reserves to fund its deficit at 2017/18 year-end. This report describes the improved position in 2017/18. As part of the Chief Finance Officer's consideration of the adequacy of reserves and balances, which will be presented to Council on 26th February 2018, the utilisation of reserves and balances will be set out in greater detail.

4.11 The Council will look to maintain reserves and balances to support the financial strategy including the creation and maintenance of a Budget Resilience Reserve to offset any potential non-delivery of planned savings. This establishment of a Budget Resilience Reserve will help ensure that the 2018/19 budget / 2018/23 MTFS is able to withstand unforeseen changes.

4.12 Taking all relevant factors into account including, in particular, the outcomes from statutory consultation with business rate payers and residents, the recommendations from the Overview and Scrutiny Committee and any other subsequent changes, this report sets out Cabinet's final budget proposals which, if approved, will be sent for consideration at the Full Council budget setting meeting scheduled for 26th February 2018.

4.13 The final budget report to the Council on 26th February will additionally include a number of requirements consequent on the proposals set out in this report and in particular:

- The formal Budget Resolution required in accordance with the Local Government Finance Act (LGFA) 1992 as amended by the Localism Act 2011, which sets the council tax for the forthcoming financial year;

- The Precept of the Greater London Authority (GLA) for 2018/19 in accordance with section 40 of the LGFA 1992 which must be added to the Haringey Council element of the Council tax to give a total Council tax for each category (band) of dwelling in the Council's area;

- The formal assessment of the relevant basic amount of council tax against the principles established by the Secretary of State for the purpose of determining whether any Council tax increase is 'excessive' and therefore is subject to referendum.

- Approval of the Cash Limits for priority areas in 2018/19;

- The Section 151 Officers evaluation of the adequacy of the council's reserves and the robustness of the estimates including the council's reserves policy;

- Approval of the Treasury Management Strategy Statement (TMSS), which has been formulated by the Corporate Committee and subject to the scrutiny review process.

4.14 The Council has a statutory requirement to set a balanced budget for 2018/19 and this report forms a key part of the budget setting process by setting out the likely funding and expenditure for that year. Additionally, in order to ensure the Council's finances for the medium term are put on a sound basis, this report also sets out the funding and expenditure assumptions for the following four years in the form of a Medium Term Financial Strategy.

5 Alternative options considered

5.1 Clearly there are a number of options available to set the budget for 2018/19 and officers have developed the proposals for determining levels of both income and service provision in this report taking account of the Council's priorities and the Council's overall financial position.

5.2 The report also describes the assumptions and proposals incorporated into the MTFS update to 2022/23.

Background information and the national context

6 Funding

6.1 There are 6 main sources of funding for the Council:

- Core Grants
- Council Tax
- Business Rates
- Fees and Charges
- Use of Reserves
- Service Specific Grants

(NB. Service grants are included within service budgets; this report details the core grants only)

Local Government Finance Settlement 2016/17 to 2019/20

6.2 The report presented to Cabinet on 12th December 2017 gave detailed information in relation to the Local Government Settlement and this report provides updates where appropriate.

6.3 Following a statement in Parliament by the Secretary of State for Housing, Communities and Local Government, the 2018/19 Provisional Local Government Finance Settlement was published on 19th December 2017. The settlement provided provisional allocations for 2018/19 and indicative figures for 2019/20.

Provisional Local Government Settlement Finance Settlement

6.4 Following provisional funding announcements in December, funding assumptions have been adjusted to reflect the latest funding position for the MTFS. There has been a total increase in external funding assumptions of approximately £0.76m for 2018/19 from those presented to Cabinet in December 2017 as follows:

- New Homes Bonus has increased by £36k
- 2018/19 business rates funding baseline has increased by £0.56m
- Housing Benefit & Council Tax Administration Grant has increased by £0.14m
- Local lead flood authority grant has increased by £20k
- S31 Grant (business rates threshold) has increased by £3m
- S31 Grant (multiplier cap) has increased by £0.2m
- Others £11k

6.5 Alongside the funding announcement which was broadly in line with original 2016/17 allocations, the following national changes were also announced:

- 10 new business rates pilots and the London pilot were confirmed.
- Business rates retention reset to take place in 2020/21 along with the introduction of new funding formulae.
- A new funding formula to be introduced from 2020/21.
- Fair funding paper and technical consultation on the new funding formulae released which will feed into the design of the new formulae.
- The allowed council tax referendum limit increased from 1.99% to 2.99% for both 2018/19 and 2019/20.
- No further changes to New Homes Bonus (NHB) and the baseline for NHB growth will be maintained at 0.4% growth.

Core Spending Power

6.6 At a national level the Core Spending Power[1] (CSP) figures (which includes NNDR, Revenue Support Grant & Business Rates Top Up, Council Tax and un-ring fenced grants) is expected to increase due to projected increase in council tax income, although direct central government funding to local authorities is expected to fall. The Council's assumptions on future government funding are that:

i. The Council's future funding level (which beyond 2018/19 is assumed to have 100% Retained Business Rates replacing Revenue Support Grant and Business Rates Top Up Grant) will not be adversely affected by the government spending review;

ii. Funding for NHB and improved better care fund remain at current levels nationally.

6.7 Core Spending Power for Haringey is projected to increase by 3.1% since 2016/17 whereas CSP nationally is expect to increase by 6.6% over the same period. It is also important to note that:

i. Excluding council tax, government corporate funding (excluding business rates) to the Council actually falls by 84% from £57.9m in 2016/17 to £9.5m in 2022/23, offset over the period by increase in local funding.

ii. The Haringey council tax figures assume increases to the tax base and a 3% increase per annum for the ASC precept for 2018/19; nil increase in Haringey Council's element of council tax.

iii. a 2.99% modelled increase in 2019/20 and modelled 1.99% thereafter on the Haringey element of the council tax. A nil increase in ASC precept is assumed for 2019/20.

[1] Core Spending Power describes the expected available revenue to fund expenditure. From 2016/17 onwards Core Spending Power is defined as the sum of the Settlement Funding Assessment (comprising NNDR Baseline Funding Level and Revenue Support Grant), estimated Council Tax income, additional Council Tax income from the Adult Social Care flexibility, Better Care Fund, and the New Homes Bonus.

iv. The New Homes Bonus Funding is subject to building new homes and therefore more residents to provide services to residents.

6.8 Core Spending Power figures for Haringey is set out in below table.

Table 6.1: Core Spending Power totals for Haringey

	Haringey						
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	£m	£m	£m	£m	£m	£m	£m
Revenue Support Grant	51.0	38.6	-	-	-	-	-
Improved Better Care Fund		0.4	3.8	6.7	6.7	6.7	6.7
New Homes Bonus -CSP	6.9	5.7	2.7	2.7	2.7	2.7	2.7
Adult Social Care Grant	-	1.2	-	-	-	-	-
Adult Social Care Funding	-	5.0	3.6	1.6	-	-	-
Government Funding	**57.9**	**50.9**	**10.2**	**11.1**	**9.5**	**9.5**	**9.5**
Council Tax - CSP	87.2	93.8	101.9	107.6	110.2	114.6	119.1
Business Rates - CSP	75.0	76.6	107.5	101.9	102.3	102.7	104.7
Local Funding	**162.2**	**170.3**	**209.4**	**209.4**	**212.6**	**217.3**	**223.9**
Core Spending Power	**220.1**	**221.3**	**219.6**	**220.5**	**222.0**	**226.8**	**233.3**
In year change in funding %	-2.8%	0.5%	-0.8%	0.4%	0.7%	2.2%	2.9%
Cumulative change in funding %	-2.8%	-2.3%	-3.0%	-2.6%	-1.9%	0.2%	3.1%
National Figures							
In year change in funding %	-2.3%	-1.3%	0.8%	2.6%	2.2%	2.3%	2.3%
Cumulative change in funding %	-2.3%	-3.6%	-2.8%	-0.2%	2.1%	4.3%	6.6%

6.9 The Spending Review (December 2015) forecast funding pegged the level of residual RSG for Haringey at £21.6m for 2019/20 (£30.2m in 2018/19). The MTFS recognises that RSG will cease from 2018/19 as part of the pooling scheme for London authorities after the introduction of 100% business rates retention pilot.

6.10 The Council will also receive a number of specific or special grants in addition to its main funding allocation. The Council is mostly allowed to use these grants to fund any council services but some are ring-fenced, which means they can only be spent on specific services and these are included in service's net position.

6.11 It has been confirmed that the New Homes Bonus (NHB) scheme will now continue indefinitely. However, the government changed the process for awarding NHB from 2017/18 onwards. In addition, in 2017/18, the government top sliced NHB to provide one off funding for Adult Social Care (ASC) grant further reducing NHB funding to local authorities. Although, ASC grant was provided for one year on a one off basis, the top slicing of NHB is a permanent reduction in funding to local authorities and consequently the Council.

6.12 The government has confirmed the following on the NHB Scheme:

- Funding for 2018/19 and 2019/20 remain at pre-announced levels subject to any reduction in national NHB total funding;
- Funding will be reduced from 5 years' worth of growth in 2017/18 to 4 years' worth of growth from 2018/19 onwards – this and overall reduction at national level means that NHB funding for Haringey has reduced to £2.7m (2018/19) from £5.7m (2017/18) – a reduction of £3m;

6.13 A national baseline of growth was adopted below which no payment is made for the year in which growth was below the baseline. This was set at 0.4% for 2017/18. Although government reserves the right to change the threshold, the Secretary of

State for Communities & Local Government has confirmed that the baseline growth threshold will be maintained at the current level.

Fair Funding Review

6.14 The main corporate grant amounts (RSG and Business Rates Top Up) are based on historic needs assessment and the last time this assessment was undertaken was for the 2013/14 settlement. Since then it has been updated by inflation. In addition, given Haringey's status as a top up authority for business rates (the Council receives a top up grant to reflect the fact that the level of retained local business rates is less than assumed as being needed by the government based on the Council's needs),

6.15 A technical consultation was launched by MHCLG on 19th December 2017 on relative needs. At the same time, the government's thinking on updating the current needs/resources assessment formulae, 'Fair Funding Review: A Review of Relative Needs and Relative Resources was also published.

6.16 The terms of reference for the review are that the new formulae will:

- Set new baseline funding allocations;
- Deliver an up to date assessment of the relatives needs of local authorities;
- Examine the relative resources of local authorities (i.e. how council tax income should be taken into account and consider other potential income sources)
- Focus initially on services funded through the local government finance settlement;
- Be developed through close collaboration with local government

6.17 A set of guiding principles for the fair funding review was also published. These are based on a previous "Call for Evidence" publication by government – the principles are:

- **Simplicity** – be based on the most important factors that drive the need to spend;
- **Transparency** – should be understood by those affected;
- **Sustainability** – to be based on current and future cost drivers
- **Stability** – should be predictable, in order to support longer term planning

6.18 The outcome of the consultation and government response is expected in 2018 and the new formulae are expected to come into effect for the 2020/21 financial year. It is possible that authorities could gain or lose from this re-assessment of need. In particular, for high population growth areas, such as Haringey and the majority of authorities in London, how population figures are determined and updated will be crucial in determining future funding allocations.

6.19 The MTFS currently assumes that the review will be revenue neutral, as the work is at a very early stage. It is also likely that even where changes do occur, there will be transitional arrangements that will delay/dampen impact and any such impact may be mitigated nationally by the introduction of 75% business rates retention (the latest national target). Officers will monitor developments of this review and update forecasts accordingly. It is yet to be clarified as to how the rebasing

following this review will be put into effect when Revenue Support Grant will be replaced by Business Rates Retentions

Council Tax Base

6.20 Setting the council tax base is a statutory requirement and a fundamental part of the revenue budget and council tax setting process. It represents a measure of the taxable capacity of the area and when multiplied by the Band D council tax rate indicates the Council's tax generating potential for that year.

6.21 The Council as Billing Authority is required to calculate the tax base for the Borough in order for it to calculate its own council tax. The Council is also required to notify this figure to any major precepting authority (the Greater London Authority) as well as any levying body (Environment Agency, Lee Valley Regional Park Authority, North London Waste Authority, London Pension Fund Authority, and Financial Reporting Council) in order for them to calculate and set their own budgets and determine the level of precept / levy to be made to Haringey.

6.22 The calculation of the council tax base is prescribed by regulations. Put simply, it is the aggregate of estimated number of dwelling in each valuation band each year, subsequently adjusted to take account of the estimated number of discounts, disregards and exemptions that are likely to apply and any estimated increase / decrease in the list in the forthcoming year.

6.23 The Council levies a Council Tax based on dwellings in band D and thus the numbers for each valuation band are adjusted to the proportion, which their number is to band D; these proportions are set out in statute. Finally, the council must estimate its rate of council tax collection for the year and apply this figure to arrive at the council tax base figure.

6.24 The calculation above sets the tax base and not the council tax rate itself, which is due to be set on 26th February 2018 at Full Council.

6.25 The calculation of the tax base recommended in this report takes into account the agreement by Full Council on 4th December 2017 to continue with the Council Tax Reduction Scheme (CTRS), agreed in January 2013, for 2018/19.

6.26 The calculation is in two parts; 'A' (the Relevant Amount), which is the calculation of the estimated adjusted band D dwellings, and 'B', the estimated level of collection.

6.27 The calculation of 'A' – the relevant amounts for each band is complex and includes a number of calculations, which are shown in detail in Appendix 10. The resultant relevant amount per band is summarised in the table below:

Table 6.2- Number of dwellings by Band

Band	Relevant Amount (i.e. number of dwellings)
A	2,891
B	9,117
C	21,692
D	19,992
E	10,848
F	6,854
G	7,341
H	1,362
TOTAL	**80,096**

6.28 The relevant amount has increased by 1,180 over the original 2017/18 council tax base. This is predominately due to the combined effect of an increase in dwellings achieved during 2017/18 and a reduction in estimated numbers to be applied under the CTRS (the latter which increases the base), reduction in the number of residents claiming single person and other discounts and an assumed further increase in dwellings in 2018/19 from planned new homes.

6.29 The collection rate (B) is the council's estimate of the proportion of the overall council tax collectable for the year that will ultimately be collected. This is expressed as a percentage.

6.30 In arriving at a decision on the collection rate a number of factors need to be taken into account which includes:

- Appeals against valuation
- The mobility of the local population, particularly in the private rented sector
- The level and timeliness of information available when properties are sold, or let *and*
- The customers' ability to pay

6.31 2018/19 collection rates are forecast to be to 96.25% (95.5%, 2017/18). The tax base (T) is calculated by applying the following formula:

A x B = T

Where:

A is the total amount of the relevant amounts for that year

B is the authority's estimate of its collection rate for that year.

T is the calculated tax base for that year

6.32 In accordance with the requirements of the regulations, the calculation of the Council Tax Base for the London Borough of Haringey in 2018/19 is as follows:

Table 6.3 – Collection Rate

	2018/19
Total of relevant amounts (A)	80,096
Multiplied by	x
Collection Rate (B)	96.25%
Council Tax Base (T)	**77,093**

Council Tax

6.33 The 2018/19 budget includes the proposal that:

- The Council will continue the policy of freezing council tax up until 2018/19, in line with this administration's manifesto commitment;
- The 3% adult social care precept will be applied in 2018/19;
- The tax base is assumed to grow in line with GLA housing projections;
- The collection rate will be 96.25%.

6.34 For financial modelling purposes only, the MTFS assumes that:

- Council tax will increase by 2.99% in 2019/20 and 1.99% thereafter. Decisions on council tax for each financial year are taken by Full Council
- Nil Adult Social Care precept in 2019/20.

Adults Social Care (ASC) Precept

6.35 As set out in the 2017/18 approved MTFS, the Council proposes to raise the ASC precept by 3% in 2018/19. By raising the ASC precept by 3% in 2018/19, the limit of 6% allowed by government between 2017/18 – 2019/20 would have been reached, so the Council will not, under current legislation, be raising further ASC precept in 2019/20.

Council Tax Amount

6.36 The Band D council tax amount is £1,281.57. This represents a 3% (ASC precept) increase on the 2017/18 Band D council tax amount of £1,244.25. The Band D amount multiplied by the council tax base (77,093) gives a council tax requirement of £98,800,076.01.

6.37 The below table sets out the council tax amount for all bands.

Table 6.4 – Council Tax (excluding Precept) by Band

Band	Ratio	Ratio as %	Amount £
Band A	6/9	67%	854.40
Band B	7/9	78%	996.78
Band C	8/9	89%	1,139.18
Band D	9/9	100%	1,281.57
Band E	11/9	122%	1,566.25
Band F	13/9	144%	1,851.18
Band G	15/9	167%	2,135.96
Band H	18/9	200%	2,563.16

6.38 The GLA is proposing a precept of £294.23 in 2018/19 – an increase of 5.1% on the amount of £280.02 in 2017/18. The increase in GLA precept comprises of a £12 and £2.21 increase in policing and non-policing elements respectively. The Band D council tax amount including GLA precept is £1,575.80. The below table sets out the council tax amount including precept for all bands.

Table 6.5 – Council Tax (including precept) by Band

Band	Ratio	Ratio as %	Council Amount £	GLA Precept £	Total Council Tax
Band A	6/9	67%	854.40	196.15	1,050.55
Band B	7/9	78%	996.78	228.84	1,225.62
Band C	8/9	89%	1,139.18	261.54	1,400.72
Band D	9/9	100%	1,281.57	294.23	1,575.80
Band E	11/9	122%	1,566.25	359.61	1,925.86
Band F	13/9	144%	1,851.18	425.00	2,276.18
Band G	15/9	167%	2,135.96	490.38	2,626.34
Band H	18/9	200%	2,563.16	588.46	3,151.62

6.39 The resulting projections for council tax income are set out in the below table.

Table 6.6 – Council Tax Modelling Assumptions 2018/19-2022/23

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Taxbase	77,605	78,916	80,096	82,576	83,431	85,101
Taxbase change	1.69%	1.50%	3.10%	1.04%	2.00%	2.00%
Taxbase for year	78,916	80,096	82,576	83,431	85,101	86,803
Collection Rate	95.50%	96.25%	96.25%	96.25%	96.25%	96.25%
Taxbase after collection rate	**75,365**	**77,093**	**79,479**	**80,302**	**81,910**	**83,548**
Council Tax increase	0%	0%	2.99%	1.99%	1.99%	1.99%
Social Care precept	3%	3%	0%	0%	0%	0%
Band D rate	£1,244.25	£1,281.57	£1,319.89	£1,346.15	£1,372.94	£1,400.26
Council Tax Before Surplus (£000)	**£93,773**	**£98,800**	**£104,904**	**£108,099**	**£112,458**	**£116,990**
Previous Year (Estimated) Surplus	£0	£3,118	£2,650	£2,150	£2,150	£2,150
Council Tax Yield (£000)	**£93,773**	**£101,917**	**£107,554**	**£110,249**	**£114,607**	**£119,139**

Business Rates

6.40 As described above, the MTFS recognises that RSG will cease from 2018/19 as part of the pooling scheme for London authorities after the introduction of 100% business rates retention pilot.

6.41 The London pilot scheme that has been agreed by all participants (32 London boroughs, Corporation of City of London and the GLA) is based on the principle that no authority will be worse off than they are under the current 50% retention model and that any net gain in the region as a whole will be distributed in such a way that all partners receive some share of the benefits directly by allocating some of the additional benefits on a per capita basis.

6.42 The impact of business rate revaluation and other proposed changes to the business rates system had previously been reported to members. Although, the Council continues to enjoy growth in its business rates income, it remains a grant 'top up' authority as the Council's baseline business rates level is lower than its business rates funding level.

6.43 The MTFS assumes that the London 100% business rates pooling scheme will result in additional revenue income of £1.5m in 2019/20 rising to £3m per annum from 2020/21 based on modelling work undertaken by London Councils.

6.44 The figures in the MTFS are based on the latest available information which has been submitted to government. However, there remains risk around the revaluation changes mostly from appeals lodged by businesses.

6.45 Realisation of business rates income is dependent on collection performance, prevailing economic conditions and decisions on appeal by the Valuation Agency Office, although some risk around bad debt and appeals have already been built into the target.

6.46 The government has made clear that, nationally, it intends to get to 75% retention of local business rates income. As well as extending the duration of existing 100% business rates retention schemes, the Secretary of State has approved additional pilots (including the London scheme) – another strong indication that a higher level retention rate model will be in place in the long term. Therefore, the MTFS assumes, for now, that the 100% business rates retention model will be in place for the duration of the MTFS period. If it is not, it is assumed that any new arrangement will provide equivalent funding.

6.47 The business rates base was revalued in April 2017 and although, the revaluation was revenue neutral nationally, some businesses in Haringey were set to experience an increase in business rates charges. The impact of the changes on the Council is difficult to estimate due to the number of unknowns, especially in relation to the extent to which local appeals are above or below estimated national average.

6.48 Transitional relief (£1.2m in 2017/18) is provided to businesses through the Discretionary Business Rates Relief Revaluation Support Policy . Cabinet agreed its policy for the distribution of the grant on 20th June 2017. The distribution of the remaining surplus grant for 2017/18 is being distributed in accordance with the Policy update approved by the Cabinet member for Economic Development, Social Inclusion and Sustainability on 2nd February 2018.

6.49 It has been assumed the Council will not be worse off and that revaluation will be revenue neutral for Haringey under the new system. Officers will continue to monitor developments around the updated rateable values and the MHCLG's approach to appeals with a view to adjusting the medium term resources projection, where needed.

6.50 As part of the autumn budget announcement, the uprating of business rates was switched from RPI to CPI. Although, the switch is expected to result in less business rates being collected than originally assumed in the 2015 spending review, the government has assured local authorities that it will not affect current funding level commitment and that any shortfall arising from the switch to CPI will be mitigated by additional funding from government. However, the impact of the switch will likely mean less funding for local authorities beyond 2019/20.

Fees and Charges

6.51 The Council's policy in relation to varying external income rates requires service managers to review the level of fees and charges annually as part of budget setting and that charges should generally increase by the rate of inflation to maximise allowable income.

6.52 The setting of fees and charges, along with raising essential financial resources, can contribute to meeting the Council's objectives. Through the pricing mechanism and wider market forces, outcomes can be achieved and services can be promoted through variable charging policies and proactive use of fees to promote or dissuade certain behaviours.

6.53 In the main, fees and charges are set at a level where the full cost of provision is recovered through the price structure. However, in many circumstances those charges are reduced through subsidy to meet broader Council priorities.

6.54 Each year the Council reviews the level of its fees and charges through consideration of a report by the Cabinet and its Regulatory Committee where it is a requirement that they are considered and approved outside of the Executive.

6.55 The impact of fees and charges increases have been included in the revenue income projections in the MTFS. The Council will undertake a wider review of fees and charges as part of the 2019/20 MTFS work.

Use of Reserves

6.56 The Council's (Non-Earmarked) General Fund balance is held to potentially cover the net impact of risks and opportunities and other unforeseen emergencies. This balance is not an annual recurring balance and can only be used once to mitigate any underlying budget gap, although it can be replenished by spending below total funding levels.

6.57 The Council agreed in February 2017 to set the non-earmarked General Fund balance at £15m. This is the level that was deemed appropriate given the Council's overall budget. Full Council also agreed to use of £8.8m from General Fund balances in 2017/18. Further, as at quarter 3 (December 2017), the 2017/18 budget was projected to overspend by £5.4m and Corporate measures have been identified to offset the projected this.

6.58 Following a review of the risks around delivery of 100% of planned savings in the MTFS, it is proposed that a Budget Resilience Reserve be established which can be used as a one off measure to offset non-delivery/delay of planned savings. This reserve should provide additional robustness and financial resilience for the Council.

Table 6.7: Movement in General Fund Balance (2017/18)

	Current (2017/18) Funding Gap £'000
Opening General Fund Balance at 1st April 2017	**14,907**
Council Tax Surplus (2016/17)	**6,600**
General Fund Balance	**21,507**
Planned Use of General Fund Reserve	**(8,782)**
Projected General Fund Balance before in year mitigations	**12,725**
Latest (2017/18) Budget Gap	**(5,433)**
Expenditure Changes (positive is better)	
MRP Expenditure Update	558
MRP PFI Related	2,100
Use of Flexible Capital Receipts	750
Total Expenditure Changes (positive is better)	**3,408**
Funding Changes (positive is better)	
Housing Benefit & Council Tax Subsidy Administration Grant	300
Adult Social Care Grant	2,900
Use of earmarked corporate reserves (No longer Required)	975
Increased Capitalisation	200
Total Funding Changes (positive is better)	**4,375**
Revised (In Year) Budget Gap	**2,350**
General Fund at Year End (2017/18)	**15,075**

6.59 The table below outlines the net projected service overspend and General Fund balance in 2017/18 and mitigations that the Council has identified to offset the overspend and maintain non-General Fund balances at £15m.

Summary of Funding Assumptions

6.60 A summary of the funding assumptions and breakdown of funding sources is set out in the table.

Table 6.8 Summary of Funding Assumptions 2018/19 -2022/23

	2017/18 Forecast	2018/19 Budget	2019/20 Projected	2020/21 Projected	2021/22 Projected	2022/23 Projected
	£'000	£'000	£'000	£'000	£'000	£'000
Main Funding						
New Homes Bonus	5,712	2,736	2,700	2,700	2,700	2,700
Adult Social Care Grant	1,195	0	0	0	0	0
Revenue Support Grant	38,590	0	0	0	0	0
Council Tax	93,773	102,317	107,554	110,249	114,607	119,139
Retained Business Rates	22,084	107,469	101,882	102,303	102,742	104,742
Top up Business Rates	54,232	0	0	0	0	0
Total Main Funding	**215,585**	**212,522**	**212,135**	**215,252**	**220,049**	**226,581**
Core Grants						
Public Health	20,742	20,209	19,677	19,677	19,677	19,677
Other core grants	10,653	16,497	20,290	17,683	17,698	17,698
TOTAL (External) Funding	**246,980**	**249,228**	**252,102**	**252,612**	**257,424**	**263,956**
Planned Use of General Fund Balance	8,782					
TOTAL FUNDING	**255,762**	**249,228**	**252,102**	**252,612**	**257,424**	**263,956**

7 Expenditure Assumptions

2017/18 Financial Performance – Operating

7.1 At December 2017, Services are projecting an overspend of £5.4m. Of the service overspend currently being reported, a significant proportion resides in the areas which continue to face increasing demand pressures: Adults (£2.9m) and Children's (£3.75m) mitigated by reductions elsewhere in the corporate revenue budgets. The corporate measures identified to mitigate the £5.4m projected service budget overspend in 2017/18 are set out in table 6.7 above. Current year savings which are not delivered in 2017/18 are carried forward into 2018/19 to form part of next year's savings programme.

7.2 The use of corporate reserves/balances to mitigate in-year budget overspends in demand led services cannot be sustained indefinitely. Therefore, it is critical that Adults and Children's services deliver planned transformation programmes that will allow more effective management of demand pressures and enable them to deliver their savings targets.

Budget (Growth) Pressures

7.3 The MTFS allows for unavoidable budget growth. These relate to non-controllable costs such as pay/non-pay inflation costs, pensions costs relating to retired/deferred members of the pension fund and payments due to levying bodies. Growth proposals for 2018/19 that currently add up to £9.0m are set out in below table.

Table 7.1 New Growth Proposals

£'000	2018/19
Pensions Cost	1,200
Pay Inflation	3,750
Non Pay Inflation	3,700
Local Elections (One-Off)	325
Total Growth	**8,975**

7.4 The pensions cost pressure is estimated at £2.8m (£1.2m each in 2018/19 and £1.6m in 2019/20) over the next two years and it relates to additional employer's contribution to the pension fund arising from the triennial revaluation of the Fund undertaken in March 2017. The working assumption is that a further £1.5m contribution to the Pension Fund will be required following the next revaluation in 2020/21.

Pay Inflation

7.5 Pay inflation increases have been restricted in recent years by government to 1% annually. However, a relaxation of public sector pay increment is expected to result in estimated average pay bill rise of 2% in 2018/19. It is noted that at the time of this report, national pay negotiations are still ongoing. A similar level of increase is assumed in 2019/20.

7.6 An allowance of £3.75m has been made in the budget to meet the cost of pay inflation and London Living Wage rise demands. However, the Council is planning to offset this cost through workforce review which should lead to a reduction in staff headcount and realignment of management layers and spans of control across the Council. It is recognised, however, that undertaking this review and implementing its findings will take time. The 2018/19 additional cost can be met from the revenue savings achieved by meeting more of the Council's transformation costs from the flexible use of the capital receipts. However, if any findings from this review work are implementable during the course of 2018/19, then they will be put into effect.

Non-Pay inflation

7.7 For 2018/19 and future years, it has been assumed that services will broadly have to manage within existing budgets, thus absorbing any inflationary pressures. However, non-pay inflation growth has been assumed in the budget for a number of contracts and to mitigate the increased cost of service provision due to change in legislation.

Local Elections

7.8 Local elections are set to take place across the borough in May 2018/19. The Council has to cover the cost of local elections whereas the Electoral Commission pays for national elections. Therefore, a one-off provision of £0.33m has been made in the 2018/19 budget to cover the cost of local election in May 2018.

Levies

7.9 A levy is an amount of money that the Council has to collect (and included in its annual budget) on behalf of another organisation. The levying body may be a Government agency (such as the Environment Agency), a regional body (such as the Lee Valley Regional Park) or a local body (such as the North London Waste Authority). The main difference between a levy and a precept is that a precept (such as the GLA precept) will be stated as a separate item on the council lax bill.

7.10 The budget for 2018/19 includes £9.0m to meet the required contribution to levying bodies. Charges from levying bodies are yet to be finalised, but early estimates indicate that any increase in levy costs in 2018/19 will be modest and as such the £9.0m only represents a £0.2m increase on 2017/18 budget figure.

7.11 For information, a breakdown of levying bodies to the council and charges for 2017/18 are set out in the table below.

Table 7.1: Contributions to Levying Bodies

Levying Bodies	Amount Due 2017/18
	£'000
Environment Agency	171
Lee Valley Regional Park Authority	198
London Borough Grants Scheme	241
London Pensions Fund Authority	270
North London Waste Authority (NLWA)	7,875
Total Paid/ Due	**8,755**

8 Flexible Use of Capital Receipts

8.1 The flexible use of capital receipts was first allowed by government for the three years 2016/17 – 2018/19. This programme has now been extended for a further 3 years, so the Council can continue to use capital receipts to fund revenue costs that facilitate delivery of efficiency savings.

8.2 In February 2017, Full Council approved the use of capital receipts to fund the cost of redundancy, including pension strain costs, in 2016/17 and 2017/18 associated with generating savings. Full Council's approval is required for the policy on and flexible use of capital receipts in 2018/19; an addition to the 2017/18 use of £0.75m flexible capital receipts. For 2018/19, it is proposed that £8.4m of capital receipts is set aside to fund transformative activity that will generate recurring efficiency savings in the future. Also, in addition to the approved 2017/18 position, approval is sought to utilise a further £0.4m from the original approved £8m.

8.3 The planned application of the Council's flexible use of capital receipts strategy along with the anticipated benefits is attached at Appendix 11.

9 Budget (2018/19) / MTFS (2018/23) Summary

9.1 The Council has a well-established approach to strategy and resource planning based around the key priorities agreed as part of the Corporate Plan 2015.

9.2 Haringey along with other local authorities have to manage within a tight funding envelope due to significant reduced government funding support. Nevertheless, the Council focussed on delivering its key priorities despite financial challenges. As part of this process, the Council established a Transformation Reserve, which will be used to pump prime projects that will help reshape how services are delivered and also deliver recurring efficiency savings.

9.3 It is clear that as well as managing its expenditure, the Council must also have a strong focus on the key major local income sources that increasingly comprise its corporate funding, namely council tax and 100% retained business rates. Therefore, there is a need for increased concentration on growing businesses and homes in the borough to make the most of the opportunities provided by devolution.

9.4 The Council's Strategy has been to utilise reserves and balances to smooth the impact of funding reduction in the short to medium term however, the proposed budget for 2018/19 is not dependent on General Fund balances being utilised. Further cost reduction/resource prioritisation will need to be identified for 2019/20 by the Council as part of future refresh of the MTFS in order to close the future budget gap.

9.5 The Chief Finance Officer is working with colleagues to develop options that will allow the Council to balance the budget by 2020/21. The below table details the current projected gap in each year of the MTFS period.

Table 9.1: Summary (Draft) Budget 2018/19 and MTFS

	2017/18 Budget	2018/19 Budget	2019/20 Projected	2020/21 Projected	2021/22 Projected	2022/23 Projected
	£'000	£'000	£'000	£'000	£'000	£'000
Main Funding						
New Homes Bonus	5,712	2,736	2,700	2,700	2,700	2,700
Adult Social Care Grant	1,195	0	0	0	0	0
Revenue Support Grant	38,590	0	0	0	0	0
Council Tax	93,773	102,317	107,554	110,249	114,607	119,139
Retained Business Rates	22,084	107,469	101,882	102,303	102,742	104,742
Top up Business Rates	54,232	0	0	0	0	0
Total Main Funding	**215,585**	**212,522**	**212,135**	**215,252**	**220,049**	**226,581**
Core Grants						
Public Health	20,742	20,209	19,677	19,677	19,677	19,677
Other core grants	10,653	16,497	20,290	17,683	17,698	17,698
TOTAL (External) Funding	**246,980**	**249,228**	**252,102**	**252,612**	**257,424**	**263,956**
Planned Use of General Fund Balance	8,782					
TOTAL FUNDING	**255,762**	**249,228**	**252,102**	**252,612**	**257,424**	**263,956**
Net Service & Corporate Expenditure	255,762	249,118	259,274	259,987	265,302	271,179
Further Savings to be identified	0	0	-6,987	-7,374	-7,878	-7,878
Planned Contribution to/(from) Reserves & Balances	0	110	(185)	0	0	655
Total Expenditure	**255,762**	**249,228**	**252,102**	**252,613**	**257,424**	**263,956**
Opening General Fund Balance	**14,907**	**15,075**	**15,185**	**15,000**	**15,000**	**15,000**
Closing General Fund Balance	**15,075**	**15,185**	**15,000**	**15,000**	**15,000**	**15,655**

NB. The 2017/18 closing General Fund balance reflects the in-year changes reported at Month 9.

9.6 The MTFS assumes that savings of £16m will be delivered in 2018/19. Therefore, future years projected budget gaps stated above are predicated on the full delivery of 2018/19 savings. This is important to note as approximately 34% of current savings are rated as 'Red' (i.e. there are currently no definitive plans in place to deliver or they will be extremely difficult to implement) in 2017/18. Any shortfall in 2018/19 delivery of planned savings will increase the future deficit projection.

9.7 The level of reserves available at the start of 2018/19 will be dependent on the extent to which we utilise our existing reserves to fund our deficit at 2017/18 year-end, but also maximise any available opportunities to top up reserves. A projection of General Fund balances is set out in table 9.1 above. The Section 151 Officer will continue to review the reserve balances to ensure that the Council maintains adequate levels for financial resilience and will be included his report on the adequacy of reserve and balances as part of his report to Full Council on 26th February 2018.

10 Savings proposals 2018/19-2022/23

10.1 The Council must continue to develop and implement efficient ways to deliver services in order that the underlying gap between annual revenue and expenditure is bridged.

10.2 Additional efficiency savings developed by officers were submitted to Cabinet in December 2017 with each proposal supported by a pro-forma that detailed; the action/outcome of the proposal, the value of the savings, the impact on workforce and any risks/assumptions associated with the proposal.

10.3 The proposed new savings set out in Appendix 9 have been subject to public consultation and scrutiny by the Overview and Scrutiny Committee and recommendations have been proposed which are outlined in Sections 16 and 17 in this report. Cabinet have considered these recommendations as part of their deliberations leading to this report.

10.4 In addition to the pre-agreed and new savings proposals, services are also carrying forward prior year (2017/18) non-delivered savings of £9.6m. Therefore, the budget assumes that £16m of savings will be delivered in 2018/19 and a total of £33m have been identified for delivery over the MTFS period. Table below analysis the 2018/19 savings expectation and total savings expectation for the MTFS.

Table 10.1: Overall MTFS Savings (2018/19 – 2022/23)

£'000	2018/19 (bfwd)	2018/19 (Pre-Agreed)	2018/19 (New)	2018/19 (Total)	2019/20	2020/21	2021/22	2022/23	Total
Priority 1	3,173	1,748		**4,921**	310	0	0	0	**5,231**
Priority 2	2,900		2390	**5,290**	2,474	2,990	2,990	2,990	**16,734**
Priority 3	75	1,660		**1,735**	150	0	0	0	**1,885**
Priority 4	250		50	**300**	0	0	0	0	**300**
Priority 5	0		50	**50**	120	0	0	0	**170**
Priority X	217	301		**518**	2,650	1,500	20	0	**4,688**
Council Wide Savings	2,967	250		**3,217**	750	0	0	0	**3,967**
Total	**9,582**	**3,959**	**2,490**	**16,031**	**6,454**	**4,490**	**3,010**	**2,990**	**32,975**

10.5 Given the scale of the budgeted savings for 2018/19, the Council must maintain a constant focus on their implementation and look to respond during the course of the year to any delivery shortfalls, potentially necessitating other solutions.

11 Summary Priority Revenue Budgets 2018/19-2022/23

11.1 The summary revenue budget position by priority area over the five-year period is shown in the table below. This position is subject to approval of proposed savings or the addition/deletion of submitted or previously approved proposals.

Table 11.1: Summary of Proposed Budgets

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	£'000	£'000	£'000	£'000	£'000	£'000
Priority 1	56,273	54,525	54,215	54,215	54,215	54,215
Priority 2	91,130	91,809	91,820	91,885	92,073	92,393
Priority 3	29,580	27,920	27,770	27,770	27,770	27,770
Priority 4	4,766	4,716	4,716	4,716	4,716	4,716
Priority 5	19,883	19,833	19,713	19,713	19,713	19,713
Priority X	38,507	38,281	34,556	33,056	33,036	33,036
Priority Cash Limit	**240,138**	**237,084**	**232,789**	**231,355**	**231,523**	**231,842**
Council Wide	15,624	12,034	26,485	28,632	33,779	39,337
Savings to be identified	0	0	(6,987)	(7,374)	(7,878)	(7,878)
Contributions to/(from) Balances	0	110	(185)	0	0	655
Council Cash Limit	**255,762**	**249,228**	**252,102**	**252,613**	**257,424**	**263,956**

11.2 Given the continued reduction in funding for the Council, the overall cash limit for the Council in 2018/19 is projected to fall. Despite this fall in overall cash limit for the Council, the cash limit for Priority 2 and especially adult social care will increase.

11.3 After the decrease in the cash limit in 2018/19, the MTFS assumes that an increase in the annual cash limit thereafter. From 2019/20, planned cash limits for each priority area are constant or decreasing other than for Priority 2 and 'council wide'. Priority 2 budget continues to rise to reflect expected ongoing pressures in this area.

11.4 The growth in 'council wide' is due to planned inflationary increases (pay and non-pay), pension related growth, increase in levies charged to the Council and other central service charges that are not specific to any one service. Budget provisions for inflation will be allocated to services in year to reflect the impact of inflationary pressures on services. This will in turn further increase each service's share of overall council spend.

12 Review of assumptions and risks 2018/19-2022/23

12.1 The Council's Section 151 Officer has a statutory responsibility to assess the robustness of the Council's budget – and to ensure that the Council has sufficient contingency/reserves to provide against known risks in respect of both expenditure and income. This formal assessment will be made as part of the final report on the Council's budget in February 2018.

12.2 The main uncertainties and risks identified to date which will impact on the Council's budget are:

- Ability to implement and capture planned efficiency savings.
- Funding assumptions are subject to the final local government settlement (February), and therefore there may be changes to the

Council's 2018/19 and 2019/20 Settlement Funding Assessment allocations.

- Move to Council Tax and Business Rates as the main funding driver exposes the Council to greater risks around collection rates, adverse changes in the size of the tax base, appeals and negative cash flows. The pilot by London Councils helps influence scheme's implementation and hence it helps manage the risks.
- The Council's Transformational Programmes do not deliver the required savings, do not deliver savings quickly enough, or are counteracted by demographic trends particularly in critical areas such as Children's and Adults Social Care and Temporary Accommodation.
- Further significant increases in national minimum wage (NMW) and London living allowance (LLA) which will particularly affect care providers and Direct Payment rates and may drive up prices even further than planned.
- Any further deterioration in the forecast 2017/18 position, including the risk that the measures put in place to reduce spending do not deliver as expected.
- The impact of inflation pressures above current assumptions (e.g. energy costs which are currently estimated at well above the rate of inflation for 2018/19.
- Changes in Non Service Resources budgets over the next few months – for example the amounts provided for levies are currently based on estimates and levying bodies are yet to confirm their 2018/19 charges.
- General population increases that are expected over the next 5 years and any associated growth in demand - other than specifically allowed for – may lead to financial pressure.
- The need to balance revenue and capital priorities to ensure the most appropriate use of available resources.

12.3 Other risks which we are aware of that may impact on the Council's budgets:

- National economic uncertainty, including economic stability, inflationary pressures, etc., including any factors relating to Brexit.
- Housing Benefit admin fee may end during the period of the MTFS.
- The impact of changes in legislation – for example the Homelessness Reduction Act and whether the funding provided to undertake the new responsibilities under the Act will be sufficient.
- Ability to work collaboratively with a number of partner organisations – for example on shared services and for such collaborations to deliver much needed efficiency gains.
- Impact of NHS Sustainable Transformation Plans (STPs) may result in a transfer of costs.

13 Council's Capital Strategy and Capital Programme 2018/19-2022/23

13.1 The MTFS capital programme represents years two to six of the ten-year council Capital Strategy, introduced to the Cabinet in December 2015 and approved in June 2016. This Strategy has been developed to ensure that the Council takes a longer-term view of the assets required to deliver its Corporate Plan priorities.

13.2 The Council's Capital Strategy is an ambitious mix of regeneration growth and asset availability that will ensure delivery of a range of improved outcomes for its residents. The long term view also aims to secure stability for financial planning purposes as Government support reduces and the Council becomes more reliant on locally determined sources of funding such as Council Tax and Business Rates.

13.3 The MTFS capital programme funding assumes a mix of central government grant funding, funding from other public bodies (such as the GLA and TfL), developer contributions, and prudential borrowing. Borrowing has an on-going impact on the Council's revenue budget and must be affordable. Such borrowing is closely controlled by legislation defined under the Prudential Code for capital expenditure and is monitored through the Council's treasury management strategy statement and quarterly performance reports. To the extent that grant and other sources of capital financing do not meet the cost of the capital programme, there are two main options for borrowing:

- Temporary borrowing, pending the realisation of future capital receipts, providing that there is certainty over the amount and timing of the receipt;
- Prudential borrowing on an on-going basis to finance that capital expenditure that cannot be met from capital receipts.

13.4 The table below reflects the revised delivery assumptions of the capital over the Council's 5-year MTFS period (including the estimated 2017/18 capital outturn) and net borrowing requirement.

Table 13.1: Summary of Revised Capital Programme (2017/18-2022/23)

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	TOTAL
	(£,000)	(£,000)	(£,000)	(£,000)	(£,000)	(£,000)	(£,000)
Priority One	8,646	8,393	13,622	7,028	3,001	2,166	**42,857**
Priority Two	3,078	4,123	2,203	2,003	2,003	2,003	**15,413**
Priority Three	14,332	16,193	16,707	11,409	10,979	11,109	**80,729**
Priority Four	24,000	67,037	57,336	85,599	50,966	52,861	**337,797**
Priority Five	3,522	25,525	25,525	4,934	525	525	**60,556**
Priority Six	6,735	15,416	5,605	975	1,035	950	**30,716**
Total	**60,312**	**136,687**	**120,998**	**111,948**	**68,509**	**69,614**	**568,067**
Borrowing	36,458	61,596	45,341	46,473	28,529	16,657	**235,054**

13.5 Throughout 2017/18 there have been changes to the core programme approved by Cabinet in June 2016 and a re-profiling of expenditure. These changes have been reported through to Cabinet as part of the budget monitoring report and have been incorporated into the table above. The table above also includes substantial slippage from 2017/18 into future year's budgets.

13.6 As part of the budget setting process, service areas were invited to submit bids for capital resources. These have been assessed by Capital Board and a number of schemes are recommended for inclusion within the programme. These schemes are outlined below:

Priority 1

13.7 There no new schemes proposed for the P1 capital programme. Officers are working on a detailed, evidenced based, programme of works to enhance the

condition and suitability of the Council's schools. At this stage there are no detailed additional proposals for this priority's capital programme.

Priority 2

13.8 Within the draft capital programme there is an allowance of £1.5m for the conversion and adaptation of properties to enable supported living. This will support independence and reduce the need for more costly forms of support.

Priority 3

13.9 The current capital programme has a budget for Parkland Walk Bridges of £1.1m (£0.5m 2017/18, £0.3m 2018/19 and £0.3m 2019/20). Initial surveys have indicated that the budget allocated is insufficient to effect the repairs required. The draft capital programme increases the budget to £1m per annum in 2018/19-2021.

13.10 There are two separate proposed multi use games areas (MUGA) within the draft capital programme. The first is at Down Lane and is to convert an unused car park area and provide a 3G MUGA. This is to be funded via SECTION 106 contributions. The second is at Bull Lane Playing Fields (BLPF).

13.11 The Council has been successful in getting to the second round of bidding to the Football Foundation for funding to provide a two 3G pitch facility at BLPF, with ancillary infrastructure. The overall cost of the project is £3.6m with the Council providing the site and £1.4m, should the Council be successful. There will be revenue savings of £27k on the maintenance and rates on the BLPF, as well as other savings across the parks service. These other savings are being worked through so as to contribute to the achievement of the MTFS.

Priority 4

13.12 There are a number of changes proposed in the draft capital programme. Elsewhere on the agenda there is a report seeking authority to enter into a funding agreement with Argent Related Ltd to undertake works on the bus station in Tottenham Hale as part of the regeneration strategy for the area. The draft capital programme assumes that the recommendation to enter the funding agreement is accepted. The effect of these changes is to increase the overall cost of the scheme by £5.965m, with £1.3m being met by additional GLA grant. The residual funding requirement of £4.665m is to be met through allocating additional capital receipts from the overall development of £2.665m and to increase the overall level of Section 106 funds allocated to the project. Both these funding sources are as a result of increased housing density levels within the current masterplan for the regeneration of the area.

13.13 Within the current programme, there is a scheme, White Hart Lane Public Realm (LIP) that has been included in the understanding that there would be LIP funding made available from TfL in 2018/19. In late December 2017, TfL informed the Council that they would not be funding this project in 2018/19 but deferring it until 2019/20. The timing of the works for 2018/19 was to coincide with THFC not being in residence, thus minimising the disruption in the area. The draft capital programme includes this scheme in anticipation of the LIP funding being received from TfL in 2019/20. The overall scheme cost is £4.3m and the TfL funding when received will cover the cost 100%.

13.14 The Jackson Lane Arts Centre has bid for funding from the Arts Council and requires match funding from the Council. The draft capital programme includes £1m as match funding to the Arts Council bid.

13.15 Bruce Grove Public Realm. The proposed budget for this scheme is £3.3m with approximately 50% contribution from the GLA. It is a programme including decluttering of the pedestrian environment, upgrades to materials use on the carriageway and footway, new crossings, cycle provision, widening of the footway and new lighting, greening and street furniture as appropriate.

13.16 Tottenham High Road Strategy. The proposed budget for this scheme is £0.8m. Following the successful completion of the Growth on the High Road programme for Tottenham work is underway to prepare a new strategy and 10-year delivery plan for Tottenham High Road. The strategy will be finalised in early 2018/19 and funding for design development will be required to progress projects and grant funding bids.

13.17 There is also a Strategic Regeneration Initiative budget to support new strategic regeneration initiatives in the borough

Priority 5

13.18 A provision is made to cover the potential costs of putting in place a temporary accommodation acquisition programme subject to further reports.

Priority X

13.19 This priority now contains a Responsiveness Fund of £3.5m per annum for two years. The fund is there to allow timely responses to made to in year requests and new initiatives. It is primarily there to support in-year bids for match funding requests. The allocation of funds from the Responsiveness Fund will be undertaken by Capital Board (in line with the current authority levels contained within Standing Orders).

13.20 The main capital financing elements of the £507.8m 5-year programme are Grants at £99.4m (19.6%), Developer contributions at £193.2m (38.1%), and Retained Capital Receipts £16.3m (3.2%), use of reserves £0.3m (0.1%). The balance of £198.6m (39.1%) will need to be borrowed.

Table 13.2: Capital Programme Funding Analysis (2018/19 – 2022/23)

Capital Programme, 5 Year MTFS Overview	2018/19 Budget	2019/20 Plan	2020/21 Plan	2021/22 Plan	2022/23 Plan	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Reprofiled Expenditure	**136,687**	**120,998**	**111,948**	**68,509**	**69,614**	**507,755**
Funding						
Grants	33,056	25,274	18,153	13,346	9,568	99,397
Use of Reserves	0	100	0	0	124	224
Developer Contributions	34,535	42,783	45,998	26,634	43,265	193,215
Retained Receipts	7,500	7,500	1,323	0	0	16,323
Borrowing	61,596	45,341	46,473	28,529	16,657	198,596
Total	**136,687**	**120,998**	**111,948**	**68,509**	**69,614**	**507,755**

13.21 The proposed capital programme is set out at appendix 3 of this report.

MTFS Affordability and Governance

13.22 Members consider annually, as part of the Treasury Management Strategy Statement (TMSS), a number of prudential indicators which are largely concerned with ensuring the affordability of capital expenditure decisions. The TMSS also includes the Council's MRP policy statement.

13.23 Any proposed revisions to the current policy statement arising from the Section 151 Officer's review will be presented to the Council's appropriate Committees for scrutiny/agreement prior to submission to Full Council for approval.

Other Considerations

13.24 As with any longer term strategy, there is a need to undertake regular reviews of detailed action plans to take account of changing circumstances.

13.25 As stated above, there is likely to be a need to revise the capital programme, subject to appropriate approvals, to take account of changes to existing schemes or to fund new schemes and in particular to take advantage of additional external funding or capital receipts.

13.26 The Council's regeneration projects are likely to have further impacts on the Council's capital programme, which will need to be taken into account in future updates

13.27 The current capital programme contains provision for funding certain elements of the proposed schemes but these may need to be revised as the regeneration projections progress.

14 Housing Revenue Account (HRA)

Housing Rents

14.1 The HRA is the Council's record of the income and revenue expenditure relating to council housing and related services. Under the Local Government and Housing Act 1989, the HRA is ring-fenced and cannot be subsidised by increases in council tax. Equally, any surplus in the HRA or balances held in reserves cannot be transferred to the General Fund. Since April 2012, the HRA has been self-financing. Under self-financing Councils retain all the money they receive from rent and use it to manage and maintain their homes.

Housing Rents

14.2 The Council is required to comply with section 23 of the Welfare Reform and Work Act 2016 by reducing tenants' rents (excluding service charges) by 1% each year for four years starting from 1 April 2016.

14.3 From 2 April 2018, all rents including sheltered housing and affordable rents will be reduced by 1%. However, shared ownership rents will increase by 2% (CPI rate at September 2017 plus 1%) as the Act exempts these properties from the rent reductions.

General needs and sheltered / supported housing

14.4 This is the third financial year that rents in general needs properties are to be reduced by 1% but the first rent reduction for tenants living in sheltered/supported housing. Under the original rent restructuring regime, these rents would have increased by 4% (CPI at September 2017 of 3% plus 1%) from next April.

14.5 Provisional rents for general needs and sheltered/supported housing for 2018/19 have been calculated so that the rent paid by existing tenants is reduced by 1% from the 2017/18 levels. On this basis, the current average weekly dwelling rent will reduce by £1.04 from £103.89 to £102.85. The potential rental income budget for 2018/19 will reduce by £767k against the budget for 2017/18. Table 14.1 below sets out the average weekly dwelling rents for 2018/19 by property size.

14.6 The government announced in October 2017 that annual increases in social housing rents will return to CPI plus 1% for the next five years after the statutory rent reduction ends in March 2020. This provides certainty regarding rental income in the short to medium term.

14.7 The current policy of increasing rents to the 2015/16 formula rent (adjusted for 1% reduction each year thereafter) on new secure tenancies will continue.

Table 14.1: Proposed rents for general needs and sheltered / supported housing

Number of Bedrooms	Number of Properties	Current average weekly dwelling rent 2017/18	Provisional average weekly dwelling rent 2018/19	Proposed average rent decrease	Percentage decrease
Bedsit	135	£84.16	£83.31	-£0.84	-1%
1	5,432	£89.19	£88.30	-£0.89	-1%
2	5,190	£103.95	£102.91	-£1.04	-1%
3	3,751	£119.08	£117.89	-£1.19	-1%
4	591	£135.45	£134.10	-£1.35	-1%
5	104	£158.77	£157.18	-£1.59	-1%
6	14	£164.88	£163.23	-£1.65	-1%
7	2	£156.01	£154.45	-£1.56	-1%
8	1	£176.62	£174.85	-£1.77	-1%
All dwellings	15,220	£103.89	£102.85	-£1.04	-1%

New build

14.8 On 12 July 2016, the Cabinet approved the rent levels for new homes built under the Council's New Build Infill Programme. Rents in new build homes are set in accordance with the affordable rents guidance set out in the draft Housing Strategy. Phase 1 of the programme has delivered fifteen new homes which are let at affordable rents. A further four shared ownership homes have also been delivered. Affordable rents will reduce by 1% from their current levels with effect from 2 April 2018. These rents will also be further reduced over the next year.

14.9 The current average weekly rent of £248.14 will reduce by £2.48 to £245.66 per week. There is a range of affordable rents across different sizes of properties. Table 14.2 sets out the provisional average weekly affordable rents for 2018/19 by property size.

Table 14.2: New build Average Weekly Affordable Rent (2018/19)

Number of Bedrooms	Number of Properties	Current average weekly rent 2017/18	Provisional average weekly rent 2018/19	Proposed average rent decrease	Percentage decrease
1	1	£209.41	£207.32	-£2.09	-1%
2	5	£232.77	£230.44	-£2.33	-1%
3	5	£223.37	£221.14	-£2.23	-1%
4	2	£294.06	£291.12	-£2.94	-1%
5	2	£321.92	£318.70	-£3.22	-1%
All dwellings	15	£248.14	£245.66	-£2.48	-1%

Service charges

14.10 In addition to rents, tenants pay service charges for services they receive which are not covered by their rent. Service charges must be set at a level that recovers the cost of the service. The Council's policy has been to set charges at the start of

each financial year to match budgeted expenditure. Therefore, the weekly amount is fixed and a flat rate is charged.

14.11 Charges are calculated by dividing the budgeted cost of providing the service to tenants by the number of tenants receiving the service. The amount tenants pay increases where the cost of providing the service is anticipated to increase. Equally, charges are reduced when the cost of providing the service reduces or where there has been an over-recovery in the previous year.

14.12 Tenants currently pay for the services listed below:

- Concierge
- Grounds maintenance
- Caretaking
- Street sweeping (Waste collection)
- Light and power (Communal lighting)
- Heating (including Gas or Oil/Electricity)
- Integrated reception service (Digital TV)
- Estates road maintenance
- Bin and chute cleaning

14.13 Tenants will no longer be charged for bin and chute cleaning as the service is being replaced by periodic cleaning of refuse chutes in blocks.

14.14 It is proposed to introduce new charges for services that are not covered by the rent but the residents are benefiting from but have not been previously charged for. The new service charges below will be paid by residents receiving the services;

- TV aerial maintenance
- Door entry systems maintenance
- Sheltered housing cleaning service
- Good neighbour cleaning service
- Window cleaning
- Converted properties cleaning

14.15 Table 14.3 below sets out the proposed changes in tenants' existing service charges and the proposed new service charges for 2018/19

Table 14.3 - Proposed Leaseholders' Service Charges (2018/19)

Tenants' service charges	Current Weekly Charge 2017/18 £	Proposed Weekly Charge 2018/19 £	Increase/ (decrease) £	Projected Annual Income £000
Concierge	£15.43	£15.64	£0.21	£1,562
Grounds maintenance	£2.77	£2.81	£0.04	£1,322
Caretaking	£4.02	£4.22	£0.20	£1,613
Street sweeping (Waste collection)	£3.62	£4.42	£0.80	£1,890
Light and power (Communal lighting)	£2.62	£2.39	-£0.23	£1,095
Gas (Elderly Person)	£11.16	£9.58	-£1.58	£188
Gas (Not Elderly Person)	£10.68	£9.16	-£1.51	£52
GLC Heating	£12.23	£10.49	-£1.74	£33
District Heating 6	£10.93	£9.38	-£1.55	£1
Oil/Electricity (Elderly Person)	£8.74	£7.50	-£1.24	£15
Integrated reception service (Digital TV)	£0.77	£0.77	£0.00	£349
Estates road maintenance	£0.57	£0.58	£0.01	£270
Bin and chute cleaning	£0.16	£0.00	-£0.16	£0
TV aerial maintenance	£0.00	£0.18	£0.18	£81
Door entry system maintenance	£0.00	£0.63	£0.63	£285
Sheltered housing cleaning service	£0.00	£2.06	£2.06	£91
Good neighbour cleaning service	£0.00	£1.00	£1.00	£28
Window cleaning	£0.00	£0.50	£0.50	£38
Converted properties cleaning	£0.00	£1.02	£1.02	£75
Proposed tenants' service charge income				£8,988

Water rates

14.16 The Council collects weekly water rates on behalf of Thames Water Utilities Ltd from tenants if the water supply to their home is unmetered. The amount is set by Thames Water based on the rateable value of each property.

14.17 The weekly water rates to be paid by each tenant in 2018/19 will be provided by Thames Water in March 2018. Tenants will be notified accordingly.

Commercial Rents

14.18 Following the Cabinet decision in July 2017, most of the commercial portfolio within the HRA have been transferred to the General Fund. Therefore, most of the income and expenditure relating to Commercial properties is now accounted for in the General Fund.

HRA Expenditure

14.19 The Council's Arm's Length Management Company (ALMO), Homes for Haringey manages the dwellings stock and garages on behalf of the Council. The management fee the council pays for these services is budgeted at £40.14m for 2018/19 compared to £40.03m budgeted in 2017/18. The increase in the main is due to 1% pay award increase in staffing salary budgets and a reduction in the Pension contribution costs.

14.20 Other significant items of expenditure include the capital financing charge and depreciation. The capital financing charge is the interest on HRA loans and internal funding and is budgeted at a lower level than 2017/18 due to reduced borrowing

rates. Depreciation charge from this year and going forward will be based on a weighted average life (based on components).

HRA Budget 2018/19

14.21 The 2018/19 HRA budget surplus remains at £16m for 2018/19. This surplus will be added to HRA reserves to fund future capital works.

14.22 In previous years, the HRA has held the budget for Community Alarms. This is an emergency service that is provided 24 hours/365 days a year by the Community Alarm Service team. Service users are mainly older and vulnerable people who live in and outside the borough who are provided with a personal security system to enable them live safely in their homes. A fee is charged for using the service where appropriate. All the applications and assessments for community alarms are processed by the teams in Adult services. Due to this, it is proposed from 1st April 2018 onwards, the budget for Community Alarms will sit with Adult Social Care, and hence the HRA will no longer need to make any budget provision for this service.

14.23 There are a number of new initiatives being developed which may impact on the overall HRA budget for 2018/19. Any impact on the HRA revenue budget position will be highlighted in any report to Cabinet or Council.

HRA Capital Programme 2018/19

14.24 In October 2016, Cabinet approved a new standard for investment in the Council's housing stock and delegated the authority to approve the detailed asset management plan and investment programme to the Director of Regeneration, Planning and Development after consultation with the Lead Member for Housing and the Chief Finance Officer. The proposed capital programme for all HRA schemes for 2018/19 is included at Appendix 4.

14.25 The new standard requires an investment of around £264.3m over the next five years. The Capital budget of £11.5m indicated for remedial works on Broadwater Farm is currently an estimate only based on initial desktop analysis of options. Officers are currently working on establishing a robust budget figure.

Development of HRA Business Plan

14.26 Production of an HRA Business Plan is not a statutory requirement, but is considered by the Chartered Institute of Housing (CIH) and Chartered Institute of Public Finance and Accountancy (CIPFA) to be good practice. It is particularly important for Haringey given the size of its housing stock and the scale of potential movements in stock numbers over the coming years. A good business plan provides a framework for future investment and other housing policy decisions.

14.27 This report outlines proposals for changes in rents and other charges for HRA properties in order to balance the Housing Revenue Account (HRA) for 2018/19 and the HRA business plan for five years from 2018/19 to 2022/23.This report sets out the proposed 2018/19- 2022/23 budget for the HRA.

14.28 The Business Plan for the next 10 years ensures a reserve balance of £10m. The capital borrowing headroom at the beginning of 2017/18 was £56.4m and this is forecast to increase to £73.5m at the beginning of 2018/19. This additional

borrowing headroom has allowed the HRA Capital Programme to be increased to around £264.3m over the next five years (as noted at 14.25 above), instead of £200m under the previous Business Plan. This will allow the Council to reach its Decent Homes target more quickly than under the previous Business Plan.

14.29 There is an ongoing inquiry into the Grenfell Fire tragedy and a review into Building Regulations. Once these reports are complete there may be additional requirements relating to fire safety in Council blocks. £16m has been set aside in the Business Plan to allow for any associated costs.

14.30 The Council's ongoing local initiatives include major estate regeneration programmes, at High Road West and Northumberland Park. There are several issues relating to these developments which may impact directly on the long-term position of the HRA, which will need to be reviewed and incorporated into the HRA Business Plan as an ongoing exercise including the valuation of the sites disposed of, the new dwellings acquired and the related impact on the housing stock and HRA debt.

14.31 In order to fund the 5 year capital programme it has become necessary to borrow funds over the next 5 years starting in 2018/19. It is estimated that the HRA will need new borrowing of £24m in 2018/19.

Government Policies

14.32 The Housing and Planning Act 2016 introduced the mechanism to enforce a levy on Councils' HRAs to government, which they expected would be funded through Councils selling their most valuable homes when they become vacant. The policy was intended to fund an extension of the Right to Buy to Housing Association tenants. However, this policy has yet to be implemented and the Secretary of State for Housing at the time stated in a letter to a London councillor that "local authorities will not be expected to make a payment in 2017/18 or in 2018/19".

14.33 In October, the government announced a return to Consumer Price Index (CPI) plus 1% rent rises for five years after 2020. This has been factored into the Business Plan.

14.34 The Chancellor announced in the Autumn Budget 2017 that the Government will lift Housing Revenue Account borrowing caps for councils in areas of high affordability pressure. Local authorities will be invited to bid for increases in their caps from 2019/20, up to a total of £1 billion by the end of 2021/22.Officers will assess the possibility for Haringey to obtain additional borrowing capacity to allow additional investment in its housing priorities.

15 Dedicated Schools Budget (DSB)

15.1 The Dedicated Schools Budget is substantially funded from the ring-fenced Dedicated Schools Grant and two other funding streams (Pupil Premium and Post 16 Grant) which are, in effect, passported to schools. Spending must be consistent with the requirements of the prevailing Schools and Early Years Funding Regulations and there are requirements about whether Schools Forum has a decision-making or a consultative role in determining budget levels for each year.

15.2 The financial position reported to Schools Forum in January 2018 set out the prevailing financial position. There are budget pressures within both the Early Years Block and High Needs Block and this will reduce available DSG reserves to a surplus of £0.72m (£2.8m surplus, 2016/17) by the end of 2017-18 financial year.

15.3 Table below sets out Haringey's Dedicated Schools Grant allocations for 2017-18, including the minimum rebased DSG baseline allocation for 2018-19, the provisional National Funding Formula DSG allocations for 2018-19 and the illustrative National Funding Formula for 2019-20.

Table 15.1: Haringey's Dedicated Schools Grant Allocation

Dedicated Schools Grant	2017-18 DSG allocations as at 10 Oct 2017	2018-19 Funding allocation as at 19 Dec 2017	2019-20 Illustrative NFF
	£'000	£'000	£'000
Schools Block	195,290	195,299	194,240
Central School Services Block	0	3,090	2,990
Early Years Block	18,670	20,264	18,670
High Needs Block	35,850	35,804	35,930
Total DSG	249,810	254,457	251,820

15.4 The items that were previously top sliced as Centrally Retained elements in Schools Block have been rebased into Central School Services Block (CSSB) in 2018-19 and 2019-20 under the National Funding Formula.

15.5 Overall, Haringey received a provisional increase of 1.9% in its DSG allocation which is equivalent to £4.65m. This is based on October 2017 census pupil numbers of 33,724.

15.6 The 2018/19 funding allocation to Haringey for CSSB and Early Years Block increased by £3.09m and £1.6m respectively. The Schools and High Needs Block element of the DSG remained relatively flat.

DSG Reserves

15.7 DSG Reserves is expected to close with a surplus of £0.72m at the end of 2017-18 – a significant decrease from the 2016/17 surplus balance of £2.8m. The below table sets out the projected closing position for the DSG in 2017/18.

Table 18.2: Projected DSG Reserves Position at 31 March 2018

DSG Reserves	Schools Block	Early Years Block	High Needs Block	DSG Reserve
	£'000	£'000	£'000	£'000
2017-18 Opening Balance	(815)	(1,985)	0	(2,800)
2017/18 Movement	200	1,100	780	2,080
Projected 2017-18 Balance c/f	(615)	(885)	780	(720)
Projected 2018-19 Opening Balance	(615)	(885)	780	(720)

16 MTFS Consultations Outcomes and Findings

16.1 In December 2017, the Cabinet agreed to begin the necessary statutory consultation on the Medium Term Financial Strategy and proposals set out in that report, running from 19th December 2017 through to January 23rd 2018.

16.2 The Council undertook a pre-budget engagement exercise consisting of a series of events and activities during October and November 2017.

16.3 Detailed information was made available in the following ways:

- Dedicated pages on our website;
- An on-line survey available on the Haringey Council;
- Three drop-in sessions were held at our Hornsey, Marcus Garvey Wood Green libraries;
- Hard copies of the budget proposals were available at all libraries in the borough Haringey People Online referred to budget proposals each week during the consultation people – this email is sent directly to residents who have signed up to My Account;
- Regular social media promotion;
- Engagement with local media;
- Publicised through our partners and volunteer organisations;

16.4 A more detailed summary of the consultation process together with a breakdown of responses, is appended to the Cabinet report at Appendix 8. Having taken these into account, this report not propose any amendments to the proposals being put to Council.

17 Overview and Scrutiny

17.1 As part of the Council's governance arrangements for scrutiny of the Medium Term Financial Strategy, the Council's Overview and Scrutiny Committee and Panels have scrutinised all of the savings proposals presented to the December 12 Cabinet.

17.2 Following consideration by Cabinet, all four Scrutiny Panels met in December 2017 to scrutinise the draft budget proposals that fell within their portfolio areas:

- Children and Young People Scrutiny Panel (Priority 1)
- Adults and Health Scrutiny Panel (Priority 2)
- Environment and Community Safety Scrutiny Panel (Priority 3)
- Housing and Regeneration Scrutiny Panel (Priority 4 and Priority 5)

17.3 In addition, the Overview and Scrutiny Committee met on 11th January to consider proposals relating to Priority X (Enabling).

17.4 Cabinet Members, senior officers and finance leads were in attendance at each meeting to present proposals and to respond to questions from members. For some of the proposals, additional information was requested. These were considered by the Overview and Scrutiny Committee on 29th January, along with emerging recommendations from each Panel, ahead of final recommendations being agreed and referred to Cabinet.

17.5 The key recommendations from the Overview and Scrutiny Committee and Cabinet Member responses are attached at Appendix 8.

18 Statutory Officers' comments

Chief Finance Officer Comments

18.1 Under Section 25 of the Local Government Act 2003, the Section 151 Officer is required to include in the Budget Report a statement of their view on the robustness of any estimates for 2018/19 and the MTFS period to 2022/23 and the adequacy of proposed earmarked reserves and balances included in the report.

18.2 This budget has been prepared in line with guidance from the Section 151 Officer. Cabinet has received quarterly budget monitoring reports identifying in-year spending pressures. Furthermore, continuing service and budget pressures have been identified through the development process of the MTFS.

18.3 The process of identifying and developing savings has been a continuous one. Additionally, service managers have been required to categorise the degree of risk in respect of proposed savings included in the 2018/19 budget and MTFS.

18.4 The revenue implications arising from the 10-year Capital Strategy have been incorporated within the proposed budget and MTFS period.

18.5 All of these measures are part of the assurance to the Section 151 Officer regarding the robustness of all estimates contained within this report based on financial information available at the time.

18.6 Given the current level of savings assumed in the MTFS, a Budget Resilience Reserve has been established to ensure that the Council is able to mitigate any delays in the savings delivery. This reserve is a 'port of last resort' and does not diminish the requirement for services to deliver savings as planned.

Comments of the Assistant Director of Corporate Governance Comments

18.7 The Local Authorities (Standing Orders) (England) (Regulations) 2001 and the Budget and Policy Framework Procedure Rules at Part 4 Section E of the Constitution, set out the process that must be followed when the Council sets its budget. It is for the Cabinet to approve the proposals and submit the same to the Full Council for adoption in order to set the budget. However, the setting of rents and service charges for Council properties is an executive function to be determined by the Cabinet.

18.8 Where detailed savings proposals are yet to be developed, the Cabinet will need to ensure that where necessary, consultation is carried out and equalities impact assessments are undertaken and the outcomes of these exercises inform any final decisions.

Equalities Comments

18.9 We are proud of our diversity and of the potential this offers:

- Around 270,000 people live in Haringey (an increase of 13,300 since the 2011 Census). By 2021, it is projected that the population will rise by a further 13,000.
- Over 100 languages are spoken.
- Haringey is the eighth most ethnically diverse in the country; over two thirds of residents are non-White British. English is an additional language for over half our children and young people.
- Haringey is a "young" borough. Children and young people aged 0 to 19 comprise about a quarter of the population.

18.10 Achieving better outcomes and ensuring we have the capacity to deliver against a background of high levels of deprivation is a continuing challenge. Haringey is the sixth most deprived borough in London, mostly related to low incomes, poor housing conditions and high crime. Nearly one third of working-age residents in Haringey earns below the London Living Wage. One in three children live in poverty and one in six live in a household where no adult works. Over 3,000 households live in temporary accommodation.

18.11 There are wide differences in the levels of deprivation and health; the more deprived the area, the shorter the life expectancy, especially for men, and the shorter the healthy life expectancy. While levels of teenage pregnancy are reducing, the numbers are still high. We also have high levels of childhood obesity, mental illness and sexually transmitted infections.

18.12 Addressing the significant social, economic and health issues are made more difficult by the significant financial challenges the council and the public sector faces.

Our Equalities Duties:

18.13 The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations
  In addition, the Council complies with the Marriage (same sex couples) Act 2013.

18.14 The Act covers nine protected characteristics which are:

- age
- disability
- gender and gender reassignment
- pregnancy and maternity status
- marriage and civil partnership
- ethnicity
- religion or belief
- sexual orientation

18.15 The Public Sector Equality Duty came into force on 5 April 2011. The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities - in shaping policy and delivering services.

18.16 Every person can identify with a combination of these characteristics; we all have an age, a disability status, a gender, our own beliefs and a sexual orientation. The purpose of the equalities monitoring process is to identify where proposals disproportionately impact on those characteristics and to mitigate the impact, ensuring that the council eliminates discrimination, harassment and victimisation; advances equality of opportunity; fosters good relations.

18.17 Haringey Council believes the Equality Impact Assessment process is an important way of informing our decision making process.

18.18 The Corporate Plan 2015-18, sets out how we plan to support Haringey's residents to build a stronger future through 5 priorities:

- Outstanding for all: Enable every child and young person to have the best start in life, with high quality education;
- Empower all adults to live healthy, long and fulfilling lives;
- A clean and safe borough where people are proud to live, with stronger partnerships and communities;

- Drive growth and employment from which everyone can benefit;
- Create homes and communities where people chose to live and are able to thrive.

Haringey's Priorities:

18.19 These are underpinned by 6 cross-cutting principles:

- Prevention and early intervention – preventing poor outcomes for children, young people and adults and intervening early when help and support is needed;
- Tackling inequality – tackling the barriers facing the most disadvantaged and enabling them to reach their potential;
- Working together with communities – building resilient communities where people are able to help themselves and support each other;
- Value for money – achieving the best outcome from the investment made;
- Customer focus – placing our customers' needs at the centre of what we do;
- Working in partnership – delivering with and through others.

18.20 The Council's 2018/19 budget and its Medium Term Financial Strategy (MTFS) 2018/19 – 2022/23 are aligned with the 5 corporate plan priorities. All priorities have delivery plans including a clear vision, objectives and performance indicators that are publicly available so our progress against those targets is transparent.

18.21 The council has ambitious plans for the borough and it is committed to achieving the best outcomes for residents, rather than just managing decline. In the context of delivering millions of pounds of savings, the council will need to make changes to the way it delivers its services. Where budget reductions have adverse impacts on service users, detailed analyses will be conducted to identify and mitigate impact.

18.22 At this stage, the assessment of the potential impact of decisions is high level and has not been subjected to a detailed quantitative and qualitative analysis. This is a live process and, as proposals are developed, full impact assessments will be completed and consulted on to mitigate the impact on groups who share protected characteristics and to ensure that equality considerations are embedded in the decision-making process.

18.23 We have a legal responsibility to ensure that our impact assessments, where needed are an integral part of the formulation of a proposal policy and not justification for its adoption. If a risk of adverse impact is identified, consideration will be given to measures that would mitigate that impact before fixing on a particular solution.

Next steps:

18.24 Tackling inequality is a priority for the council and this is reflected in the objectives and performance targets we have set out in the corporate plan 2015-18, as well as the ambition for the council's borough plan, which will set the vision for Haringey from 2018 to 2022. We have a legal responsibility to ensure that equality objectives are embedded in the plan.

18.25 The new savings proposals in this report are currently at a high level and will be developed further as new operating models, service changes and policy changes are progressed and implemented. Equalities impact assessments will be developed as part of this process.

19 Use of Appendices

Appendix 1 – General Fund Revenue MTFS 2018/19-2022/23

Appendix 2 – HRA Revenue Budget 2018/19

Appendix 3 – General Fund MTFS Capital Programme 2018/19-2022/23

Appendix 4 – HRA Capital Programme 2018/19

Appendix 5 – Dedicated Schools Budget 2018/19

Appendix 6 – General Revenue Budget 2018/19

Appendix 7 – Overview and Scrutiny Committee Recommendations and Proposed Response (To Follow)

Appendix 8 – Summary of Consultation Responses (To Follow)

Appendix 9 – MTFS Savings Proposal Summary

- Annex 1 – P1 Savings
- Annex 2 – P2 Savings
- Annex 3 – P3 Savings
- Annex 4 – P4 Savings
- Annex 5 – P5 Savings
- Annex 6 – PX Savings

Appendix 10 – Calculation of 2018/19 Council Tax Base

Appendix 11 – Flexible Use of Capital Receipts Policy

20 Local Government (Access to Information) Act 1985

20.1 For access to the background papers or any further information, please contact Oladapo Shonola, Lead Officer – Budget and MTFS.

HARINGEY GENERAL FUND BUDGET 2018/19 AND MEDIUM TERM FINANCIAL PLAN 2018/23

Appendix I

	2017/18 Budget	Movement	2018/19 Budget	Movement	2019/20 Projected	Movement	2020/21 Projected	Movement	2021/22 Projected	Movement	2022/23 Projected
Services	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Priority 1	56,273	(1,748)	54,525	(310)	54,215	0	54,215	0	54,215	0	54,215
Priority 2	91,130	680	91,809	10	91,820	65	91,885	189	92,073	319	92,393
Priority 3	29,580	(1,660)	27,920	(150)	27,770	0	27,770	0	27,770	0	27,770
Priority 4	4,766	(50)	4,716	0	4,716	0	4,716	0	4,716	0	4,716
Priority 5	19,883	(50)	19,833	(120)	19,713	0	19,713	(0)	19,713	0	19,713
Priority X	38,507	(226)	38,281	(3,725)	34,556	(1,500)	33,056	(20)	33,036	0	33,036
Non Service Revenue	15,624	(3,590)	12,034	14,451	26,485	2,147	28,632	5,146	33,779	5,558	39,337
Further Savings to be identified	0	0	0	(6,987)	(6,987)	(387)	(7,374)	(504)	(7,878)	0	(7,878)
Contribution to/(from) Reserves and Balances	0	110	110	(185)	(185)	185	0	0	0	655	655
Total Budget Requirement	**255,762**	**(6,644)**	**249,228**	**2,984**	**252,102**	**510**	**252,613**	**4,811**	**257,424**	**6,532**	**263,956**
Funding											
New Homes Bonus	5,712	(2,976)	2,736	(36)	2,700	0	2,700	0	2,700	0	2,700
Adult Social Care Grant	1,195	(1,195)	0	0	0	0	0	0	0	0	0
Revenue Support Grant	38,590	(38,590)	0	(8,561)	(8,561)	(1,626)	(10,187)	(1,658)	(11,845)	0	(11,845)
Council Tax	93,773	8,544	102,317	5,236	107,554	2,695	110,249	4,358	114,607	4,532	119,139
Retained Business Rates (100%)	22,084	85,385	107,469	2,974	110,443	2,047	112,490	2,097	114,587	2,000	116,587
Top up Business Rates	54,232	(54,232)	0	0	0	0	0	0	0	0	0
Total Main Funding	**215,586**	**(3,063)**	**212,522**	**(387)**	**212,135**	**3,117**	**215,252**	**4,797**	**220,049**	**6,532**	**226,581**
Public Health	20,742	(533)	20,209	(532)	19,677	0	19,678	(0)	19,677	0	19,677
Other core grants	10,653	5,844	16,497	3,793	20,290	(2,607)	17,683	14	17,698	0	17,698
Contribution t/(from)o Reserves and Balances	8,782	(8,782)	0	0	0	0	0	0	0	0	0
TOTAL FUNDING	**255,762**	**(6,534)**	**249,228**	**2,874**	**252,102**	**510**	**252,613**	**4,811**	**257,424**	**6,532**	**263,956**

HRA Revenue MTFS (2018/19 -2022/23) Appendix 2

HRA (Draft) 5 Year Budget	2017/18 Revised Budget £000	2018/19 Draft Budget £000	2019/20 Draft Budget £000	2020/21 Draft Budget £000	2021/22 Draft Budget £000	2022/23 Draft Budget £000
Income						
Dwelling Rental Income	(81,838)	(81,071)	(79,733)	(81,017)	(82,352)	(83,260)
Non Dwelling Rents	(2,997)	(996)	(996)	(996)	(996)	(996)
Hostel Rental Income	(2,337)	(2,250)	(2,231)	(2,269)	(2,269)	(2,269)
Leasehold Service Charge Income	(7,143)	(8,124)	(8,343)	(8,550)	(8,636)	(8,722)
Tenant Service Charge Income	(9,674)	(10,483)	(10,664)	(10,854)	(11,816)	(11,934)
Community Alarm Income	(1,298)	0	0	0	0	0
Miscellaneous Income	(7,077)	(7,491)	(7,432)	(7,398)	(7,398)	(7,398)
Total Income	**(112,364)**	**(110,415)**	**(109,399)**	**(111,084)**	**(113,467)**	**(114,579)**
Expenditure						
Non-HfH Estates Costs	7,485	8,305	8,669	9,136	9,227	9,320
Housing Management Costs & NNDR	6,113	6,644	6,607	6,571	6,637	6,703
Bad Debt Provision	1,022	942	942	942	942	942
Hostel Expenditure	579	594	615	644	650	657
Supported Housing	135	278	318	369	373	376
Community Alarm	1,298	0	0	0	0	0
Regeneration Team Recharge	810	867	875	883	892	901
Other Property Costs	2,438	2,130	2,288	2,463	2,488	2,513
General Fund Recharges	6,379	4,297	4,297	4,297	4,340	4,383
Capital Financing Costs	12,400	10,000	11,100	12,120	7,710	7,618
Depreciation Charge	18,000	20,068	20,122	20,124	20,712	20,722
Management Fee	40,032	40,139	40,139	40,139	40,139	40,139
Total Expenditure	**96,691**	**94,264**	**95,972**	**97,688**	**94,109**	**94,274**
Surplus for the year on HRA services	**(15,673)**	**(16,151)**	**(13,427)**	**(13,396)**	**(19,358)**	**(20,305)**

General Fund MTFS Capital Programme (2018/19 – 2022/23) Appendix 3

Scheme No.	Scheme Description	2017/18 Revised Budget £'000	2018/19 Budget £'000	2019/20 Budget £'000	2020/21 Budget £'000	2021/22 Budget £'000	2022/23 Budget £'000
PRIORITY ONE							
101	Primary School - repairs & maintenance	1,274	1,075	1,030	1,000	1,000	1,000
102	Primary School - mod & enhance (Inc SEN)	4,174	5,447	8,240	1,165	720	525
103	Primary School - new places	773	54	162	39	0	0
104	Early years	0	93	93	93	0	0
109	Youth Services	505	121	14	0	0	0
110	Devolved School Capital	531	531	531	531	531	531
114	Secondary School - mod & enhance (Inc SEN)	920	647	3,552	4,200	750	110
199	P1 Other (inc Contingency & Social care)	469	425	0	0	0	0
PRIORITY ONE TOTAL		**8,646**	**8,393**	**13,622**	**7,028**	**3,001**	**2,166**
PRIORITY TWO							
201	Aids, Adaptations & Assistive Tech -Home Owners (DFG)	2,831	1,503	1,503	1,503	1,503	1,503
206	Community Reablement Hubs	50	0	0	0	0	0
207	New Day Opportunities Offer	197	0	0	0	0	0
208	Supported Living Schemes	0	1,500	0	0	0	0
209	Assistive Technology	0	620	200	0	0	0
210	Capitalisation of Occupational Therapist	0	500	500	500	500	500
PRIORITY TWO TOTAL		**3,078**	**4,123**	**2,203**	**2,003**	**2,003**	**2,003**
PRIORITY THREE							
301	Street Lighting	955	1,000	1,000	1,000	1,000	1,000
302	Borough Roads	3,314	3,000	3,000	3,000	3,000	3,000

Scheme No.	Scheme Description	2017/18 Revised Budget £'000	2018/19 Budget £'000	2019/20 Budget £'000	2020/21 Budget £'000	2021/22 Budget £'000	2022/23 Budget £'000
303	Structures (Highways)	246	1,264	368	0	0	0
304	Flood Water Management	530	560	590	620	650	680
305	Borough Parking Plan	277	300	300	0	0	0
307	CCTV	0	0	0	0	900	1,000
309	Local Implementation Plan(LIP)	3,199	3,199	3,199	3,199	3,199	3,199
310	Developer S106 / S278	1,507	1,700	1,700	1,700	1,700	1,700
311	Parks Asset Management:	388	300	300	300	300	300
313	Active Life in Parks:	376	230	230	230	230	230
314	Parkland Walk Bridges	500	1,000	1,000	1,000	0	0
316	Asset Management of Council Buildings	2,500	2,500	2,500	0	0	0
317	Down Lane Multi Use Games Area (MUGA)	0	420	0	0	0	0
319	Bull Lane MUGA	0	720	2,520	360	0	0
419	NPD Phase 2 LBH Match Funding	540	0	0	0	0	0
PRIORITY THREE TOTAL		**14,332**	**16,193**	**16,707**	**11,409**	**10,979**	**11,109**
PRIORITY FOUR							
401	Tottenham Hale Green Space	308	5,662	4,990	5,946	900	2,680
402	Tottenham Hale Streets	818	14,470	9,017	7,683	5,097	1,363
403	Tottenham Regeneration Fund	0	197	0	0	0	0
406	Opportunity Investment Fund	1,561	208	0	0	0	0
407	Growth on the High Road	53	0	0	0	0	0
411	Tottenham High Rd & Bruce Grove Stn	115	559	0	0	0	0
415	North Tottenham Heritage Initiative	949	1,072	0	0	0	0
418	Heritage building improvements	1,500	1,000	0	0	0	0
421	HRW business acquisition	2,342	8,190	5,847	26,993	9,352	10,496
426	Northumberland Park	100	300	1,500	400	435	0
427	White Hart Lane Public Realm (LIP)	940	2,774	500	0	0	0
429	Site Acquisition (Tottenham & Wood Green)	150	10,000	10,000	8,867	0	0

Scheme No.	Scheme Description	2017/18 Revised Budget £'000	2018/19 Budget £'000	2019/20 Budget £'000	2020/21 Budget £'000	2021/22 Budget £'000	2022/23 Budget £'000
430	Wards Corner CPO	0	8,950	8,950	0	0	0
434	Wood Green Regeneration	316	150	100	0	0	0
435	Wood Green Station Road	160	155	120	0	0	0
438	Vacant possession Civic Centre	2,899	515	72	0	0	0
444	Marsh Lane	1,786	600	821	9,323	4,700	266
445	Hornsey Town Hall	300	90	90	86	0	0
446	Alexandra Palace Heritage	3,294	0	0	0	0	0
447	Alexandra Palace - Maintenance	470	400	400	400	400	400
450	Winkfield Road	779	133	0	0	0	0
452	Low Carbon Zones	170	185	15	0	0	0
462	Western Road Recycling	86	0	0	0	0	0
464	Bruce Castle	80	94	0	0	0	0
465	District Energy Network (DEN)	556	800	800	0	0	0
466	Redevelopment of Waltheof Gardens	15	0	0	0	0	0
467	Contribution to Community Events & Public Space (THFC)	4,000	1,000	0	0	0	0
468	Keston Road (Maya Angelou Contact Centre)	253	289	0	0	0	0
469	Re-provision of schools in North Tottenham area	0	500	4,000	20,000	12,000	600
470	Wood Green HQ, Library & Customer Service Centre	0	250	950	2,400	6,000	8,400
471	Tailoring Academy Project	0	655	0	0	0	0
472	JLAC Match Fund	0	0	500	500	0	0
473	Bruce Grove Public Realm	0	2,800	500	0	0	0
474	Tottenham High Road Strategy	0	800	0	0	0	0
475	Tottenham Green Public Realm Scheme Phase 2	0	600	0	0	0	0
476	HDV Acquisitions & Receipts	0	1,639	5,163	0	12,082	28,657
477	Strategic Regeneration Initiatives	0	2,000	3,000	3,000	0	0
PRIORITY FOUR TOTAL		**24,000**	**67,037**	**57,336**	**85,599**	**50,966**	**52,861**
PRIORITY FIVE							
505	TA Solutions	500	0	0	0	0	0

Scheme No.	Scheme Description	2017/18 Revised Budget £'000	2018/19 Budget £'000	2019/20 Budget £'000	2020/21 Budget £'000	2021/22 Budget £'000	2022/23 Budget £'000
506	TA Property Acquisitions Scheme	2,497	0	0	0	0	0
509	CPO - Empty Homes	525	525	525	525	525	525
510	Tempory Accommodation Acquisition Programme	0	25,000	25,000	4,409	0	0
PRIORITY FIVE TOTAL		**3,522**	**25,525**	**25,525**	**4,934**	**525**	**525**
PRIORITY SIX							
601	Business Imp Programme	608	3,204	0	0	0	0
602	Corporate IT Board	533	3,934	0	0	0	0
603	ICT Shared Service - Set Up / Seed Money	1,679	821	0	0	0	0
604	Continuous Improvement	843	2,256	950	950	950	950
605	Customer Services (Digital Transformation)	1,494	0	0	0	0	0
606	Hornsey Library Refurbishment	91	810	99	0	0	0
621	Libraries IT and Buildings upgrade	52	592	1,056	25	85	0
639	Ways of Working	660	300	0	0	0	0
698	Responsiveness Fund	0	3,500	3,500	0	0	0
699	P6 - Approved Capital Programme Contingency	775	0	0	0	0	0
PRIORITY SIX TOTAL		**6,735**	**15,416**	**5,605**	**975**	**1,035**	**950**
OVERALL TOTAL		**60,312**	**136,687**	**120,998**	**111,948**	**68,509**	**69,614**

HRA Capital Budget (2018/19 – 2022/23) Appendix 4

5 Year HRA Draft Capital Budget	2018/19 Draft Budget £000	2019/20 Draft Budget £000	2020/21 Draft Budget £000	2021/22 Draft Budget £000	2022/23 Draft Budget £000	Draft Total Budget £000
Stock Investment Programme	51,310	60,000	53,000	50,000	50,000	264,310

HRA Draft Capital Programme 2018/19

Capital Programme	2018/19 £'000
Stock Investment Programme	
Professional Fees	2.00
Boilers	3.25
Decent Homes	12.20
Mechanical and Electrical	2.35
Lifts	0.72
H+S/Structural Works	6.56
Noel Park	3.00
Stock Survey	0.28
Capitalised voids	0.40
High Cost Voids	0.50
Estate Improvements	0.75
Design Only Programme/Procurement	1.80
Broadwater Farm Remedial Works	11.50
Set Aside Pending Building Regs Review	6.00
Total Stock Investment	**51.31**
Estate Regeneration	
High Road West Leaseholders	3.00
High Road West Leaseholders and Disturbance	0.12
500 white Hart Lane	4.42
Total Estate Regeneration	**7.54**
Total HRA Capital Programme	**58.85**
Financed by :	
HRA Reserves	15.19
Major Repair Reserves	20.07
Borrowing	23.59
Total Financing	**58.85**

Appendix 5

Dedicated Schools Budget (2018/19)

Allocation agreed by Schools Forum	Proposed Budget 2018-19 (£'000)	Proposed Budget 2018-19 (£'000)
Amount distributed to Primary and Secondary Schools after de-delegation and central education services (former ESG)		**194,018**
Support for Underperforming Ethnic Minority Group	0	
Contingency for Schools in Financial Difficulty	179	
Trade Union Facilities Time - Primary	117	
Total De-delegation		**296**
Total budget allocation for Schools Block	**296**	**194,314**
Attendance and Welfare Service	0	
ESG transferred to DSG - Other Statutory and Regulatory Duties	378	
ESG transferred to DSG - Statutory Education Welfare Service	172	
Growth Fund	985	
School Standards	424	
LAC Placements	800	
Early Help	350	
Servicing of Schools Forum	10	
Admissions	300	
Governor Support	130	
Music & Performing Arts	168	
Support Costs	192	
CLA & MPA Licences	166	
Total Central School Services Block		**4,075**
Funding for Settings		
3 & 4 Year olds base rates	11,873	
3 & 4Year olds supplements	3,660	
2 Year Olds Programme	2,436	
Early Years Pupil Premium	158	
Supplementary funding for Maintained Nursery Schools (MNS)	1,255	
Disability Access Fund	60	
Provision for transitional withdrawl of Childcare Subsidy	720	**20,161**
Centrally Retained budgets		
Early Years Quality Team	441	
EH Commissioning	228	
Overheads	0	
TU Representation	18	
Contingency	135	**823**
Total budget allocation for Early Years Block		**20,984**
Recoupment for places from EFA	2,156	
High Needs Placement Funding (Maintained)	5,210	
Local Authority Services	6,057	
Independent & Voluntary Special Schools	5,879	
High Needs Top-up Funding	14,277	
SEN Contingency	1,415	
Early Years SEN	810	
Total budget allocation for High Needs Block		**35,804**
Total Dedicated Schools Budget Allocation 2017/18		**255,177**
Funded from		
Schools Block DSG 2018/19		195,299
EY Block DSG 2018/19		20,264
High Needs Block DSG 2018/19		35,804
Central School Services Block		3,090
Brought forward DSG		720
Total		**255,177**

HARINGEY COUNCIL BUDGET PLAN TO MARCH 2019

	2017/18	Unavoidable Growth	Pre-Agreed Savings	Additional Savings	New Investments	Corporate Adjustments	Other Budget Adjustments	2018/19
Expenditure	**£'000**	£'000	£'000	£'000	£'000	£'000	£'000	**£'000**
Priority 1	**56,273**	0	(1,748)	0		0		**54,525**
Priority 2	**91,130**	(0)	0	(2,390)		0	3,070	**91,809**
Priority 3	**29,580**	0	(1,660)	0		0		**27,920**
Priority 4	**4,766**	0	0	(50)		0		**4,716**
Priority 5	**19,883**	0	0	(50)		0		**19,833**
Enabling	**38,507**	325	(551)	0		0		**38,281**
Non Service Revenue	**15,624**	8,150	0	0	1,000	1,806	(14,546)	**12,034**
Contribution to Reserves and Balances	**-**						110	**110**
Priority Total	**255,762**	**8,475**	**(3,959)**	**(2,490)**	**1,000**	**1,806**	**(11,366)**	**249,228**
Funding								
Core Grants	**31,395**						5,712	**37,106**
New Homes Bonus	**5,712**						(2,976)	**2,736**
Adult Social Care Grant	**1,195**						(1,195)	**-**
Revenue Support Grant	**38,590**						(38,590)	**-**
Council Tax	**93,773**						8,144	**101,917**
Retained Business Rates	**22,084**						85,385	**107,469**
Top Up Business Rates	**54,232**						(54,232)	**-**
Budget Surplus / (Shortfall)	**8,782**						(8,782)	**-**
Total Funding Available	**255,762**	**0**	**0**	**0**	**0**	**0**	**(6,535)**	**249,228**

Budget Scrutiny Recommendations – Overview and Scrutiny Committee

Cross Cutting Issues

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Cabinet Response
N/A	In the context of continuing difficult financial circumstances, and in respect of learning from the experience of the MTFS to date OSC agreed scrutiny should be locked in to the process both of monitoring budget and performance and of evaluating strategy, considering risks and setting out mitigation.	Cabinet to examine how the Council can ensure that meaningful consultation is undertaken in response to the budget setting process.	Yes	The Council is required to consult with residents and businesses on any new budget proposals.
		Cabinet should regularly monitor progress on achievement of savings, and report regularly on budget, including achievement of savings, projections; risk; and mitigation.	Yes	The budget monitoring report is on the Council's forward plan to be considered by Cabinet on a quarterly basis.
		A) Cabinet members and priority leads as appropriate should report to their scrutiny panels, starting in October on: financial performance against budget, risks and mitigation plans, alongside regular reporting on overall priority performance. B) Quarterly briefings prepared for all panel chairs on priority performance, budget, risks and mitigation.		Cabinet Members and officers regularly attend scrutiny panel meetings and will continue to do so.

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Cabinet Response
		Cabinet member for finance should then report to OSC on overall progress against budget, risks and mitigation.		
Any Other Comments				
That OSC look into the impact of austerity and poverty on services across local government. (The piece of work would need to be fully scoped).				

Budget Scrutiny Recommendations – Children and Young People's Scrutiny Panel

Priority 1

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
1.1	Children's Service – service redesign and workforce	The Panel welcome the strategic approach of making investments in the service to realise future savings.	No	
		The Panel welcome the pragmatic approach of bringing services in house, such as the Independent Reviewing Officers, allowing greater control on cost.	No	
		OSC recommend there be meaningful consultation with staff, users and communities to ensure services are delivered effectively, including where savings are required.	Yes	The Cabinet agrees that effective engagement with a range of stakeholders enriches and strengthens proposals for the redesign of services, and should include those directly using the services. An example would be the development of the draft Care Leavers' Strategy which is based on in-depth engagement with young people and will be finalised with the further involvement of a range of stakeholders.

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
		The Panel welcome the efforts to chart and manage risk and would want to see this continue.	No	
		That the Cabinet explore methods of bringing services back-in house, where it is financially viable.	Yes	When services are commissioned or re-commissioned, all possible approaches to service delivery are considered at that point, with a view to identifying the best quality and value approach that achieves the desired outcomes and improvements for children and young people.
1.2	Early Help and Targeted Response	The Panel welcome efforts to intervene earlier in supporting at-risk children, which may reduce longer term costs.	No	
		The Panel welcome efforts to model risk and forecast potential costs by identifying potential costs of different children-related activity and estimating likely uptake.	No	
1.3	New models of care	The Panel note there is a continuing interest in seeking partnership arrangements, and agree that should be on a pragmatic basis.	No	

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
		That OSC is concerned about the viability of the new models of care savings and sought assurances from Cabinet about the potential for the savings figure to be realised.	Yes	The Council is working with partners in light of the changes to safeguarding responsibilities and in response to the recent Joint Targeted Area Inspection to develop a joined up response to children, young people and families with needs in the borough. The emerging model is being developed in partnership and will be brought to Cabinet in order to start a period of engagement with a range of stakeholders. The primary focus of the model is improved outcomes for children, young people and families by working at an earlier stage across a range of partners.
		That Cabinet explore possibilities for further engagement with shared services and the pooling of resources with neighbouring local authorities.	Yes	As noted above, the Council is adopting a multi-agency approach to developing its model of care. As these proposals become more detailed and if appropriate, conversations with neighbouring authorities will be undertaken to determine areas for joint working on a bigger footprint.

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
				The Council is already working with the other NCL authorities to explore ways of jointly commissioning accommodation based and other specialist services.

Any Other Comments		
Panel's work programme	There should be a scrutiny project by the relevant scrutiny panel into the effect of poverty and austerity on child protection, including the cost implications	N/A
	In the context of service design and delivery, the relevant panel should look at models of co-production in the next administration.	N/A

Budget Scrutiny Recommendations – Adults and Health Scrutiny Panel

Priority 2

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
2.1	Haringey Learning Disability Partnership	That further financial and strategic information concerning the evidence base for the Learning Disability budget proposal, especially savings for 2018/19, be made available for consideration by OSC on 29 January before final budget scrutiny recommendations are made. Where possible, this information should be provided for the “mid-way” point.	No - This information was considered by OSC on 29 Jan	
2.2	Mental Health	That further financial and strategic information concerning the evidence base for the Mental Health budget proposal, especially savings for 2018/19, be made available for consideration by OSC on 29 January before final budget scrutiny recommendations are made. Where possible, this information should be provided for the “mid-way” point.	No - This information was considered by OSC on 29 Jan	

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
2.2	Mental Health	**That Cabinet have oversight of the funding available for those with acute mental health needs in a community care setting, and should make representations as appropriate via joint health and care bodies and to NHS England.**	Yes	The Council is working with the four other boroughs and five CCGs in the NCL area to ensure a joined up response on this issue which focuses on the health, wellbeing and quality of life of people with mental health needs living in the community. As well as direct approaches to the Mental Health Trust and to NHS England, to ensure that all those with mental health needs continue to receive the range of support that they require whether in a hospital, forensic or community setting, the Council has also referred the issue to the JHOSC for strategic oversight.
2.3	Physical Support	That further financial and strategic information concerning the evidence base for the Physical Support budget proposal, especially savings for 2018/19, be made available for consideration by OSC on 29 January before final budget scrutiny recommendations are made. Where possible, this information should be provided for the “mid-way” point.	No - This information was considered by OSC on 29 Jan	

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
2.1 2.2 2.3	Haringey Learning Disability Partnership Mental Health Physical Support	That further information on the risks associated with each of the budget proposals be made available for consideration by OSC on 29 January.	No - This information was considered by OSC on 29 Jan	
2.1 2.2 2.3	Haringey Learning Disability Partnership Mental Health Physical Support	**That Cabinet be aware that OSC have significant concerns over the viability of savings proposals to Haringey Learning Disability Partnership, mental health and physical support.**	Yes	The savings proposals for Priority 2 have been made in cognisance of the impact of increasing demand and market pressures for adults with care and support needs. The range of interventions proposed to achieve the required savings is based on evidence drawn from other local authorities and recognise that actions around demand management, market management and operational management are needed. There is a range of risks associated with the delivery of all savings and a risk register has been produced and shared which seeks to set these out. The register identifies actions to mitigate the impact of

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft Response
				these risks and to support delivery of the savings
N/A		That further information on the overspend on care packages be made available for consideration by OSC on 29 January.	No - This information was considered by OSC on 29 Jan	

Any Other Comments		
Panel's work programme	That the panel examine the impact on clients as they go through changes in services provision in relation to the proposed changes to Haringey Learning Disability Partnership, mental health and physical support	N/A

Budget Scrutiny Recommendations – Environment and Community Safety Scrutiny Panel

Priority 3

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft response
3.7	Rationalisation of Parking Visitor Permits	That clarification be provided regarding the concessionary rate for parking visitor permits. N.B. The service has been confirmed that the concessionary rate was reduced from 75 to 65, as recommended by the Overview and Scrutiny Committee in its response to Cabinet on the MTFS dated January 2017	No - This information was considered by OSC on 29 Jan	
3.8	Relocation of Parking/CCTV Process and Appeals	That the equalities impact assessment (EIA) in respect of the proposal to relocate parking/CCTV processes and appeals be circulated to the Panel N.B. The EIA will be circulated to Panel Members	No - This information was considered by OSC on 29 Jan	

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft response
3.2	Charging for Bulky Household Waste	**Given the potential negative impact on recycling levels and a potential increase in fly tipping, that Cabinet re-examine whether the savings proposed are financially achievable in the round.**	Yes	There is no negative impact on recycling as a result of the charge. If residents do not take up the bulky collection it is expected that items will either be taken to the Reuse & Recycle Centre or residents will arrange alternative collections. It is possible that a minority of residents may choose to fly tip their waste, as some do now, but the new charge for collections is unlikely to encourage previously law-abiding residents to change their behaviour in this way. Weekly monitoring does not show any significant increase in fly-tipping since charges were introduced. Fly-tips are collected by Veolia in the same way as bulky waste and will be taken to the Biffa MRF as will items from the reuse and recycle centre. Even if items are fly-tipped rather than collected they will still be recycled.

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft response
				In summary, there is no loss of recycling to the system nor an increase in fly-tipping since charges were introduced. We continue to monitor the take up of bulky waste collections and fly tipping around the borough closely, and are working across services and with Veolia to implement an action plan to reduce this further.
3.1 3.2 3.3	Green Waste Charging Charging for Bulky Household Waste Charging for Replacement Wheelie Bins	**That Cabinet note that OSC have concerns over the proposed charges for green waste and that the possibility of including a concessionary rate be explored as part of the fees and charges setting process.**	Yes	This will be considered as part of the wider review of fees and charges undertaken as part of the 2019/20 MTFS process.
Any Other Comments				

Ref	MTFS Proposal	Recommendation	Cabinet Response Required (Yes/No)	Draft response
3.1	Green Waste Charging	That the Panel continue to monitor the impact of the introduction of charges for replacement bins and collection of green waste and bulky items.	N/A	
3.2	Charging for Bulky Household Waste			
3.3	Charging for Replacement Wheelie Bins			

Budget Scrutiny Recommendations – Housing and Regeneration Scrutiny Panel

Priority 4 & 5

Ref	MTFS Proposal	Recommendations	Cabinet Response Required (Yes/No)	Draft response
4.1	Consultancy Spend (Tottenham Regeneration)	That further information on the Consultancy Spend for Tottenham Regeneration be made available for consideration by OSC on 29 January before final budget scrutiny recommendations are made. This should include information on how the budget was spent in 2017/18 and what the budget will be used for during 2018/19.	No - This information was considered by OSC on 29 Jan	
4.1	Consultancy Spend (Tottenham Regeneration	**That an in-principle target of zero be set for consultancy spend.**	Yes	The Council looks to only use consultants when their specialist skills and the additional capacity they bring to projects are required.
5.1	Reduction in Housing Related Support Budget	None	No - This information was considered by OSC on 29 Jan	
Any Other Comments				
N/A		That a full breakdown of the P4 and P5 budget, for April 2018 – March 2023, be made available for consideration by OSC on	No - This information was	

Ref	MTFS Proposal	Recommendations	Cabinet Response Required (Yes/No)	Draft response
		29 January before final budget scrutiny recommendations are made. This should include information on the capital strategy and HRA.	considered by OSC on 29 Jan	
N/A		That further information on the Consultancy Spend for Wood Green Regeneration be made available for consideration by OSC on 29 January before final budget scrutiny recommendations are made. This should include information on how the budget was spent in 2017/18 and what the budget will be used for during 2018/19.	No - This information was considered by OSC on 29 Jan	

Budget Scrutiny Recommendations – Overview and Scrutiny Committee

Priority – X				
Ref	**MTFS Proposal**	**Recommendation**	**Cabinet Response Required (Yes/No)**	
6.1	Shared Service Centre	Further information be provided on the savings proposed within each area of the Shared Service Centre; the impact in 2019/20 on staffing posts as a result; and the capital costs.	No - This information was considered by OSC on 29 Jan	
6.1	Shared Service Centre	**That Cabinet note OSC concerns about the potential for significant job losses in relation to the savings proposed under Priority X. That Cabinet ensure that there is a full and proper consultation carried out with the trade unions and all effected staff.**	Yes	Noted. Any changes to staffing will be undertaken in accordance with Council policy, including appropriate consultation.
Any Other Comments				
None				

Appendix 8

The Budget Consultation 2018/19

- The council launched its Our Budget consultation on Tuesday 19th December, which ran over a five-week period and closed on the 23rd January 2018.

- The consultation put forward budget proposals for 2018/19, largely based on previous consultation feedback from residents.

- That process, conducted at the end of 2016, saw over 800 residents tell us what their priorities are and highlighted that there was a solid understanding of austerity and the funding challenges local authorities face.

- At the end of 2016, when asked to identify 5 things of the that are most important(Q3) - Children and Families services made up the top three slots in the top five priorities - **School improvement, Early help and prevention** and **family support and safeguarding**. Also making the top five of people's priorities was **Parks**, with 29%, closely followed by **Maintaining Independence**, Under Adults Social care with 27% of respondents opting for this.

- At the other end of the 'most important' spectrum was **Sports development** with just 5% of respondents considering it a priority. This resonated with findings for the question of least important with **Sports development** marginally toping the 'less important' list with 36% of respondents opting for this service, this was closely followed by **Promoting healthy lifestyles** with 34% of respondents choosing this.

The Consultation Process in 2018

- The consultation process included:

    - A budget leaflet outlining our budget, how we spent our budget in 2017/18, and a set of budget proposals for 2018/19.
    - An accompanying questionnaire both hard copy and online
    - Dedicated budget pages on our website outlining our financial challenges and information on ways of getting involved
    - Detailed discussions with the Haringey VCS Forum and Haringey Joint Partnership Board
    - Hard copies of the budget leaflet and questionnaire was sent to all local libraries, partner organisations, voluntary sector groups and businesses in the borough
    - Budget engagement sessions held in three of the boroughs main libraries:

Engagement session	Date

Hornsey Library	Thursday 4 January 2018, 4.30-6.30pm
Marcus Garvey Customer Service Centre	Tuesday 9 January 2018, 4.30-6.30pm
Wood Green Library	Thursday 11 January 2018, 4.30-6.30pm
Haringey VCS Budget Consultation Event Chestnuts Community Centre	Tuesday 9th January 2018
Joint Partnership Board	Thursday 25th January 2018

Contact was also made with the following business groups to highlight the consultation process:

- Wood Green Forum
- Tottenham Traders
- Muswell Hill Traders
- FSB
- North London Chambers of Commerce
- Turnpike Lane Traders Association

- Senior Council officers also met with the Chair of Haringey Business Alliance on 17 January where the budget consultation was specifically discussed;
- All of the businesses who were contacted as part of the business rate relief change last year were emailed directly asking them to engage in the budget consultation

1.7 The consultation questionnaire focused around four main questions:

- Q1. Which proposal do you support?
- Q2. Are there any proposals you think we should not progress and why?
- Q3. Are there any changes or proposals we haven't included that you think we should consider?
- Q4. We have a legal duty to test our proposals to ensure they do not have an unfair or unequal impact on different groups of people within the community. For more information go to www.haringey.gov.uk/budgetequaliies In considering our proposals please let us know if you think there will be any specific equality impacts.

2. 2018 Consultation Findings

- During the five-week consultation period, we received 33 responses to the budget proposals, 24 of which were via our online questionnaire and nine were received by post. We also collated feedback on the proposals from the voluntary sector forum. For full breakdown, please see **Appendix 3.**

- Overall, the responses received from the consultation showed a recognition of the financial challenges facing the Council and the level of savings the Council have to make going forward. Feedback shows many of the respondents were broadly in support of all of the budget proposals. One respondent adding, all of the proposals are reasonable considering the amount of savings required.

- A common theme throughout the feedback is the need to lessen the impact of cuts on the most vulnerable in the community. Hence, there was good support for adult social care precept in order to safeguard those accessing social care. There was also mention of other vulnerable groups such as those with mental health issues. There was good support for the proposal to work with partners to reduce demand on acute services for adults with learning disabilities and poor mental health.

- The only overwhelming objection was for introducing charges for some environmental services and many put forward rational reasoning behind their objections. Salient points from feedback are broken down by each question below.

- Proposals for 2018/19 remain largely in line with those priorities set last year. We have a series of budget proposals that cover each of our five priority areas, and general costs such as office space and administrative functions.

3. Question breakdown

- When asked, ***which proposals do you support?*** The highest proportion of respondents expressed their support for the introduction of an Adult social care precept, providing they see an increase in social care provisions in the borough. One respondent said, while they support the precept, there is a need for the Council to show residents proposals on what this would mean for the future of adult social care in the borough.

- The next most supported proposals were specifically around the council tax freeze, sharing additional services with other councils and helping people access more services and information online. One respondent said they support sharing services with other councils and supports helping people access more services online but only if residents can see a marked improvement in responsiveness and real action to a question/issue.

- When asked, ***Are there any proposals you think we should not progress and why?*** The highest proportion of the respondents said they were against charging for some environmental services. Their main concern being that by introducing charges, they felt people would not pay and would continue to dump rubbish, worsening an already significant problem in the borough. One person said that charging would potentially create more cost in the end through having to clean up the excess fly tips and rubbish. Another argued that charging for garden waste collections is short-sighted and encourages residents to put their garden waste in the general rubbish.

- Freezing the core element of council tax was a common proposal respondents opposed, arguing it should not be frozen again. Some respondents felt that by adding a small percentage to council tax this would raise a substantial proportion of the cuts we are facing. Although this would affect poorer people, the fact is that the poorest can claim it back through Council Tax Reduction Scheme. If taxes are increased, then more should be done to publicise the CRT scheme as many people are not aware they are eligible for CTR based on low income.

- We received a lot of feedback on question 3. ***Are there any changes or proposals we haven't included that you think we should consider?*** A couple of respondents talked about area specific issues but the salient points were mainly made on regeneration and planning. Some of the salient points below:
    - Collection rates for council tax are poor. If they were to increase to the median rate for London boroughs they would boost income by 2.5%, which would significantly reduce the need for cuts in services.
    - Regeneration - You should consider a Brixton Village approach of assessing quality not just who bids the highest for space. In the longer term those businesses will survive and bring in more money to the area as well as improve the overall experience of living here.

- Building community and greening the streets. Both reduce crime, graffiti, dumping, ASB and support well-being. To consider the pockets of deprivation for some of those in the west of the borough.
- You should make sure that the planning department follow up planning applications and, where improvements have been implemented, they should be flagged up with the LVA.
- Raising funds to reverse some of the Council's previous and planned cuts, especially to schools and libraries, and supporting initiatives to discourage car/van use (especially diesel cars/vans).
- The Council should restructure its charges for residents' parking permits and business parking permits so that the cost of each permit is much more closely linked to the vehicle's CO2 emissions, with high emissions vehicles being charged much more, and all diesel vehicles should pay an additional surcharge. To encourage residents to go car-free (and rely on car clubs like Zipcar, public transport, bikes, walking etc)

3.6. There were few responses to Q4. ***We have a legal duty to test our proposals to ensure they do not have an unfair or unequal impact on different groups of people within the community.*** Here are some of the main points:

- Moving more to online contact will impact those with low literacy and computer skills and those with no internet access.
- If you comply with government cuts, it will affect disproportionately on the most disadvantaged. They tend to be the young, the elderly, the disabled, the ethnic minorities, who are often also the poor. Any cuts in local services are likely to have an unequal impact on certain groups of people.
- The proposals on health care for individuals with learning disabilities and poor mental health are unfair. In fact spending needs to be increased for mental health care in particular, if the statistics for the general population (65% showing clinical signs) is to be believed.

4. Feedback from Voluntary Sector Forum

4.1 A discussion with the Voluntary Sector Forum took place on Tuesday 9th January 2018 which, following a detailed presentation of the proposals being consulted on and the wider financial context, considered how they can work alongside the council to deliver services and help meet local needs in the midst of our financial challenges. Attendees said that they can see the increasing pressure on budgets while there continues to be an increase in demand on things like adult social care, children's social care, temporary accommodation and many other services.

4.2 A detailed discussion of the potential benefits of co-location - where there is a multi-agency, multi-statutory central reference point to alleviate the referral process between different organisations such as the NHS, CCG and police – took place. As did a discussion and feedback on the Council's approach to sheltered and supported housing.

4.3 Representative's asked about using different funding streams more flexibly such as CIL and sect.106.

5 Feedback from Partnership Board

5.1 Main points taken from the Joint Partnership board meeting were:

- A view that we should have a prevention Strategy so that we can safeguard spending on prevention and earlier help to make longer term savings;
- Many of the proposals rely on access to community based solutions which in reality often means more of a burden on family carers – should we be doing more to support carers?
- Points raise regarding direct payments; London Living Wage and the supply chain; the HMRC ruling on sleeping/waking nights;
- HMRC ruling on sleeping/waking nights and the impact that may have; and a general recognition of the pressures of the current financial context
- A view that it will not be possible for the council to achieve the savings on the areas highlighted at the presentation as the demand for Adult and Children Social Care continue to grow.
- Prevention: It was agreed that there needs to be more work on prevention strategies and transitions so that in the long term there will be less people with high level needs.
- The strategy of “Diversion at the front door” explicitly states that community and voluntary organisations will be expected to play a greater role in supporting both service users and carers. The voluntary sector in Haringey would benefit from some “seed funding” to support their local activities as their survival is fundamental to the success of this strategy.
- Pressure on social workers and carers- the new savings could lead to biased services with social workers reducing costs of packages and that carers might experience even greater pressure due to the impact of “diversion at the front door”.
- Outsourcing Social Care- The collapse of Carillion has led to questions of outsourcing and wonders if the council has considered a potential collapse in the area of outsourcing social care.

List of consultation responses

Q1. Which proposals do you support?

- Further reducing spend on interim staff and consultants to save more than £50,000 Bringing new investment to Haringey to provide jobs, homes and community facilities and increased income from council tax and business rates. - We should absolutely encourage more diversity in the businesses in Wood Green. It can only help generate more income from tax etc.
- All of them.
- Extra support for the elderly. I support people should be helped to stay in their own home for longer however how do propose to do this?
- Broadly support most proposals
- Based on the limited outline on this section of the Council's website, I support: * The Adult Social Care Precept * Focusing on early help, prevention and family support * Focusing on helping older people to live independently in their own homes * Bringing new investment to Haringey to provide jobs, homes and community facilities
- The increments for social care and policing - PROVIDED we see a visible increase in social care and policing services in the boroough. Moving contact online is a good idea - Wood Green Library si now impossible to use as a library thanks to the noise and the crowds. But if you are going online resource it fully so requests are responded to as quickly as they would in a phone call and not disappear into the ether
- Not adding 2% to council tax on top of the 3% for adult social care. Increasing online contact with council (as long as face to face/phone is still available for those with no internet access). Reducing spend on interim and consultants - the saving here seems low though, £50,000 would not cover many roles.
- The precept for social care.
- The very brief summary of "Our Savings Plans" on the web page linked from this consultation (http://www.haringey.gov.uk/local-democracy/policies-and-strategies/corporate-plan-2015-18/your-haringey-your-future/budget-proposals) seems broadly OK. However, there will be a lot of devil in the detail, and so I am unlikely to support all of the Council's detailed savings plans.
- Social Care precept.
- Social Care precept.
- I support the extra precept for adult social care but I cannot see your proposals for the future, only what you have done in the past. I think you should have done far more to fight the cuts and I think you should minimise cuts and be more proactive in maintaining services. I appreciate the fact that you have not closed libraries and many of your sports facilities continue to be free.

- Yes - To freeze the core element of Council tax to help high need families and low income families. However, I think it might not be possible to continue freezing for the upcoming years and as a Council, you cannot please residents and residents take it as false promises; but it might be worth thinking of coming terms with this when funding decreases rapidly or gradually. Maybe showcasing how much the average Haringey Council tax has been frozen for the the nine consecutive years could give us a picture whether residents of Haringey are paying a decent amount of Council tax compared to other neighbouring London boroughs. Who knows, probably other borough residents are paying more or less than Haringey residents??? However, I would like to say how will it be fair for everyone to pay a higher precept amount for funding adult social care services if they don't use adult social care services? I have no problem for paying my Council tax because it is meant to fund local Council services anyway, but some people might question about it. I support the rest except for the reduction of adult services for disabled people and people with learning difficulties, as well as with poor mental health conditions.

- Banding together with neighbouring boroughs to share/provide services jointly. Boosting online as opposed to face-to-face services BUT ONLY IF there is a marked improvement in responsiveness. It is often extremely hard to get any real response (i.e. beyond an acknowledgement) to questions/issues raised. The principle of preferring prevention to remediation. This should apply in all aspects of activity (e.g. littering, pollution and anti-social behaviour).

- All

- Increase harmonisation and integration of services with neighbouring boroughs Helping older people live in their own homes. At a time when key sector workers are struggling to find cheap accomodation, the Council could help them to find lodgings in homes and the elderly in those homes would not be alone and would also benefit from income. As the elderly are unable to access the internet as readily as everyone else, conduct interviews and make background checks this is somewhere social services could help out.

- Protection of adult social care, youth services and childrens services. I also want see refurbishment of council housing estates. Furthermore, I do not support the renewal of the Homes for Haringey contract. They are not fit for purpose and do not deliver a good service.

- early intervention to save money e.g. care. Share services with other councils - e.g. planning.

- The Haringey development vehicle’s continuation as planned

Q2. Are there any proposals you think we should not progress and why?

- Charging for some environmental services, including garden waste collections; bulky item collections and replacement wheelie bins. This could save more than £500,000 People won't pay more for uplift of times but will continue to dump rubbish - creating more cost in the long term to clean it up. Haringey in Wood Green has a disgusting amount of dumped residential and building materials.

- No.
- I don't understand the proposal to charge for garden waste and wheelie bins when we are already charged for these. Does this mean the proposal is to charge for more?
- I do not think you should you should freeze the core council tax yet again. It seems to me that raising it but the 2% or so currently allowed, and the approximately 5% proposed, would raise a certain proportion of the cuts we are facing. Although this impacts more on poorer people, the fact is that the poorest can claim it back through CTR and the council should be publicising this. Many people don't realise they can get CTR on the basis of low income.
- Waste and environmental charges. Fly tipping and rubbish disposal is already a huge problem in Haringey and this can only worsen it. If garden waste is to be charged improve options for those with small gardens and limited waste.
- Bulky waste collection should be kept. Otherwise there is on-street dumping which of course is expensive to clear and turns areas into depressing places to live.
- Yes. * Proposal: “Helping people access more services and information online rather than on the phone or in person, as online contact can be as much as 90 times cheaper than face-to-face and 28 times cheaper than telephone.” * Reason: The intended savings of this proposal are not quantified. I believe improved access to more online services and information could complement face to face and human contact rather than replace it. As always, this would be specification and implementation-dependant, but improved access to more online services could feasibly enable savings to be made by complementing and enhancing the offline element, rather than by decreasing or replacing it. * Proposal: “Charging for some environmental services, including garden waste collections; bulky item collections and replacement wheelie bins. This could save more than £500,000” * Reason: The relatively small amount saved would be offset, to some degree, by the unidentified cost of administering related charges and loss of ‘goodwill’ among stakeholders. As a progressive and well run council, Haringey should, in my opinion, and evidently could, make savings in areas that do not degrade the actual and perceived value of its existing environmental services. As suggested under question 3 below, there are other areas where more pressing savings should be made.
- Charging for replacement wheelie bins - in the vast majority case, lost or broken bins are the fault of Veolia not residents, so you are reducing their accountability. encouraging them to cut corners
- They seem reasonable given the amount of saving required
- Freezing core council tax is worsening of the lives of Haringey people. Council tax overall must be increased for all our sakes. Those on benefits can be exempt from an increase. Most people are glad to pay more to stop the horrendous cuts that are damaging our society. You are a Labour council and should be fighting against the Conservative cuts, not accepting them, and even accepting as an inevitability that government funding will cease, as you do here. This is deliberate collusion with the Conservatives an it confuses Haringey people - they don't understand why is a Labour council going along with the current unjust economic dogma, and they lose faith in Labour. For this reason, it is reprehensible to call

cuts 'savings'. Furthermore, by doing so you avoid spelling out he cuts that will be made, eg how will you save money by 'helping' more old people have care in their homes? I suspect this means cutting care homes. Remember what the Labour Party was set up to do and act on that, not on cuts, privatisation and selling off public land and people's homes with the HDV which will benefit big business over people and bring shame on Haringey.

- The alliance with private developers for Haringey's property portfolio and redevelopment/regeneration proposals. The private developers will be "in it for the money" rather than for the genuine benefit of local residents. I remain unconvinced the plans will deliver real change and real benefit. Some of the charges for environmental services will, I believe, end up being counter productive. For instance, more garden waste will go to landfill, concealed in black bags at the bottom of general rubbish bins. Landfill tax costs will increase as a result. I suspect more fly tipping of old bulky items will also take place, or dumping of such in front gardens instead, leading to more of the borough looking and feeling like a waste tip.

- Yes. (1) I am very concerned about ongoing cuts to Council services in Haringey, especially schools and libraries. Accordingly I oppose the Council's decision to freeze the core element of Council Tax. This should instead be increased by the maximum permitted 2%. Of course nobody likes paying more tax, but this is better than watching valuable local services continue to shrink and wither away year after year. (2) Charging for garden waste collections is short-sighted and encourages residents to put their garden waste in the general rubbish. This is a backward step, likely to reduce the volume of green waste sent to composting facilities and making it harder to reduce the quantity of general rubbish. (3) The Council should eliminate any further planned funding for the redevelopment of Wood Green via the Haringey Development Vehicle (HDV). The redevelopment plans and the involvement of Lendlease require a fundamental re-think. This should include re-writing the plans to remove all buildings above 4 storeys high and to add large amounts of additional open and green space. The existing plans seem designed to turn Wood Green's streets turning into gloomy concrete wind tunnels and its buildings into unsightly high-rise towers and future ghettos. (4) The funds raised from (2) and (3) above should be used to: (a) reverse some of the Council's previous and planned cuts, especially to schools and libraries; (b) support initiatives to discourage car use (especially diesel cars/vans), such as those outlined in the Mayor of London’s “Healthy Streets for London” document at https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/healthy-streets. This should include supporting the development of physically segregated bike lanes and on-street charge points for electric cars in Haringey; and (c) support and lobby for a Crossrail 2 station at Alexandra Palace (not Wood Green, which already has a frequent and well-connected tube service).

- Charging for garden waste. This will result in numerous polluting bonfires (& no doubt the burning of other, toxic, waste) which will be a serious problem for those with breathing conditions e.g. asthma and add to air pollution - particularly in the summer. Do not continue with the HDV. Do not continue to use Homes for Haringey or any arms-length company that is not accountable to residents.

- Charging for garden waste. This will result in numerous polluting bonfires (& no doubt the burning of other, toxic, waste) which will be a serious problem for those with breathing

conditions e.g. asthma and add to air pollution - particularly in the summer. Do not continue with the HDV. Do not continue to use Homes for Haringey or any arms-length company that is not accountable to residents.

- I support the rest except for the reduction of adult services for disabled people and people with learning difficulties, as well as with poor mental health conditions. This proposal will be heavily criticised. I strongly believe that this proposal will be heavily criticised. Instead, what the Council could do is work strongly with the voluntary sector and independent sector and create ways in which people can use strong and high quality self-help tools for providing themselves social care services and create an investment programme on training young and mature people alike to get careers into social care and estimate how much income they could receive through their investment and limit their expenses by this way. There are so many Health and Social care and Psychology graduates who are willing to make a difference and will willingly reshape our services if they can come and offer those services whether in a voluntary placement or paid placement. The Council could introduce different schemes where people can implement a different type of way of delivering adult social care services such as having partnerships with schools and colleges who offer health and social care services to work with adults and plan activities and let learners gain valuable work experience for a long-term basis. Haringey Council could launch a media career start-off platform for people to make self-help videos of how to provide adult social care services and open up small retail businesses for young people to create and sell products which caters to the needs and tastes for our residents from Haringey who use adult social care services which reflects their taste of culture and background. For example, a shop on the high street that sells personalised designed equipment for elderly people who are disabled at reasonable prices??? And keep communities close together and not dividing them by policies that they don't want to listen to. As long as there IS A SERVICE THAT CATERS FOR THIS GROUP OF RESIDENTS, then there is less likely to be any conflicts. It could be in any possible, realistic and cost-effective way of providing adult social care services. What we need is a new vision for this service that can continue and be reshaped without ending but can offer a long-term solution and service. This means a new mindset and lots of positivity and community spirit. We need lots of community spirit. Because if communities are respected, listened to and strong - then they can solve problems and overcome them and remain resilient no matter if there are financial problems faced by local government. People need to change their mindset of depending on others and learn to stand up and create solutions for themselves and be proud that they live in a borough where there is a rich source of culture and diversity that needs to be represented through businesses and through creative work and opportunities which will in return create more opportunities and investment later on. After all, people will invest in places where there is a positive community spirit represented and people can get along without being brainwashed to be believe that deprivation will rule Haringey forever?? Aren't people sick of hearing the word 'deprivation'. Why can't we focus on positive aspects of this borough and keep on saying - amazing place of diversity and culture?? Things can change if people are willing to change. Haringey does deserve the chance to shine, doesn't it?? How can we let talented people from poor backgrounds think that their life is over because of their deprived background??? Now is the time for making new positive changes at a community level

- Pushing for ever more housing. 1) Let's use what we have better rather than bringing blight by building huge new developments (such as Apex House and Herbert Road). 2) Focus instead on getting more jobs in the borough, especially its eastern side.
- You should not be raising Council Tax at all. Talking about making cuts and tightening belts obscures the fact that the Council still wastes money and pays executives too much. My income doesn't go up each year, why should the Council Tax? You raised it last year, with Councillor Kober saying, "We're asking (sic) people to pay more." You weren't asking, you just raised it and here you go again.
- Adults with mental health issues still have their special needs, thei can't learn in regular way.
- Charging for refuse collection is going to be counter-productive. It will cause fly-tipping and more garbage on the streets. This will run down the appearance of the borough and cause a downard spiral. The expense of dealing with this problem will far outweigh any savings in charging for wheely bins. The blocking of the regeneration of Tottenham due to 'political agendas' is unacceptable. The type of regeneration has to be carefully thought out. More homes will cause increasing pressure on already over-burdened local services such as health care, education and transport infrastructure and should be avoided. If a speculator wants to build new residential units then they should be required to produce an impact statement on the local infrastructure and pay towards that impact - rather than reaping the profits of the land they build on but not of the massive negative financial consequences.
- Haringey Development Vehicle because wholesale privatisation of our assets is financially too risky for the next 20+ years. See Carrillion.
- Reduce housing benefit, increase funding for schools and nurseries

Q3. Are there any changes or proposals we haven't include a you think we should consider?

- Introduce CCTV on Wolves Lane and lighting in the adjoining park on White Hart lane. This will deter people from dumping rubbish, breaking into cars (a common occurrence) and speeding. The speed bumps don't work as cars and bikes swerve around them and make it even more dangerous. Speed cameras would also increase income. The park itself is a complete mess - the pond drained and looks really unappealing. There used to be a wild Canadian geese but they no longer visit due to lack of water. all of this means people don't treat the area with respect - dumping rubbish, allowing dogs to foul the area etc. A few simple and cheap steps would transform the area and make it safer. Re-generation - You should consider a Brixton Village approach of assessing quality not just who bids the highest for space. in the longer term those businesses will survive and bring in more money to the area as well as improve the overall experience of living here.
- No.
- There still needs to be adequate provision for those who are not able to look after themselves in their own homes.

- You should make sure that the planning department follow up planning applications and, where improvements have been implemented, they should be flagged up with the LVA.
- the information provided in this survey is too general to enable informed response therefore I cannot comment .
- CATEGORICALLY YES. If Ms Kober and Cllr Arthur are serious about plugging black holes in the Council's depleting finances, I believe they could do far worse than considering specific elements of the £16.2m Regeneration, Planning and Development budget. If this consultation is meaningful, then it should, in my opinion, consider unequivocal findings, based on actual experience, particularly in relation to the cost, benefit and delivery of the Planning Enforcement & Appeals Service: Costs awards for planning and enforcement appeals have been made against the Council. These awards are made for 'unreasonable behaviour' as opposed to different views relating to planning merits. The associated cost to the council is not limited to payments to appellants, but includes officer days taken defending such cost applications. The Council's 'Authority Monitoring Report' neither refers to this head of costs, nor to any actual or prospective steps to minimise it (for example, by minimising needless and trivial enforcement investigations and action, which do not correspond with public complaints or the public interest). Actual experience since 2015, points to a pattern of unreasonable behaviour resulting in avoidable costs in such appeals. Socioeconomic costs to appellants and the local economy fall outside fiscal budgetary concerns, but they also result in delay and loss of income from council tax and business rates. Yesterday, I referred Ms Lyn Garner to the FOI request below. If anyone at the Council is prepared to do the maths, I hope this can help them consider how these particular services are delivered. Aside from pointing to an area where the Council can and should make meaningful, urgently-needed improvements and savings, eliminating such waste should also help prevent further unnecessary damage to local individuals, businesses and the economy.
https://www.whatdotheyknow.com/request/local_planning_policy_in_practic
- A pledge for no more cosmetic changes (logos, replacing signage etc). Better research before embarking on investments such as letting agencies, chicken shops, hanging speed limits etc. Otherwise we are in a situation where we continue to have residents pay more to receive less whilst valuable resources are wasted on vanity projects. I'd like to see true safeguarding of libraries. We were told that nothing would be lost in WG Central library but the LGBT resources have gone from a full bay of books to 3/4 of a shelf. If you're going to slash services tell us.
- Yes. Please please grow a spine and fight back against central government's austerity agenda. Don't just let them railroad these unpopular cuts that hit the poorest the hardest. Help build a decent London-wide campaign against austerity in local government, joining with neighbouring Labour councils.
- Yes. (1) See my comments in Q2 on raising funds to reverse some of the Council's previous and planned cuts, especially to schools and libraries, and supporting initiatives to discourage car/van use (especially diesel cars/vans). (2) The Council should restructure its charges for residents' parking permits and business parking permits so that the cost of each permit is much more closely linked to the vehicle's CO2 emissions, with high emissions vehicles being charged much more, and all diesel vehicles should pay an

additional surcharge. Islington Council has taken both of these steps - see https://www.islington.gov.uk/parking/parking-permits/parking-permit-costs-table In addition, the Council should either substantially increase the charges for second and subsequent permits for a single household or business (e.g. charge twice as much for a second permit, four times as much for a third permit, etc), or simply allow a maximum of two residents' parking permits per household or business. To encourage residents to go car-free (and rely on car clubs like Zipcar, public transport, bikes, walking etc), households which do not hold any residents' parking permits should be rewarded with the right to obtain a limited number of free visitor parking permits each year, to use if they sometimes need to hire a car, have tradesmen visiting etc.

- Building community and greening the streets. Both reduce crime, graffiti, dumping, asb and support well-being. To consider the pockets of deprivation for some of those in the west of the borough. To set aside fund to end vehicle 'rat-runs' near shopping broadways (eg st james lane in muswell hill), which also creates speedy alternatives for moped and car criminals to getaway and will deter drug dealing - a particular long-term plea, which local police seem most sympathetic to! Ban diesel council vehicles immediately and a ban on all polluting buses and commercial vehicles going through the borough - using whatever existing & new powers possible, possibly in conjunction with neighbouring boroughs. Ban plastic straws, cups, cutlery etc across the borough immediately in council premises and extend to all food and shop outlets within 6 months. Increase environmental health inspections and trading standards, to protect the public. Crackdown on late licences for clubs and associated businesses servicing customers leaving them e.g. late-night kebab houses. Inspect - without warning, thoroughly and very regularly - all care homes and take strict action to safeguard residents & penalise owners and staff.

- I think we should be maximising the effect we have on the lives of young children and young people. I disagree with not raising Council Tax because, for the very poorest, it will be largely covered by Council Tax Reduction, and the richest, those in Band F and above, will have to contribute more. That increase in revenue can be used to benefit the most disadvantaged so that, ultimately, they benefit from an increase in Council Tax.

- n/a

- Collection rates for council tax . etc., are poor. If they were to increase to the median rate for London boroughs they would boost income by 2.5%, which would significantly reduce the need for cuts in services

- Haw much did cost children special schools and how much will cost if we would make them for adults as well?

- The council should also push for the extension of the Victoria Line to Northumberland Park (and beyond?) to ease ease congestion to White Hart Lane - why aren't the developers of the football club helping in the financing of this? This may also provide a second interchange point instead of Tottenham Hale for the proposed Crossrail 2. Why aren't tfl interested? The tracks are already there! With an incumbent Labour mayor now would be the time to push this through.

- Removal of Homes for Haringey with which I would like to see the ALMO contract cancelled and employees being brought back in house under the local authority.

- Look at what you post - sending letters about my council tax must be more expensive than telephone and wasteful if doing lots of letters. Also a better quicker response on phone might save expensive. Motivate your staff - they are slow. You must be able to do more with fewer. £22 million on "Borrowing" What are you doing - you could save on that?. Cut duplication - central services + customer services + Commercial + Corp. Programme must have lots of duplication.

Q4. We have a legal duty to test our proposals to ensure we do not have a unfair or unequal impact on different groups of people within the community?

- None.
- Bulk rubbish collection payment impacts most on the poorest - therefore it is discriminatory
- Moving more to online contact will impact those with low literacy and computer skills and those with no internet access.
- Yes, on those who have heart, breathing and lung conditions 're charging for garden waste (resultant bonfires).
- Yes, on those who have heart, breathing and lung conditions 're charging for garden waste (resultant bonfires).
- If you comply with government cuts, it will impact disproportionately on the most disadvantaged. They tend to be the young, the elderly, the disabled, the ethnic minorities, who are often also the poor. Any cuts in local services are likely to have an unequal impact on certain groups of people.
- n/a
- Looks good for me.
- The proposals on health care for individuals with learning disabilities and poor mental health are unfair. In fact spending needs to be increased for mental health care in particular, if the statistics for the general population (65% showing clinical signs) is to be believed.

The Budget Consultation 2018/19

- The council launched its Our Budget consultation on Tuesday 19th December, which ran over a five-week period and closed on the 23rd January 2018.
- The consultation put forward budget proposals for 2018/19, largely based on previous consultation feedback from residents.
- That process, conducted at the end of 2016, saw over 800 residents tell us what their priorities are and highlighted that there was a solid understanding of austerity and the funding challenges local authorities face.
- At the end of 2016, when asked to identify 5 things of the that are most important(Q3) - Children and Families services made up the top three slots in the top five priorities - **School improvement, Early help and prevention** and **family support and safeguarding**. Also making the top five of people's priorities was **Parks**, with 29%, closely followed by **Maintaining Independence**, Under Adults Social care with 27% of respondents opting for this.
- At the other end of the 'most important' spectrum was **Sports development** with just 5% of respondents considering it a priority. This resonated with findings for the question of least important with **Sports development** marginally toping the 'less important' list with 36% of respondents opting for this service, this was closely followed by **Promoting healthy lifestyles** with 34% of respondents choosing this.

The Consultation Process in 2018

- The consultation process included:
    - A budget leaflet outlining our budget, how we spent our budget in 2017/18, and a set of budget proposals for 2018/19.
    - An accompanying questionnaire both hard copy and online
    - Dedicated budget pages on our website outlining our financial challenges and information on ways of getting involved
    - Detailed discussions with the Haringey VCS Forum and Haringey Joint Partnership Board
    - Hard copies of the budget leaflet and questionnaire was sent to all local libraries, partner organisations, voluntary sector groups and businesses in the borough
    - Budget engagement sessions held in three of the boroughs main libraries:

Engagement session	Date

Hornsey Library	Thursday 4 January 2018, 4.30-6.30pm
Marcus Garvey Customer Service Centre	Tuesday 9 January 2018, 4.30-6.30pm
Wood Green Library	Thursday 11 January 2018, 4.30-6.30pm
Haringey VCS Budget Consultation Event Chestnuts Community Centre	Tuesday 9th January 2018
Joint Partnership Board	Thursday 25th January 2018

Contact was also made with the following business groups to highlight the consultation process:

- Wood Green Forum
- Tottenham Traders
- Muswell Hill Traders
- FSB
- North London Chambers of Commerce
- Turnpike Lane Traders Association

- Senior Council officers also met with the Chair of Haringey Business Alliance on 17 January where the budget consultation was specifically discussed;
- All of the businesses who were contacted as part of the business rate relief change last year were emailed directly asking them to engage in the budget consultation.

Revenue Savings Proposals - Summary

Appendix 9

Ref	Proposal	2018-19 £000's	2019-20 £000's	2020-21 £000's	2021-22 £000's	2022-23 £000's	Total £000's	Current Budget
	P1 - Childrens							
A1.1	**Service Redesign & Workforce**	150	-	-	-	-	**150**	10,601
A1.2	**Early Help & Targeted Response**	100					**100**	12,583
A1.3	**Family Group Conferencing**	100	-	-	-	-	**100**	30
A1.4	**Family Based Placements**	175	-	-	-	-	**175**	12,583
A1.5	**Care Leavers - Semi Independent Living**	75	-	-	-	-	**75**	1,699
A1.6	**Adoption and Special Guardianship Order payments**	148	310	-	-	-	**458**	2,739
A1.7	**New Models of Care**	1,000					**1,000**	pooled budgets
	Total	**1,748**	**310**	**-**	**-**	**-**	**2,058**	
	P2 - Adults							
A2.1	**Fees and charges review**		84		-	-	**84**	n/a
	A Total	**-**	**84**	**-**	**-**	**-**	**84**	
B2.2	**Haringey Learning Disability Partnership**	1,140	1,140	1,430	1,430	1,430	**6,570**	24,588
B2.3	**Mental Health**	390	390	490	490	490	**2,250**	9,352
B2.4	**Physical Support**	860	860	1,070	1,070	1,070	**4,930**	24,320
	B Total	**2,390**	**2,390**	**2,990**	**2,990**	**2,990**	**13,750**	
	Total	**2,390**	**2,474**	**2,990**	**2,990**	**2,990**	**13,834**	
	P3 - Cleaner and Safer							
A3.1	**Charge Green Waste - income generation**	375					**375**	n/a
A3.2	**Charging for Bulky Household Waste**	100					**100**	n/a
A3.3	**Charging for Replacement Wheelie Bins**	50					**50**	n/a
A3.4	**Charging for recycling bins and increasing residual bins for RSLs, Managing Agents, Developers etc...**	50					**50**	n/a
A3.5	**Reduce Outreach/ Education team - Service reduction**	65					**65**	n/a

Revenue Savings Proposals - Summary

Appendix 9

Ref	Proposal	2018-19 £000's	2019-20 £000's	2020-21 £000's	2021-22 £000's	2022-23 £000's	Total £000's	Current Budget
A3.6	**Closure of Park View Road R&R - Service reduction**	115					115	n/a
A3.7	**Rationalisation of Parking Visitor Permits**	225					**225**	n/a
A3.8	**Relocation of Parking/CCTV processes and appeals**	**380**					380	n/a
A3.9	**Move to Online Parking Permit Applications & Visitor Permits**		50				**50**	n/a
A3.10	**Parking New IT Platform**		100				**100**	n/a
A3.11	**Increase in CO2 Parking Permit Charge**	300					**300**	n/a
	Total	**1,660**	**150**	**-**	**-**	**-**	**1,810**	

Revenue Savings Proposals - Summary

Appendix 9

Ref	Proposal	2018-19 £000's	2019-20 £000's	2020-21 £000's	2021-22 £000's	2022-23 £000's	Total £000's	Current Budget
	P4 - Growth & Employment							
B4.1	**Tottenham Regeneration programme**	50					**50**	1,604,228
	B Total	**50**						
	Total	**50**	**-**	**-**	**-**	**-**	**50**	
	P5 - Housing & HRA							
B5.1	**Housing**	50	120				**170**	8,652,300
	Total	**50**	**120**	**-**	**-**	**-**	**170**	
	PX - Enabling							
A6.1	**Legal Services** - Reduction in staffing and other related expenditure		150				**150**	- 535
A6.2	**Audit and Risk Management** - reduction in cost on the external audit contract				20	-	**20**	11
A6.3	**Shared Service Centre** - new delivery model for shared services	250	1,500	1,500			**3,250**	9,02
A6.4	**Shared Service Offer for Customer Services**		1,000				**1,000**	6,473
A6.5	**Closure of internal Print Room**	51					**51**	1,364
	Total	**301**	**2,650**	**1,500**	**20**	**-**	**4,471**	
	Council Wide Savings							
A6.7	**Senior Management Savings**						**-**	2,500
A6.8	**Alexandra House - Decant**	250	750				**1,000**	n/a
	Total	**250**	**750**	**-**	**-**	**-**	**1,000**	
A	**Total**	**3,959**	**3,944**	**1,500**	**20**	**-**	**9,423**	
B	**Total**	**2,490**	**2,510**	**2,990**	**2,990**	**2,990**	**13,970**	
	Grand Total	**6,449**	**6,454**	**4,490**	**3,010**	**2,990**	**23,393**	

Children's Services - Service Redesign and Workforce

Annex 1

Appendix 9

Priority	1
Current Service Area	Children's Services
Responsible Officer:	Director of Children's Services
Reference:	Children's Services - Service Redesign and Workforce
Type of saving:	Efficiency saving/service redesign
Version:	1.0

Impact on Residents	Outcomes
In relation to the contact service this will impact on parents and carers in need of using the service.	More responsive service which will contribute to a more timely service for this cohort
In relation to the Independent Reviewing Service this will limpact on the looked after children cohorts	A greater level of independence from the service should ensure better outcomes for looked after children
In relation to the front door assessment proposal, this should impact on families accessing social care services	Ensuring that only those families in need of social care services are in receipt of them, rather than engaging with families that do not meet the threshold for intervention.

PROPOSAL

Proposal:

A number of pieces of work are included within this proposal which together contribute to savings across the workforce. This includes:

Contact Service

Reconfiguration of the service based around typical contact need (sessional evening & weekend) in order to reduce the cost of contact per hour, alongside the introduction of a rota system which enables a reduction of service management.

Independent Reviewing Officers

This function is currently provided in-house and could be externally commissioned to yield savings. This would also enable a much greater level of independent challenge, supporting the delivery of better outcomes for our looked after children. This proposal will also enable a greater level of accountability across this function which would be set out within the procurement and contract process.

Reduction in Agency Spend

Actively reduce the levels of agency by converting posts to permanent staff alongside developing a strong retention strategy to ensure this is a sustainable proposal.

Service Redesign

It is proposed that we redesign our services, as a consequence of managing demand into social care, which will enable the service to appropriately reduce the workforce to better meet need.

This proposal will be delivered by ensuring that only those that require social care services are assessed, based upon the Thresholds of Need partnership document.

Those that are provided with support will receive it in a more timely and effective way, through the implementation of new practice tools which strengthen our work with families. This will also enable cases to be progessed through A2.1

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	10,601	**Employees**	545
Savings/Invest	**£000**	**Change in employees**	
Year 1	300	Year 1	10
Year 2	150	Year 2	30
Year 3	0	Year 3	
Year 4	0	Year 4	
Year 5	0	Year 5	
Total	450	Total	40

B2.3

Independent Reviewing Officers
This is a statutory requirement and

Reduction in Agency Spend
Although there have been some

Service Redesign
By more effectively managing demand, a reduction in the workforce could be delivered which would better meet need. This would mean that by ensuring that only

Key benefits - financial and non-financial

Contact Service
Financial: £80k
Non-Financial: More flexible pool of

Internal dependencies and external constraints
- Commissioning and

A3.6

A3.7

A3.8

A3.9

A3.10

A3.11

Cost Benefit		2017-18	2018-19	2019-20	2020-21	2021-22
Benefits		300	150	0	**0**	0
Reduced benefits due to						
Additional Cost		0	0			
Net Impact Cost/(Savings)		**300**	**150**			**0**
Cumulative Cost/(Savings)		**300**	**450**	**450**	**450**	**450**

Payback Period: Not applicable

Early Help & Targeted Response

Priority	1
Current Service Area	**Early Help & Targeted Response**
Responsible Officer:	AD Early Help & Prevention/Head of Targeted Response and Youth Justice
Reference:	Early Help
Type of saving:	New delivery model
Version:	1.0

Impact on Residents	Outcomes
Fewer Children and Young People in Care	Improve lives of children and young people

PROPOSAL

Proposal:

Through the implementation and delivery of the Targeted Response offer as part of the Early Help model it is anticipated that escalation in the number of Looked After Children would be prevented and the associated saving delivered. This will be as a consequence of enabling supporting families to remain together where possible.

This work would also contribute to the prevention of further escalation of the number of looked after children, by providing the right support at an earlier point.

This will include:
- Direct work with children and parents,
- Improving school / home relationships and behaviour management approaches,
- Supporting positive parental attitudes & behaviours as well as a range of other services which support assessment and decision making.

A2.1

Rationale:

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	12,583	**Employees**	47
Savings/Invest	**£000**	**Change in employees**	
Year 1	62	Year 1	n/a
Year 2	100	Year 2	n/a
Year 3	0	Year 3	
Year 4	0	Year 4	
Year 5	0	Year 5	
Total	162	Total	0

Benefits:

Internal

Procurement strategy:

A3.6

A3.7

A3.8

Cost Benefit		2017-18	2018-19	2019-20	2020-21	2021-22
Benefits		62	100			
Reduced benefits due to lead-on						
Additional Cost						
Net Impact		**62**	**100**			
Cumulative		**62**	**162**	**162**	**162**	**162**

Payback Period:
Not applicable

Family Group Conferencing

Appendix 9

Priority	1
Current Service Area	Looked After Children
Responsible Officer:	AD Safeguarding & Social Care/Head of Quality Assurance
Reference:	Family Group Conferencing
Type of saving:	New delivery model
Version:	1.0

Impact on Residents	Outcomes
Fewer Children and Young People in Care	Improve lives of children and young people

PROPOSAL

Proposal:

This proposal relates to increasing the use of Family Group Conferences (FGC), to support those children who have just become looked after by the council or are on the edge of care, so that they can safely be returned home or remain with their families.

This will enable better outcomes for families and also reduce the cost of placements.

Rationale:

Haringey Council continues to experience high demand for statutory services, including a persistently high number of children and young people becoming Looked After. Whilst decision-making and application of thresholds have both been strengthened over the past 18 months, any further net reductions in Looked After Children (LAC) will require different forms of intervention with families before a child is accommodated.

Family Group Conferencing is an internationally recognised evidence-based intervention, which originated in New Zealand, and has shown good results in diverting of children from coming from care and reduction in dependency on specialist services, by increasing family capacity to make decisions and increased resilience.

SUMMARY

Base Data	Financial Data £000		Workforce Data
Current budget	30	**Employees**	n/a
Savings/Invest	**£000**	**Change in employees**	
Year 1	200	Year 1	n/a
Year 2	100	Year 2	n/a
Year 3	0	Year 3	
Year 4	0	Year 4	
Year 5	0	Year 5	
Total	300	Total	0

B2.2

Internal

Procurement strategy:

Cost Benefit		2017-18	2018-19	2019-20	2020-21	2021-22
Benefits		330	160	0	0	0
Reduced						
Additional Cost		130	60	0	0	0
Net Impact		**200**	**100**	**0**	**0**	**0**
Cumulative Cost/(Savings)		**200**	**300**	**300**	**300**	**300**

Payback Period: 1 years

Family Based Placements

Priority	1
Current Service Area	**Looked After Children**
Responsible Officer:	AD Safeguarding & Social Care/Head of Children in Care
Reference:	Family Based Placements
Type of saving:	Efficiency savings
Version:	1.0

Impact on Residents	Outcomes
Looked After Children cohort positively impacted via more appropriate care offer	Better permanency outcomes for Looked After Children

PROPOSAL

Proposal:

By increasing the range and type of in-house foster carers, alongside strengthening our Independent Fostering Agency arrangements, young people will be enabled to remain more locally, in appropriate family based placements which better meet their needs and achieve improved outcomes.

An initial review had indicated that there are a small number of children currently in residential placements where we could deliver care closer to home, which would also be better value for money.

This will mean that children and young people are provided with placements that better meet their needs as part of our ambition to deliver high quality care for our Looked After Children.

Rationale: Analysis has indicated that by offering more family based placements, savings could be achieved, with a focus on those children who would most benefit from being appropriately stepped down into in-house foster care or Independent Fostering Agency.

B2.2

B2.3

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
	12,583		147
Current budget		**Employees**	
Savings/Invest	**£000**	**Change in employees**	
Year 1	100	Year 1	n/a
Year 2	175	Year 2	n/a
Year 3	0	Year 3	
Year 4	0	Year 4	
Year 5	0	Year 5	
Total	275	Total	0

Internal dependencies and external constraints:
This saving is dependent on the availability of appropriate foster carers and Independent Fostering Agency. arrangements

Procurement strategy:

A3.6

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	100	175	0	0	0
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**100**	**175**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**100**	**275**	**275**	**275**	**275**
Payback Period: not applicable					

Care Leavers: Semi-Independent Living

Priority	1
Current Service Area	**Care Leavers**
Responsible Officer:	AD Safeguarding & Social Care/Head of Children in Care
Reference:	Care Leavers: Semi-Independent Living
Type of saving:	Efficiency savings
Version:	1.0

Impact on Residents	Outcomes
Reducing dependence; building financial independence; careleavers living as other young people in the community but with support.	Improved independence for care leavers; better tenancy sustainment; higher employment rates for vulnerable young people.

PROPOSAL

Proposal:
Review the current Semi Independent Living cohort and where appropriate, consider easing the transition to financial independence more efficiently, where care leavers have successfully been supported to live independently. This provision of support would remain in line with statistical neighbours and aligned with the Supporting Housing proposal.

Rationale:
The Leaving Care Service has a function to support the transition of living independently for care leavers. Analysis has suggested that an indepth review would identify cases where payments could be ceased and clarify for future.

B2.4

Benefits:

SUMMARY

		Financial Data		Workforce Data
Base Data		**£000**		
Current budget		1,699	**Employees**	147
Savings/Invest		**£000**	**Change in employees**	
(up to)	Year 1	25	Year 1	n/a
	Year 2	75	Year 2	n/a
	Year 3	0	Year 3	
	Year 4	0	Year 4	
	Year 5	0	Year 5	
	Total	100	Total	0

Internal dependencies and external constraints:
None

Procurement strategy:

A3.6

A3.7

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated	25	75			
Reduced benefits due to					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**25**	**75**	**0**	0	**0**
Cumulative Cost/(Savings)	**25**	**100**	**100**	**100**	**100**

Payback Period: Not applicable

Adoption and Special Guardianship Order Payments

Priority	1
Current Service Area	**Permanency**
Responsible Officer:	AD Safeguarding & Social Care/Head of Children in Care
Reference:	Adoption and Special Guardianship Order Payments
Type of saving:	Efficiency savings
Version:	1.0

Impact on Residents	Outcomes
Financial implications for Adopters and guardians	Increased equitability of support

PROPOSAL

Proposal:

The proposal is based upon a review of support provision across adoption and Special Guardianship Orders, with a view to bringing the council in line with comparator boroughs and achieve savings through changes in the policy in three areas:

Payments for Adoptive Parents (£298k)

To refresh the payment policy for adoptive parents in order to reduce the spend in this area by limiting the length of time financial support is provided.

Special Guardianship Order Payments (£250k)

To refresh the payment policy for Special Guardianship Order payments in order to reduce spend in this area by making this by exception rather than a standard practice

Adoption Transport Allowances (£60k)

To review and refresh the adoption transport allowance in order to reduce spend in this area.

Rationale:

Payments for Adoptive Parents

Whilst it is common practice for support to be offered to adoptive parents this should be provided as an outcome of decisions following the financial capacity assessment. It is thought that by refreshing the policy and implementing it from April 2017, it is possible to reduce payments by having a clear process to follow which includes provision of assessed and time limited financial support.

A2.1

Adoption Transport Allowances

There is a need to review the transport payment offer for adoption as there are currently significant transport payments being made. Early analysis indicates that there could be a monthly saving once this expenditure is bought into line.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	2,739	**Employees**	147
Savings/Invest	**£000**	**Change in employees**	
(up to) Year 1	150	Year 1	n/a
Year 2	148	Year 2	n/a
Year 3	310	Year 3	n/a
Year 4	0	Year 4	
Year 5	0	Year 5	
Total	608	Total	0

Benefits:

Internal dependencies and external constraints:

This saving is based upon implementation of policy changes

Procurement strategy:

A3.5

A3.6

A3.7

A3.8

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	150	148	310	0	0
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**150**	**148**	**310**	**0**	**0**
Cumulative Cost/(Savings)	**150**	**298**	**608**	**608**	**608**
Payback Period: Not applicable					

New Models of Care

Priority	1
Current Service Area	**Children's Social Care and Health**
Responsbile Officer:	Director of Children's Services/AD Commissioning/Director of Public Health
Reference:	New Models of Care
Type of saving:	New Delivery Model
Version:	1.0

Impact on Residents	Outcomes
More efficient pathways for accessing care	More efficient pathways for accessing care

PROPOSAL

Proposal:

There are potentially further savings achievable across Priority 1 through partnerships and joint working including: integration with Haringey CCG, development of an Accountable Care Partnership with Islington Council and both Haringey and Islington CCGs, transformation across North Central London cluster, and shared services with other authorities.

These savings have not yet been quantified but we anticipate joint working will add at least £1m by18/19 to the achievement of savings targets for P1.

Rationale:

In the context of the MTFS, it is important that services explore opportunities to work together to improve service offer through integration and Value for Money.

SUMMARY

		Financial Data		Workforce Data
Base Data		**£000**		
Current budget		pooled budgets	**Employees**	pooled workforce
Savings/Invest		**£000**	**Change in employees**	
(up to)	Year 1	0	Year 1	
	Year 2	1,000	Year 2	tbc
	Year 3	0	Year 3	
	Year 4	0	Year 4	
	Year 5	0	Year 5	
	Total	1,000	Total	0

B2.2

Internal dependencies and external constraints:

Procurement strategy:

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)		1000			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**0**	**1000**			
Cumulative Cost/(Savings)	**0**	**1000**	**1000**	**1000**	**1000**
Payback Period: n/a					

Savings and Investment Pro-forma

Annex 2

Financial (Savings) information to be presented on incremental basis

Priority	2
Current Service Area	Haringey Learning Disability Partnership
Reference:	Maximising independence for Adults with LD
Council-Wide Saving (Yes/No)	No

Impact on Residents	Outcomes
Preventing, reducing or delaying the need for acute or long-term care	Integration of health and social care services
Maximising independence, choice and control for service users	Better use of resources to meet needs
	Personalised care & support

Over five years, the Haringey Learning Disability Partnership, working jointly with Children's Services and with key partners such as the Clinical Commissioning Group and the London Borough of Islington, will implement a coherent strategy that aims to bring Haringey's demand and spending on adults with learning disabilities in line with our statistical neighbours and limit growth in spending in line with population growth. This strategy will require the following actions, which will realise benefits cumulatively as it is implemented:

Demand management
- Improved Transitions from CYPS to ASC
- Application of indicative needs bandings
- Assistive Technology to reduce the need for live-in or double-handed care
- Strengths-based assessment and support planning, with annual review

Market management
- Expand Supported Living units for adults with learning disabilities
- Deregistration of current residential providers
- Avoid residential and facilitate step-downs from residential where VfM
- Developing the market for Day Opportunities and Personal Assistants
- Specialist brokerage capacity for Learning Disabilities care packages
- Outcomes based commissioning from providers on Positive Behaviour Support
- Joint commissioning of LD services with London Borough of Islington and across the NCL five boroughs

	Financial Data		Workforce Data
Base Data			
Current budget	24,588	**Employees**	n/a

Savings/ Invest	**£000**	**Change in employees**	
2018/19	1,140	2018/19	
2019/20	1,140	2019/20	
2020/21	1,430	2020/21	
2021/22	1,430	2021/22	
2022/23	1,430	2022/23	
Total	6,570	Total	0

Operational management
- Workforce development on strengths-based assessment and support planning for workers and brokers
- Operational alignment across CCG and Adult Social Care as part of implementing a pooled budget from 2018/19
- Apply 'top up' policy to enable choice of provision while containing cost to the council

Savings and Investment Pro-forma

Financial (Savings) information to be presented on incremental basis

Priority	2
Current Service Area	Mental Health
Reference:	Maximising independence for Adults with MH
Council-Wide Saving (Yes/No)	No

Impact on Residents	Outcomes
Preventing, reducing or delaying the need for acute or long-term care	Integration of health and social care services
Maximising independence, choice and control for service users	Better use of resources to meet needs
	Personalised care & support

Over five years, Adult Social Care will work closely with our delivery partner, Barnet, Enfield & Haringey Mental Health Trust, the Clinical Commissioning Group and our communities to strengthen the prevention and 'enablement' pathways for mental health and to ensure the support we provide minimises the long-run dependency of adults with mental health issues. For those whose needs require a social care intervention, we will develop the market and look at new commissioning arrangements to improve value for money as well as promoting choice and control for the service user. This strategy will require the following actions, which will realise benefits cumulatively as it is implemented:

Demand management

- 'Enablement' pathway, including Primary Care Mental Health Locality Hubs
- Application of indicative needs banding
- Increase take-up of Direct Payments by Mental Health clients
- Strengths-based assessment and support planning, with annual review
- Coordinate response to forensic mental health cases community discharge

Market management

- Expand Supported Living units for adults with mental health needs
- Deregistration of residential mental health providers to become Supported Living
- Avoid residential and facilitate step-downs from residential where VfM
- Specialist brokerage capacity for mental health care packages
- Develop the Clarendon Recovery College provision
- Joint commissioning of Mental Health services across the NCL five boroughs

	Financial Data		Workforce Data
Base Data			
Current budget	9,352	**Employees**	

Savings/ Invest	**£000**	**Change in employees**	
2018/19	390	2018/19	
2019/20	390	2019/20	
2020/21	490	2020/21	
2021/22	490	2021/22	
2022/23	490	2022/23	
Total	2,250	Total	0

Operational management
- Address recruitment & retention challenges for Mental Health social workers
- Workforce development on strengths-based assessment and support planning for workers and brokers
- Operational alignment across BEH Mental Health Trust and Adult Social Care
- Apply 'top up' policy to enable choice of provision while containing cost to the council

Savings and Investment Pro-forma

Financial (Savings) information to be presented on incremental basis

Priority	2
Current Service Area	Physical Support
Reference:	Maximising independence for Adults needing Physical Support
Council-Wide Saving (Yes/No)	No

Impact on Residents	Outcomes
Preventing, reducing or delaying the need for acute or long-term care	Integration of health and social care services
Maximising independence, choice and control for service users	Better use of resources to meet needs
	Personalised care & support

Over the next five years, Adult Social Care, working with the CCG, acute providers and primary care will seek to extend independence, choice and control to those with physical support needs and further strengthen the pathways that prevent, reduce and delay the need for social care. This will offset projected growth, particularly from the 76-85 cohort of older people with physical support needs.

This strategy will require the following actions, which will realise benefits cumulatively as it is implemented:

Demand management
- Use of preventative equipment, adaptations & technology
- Admission avoidance, including falls, working with CCG
- Targeted expansion of reablement, including for cases from community
- Discharge to Assess, Out of Hospital services & intermediate care
- Expand the Assistive Technology offer within reablement & long-term care

Market management
- Develop a more outcomes-focused Homecare offer
- Develop the market for Day Opportunities for older people
- Target intermediate care provision and manage voids
- Expand the provision of ExtraCare supported housing for older people

Operational management
- Continued evaluation and review of BCF-funded services
- Apply 'top up' policy to enable choice of provision while containing cost to the council
- Develop an integrated Occupational Health offer across acute, social and primary care

	Financial Data		Workforce Data
Base Data			
Current budget	24,320	**Employees**	

Savings/ Invest	**£000**	**Change in employees**	
2018/19	860	2018/19	
2019/20	860	2019/20	
2020/21	1,070	2020/21	
2021/22	1,070	2021/22	
2022/23	1,070	2022/23	
Total	4,930	Total	0

Green Waste Charging

Annex 3

Appendix 9

Priority	3
Current Service Area	Commercial & Ops - Neighbourhood Action
Reference:	Green Waste Charging
Type of saving:	Increase in income
Responsible Officer:	Waste Strategy Manager
Version:	1.0

Impact on Residents	Outcomes
Free garden waste collection service stops	Resident satisfaction rates decrease
	Potential increase in fly tipping
	Reduction in recycling rate - 2%
	Potential greater contamination of Dry Recycling
	Increased side waste

PROPOSAL

Proposal:
Charging for Garden Waste: Stopping the current free weekly universal green waste collection service and reverting to a weekly opt in charged green waste collection service. The charge would be set at £75 per annum.

Rationale:
Green garden waste is household waste for which a charge can be made for the collection. The service will be paid for by those who opt in only rather than a contract cost which is funded universally by all residents.

B2.2

B2.3

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	375	Year 1	n/a
Year 2	375	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	750	Total	0

Internal dependencies and external constraints:
Chargeable service will be fully administered by Veolia.
Develop IT booking provision.
Will need to complete a communications plan.

Procurement strategy - N/A

A3.6

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	375	375			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**375**	**375**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**375**	**750**	**750**	**750**	**750**
Payback Period: n/a					

Charge for Bulky Household Waste

Priority	3
Current Service Area	Commercial & Ops - Neighbourhood Action
Reference:	Charge for Bulky Household Waste
Responsible Officer:	Waste Strategy Manager
Type of saving:	Increase in income
Version:	1.0

Impact on Residents	Outcomes
Stopping a free bulk waste collection service to a	Fly tipping may increase
	Increased use of R & R
	Resident Satisfaction may be reduced
	Could increase side waste

PROPOSAL

Proposal:

To move from a free bulk collection service for recyclables to a standard bulky waste collection service where a charge of £25 would be levied for the collection of up to 4 items plus £10 for each additional item.

Rationale:

- 24 London boroughs charge for all bulky collections.
- 10 offer some form of concession.
- In North London – only Hackney and Waltham Forest also have some element of free bulky collections
- Evidence from Newham saw a 75% reduction demand with no discernible increase in fly-tipping when they introduced a charge.
- Modelled a 60% drop in demand for bulky collections from 30,850 p/a to 11500 p/a.

Impact on recycling rate will be low as material will still go to the bulk waste recycle facility at Edmonton.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	300	Year 1	n/a
Year 2	100	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	400	Total	0

B2.2

Internal dependencies and external constraints

- Likely to lead to increase in tonnage through Reuse & Recycling centres.
- Veolia will need to develop with the Council an IT online booking system.
- A Communications plan will need to be developed.

Procurement strategy

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	300	100			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**300**	**100**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**300**	**400**	**400**	**400**	**400**

Payback Period: n/a

Charging for replacement wheelie bins

Appendix 9

Priority	3
Current Service Area	Commercial & Ops - Neighbourhood Action
Reference:	Charging for replacement wheelie bins
Responsible Officer:	Waste Strategy Manager
Type of saving:	Increase in income
Version:	1.0

Impact on Residents	Outcomes
Free service becoming chargeable for new or replacement residual and recycling bins	May discourage recycling
	Increase in stolen bins
	Impact on resident satisfaction

PROPOSAL

Proposal:
Charging for new and replacement containers to residents for both recycling and residual bins.

Rationale:
Based on the assumption that once the charge is introduced demand for containers will reduce by 50%, resulting in the number of requests for containers reducing from 8,000 to 4,000. The savings are made up of two components, the reduction in the current contractual sum (£100K) together with a profit of £11.00 per bin equating to an annual sum of £50K. It is assumed that both recycling and residual bins will be charged for.

Creates a value to the bins – engender greater responsibility for looking after bins and responsible waste management. Some other local authorities charge for replacement containers – Enfield and Brent for example.

The Outreach team would continue to vet requests to encourage recycling and correct use and allocation of containers.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	100	Year 1	n/a
Year 2	50	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	150	Total	0

B2.2

Internal dependencies and external constraints:
Continued outreach team to determine residents needs.
Risk that if this policy is announced in advance it could lead to a demand on containers whilst still free.
New IT / online payment system to be developed with Veolia.

Procurement strategy

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	100	50			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**100**	**50**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**100**	**150**	**150**	**150**	**150**
Payback Period: n/a					

Charging for recycling bins and increasing residual bins for RSLs, Managing Agents, Developers etc...

Appendix 9

Priority	3
Current Service Area	Commercial & Ops - Neighbourhood Action
Reference:	Charging for recycling bins and increasing residual bins for RSLs, Managing Agents, Developers etc...
Responsible Officer:	Waste Strategy Manager
Type of saving:	Increase in income
Version:	1.0

Impact on Residents	Outcomes
	May discourage recycling
Free service to Managing agents/developers becoming chargeable for supply/replacement of Communal Recycling bins - possibility of costs being passed to residents	Charging for recycling bin hire would make flats policy consistent with schools bin charges
	Could increase levels of stolen bins
	Could increase side waste

PROPOSAL

Proposal:
Extend charging of managing agents/developers for hire/replacement of communal recycling bins and review communal residual bin hire charge

Rationale:
Currently managing agents of blocks of flats are charged £145/year(£2.80/week) for Communal Residual Waste bin hire but Communcal Recycling bins are made availabel free of charge, at the council's expense for supply, repair/maintenance and replacement.
Set Recycling Hire @ £145/year (£2.80/week);
Additional Income =£100K
Increase Residual hire charge by 20% to £3.40 per week = £20K additional income

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	50	Year 1	n/a
Year 2	50	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	100	Total	0

B2.2

Internal dependencies and external constraints:
Income not guaranteed

Procurement strategy:

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	50	50			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**50**	**50**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**50**	**100**	**100**	**100**	**100**

Payback Period: n/a

Reduce Education & Outreach Team

Appendix 9

Priority	3
Current Service Area	Commercial & Ops - Neighbourhood Action
Reference:	Reduce Education & Outreach Team
Responsible Officer:	Waste Strategy Manager
Type of saving:	Stopping /Reducing service
Version:	1.0

Impact on Residents	Outcomes
Potentially less engagement/ communications with residents on waste minimisation, recycling and waste collection issues	Reduced recycling
	Increased fly tipping
	Residents satisfaction levels reduced

PROPOSAL

Proposal:

Restructure entire Veolia Communications, Education & Outreach function and reduce Education/Outreach team by 50%.

Rationale:

Following changes in the Veolia contract with service level reductions and changes in legislation relating to recycling (i.e.TEEP) the need for Veolia to have all the tools to deliver performance targets has reduced. Therefore it is proposed to reduce the educational and outreach team and review how the remaining resources can be used more effectively by working more closely with Council's communication team.

B2.2

SUMMARY

	Financial £000		Workforce
Base Data			
Current budget	N/A	Employees	N/A
Savings/Invest	£000	Change in employees	
Year 1	50	Year 1	n/a
Year 2	65	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	115	Total	0

Internal dependencies and external constraints:

Review and negotiation of contractual performance targets/ payment mechanism with Veolia. There will be a greater need for the outreach team to support the other income/service change proposals as set out in this document. Therefore savings split over two years.

Procurement strategy:

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	50	65			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**50**	**65**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**50**	**115**	**115**	**115**	**115**
Payback Period: n/a					

Close Park View Road R&R

Priority	3
Current Service Area	Commercial & Ops
Reference:	Close Park View Road R&R
Responsible Officer:	Waste Strategy Manager
Type of saving:	Stopping /Reducing service
Version:	1.0

Impact on Residents	Outcomes
Reduction of an R&R site	Reduction in resident satisfaction
	Potential increase in fly tipping

PROPOSAL

Proposal:
To close the Park View Road Reuse and Recycling Centre

Rationale:
Historically Haringey has had only one Reuse and Recycling Centre, which has been a small site on Park View Road (PVR), Tottenham. The borough now has a larger second site in the centre of the borough, which can cater for the waste which is currently deposited at PVR. The impact of the closure of PVR is assumed to be minimal as those who wish to responsibly dispose of their waste in a car will travel to an alternative site within the NLWA network, including the Western Road site. As part of its DCO application NLWA intend to add to the current network by building a new R&R site at Edmonton in 2020/21. The PVR site is earmarked for redevelopment as part of the wider regeneration proposals for residential housing/ new school on Ashley Road Depot. Relocating the site locally (Sedge Road) has been considered, however the cost of this site has been estimated at a £1m plus and would not deliver the £230K revenue savings. Also the site could be made redundant with the building of the new R&R site at Edmonton.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	115	Year 1	n/a
Year 2	115	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	230	Total	0

B2.2

Internal dependencies and external constraints:
Value of the regeneration site at Ashley Road has been calculated on the site being vacant, including the PVR R&R. The capital receipt for this site is helping to fund the proposed new depot site/ development at Marsh Lane.

Procurement strategy:

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	115	115			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**115**	**115**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**115**	**230**	**230**	**230**	**230**
Payback Period: n/a					

Rationalisation of Visitors Permits and increase in hourly permit charge.

Appendix 9

Priority	3
Current Service Area	Traffic Management
Reference:	Rationalisation of Visitors Permits and increase in hourly permit charge.
Responsible Officer:	Head of Traffic Management
Type of saving:	Increase in income
Version:	1.0

Impact on Residents	Outcomes
Residents will have to pay more for VP	Less VPs issued
Residents aged between 60and 75 will no longer be entitled to a concession	More journeys undertaken by walking, cycling or public transport

PROPOSAL

Proposal:
This involves a review of the Visitor Parking (VP) Permit scheme, rationalising provision of permits and bringing charges in line with other boroughs, see below.

Proposals also involve reducing the concessionary entitlement, which currently offers a 50% reduction in charge to residents aged 60 years or over, and those registered disabled (this group is also allowed double the normal allocation of permits). In future it is proposed that this concession will be limited to those aged 75 years or over. No change is proposed to those residents registered as disabled.

The proposals include a reduction in the range of different types of VP permits offered, reducing unnecessary overheads. This will involve removing the two hourly, weekend and two weekly Permits.
It is proposed to increase the VP from 35p to 80p per hour.

Rationale:
For a borough with Inner London parking pressures the cost of an hourly visitor permit is low, which in turn does not help to manage demand for parking space and encourage residents and visitors to walk, cycle or use public transport. Rationalisation of the number of permits will help the administration of the scheme and reduce overheads.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	125	Year 1	n/a
Year 2	225	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	350	Total	0

B2.2

Internal dependencies and external constraints:
Will require IT development and working closely with Customer Services

Procurement strategy:

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	125	225			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**125**	**225**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**125**	**350**	**350**	**350**	**350**
Payback Period: n/a					

Relocating Parking/CCTV Back office Processing & Appeals

Priority	3
Current Service Area	Traffic management
Reference:	Relocating Parking/CCTV Back office Processing & Appeals
Responsible Officer:	Head of Traffic Management
Type of saving:	New delivery model
Version:	1.0

Impact on Residents	Outcomes
None	None

PROPOSAL

Proposal:
To relocate 1st stage parking appeals and CCTV enforcement processing outside London. A number of operating models will be considered. Final 2nd stage appeals will be retained by the Council.

Rationale:
Services delivered outside of London attract reduced cost due to a number of factors which includes accommodation costs and staffing costs as well as benefits in being able to recruit more readily. The London Borough of Islington successfully operate an in house service provision in Manchester. We are also aware that the London Boroughs of Barnet, Enfield and Waltham Forest operate 1st stage appeals outside of London through a third party provider.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	13
Savings/Invest	**£000**	**Change in employees**	
Year 1		Year 1	
Year 2	380	Year 2	13
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	380	Total	13

B2.2

Internal dependencies and external constraints:
- IT systems will have to be developed and aligned between offices.
- Finding suitable accommodation to relocate staff.
- The potential recruitment of new staff.

Procurement strategy

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)		380			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**0**	**380**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**0**	**380**	**380**	**380**	**380**
Payback Period: N/A					

Permits CO2 charging regime

Priority	3
Current Service Area	Sustainable Transport
Reference:	Permits CO2 charging regime
Responsible Officer:	Head of Traffic Management
Type of saving:	Increase in income
Version:	1.0

Impact on Residents	Outcomes
Increased cost for those resident with higher CO2 emissions.	Residents select vehicles with lower CO2 emissions
	Improved air quality
	Reduced vehicles

PROPOSAL

Proposal:
To review the existing CO2 charging regime and change the banding linked to the DVLA scheme. Also to remove the additional charge per vehicle per household.

Rationale:
The council's transport policies aim to reduce the harmful emissions from transport and improve air quality. As a result the Council introduced a CO2 emissions based permit charging structure in 2008. It is proposed to review the existing charges and introduce the same CO2 banding as used by the DVLA.

It also intended to remove the current incremental increase for additional cars per household as this has proved to be difficult to administrater.

SUMMARY

	Financial Data		Workforce Data
Base Data	**£000**		
Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Year 1	100	Year 1	n/a
Year 2	300	Year 2	n/a
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	400	Total	0

B2.2

Internal dependencies and external constraints:
New charging for bands will require IT development/costs. Permit charge increase will be subject to statutory consultation.

Procurement strategy N/A

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	100	300			
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**100**	**300**	**0**	**0**	**0**
Cumulative Cost/(Savings)	**100**	**400**	**400**	**400**	**400**
Payback Period: n/a					

Savings and Investment Pro-forma

Annex 4

Financial (Savings) information to be presented on incremental basis

Priority	4
Current Service Area	Regeneration
Reference:	
Council-Wide Saving (Yes/No)	No

Impact on Residents	Outcomes
Delay to progression of some regeneration schemes / projects	Slow the progress of the regeneration programme

Following a detailed review of the overall Tottenham Regeneration programme budget, savings from General Fund (£50k) have been identified from 2018/19 on consultancy spend. These proposed savings followed a detailed review with the budget holders to determine what spend could be delayed or reduced to meet the savings the Council is required to make. The impact of reduced spend on consultants will mean that progression of regeneration schemes or projects may be delayed.

	Financial Data		Workforce Data
Base Data			
Current budget	1,604,228	**Employees**	38
Savings/ Invest	**£000**	**Change in employees**	
2018/19	50	2018/19	0
2019/20		2019/20	
2020/21		2020/21	
2021/22		2021/22	
2022/23		2022/23	
Total	50	Total	

Savings and Investment Pro-forma

Annex 5

Financial (Savings) information to be presented on incremental basis

Priority	5
Current Service Area	Housing
Reference:	S56300
Council-Wide Saving (Yes/No)	No

Impact on Residents	Outcomes
If a BME service is decommissioned, previous s	More appropriate and effective services c

This is a budget that commissions services so does not fund council employees. The current budget (2017/18) still includes the funding due to be transferred to Adults Services following the implementation of the Housing Related Support Review. The split is as follows:

£4,654k to Adults Services
£3,999k to remain in Housing Related Support

Savings offered:
Reduction in Housing Related Support budget by:
Potential Savings for 2018/19 of approx 50k by bringing monitoring roles back into the HRS team from HfH.

Additional savings of approx 120k in 19/20 by recommissioning community based homelessness prevention work.

	Financial Data		Workforce Data
Base Data			
Current budget	8,652,300	**Employees**	none
Savings/ Invest	**£000**	**Change in employees**	
2018/19	50	2018/19	0
2019/20	120	2019/20	0
2020/21		2020/21	
2021/22		2021/22	
2022/23		2022/23	
Total	170	Total	0

Shared Service Centre

Annex 6

Appendix 9

Priority	X
Current Service Area	Shared Service Centre

Impact on Residents	Outcomes
No impact on residents	N/A

Proposal:

6.3

Current budget	9,025	**Employees**	336
Savings/Invest	**£000**	**Change in employees**	
Total	3,250	Total	0

B2.2

B2.3

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)	0	250	1500	1500	
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**0**	**250**	**1500**	**1500**	**0**
Cumulative Cost/(Savings)	**0**	**250**	**1750**	**3250**	**3250**

Additional Cost Estimated

COMMERCIAL CASE

A3.5

Procurement strategy :

Procurement Strategy is dependant on the option

A3.6

A3.7

FINANCIAL CASE

A3.8

Funding Position	Total (project life)	**2017-18 £k**	**2018-19 £k**	**2019-20 £k**	2020-21£k **estimate**	**2021-22 £k**
Revenue funding from existing budget	**0**	TBC				
Revenue funding required – new	**0**					
Project Management costs	**0**					
Capital funding from existing budget	**0**	0	0	0	0	0
Capital funding required – new	**0**	0	0	0	0	0

A3.9

A3.10

A3.11

MANAGEMENT CASE

Describe the delivery of the preferred option, including the approach to Project, project and change management, and the governance arrangements:

The preferred option for new delivery model for back-office services has yet to be determined as it is subject to an options review.

The Programme Management Office is currently leading a high-level options review. This will include alternative delivery models, risks, benefits, implementation costs and transition timescales.

Internal dependencies and external constraints:

Front-office services - significant potential synergies with front office services; needs of both services need to be considered as part of any future service delivery option

Personnel - significant impact on staff; could be subject to TUPE, and requirement to consult with Trade Unions and Staff

Alexandra House - Decant

Appendix 9

Priority	X
Current Service Area	All

Impact on Residents	Outcomes
No impact on residents	N/A

Proposal:

6.3

Current budget	N/A	**Employees**	N/A
Savings/Invest	**£000**	**Change in employees**	
Total	1,000	Total	0

B2.2

B2.3

Cost Benefit Analysis (CBA)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k	2021-22 £k
Benefits Estimated (Savings)		250	750		
Reduced benefits due to lead-on time (if applicable)					
Additional Cost Estimated					
Net Impact Cost/(Savings)	**0**	**250**	**750**	**0**	**0**
Cumulative Cost/(Savings)	**0**	**250**	**1000**	**1000**	**1000**

Additional Cost Estimated

COMMERCIAL CASE

A3.5

Procurement strategy (where applicable)
Not applicable

A3.7

FINANCIAL CASE

A3.8

Funding Position	Total (project life)	2017-18 £k	2018-19 £k	2019-20 £k	2020-21 £k estimate	2021-22 £k
A3.9 Revenue funding from existing budget	**0**					
A3.10 Revenue funding required – new	**0**					
A3.11 Project Management costs	**0**					

Capital funding from existing budget	**0**					
Capital funding required – new	**0**					

MANAGEMENT CASE	
Describe the delivery of the preferred option, including the approach to Project, project and change management, and the governance arrangements. See above	Internal dependencies and external constraints Key dependencies are: renegotiation of rent; WOW programme implementation of new processes and technology (e.g. mobile working).

Closure of internal print room

Priority	X
Current Service Area	Communications

Impact on Residents	Outcomes
No impact on residents	N/A

Proposal:
To close the internal print service with a saving of £50.5K in the year 2018/19. The current bulk print service is only 65% utilised.

We will utilise our existing print framework to use suppliers which can continue to deliver a high volume and responsive service.

Base Data **£000**

Savings/Invest **£000**

Year 1		Year 1	
Year 2	51	Year 2	1
Year 3		Year 3	
Year 4		Year 4	
Year 5		Year 5	
Total	51	Total	1

Change in employees

Resources required:
N/A

B2.2

B2.3

B2.4

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Appendix 10

Calculation of the Council Taxbase for 2018-2019

Line	Band	@	A	B	C	D	E	F	G	H	Total
	Actual current properties										
1	Dwellings on database @ 11.01.2018	0	7,999	18,966	33,831	26,274	10,911	5,377	4,638	708	**108,704**
2	Exemptions @ 11.01.18	0	-200	-372	-528	-454	-181	-47	-32	-16	**-1830**
	Disabled Reductions of Band:										
3	Add to Lower Bands	0	1	16	42	114	78	34	27	9	**321**
	Take from Higher Bands	-1	-16	-42	-114	-78	-34	-27	-9	0	**-321**
4											
5	Line 1-2+3-4 = *H*	-1	7,784	18,568	33,231	25,856	10,774	5,337	4,624	701	**106,874**
6	Number in *H* above Entitled to										
	One 25% Discount		-4,397	-9,527	-11,871	-6,490	-2,207	-847	-527	-60	**-35,926**
7	Line 6 x 25%		-1099.25	-2381.75	-2967.75	-1622.50	-551.75	-211.75	-131.75	-15.00	**-8981.50**
8	Number in *H* above Entitled to										
	two 25% (50%) Discount	0	0	-1	-14	-20	-20	-15	-15	-6	**-91**
9	Line 8 X 50%		0.00	-0.50	-7.00	-10.00	-10.00	-7.50	-7.50	-3.00	**-45.50**
10	No in *H* above entitled to										
	10% discount		0	0	0	0	0	0	0	0	**0**
	10% of above		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
11	No in *H* above entitled to										
	0% discount		0	0	0	0	0	0	0	0	**0**
	0% of above		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
	No in *H* above entitled to										
	100% discount (4 weeks or less)		-3	-12	-7	-10	-6	-2	0	0	**-40**
	(assessed based on total award / amount per band)										
12	*Total Discounts = Q*		-1102.25	-2394.25	-2981.75	-1642.50	-567.75	-221.25	-139.25	-18.00	**-9067.00**
13	Line 5+ Line 12	-1.00	6,681.75	16,173.75	30,249.25	24,213.50	10,206.25	5,115.75	4,484.75	683.00	**97,807.00**
	Estimated changes										
14	Properties Awaiting Banding										
16	Line 14		0	0	0	0	0	0	0	0	**0**
17	Properties to be Deleted										
18	Known Errors in Valuation List		0	0	0	0	0	0	0	0	**0**
19	Line 17 + Line 18	0	0	0	0	0	0	0	0	0	**0**
20	Line 16 + Line 19 (J)	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
21											
	Empty homes premium		30	42	29	34	12	4	4	4	**159**
	at 50% (E)		15	21	14.5	17	6	2	2	2	**79.5**
22	Debt movement (J)		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
23	Estimated change total	0	15.00	21.00	14.50	17.00	6.00	2.00	2.00	2.00	**79.50**
	CTR Discount										
	Band reduction based on total monetary award	-0.9	-2,360.00	-4,473.00	-5,860.00	-4,239.00	-1,337.00	-373.00	-82.00	-4.00	**-18,728.00**
	Expected in year changes		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
24	Total CTR Band Equivalent	-0.90	-2,360.00	-4,473.00	-5,860.00	-4,239.00	-1,337.00	-373.00	-82.00	-4.00	**-18,728.00**
	Z total CTR Discount	-0.90	-2,360.00	-4,473.00	-5,860.00	-4,239.00	-1,337.00	-373.00	-82.00	-4.00	**-18,728.00**
25	*H - Q + J - Z*	-1.90	4,336.75	11,721.75	24,403.75	19,991.50	8,875.25	4,744.75	4,404.75	681.00	**79,158.50**
26	*To calculate band equivalents*		0.67	0.78	0.89	1.00	1.22	1.44	1.67	2.00	
27	Band D Equivalent: lines 25 x 26	0	2,891.17	9,116.92	21,692.22	19,991.50	10,847.53	6,853.53	7,341.25	1,362.00	**80,096.11**
28	Band D equivalent for Taxbase calculation										**80,096**
30	**Band D Equivalent for Taxbase Calculation**									***Before allowance for collection rate***	**80,096**
	Band D equivalent for Taxbase calculation after non-collection allowance **(3.75%)** applied										**77,093**

Appendix 11

Policy for Flexible use of Capital Receipts

Purpose

1. This document reviews the statutory guidance on the flexible use of Capital Receipts and its application within this council.

Background

2. Capital receipts can only be used for specific purposes and these are set out in Regulation 23 of the Local Authorities (Capital Finance and Accounting) (England) Regulations 2003 made under Section 11 of the Local Government Act 2003. The main permitted purpose is to fund capital expenditure and the use of capital receipts to support revenue expenditure is not permitted by the regulations.

3. The Secretary of State is empowered to issue Directions allowing expenditure incurred by local authorities to be treated as capital expenditure. Where such a direction is made, the specified expenditure can then be funded from capital receipts under the Regulations.

4. The Secretary of State for Communities and Local Government has issued guidance in March 2016, giving local authorities greater freedoms with how capital receipts can be used to finance expenditure. This Direction allows for the following expenditure to be treated as capital,

   "expenditure on any project that is designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery to reduce costs and/or transform service delivery in a way that reduces costs or demand for services in future years for any of the public sector delivery partners."

5. In order to comply with this Direction, the Council must consider the Statutory Guidance issued by the Secretary of State. **This Guidance requires authorities to prepare, publish and maintain a Flexible Use of Capital Receipts Strategy with the initial strategy being effective from 1st April 2016 with future Strategies included within future Annual Budget documents.**

6. There is no prescribed format for the Strategy, the underlying principle is to support local authorities to deliver more efficient and sustainable services by extending the use of capital receipts to support the revenue costs of reform projects

7. The Statutory Guidance for the Flexible Use of Capital Receipts Strategy states that the Strategy should include a list of each project which plans to make use of the capital receipts flexibility, together with the expected savings that the project will realise. The Strategy should also include the impact of this flexibility on the affordability of borrowing by including updated Prudential Indicators.

8. The Flexible Use of Capital Receipts Strategy is set out below:

Flexible Use of Capital Receipts Strategy

1. Government has provided a definition of expenditure which qualifies to be funded from capital receipts. This is:

   "Qualifying expenditure is expenditure on any project that is designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery to reduce costs and/or transform service delivery in a way that reduces costs or demand for services in future years for any of the public sector delivery partners. Within this definition, it is for individual local authorities to decide whether or not a project qualifies for the flexibility."

2. The Council's use of flexible capital receipts to deliver ongoing transformative schemes and the savings these schemes will generate are set out in the below table.

	Investment Expenditure (one-off)					Planned Savings (recurrent)			
	2017/18 £'000	2018/19 £000	2019/20 £000	2020/21 £000	2021/22 £000	2018/19 £000	2019/20 £000	2020/21 £000	2021/22 £000
Transformation Programme (as detailed within Priority Programmes):									
Priority 1	510	-	-	-	-	(4,131)	(4,131)	(4,131)	(4,131)
Priority 2	1,206	-	-	-	-	(7,810)	(7,810)	(7,810)	(7,810)
Priority 1/2 (cross cutting)	228	-	-	-	-	-	-	-	-
Priority 3	123	-	-	-	-	(2,615)	(2,615)	(2,615)	(2,615)
Priority 4	785	-	-	-	-	(828)	(828)	(828)	(828)
Priority 5	100	-	-	-	-	(765)	(765)	(765)	(765)
Priority X (including all Council initiatives)	1,305	-	-	-	-	(2,958)	(2,958)	(2,958)	(2,958)
Restructure costs (savings included in Priority themes)	4,000	4,000	-	-	-	-	-	-	-
Dynamic Purchasing System	132	268	-	-	-	(200)	(400)	(400)	(400)
The FOBO programme will examine front office design and alignment and integration with the back office to improve business processes and deliver efficiencies	-	4,572	2,287	1,529	-	(250)	(2,750)	(4,250)	(4,250)
Future Ways of Working (FWoW) Programme - efficient ways of working through new single state of the art office equipped with modern technology and processes (savings, revenue streams being finalised as part of business case)	-	825	825	2,225	825	tbc	tbc	tbc	tbc
Replacement ERP solution, indicative savings over 10 year business plan period £11.8m	-	2,500	500	-	-	-	-	(500)	(1,000)
Haringey Education Partnership - more efficient and targeted school improvement service at lower cost and within reduced funding	-	875	-	-	-	-	-	-	-
Total	**8,389**	**13,040**	**3,612**	**3,754**	**825**	**(19,557)**	**(22,257)**	**(24,257)**	**(24,757)**

3. The guidance requires that the impact on the Council's Prudential Indicators should be considered when preparing a Flexible Use of Capital Receipts Strategy. The indicators that will be impacted by this strategy are set out below;

   Estimate of Capital Expenditure Indicator will increase by the total investment expenditure amounts in each of the years detailed in the table and so will Capital Financing Requirement as these capital receipts supported schemes within the existing programme will now be financed by prudential borrowing.

   Financing costs as a percentage of the net revenue stream are detailed in the table above. Note that the savings generated from these projects will meet the debt financing costs arising from the additional borrowing. Therefore, there is no impact on Council Tax/Housing Rents as savings will meet the debt financing costs

4. The Prudential Indicators show that this Strategy is affordable and will not impact on the Council's operational and authorised borrowing limits.

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Report for: Cabinet 13 February 2018

Title: Review of Fees and Charges 2018-19

Report authorised by: Jon Warlow Interim Deputy Chief Finance Officer

Lead Officer: Frances Palopoli, Head of Finance Operations

Ward(s) affected: ALL

Report for Key/ Non Key Decision: Key.

1. Describe the issue under consideration

1.1. The Council's income policy requires an annual review of the level of the fees and charges levied upon service users with a view to ensuring that income is maximised commensurate with the full recovery of costs.

1.2. This report sets out the Fees & Charges that are proposed to be applied to services for the year 2018/19. This report considers the relevant factors affecting the review of fees and charges, identifies those services where an increase is being proposed and seeks:

- Approval to increase the fee or charge rate to those services where an increase is proposed in line with inflation.
- Member's agreement where an alternative approach is being proposed.

2. Cabinet Member introduction

2.1. It is important that, as part of our on-going financial planning, we comply with the Council's policy to annually review our fees and charges taking account of issues such as the general economic climate, the Council's overall financial position and delivery of the objectives of the Corporate Plan

2.2. Taking all relevant factors into account I believe that the increases in fees and charges proposed in this report are appropriate. I therefore commend this report to the Cabinet.

3. Recommendations

3.1. The Cabinet is asked:

a) To **agree** the proposed fees and charges to be levied by the Council with effect from 1 April 2018, unless otherwise stated, and as detailed in Section 8 and related appendices taking into account the findings of equalities assessments as set out in section 8 of the report and available in full at Appendix A;

Haringey LONDON

b) To **note** the proposed changes in fees and charges arising from previous Cabinet or Cabinet Member decisions as set out in Section 9 and related appendices

c) To **note** that the Council's MTFS assumes that the changes to Fees & Charges set out in this report are agreed.

4. Reasons for Decision

4.1. It is a requirement to review fees and charges annually. The financial position of the Council supports the view that levels of fees and charges should be maximised taking into account all relevant factors including the effect on service users and any consequent demand for services.

5. Alternative options considered

5.1. This report summarises the conclusions after consideration of a range of alternative approaches dependent on particular services and relevant factors. As such a range of alternative options ranging from no increase to differentiated rates of increases have been considered and reflected in this report.

6. Background information

6.1. The Council's External Income Policy in relation to varying external income rates reflects that:

- Service managers should review the level of fees and charges annually as part of the budget setting process;
- Charges should generally increase by the Consumer Price Index (CPI) as a minimum and also seek to maximise allowable income;
- A full list of proposed charges should be presented to Cabinet by the end of March each year.

6.2. The setting of fees and charges, along with raising essential financial resources, can contribute to meeting the Council's objectives. Through the pricing mechanism and wider market forces, outcomes can be achieved and services can be promoted through variable charging policies and proactive use of fees to promote or dissuade certain behaviours. In the main, fees and charges should be set at a level where the full cost of provision is recovered through the price structure. However, in many circumstances those charges are reduced through subsidy to meet broader Council priorities.

6.3. This report meets the requirements of the Council's external income policy for the 2018-19 financial year and as such contains details of the current and proposed levels of fees and charges to take effect as set out during that year.

7. Review of Fees & Charges

7.1. Some fees and charges are set by statute and cannot be changed, such as the amount charged for a marriage or civil partnership ceremony or for a Birth

Certificate. Many fees and charges, for example residential care or Building Control, can only recover relevant costs. The level of other fees and charges are at the discretion of the Council.

7.2. The Council also has a set of strategic and policy objectives, and fees and charges should be set in accordance with such objectives.

7.3. The principles underpinning the Council's external income policy are that all fees and charges are reviewed annually and income is maximised within current service and policy objectives. The competitiveness of the market in which the service operates and the effect of price on demand and overall income yield should be considered. Some services are restricted to cost recovery.

7.4. The MTFS assumes that fees and charges increase by a minimum of 2.4% unless there is good reason not to, which should be explained. This represents the underlying CPI rate when the annual service review of fees & charges commenced.

7.5. In some cases, where a 2.4% increase would give a very small cost increase and/ or result in a charging rate that would be difficult to administer e.g. a resultant 36p charge might require disproportionate effort of maintaining change floats etc. Services have been asked to take account of factors such as the last time a rise was imposed (i.e. an assessment of the compounded inflationary rate) and make appropriate proposals; the proposed rate can be seen in the appendices.

7.6. A number of fees and charges cannot be set by the Cabinet. Regulation 2(6) of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 provides that charges for certain approvals, consents, permits and licenses (e.g. licensing/planning/consent under the Highways Act 1980) may not be made by the Executive (Cabinet). These fees are set by the Council's Regulatory Committee and a separate report will be prepared for that committee before the start of the financial year.

8. Service Specific information

8.1. The Appendices I – XII detail the services' fees and charges, showing the 2017-18 rate and the proposed 2018-19 rate with the uplift, if any, applied. Each service proposal is also summarised below.

Adult Services (See Appendix I)

8.2. Under Section 14 of the Care Act 2014, the Council has the power to charge for meeting care and support needs for adults and carers. The charges are means tested and take into account both income and assets possessed by the individual. This may or may not include an individual's residential home depending on whether the individual is receiving residential or community care. Charges are limited to cost recovery only.

8.3. Increases are generally in line with CPI inflation but due to rounding to the nearest 5 or 10 pence for smaller fees/charges, some increases may be higher.

8.4. The principle of full cost recovery for all care and support services is set out in the Council's Fairer Contributions Policy and should be applied to all services. The

increased charge proposed for sessional day care at the Haynes Day Centre would enable the service to enact this principle and also support a consistent and equitable approach to charging across all services. As noted above, all charges are means tested and take into account both the income and assets of an individual user through a financial assessment which determines their ability to pay. The increase will take effect from 1st April 2018 for new clients. An equalities impact assessment has been completed which confirms that the proposal will not impact disproportionately on any of the protected groups.

Traffic Management (Operations) (See Appendix II)

8.5. These are charges relating to in the main borough wide parking permits, parking suspensions, highways licences and Traffic management orders. The parking permit charges are made in accordance with the provisions of the Road Traffic Regulation Act 1984. The Secretary of State recommends that authorities set charges at levels which are consistent with the aims of the authority's transport strategy, including its road safety and traffic management strategies. The highway licences charges are set in accordance of the provisions in the Highways Act. Cabinet agreed a number of changes to parking permits as part of last year's review. Those changes are being implemented hence, no further increases are proposed to those permits as part of this year's review. Those permits are identified in Appendix II.

8.6. The service is proposing to increase charges for parking bay suspensions (daily charges) by 44.5%, which brings Haringey in line with neighbouring boroughs. The service is proposing two new charges related to parking bay suspensions. The first is to introduce a cancellation fee and the second is a charge for an additional site visit. This is to bring the Council in line with neighbouring boroughs, who have already adopted similar charges. An equalities impact assessment (EqIA) screening tool has identified that the proposed new fees do not disproportionately impact on groups with protected characteristics.

Libraries (See Appendix IIIa)

8.7. The Library Charges (England and Wales) Regulations 1991 stipulate the items and services that may be charged for. Charges are at the discretion of the authority, and the authority may make different provision for different cases including different provision in relation to different persons, circumstances or localities. There can be no charge for the loan of written material (section 8 of the Public Libraries and Museums Act 1964).

8.8. Library fees and charges will increase by an average of 2.2%. Room hire charges have been reviewed to achieve a more consistent approach to charging across Council sites and to align with neighbouring boroughs. An average increase of 2% is proposed for room hire for commercial use and an average increase of 2.17% is proposed for room hire for community use. However, a 10% discount will be offered to hirers booking for 8 weeks or more. The service is proposing to reduce the charge for residents aged over 60 to reserve items already in stock (014.3% change).

8.9. An equalities impact assessment (EqIA) screening tool has identified that the proposals will not disproportionately impact groups with protected characteristics.

Culture (See Appendix IIIb)

8.10. Charges for community and corporate events have been either increased in line with inflation or where above inflation to bring them in line with charges for similar venues in the borough.

8.11. All other services and access to the museum remain free. The service will continue to collect feedback from service users and monitor any barriers to use.

8.12. An equalities impact assessment (EqIA) has been completed for the proposed changes to fees in Cultural Services which has identified that the proposals will not disproportionately impact groups with protected characteristics.

Garage Rents (See Appendix IV)

8.13. An increase in Garage rents was agreed in principle by Cabinet in December 2014 as part of the Medium Term Financial Strategy. Prior to this, there had been no increase in garage rents for over eighteen years and it was agreed that in the future these were reviewed annually alongside all other fees and charges.

8.14. The December 2014 decision was to move to applying market rates for all garages, with the initial increases for 2016/17 to provide valuable market data to the Council on the demand and price elasticity of garages across the different areas of the borough and inform future pricing decisions to maximise income. The service is proposing an average 2.6% fee increase for 2018/19. This income contributes to the Housing Revenue Account (HRA) rather than the General Fund (GF)

8.15. An equalities impact assessment (EqIA) screening tool has been completed in relation to the proposed changes, indicating that there no negative impacts arise for service users. To ensure that the proposed changes do not impact disproportionately on vulnerable customers a specific concessionary rate is in place for elderly and disabled Haringey residents.

Corporate Landlord (Asset Management) (See Appendix V)

8.16. Most rents for commercial properties are set through commercial negotiations with the tenant as part of the initial lease and subsequent rent reviews. The rents are set using nationally agreed RICS formulae taking into account variables such as location, size and condition of the property. The rent payable at the time of entering into a lease is very much dependent on market forces driving best consideration and once agreed is usually fixed for periods of up to 5 years before review. Commercial rent amounts are therefore not included for approval in this report.

8.17. All other charges such as room hire and staff car parking have increased by 2.4%, which is in line with the rate of inflation.

8.18. Concessions will continue to be offered for room hire for charities and partners and for blue badge holders and those with temporary medical conditions for parking charges. An equalities screening tool has identified no adverse impact and therefore a full EqiA is not required.

Court Costs (See Appendix VI)

8.19. Legislation under the Council Tax (Administration and Enforcement) Regulations 1992 and the Non-Domestic Rating (Collection and Enforcement) Regulations 1989 defines that the cost of summons and a liability order is reasonably incurred. The cost of summons and liability orders is reviewed annually to ensure it remains fair and reasonable. Following a challenge in the High Court, the costs of Council Tax summons in Haringey were reviewed by Grant Thornton and the recommendations from that review were built into the current year charges.

8.20. The current charges are broadly in line with other London Boroughs and it would be prudent to keep them at the same level for 2018/19.

8.21. The Authority's court costs are audited and is deemed to reflect the true cost in pursuing non payers and defaulters.

Waste (See Appendix VII)

8.22. Fees are set in consultation with Veolia who manage the joint partnership for commercial waste and the proposed increase is primarily based on market information. The commercial market is very competitive and it is not proposed that these charges are increased for 2018/19.

8.23. There were small inflationary increases for recycling bins together with a new charge for bulk recycling bin hire in the last financial year. Further increases are not being proposed at present.

8.24. For fixed penalty notices, the charges are set nationally and no increase applies.

Parks Services (See Appendix VIII a)

8.25. The allotment allotment service is currently under review as part of the Priority 3 More Than Parks Project in conjunction with the Allotment Forum. Part of the proposal includes rent and water rate increases. The allotment service is proposing to increase allotment rents by 75%. As part of its review, the service will also appoint a dedicated allotment officer. The Council has consulted on the proposed changes with the Allotment Forum Steering Group, who have expressed support for the proposals. The proposal will provide a more secure future for the management of allotments in Haringey.

8.26. The fees charged for use of sports pitches and organised exercise/personal training in parks has mostly been increased in line with inflation. Fees have been rounded up where small amounts are involved and this may sometimes result in above inflation increases.

8.27. An equalities impact assessment (EqIA) screening tool has been completed for the proposed allotment fee increases which indicated that a full EqIA was not required.

Parks Events (See Appendix VIII b)

8.28. The Council operates in a competitive market, particularly for major events that take place in Finsbury Park. Prices were last reviewed in January 2014 and kept

constant in 2015/16 and increased by inflation subsequently. It is proposed that fees for all events in parks are also increased by inflation for 18/19.

8.29. An equalities impact assessment (EqIA) screening tool has been completed in relation to the proposed fee increases for parks events. The proposal relates to fees which are covered by the Outdoor Events Policy. The existing policy has been drafted to ensure that there is no adverse impact on any of the protected groups. Community groups connected to parks are offered free access and there is a small grants scheme available for other community groups. The changes have therefore been assessed as having a minimal impact and are not anticipated to impact disproportionately on any of the protected groups.

Registrars (See Appendix IX)

8.30. Most fees in the Registrar's office are set by the General Register Office, and were last revised in October 2017 – these cannot be changed by the Council. The Council can however set fees for discretionary services. The Registrars service is proposing to make a number of changes to their charges to better recover costs in light of the overall market, as they are in competition with other boroughs / providers, and to stimulate demand. The proposals attached aim, as a minimum, to enable current income to be achieved whilst providing a comprehensive service.

8.31. The Nationality checking Service (NCS) will be stopped nationally from October 2018 and this service currently generates a considerable amount of income for Registrars. The Service has already begun to consider options for how they will mitigate this loss of income. For 2018/19, the Council is proposing to increase fees for this service above inflation.

8.32. The service is proposing to increase some fees by inflation and to also reflect cost recovery and others to bring charges in line with neighbouring boroughs. Some fees will be reduced to increase access to services. The service has a number of fees to cover options not publicised to customer, such as a customer asking to get married in the middle of the night. These fees have to date never been used, but are in existence if a query arises from the public. The proposal is to significantly reduce some of these fees to reflect the true cost of handling extraordinary events. Where fee increases are above the rate of RPI inflation, this has been proposed as a result of benchmarking against neighbouring boroughs, identifying that Haringey venues are below the market rate.

8.33. Statutory fees, set in accordance with the Marriage and Registration Acts, apply to the following services: birth, deaths and still birth registrations; entering a notice of marriage in a marriage notice book; attending a marriage at a register office; signing of the civil partnership schedule and giving notice to a registration authority under the Civil Partnership (Registration Abroad and Certificates) Order 2005, article 17(2) (certificate of no impediment) and conversion of a Civil Partnership to Marriage (signing only).

8.34. **Non statutory fees may be set by the local authority as follows**: attendance of a Registrar (or deputy registrar) and Superintendent Registrar (or Deputy Superintendent Registrar) at an approved premises for a marriage ceremony; attendance of a civil partnership registrar at an approved premises for a civil partnership registration; non-refundable booking fee for a wedding or civil partnership ceremony; attendance of a Superintendent Registrar or deputy

Superintendent Registrar at a private Citizenship ceremony; application fee for the Nationality Checking Service.

8.35. **Marriage/civil partnership ceremonies:** The Marriage Act 1949 (as amended) and the Civil Partnership Act 2004 make provision for local authorities to approve premises for the purpose of marriage and civil partnership ceremonies. The Marriage and Civil Partnership (Approved Premises) Regulations 2005 enables the Council to determine a fee to cover the costs of providing for the prescribed personnel to attend the formalities; such fee must reasonably represent the costs of provision. Under the regulations it is permissible for the authority to set different fees for different cases or circumstances.

8.36. **Citizenship ceremonies:** The British Nationality (General) Regulations 2003 made under the British Nationality Act 1981 as amended, require local authorities to make available or make arrangements for premises at which citizenship ceremonies may be conducted. The Council must comply with this requirement although the Secretary of State may make a payment to a local authority for carrying out this duty. However additionally, under schedule 1 of the Nationality, Immigration and Asylum Act 2002 the Council may make a charge for the provision of citizenship ceremonies.

8.37. **Nationality Checking Service and Immigration Advice Service:** provision of these services are authorised by section 1 of the Localism Act 2011 (general power of competence). Section 93(1) of the Local Government Act 2003 enables the Council to charge for the provision of discretionary services provided that the income from charges made for the service does not exceed the costs of provision.

8.38. Fee changes have been subject to the equalities screening tool which has identified no adverse impact and therefore a full EqIA is not required

Regulatory Services (See Appendix X)

8.39. These charges relate to Pest Control, Environmental Health Mortuary, Environmental permits and Local Authority Pollution Prevention Control (LAPPC) mobile plant charges. Fees are permissible by Acts of parliament. Environmental Permit fees are set by statute.

8.40. In most cases small or nil increase is proposed. The key change proposed is the reduction in the concession awarded to 40% rather than current concession charge of 50% of the full charge. This reduction in concession is proposed following a review of concessions made by other local authorities in London.

8.41. Mortuary fees are proposed to increase based on market data and to ensure fees are moving towards a full cost recovery. Other fees which are in line with the market have been increased by CPI.

8.42. Fee changes in regulatory services have been subject to equalities screening and EqIA. These changes will have a low impact overall and are not expected to have a disproportionate impact on any protected groups.

Building Control (See Appendix XIa)

8.43. Charges are required to be set so that the Building Regulations service breaks even over a 3-year period.

8.44. During 2016/17 the service undertook a detailed review of fees and charges. This resulted in a schedule that reflects the actual costs of delivering the service and was benchmarked against other planning authorities Local Authority Building Control Services. Therefore, it is proposed that fees and charges increase by an average of 2.4%. The cost of service provision to commercial organisations has been reviewed and charges have been increased to reflect cost recovery in line with Council policy. Nil increase is proposed for local land charges as these are at full cost recovery already.

8.45. An equalities screening has been completed in relation to the proposed changes. The proposed fee increases are low, with most under or at the rate of inflation. Therefore, the fee increases are not anticipated to impact disproportionately on any of the protected groups.

Development Management (Planning / Development Control Services) (see Appendix XIb)

8.46. The service has reviewed charges relating to pre-application advice and planning performance agreements relating to residential and commercial properties and an inflationary increase has mostly been applied to these charges.

9. Changes to 2018/19 Fees & Charges Previously Agreed by Cabinet or Cabinet Signing

Adults Services (See Appendix 1)

9.1. Within the Council's 2017/18 Medium Term Financial Strategy, approved by full council in February 2017, proposals to withdraw the subsidy for meals on wheels and levy a charge based on actual contractor cost of a meal were set out, subject to consultation. This took place and the withdrawal of the subsidy for meals on wheels was agreed at Cabinet in October 2017. An equalities impact assessment was completed.

9.2. The revised charge is shown in Appendix 1.

Children's Services (see Appendix XII)

9.3. The Council charges for places at children's centres. Cabinet agreed to an increase in fees in February 2017 and the fee increase was implemented in September 2017. There are no further increases planned by the service for 2018/19.

Development Management (Planning / Development Control Services) (see Appendix X1b)

9.4. In February 2017 the 'Fixing our broken housing market' White Paper set out proposals to increase nationally set planning fees by 20% on the basis that the additional income generated would be invested in local authority planning services. A Cabinet Member Signing decision was made on 30 November 2017 to implement the planned planning fee increases and any other changes from the date the regulations

came into force. Regulation SI 2017 no. 1314 was made on 20th December 2017 which means that local planning authorities will be able to start applying the fee changes from 17th January 2018. The service forecast that this will generate an additional £250k - £300k income annually which will be used to increase efficiency and reduce planning application processing times.

10. Contribution to strategic outcomes

10.1. Maximising the Council's resources, in particular in the current financial climate, is a key part of the Councils Medium Term Financial Strategy. In addition, the review of fees and charges has taken into account the Council's strategy and policies regarding that particular service.

11. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

11.1. **The Chief Finance officer** confirms that the proposed changes to Fees & Charges outlined in this report and appendices have been reflected in the Council's proposed 2018/19 budget. Overall a net additional contribution to the General Fund of c. £100k is forecast to be achieved. Whilst this may not seem high, Members need to be mindful of the policy and legislative restrictions that need to be considered. Furthermore, the provision of services is sensitive to levels of demand as well as competition from other providers and it is important that income budgets remain realistic and achievable.

11.2. **The Assistant Director of Corporate Governance has been consulted on this report.**

11.3. Certain fees for services provided by local authorities are prescribed in the parent legislation or in regulations made under the parent legislation. In such instances the Council has no discretion as to the level of the charge.

11.4. There is a further range of services where specific legislative provisions allow authorities to decide whether to charge and how much.

11.5. In addition, section 93 Local Government Act 2003 permits local authorities to charge for discretionary services, provided that there is no alternative power allowing the local authority to charge and provided that there is nothing in the parent legislation preventing the local authority from charging for these discretionary services. Where the Council charges for such discretionary services, it has a duty to secure that, taking one financial year with another, the income from charges does not exceed the costs of provision. Section 93 permits the Council to charge only some persons for providing the discretionary service and also permits the Council to charge different persons different amounts for providing a service.

11.6. In instances where the section 93 Local Government Act 2003 charging powers for discretionary services do not apply, the Council may be able to rely upon charging powers under section 1 of the Localism Act 2011 (general power of competence).

Similarly, under this provision, the Council may not recover more than the cost of providing that service. Recovery is assessed taking one year with another.

11.7. In reviewing fees and charges, the Council need to have due regard to the overarching Public Sector Equality Duty as set out in the Equality Act 2010.

11.8. Certain fees may not be set by the Cabinet. Regulation 2 (6) of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 provides that decisions on certain approvals, consents permits and licenses (for example premises licences; licenses for street trading) cannot be made by the Executive (Cabinet). Likewise, charges for such approvals, consents permits and licenses may not be made by the Cabinet. These fees will be set by the Regulatory Committee.

Equalities Comments

11.9. The Council has a public sector equality duty under the Equality Act (2010) to have due regard to:

- tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;
- advance equality of opportunity between people who share those protected characteristics and people who do not;
- foster good relations between people who share those characteristics and people who do not.

11.10. The proposed fee changes set out within this report have all been subject to equalities screening. Where the screening process has identified a potential disproportionate impact for the protected groups, a full EqIA has been completed. The results of the equalities screening and EqIA process have been highlighted for each of the proposed changes in section 8 of this report.

12. Policy Implication

12.1. The Council's income policy requires that an annual review takes place and this report meets that policy obligation.

13. Use of Appendices

Appendix I	Adults' Services
Appendix II	Traffic Management
Appendix III a	Libraries Charges
Appendix III b	Cultural Services Charges
Appendix IV	Garage Rents
Appendix V	Asset Management
Appendix VI	Court Summons
Appendix VII	Neighbourhood Action – Waste Collection
Appendix VIII a	Parks Services

Appendix VIII b	Parks Events
Appendix IX	Registrars
Appendix X	Regulatory Services (excl. Licenses etc. set by Reg. Committee)
Appendix XI a	Building Control
Appendix XI b	Development Management
Appendix XII	Children's Services

Appendix A **Equalities Screening Tools & Impact Assessments (EqIA)**

EQIA

Appendix A1	Adult Services – Haynes Day Centre – EqIA
Appendix A2	Cultural Services Charges - EqIA
Appendix A3	Regulatory Services – EqIA

Screening Tools

Appendix A4a	Traffic Management – suspensions per bay per day increase
Appendix A4b	Traffic Management – suspensions – cancellation fee
Appendix A4c	Traffic Management – suspensions – additional site visit
Appendix 5	Library Service
Appendix A6	Garage Rents
Appendix A7	Asset Management
Appendix A8a	Parks Services
Appendix A8b	Parks Events
Appendix A9	Registrars
Appendix A10	Building Control

14. Local Government (Access to Information) Act 1985

14.1. Outcome of consultation and decision on withdrawal of subsidy for Meals on Wheels service (Cabinet 17 October 2017)

14.2. http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MId=8290&Ver=4

Services that we charge for (1)	**2016/17 Charge** (2)	**2017/18 charge** (3)	**Proposed 2018/19 charge** (4)	**Change** (5)
	£	£	£	%
Emergency Response - Weekly Monitoring only	3.70	3.80	3.89	2.37%
Emergency Response - Weekly Monitoring and Visiting	6.35	6.50	6.65	2.31%
Osborne Grove Nursing Home - Weekly Nursing Care	1120.00	1120.00	1146.00	2.32%
Linden Residential Home - Weekly Residential Care	1023.30	1023.30		
Winkfield Resource Centre - Sessional Drop-in	51.65	52.50	53.75	2.38%
Winkfield Resource Centre - Sessional Day Care	41.30	42.00	43.00	2.38%
Clarendon Day Centre - Sessional Day Care	41.30	42.00	43.00	2.38%
Haynes Day Centre - Sessional Day Care	41.30	42.00	69.90	66.43%
Grange Day Centre - Sessional Day Care	41.30	n/a		
Haven Day Centre - Sessional Day Care	41.30	n/a		
Meals on Wheels - Per meal	3.40	3.40	7.60	123.53%

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Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
Resident Visitor Permits					
1 Hour residents standard	£ 0.35	£ 0.35	£ 0.80	128.6%	Already approved in the MTFS agreed by Cabinet
2 Hour residents standard	£ 0.70	£ 0.70	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Daily resident standard	£ 3.50	£ 3.50	£ 3.50	0.0%	Already approved in the MTFS agreed by Cabinet
Weekend permit standard	£ 8.50	£ 8.50	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
2 Week permit standard	£ 13.70	£ 13.70	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
1 Hour residents concessionary	£ 0.17	£ 0.17	£ 0.40	135.3%	Already approved in the MTFS agreed by Cabinet
2 Hour residents concessionary	£ 0.35	£ 0.35	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Daily resident concessionary	£ 1.75	£ 1.75	£ 1.75	0.0%	Already approved in the MTFS agreed by Cabinet
Weekend permit concessionary	£ 4.25	£ 4.25	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
2 Week permit concessionary	£ 6.85	£ 6.85	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Traders Permits per day charge	£ 8.00	£ 8.20	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Traders Permits monthly	£ 142.80	£ 147.10	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Car Club Permit	£ 137.00	£ 141.10	£ 200.00	41.7%	new increase - in line with neighbouring Boroughs - EQIA
Doctors Permit	£ 262.00	£ 269.90	£ 276.50	2.4%	
Resident Permits					
CO2 based					
1st resident permits					
Up to 100 CO2 g/km - including electric vehicles)	£ 22.90	£ 22.90	£ 20.00	-12.7%	Already approved in the MTFS agreed by Cabinet
101-110 CO2 g/km	£ 57.10	£ 57.10	£ 30.00	-47.5%	Already approved in the MTFS agreed by Cabinet
111-120 CO2 g/km	£ 57.10	£ 57.10	£ 40.00	-29.9%	Already approved in the MTFS agreed by Cabinet
121-130 CO2 g/km	£ 57.10	£ 57.10	£ 60.00	5.1%	Already approved in the MTFS agreed by Cabinet
131-140 CO2 g/km	£ 57.10	£ 57.10	£ 80.00	40.1%	Already approved in the MTFS agreed by Cabinet
141-150 CO2 g/km	£ 57.10	£ 57.10	£ 100.00	75.1%	Already approved in the MTFS agreed by Cabinet
151-165 CO2 g/km	£ 114.20	£ 114.20	£ 140.00	22.6%	Already approved in the MTFS agreed by Cabinet
166-175 CO2 g/km	£ 114.20	£ 114.20	£ 160.00	40.1%	Already approved in the MTFS agreed by Cabinet

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
176-185 CO2 g/km	£ 114.20	£ 114.20	£ 180.00	57.6%	Already approved in the MTFS agreed by Cabinet
186-200 CO2 g/km	£ 171.30	£ 171.30	£ 200.00	16.8%	Already approved in the MTFS agreed by Cabinet
201-225 CO2 g/km	£ 171.30	£ 171.30	£ 220.00	28.4%	Already approved in the MTFS agreed by Cabinet
226-255 CO2 g/km	£ 171.30	£ 171.30	£ 240.00	40.1%	Already approved in the MTFS agreed by Cabinet
Over 255 CO2 g/km	£ 171.30	£ 171.30	£ 260.00	51.8%	Already approved in the MTFS agreed by Cabinet
2nd and further vehicles					
Up to 100 CO2 g/km - including electric vehicles)	£ 22.90	£ 22.90	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
101-150 CO2 g/km	£ 91.30	£ 91.30	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
151-185 CO2 g/km	£ 148.40	£ 148.40	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
186 CO2 g/km and over	£ 228.40	£ 228.40	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Engine Size based pre 23rd March 2001					
not over 1549	£ 57.10	£ 57.10	£ 70.00	22.6%	Already approved in the MTFS agreed by Cabinet
1550cc to 3000cc	£ 114.20	£ 114.20	£ 180.00	57.6%	Already approved in the MTFS agreed by Cabinet
3001cc and above	£ 171.30	£ 171.30	£ 260.00	51.8%	Already approved in the MTFS agreed by Cabinet
2nd and further vehicles					
1549cc or less	£ 91.30	£ 91.30	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
1550cc to 3000cc	£ 148.40	£ 148.40	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
3001cc and above	£ 228.40	£ 228.40	£ -	0.0%	Subject to statutory consultation, are that these permits will be withdrawn
Garden Barriers card (1st card free)					
1st Replacement	£ 50.00	£ 50.00	£ 100.00	100.0%	New increase - in line with cost of administration - EQIA
2nd Replacement	£ 100.00	£ 100.00	£ 200.00	100.0%	New increase - in line with cost of administration - EQIA
3rd Replacement	£ 250.00	£ 250.00	£ 300.00	20.0%	New increase - in line with cost of administration - EQIA
Essentail Service Permits (borough wide)					

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
Up to 100 CO2 g/km - including electric vehicles)	£ 164.00	£ 164.00	£ 160.00	-2.4%	Already approved in the MTFS agreed by Cabinet
101-110 CO2 g/km	£ 328.00	£ 328.00	£ 180.00	-45.1%	Already approved in the MTFS agreed by Cabinet
111-120 CO2 g/km	£ 328.00	£ 328.00	£ 220.00	-32.9%	Already approved in the MTFS agreed by Cabinet
121-130 CO2 g/km	£ 328.00	£ 328.00	£ 280.00	-14.6%	Already approved in the MTFS agreed by Cabinet
131-140 CO2 g/km	£ 328.00	£ 328.00	£ 320.00	-2.4%	Already approved in the MTFS agreed by Cabinet
141-150 CO2 g/km	£ 328.00	£ 328.00	£ 360.00	9.8%	Already approved in the MTFS agreed by Cabinet
151-165 CO2 g/km	£ 546.50	£ 546.50	£ 500.00	-8.5%	Already approved in the MTFS agreed by Cabinet
166-175 CO2 g/km	£ 546.50	£ 546.50	£ 540.00	-1.2%	Already approved in the MTFS agreed by Cabinet
176-185 CO2 g/km	£ 546.50	£ 546.50	£ 580.00	6.1%	Already approved in the MTFS agreed by Cabinet
186-200 CO2 g/km	£ 656.00	£ 656.00	£ 600.00	-8.5%	Already approved in the MTFS agreed by Cabinet
201-225 CO2 g/km	£ 656.00	£ 656.00	£ 640.00	-2.4%	Already approved in the MTFS agreed by Cabinet
226-255 CO2 g/km	£ 656.00	£ 656.00	£ 680.00	3.7%	Already approved in the MTFS agreed by Cabinet
Over 255 CO2 g/km	£ 656.00	£ 656.00	£ 700.00	6.7%	Already approved in the MTFS agreed by Cabinet
Essential Service permits engine size vehicle registered before 23 March 2001					
1549cc or less	£ 328.00	£ 328.00	£ 360.00	9.8%	Already approved in the MTFS agreed by Cabinet
1550cc to 3000cc	£ 546.50	£ 546.50	£ 580.00	6.1%	Already approved in the MTFS agreed by Cabinet
3001cc and above	£ 656.00	£ 656.00	£ 700.00	6.7%	Already approved in the MTFS agreed by Cabinet
Essential Transferable permit x10 per 0rganisation - for council & NHS only	£ 636.60	£ 636.60	£ 740.00	16.2%	Already approved in the MTFS agreed by Cabinet
Scratch cards (4 hours)			£ 10.00		Already approved in the MTFS agreed by Cabinet
Business and Utility Permits (Borough Wide)					
Up to 100 CO2 g/km	£ 206.00	£ 206.00	£ 200.00	-2.9%	Already approved in the MTFS agreed by Cabinet
101-110 CO2 g/km	£ 433.00	£ 433.00	£ 300.00	-30.7%	Already approved in the MTFS agreed by Cabinet
111-120 CO2 g/km	£ 433.00	£ 433.00	£ 340.00	-21.5%	Already approved in the MTFS agreed by Cabinet

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
121-130 CO2 g/km	£ 433.00	£ 433.00	£ 380.00	-12.2%	Already approved in the MTFS agreed by Cabinet
131-140 CO2 g/km	£ 433.00	£ 433.00	£ 420.00	-3.0%	Already approved in the MTFS agreed by Cabinet
141-150 CO2 g/km	£ 433.00	£ 433.00	£ 460.00	6.2%	Already approved in the MTFS agreed by Cabinet
151-165 CO2 g/km	£ 618.00	£ 618.00	£ 600.00	-2.9%	Already approved in the MTFS agreed by Cabinet
166-175 CO2 g/km	£ 618.00	£ 618.00	£ 640.00	3.6%	Already approved in the MTFS agreed by Cabinet
176-185 CO2 g/km	£ 618.00	£ 618.00	£ 680.00	10.0%	Already approved in the MTFS agreed by Cabinet
186-200 CO2 g/km	£ 824.00	£ 824.00	£ 800.00	-2.9%	Already approved in the MTFS agreed by Cabinet
201-225 CO2 g/km	£ 824.00	£ 824.00	£ 840.00	1.9%	Already approved in the MTFS agreed by Cabinet
226-255 CO2 g/km	£ 824.00	£ 824.00	£ 880.00	6.8%	Already approved in the MTFS agreed by Cabinet
Over 255 CO2 g/km	£ 824.00	£ 824.00	£ 920.00	11.7%	Already approved in the MTFS agreed by Cabinet
Borough Wide Permit vehicles registered before 23rd March 2001					
not over 1549	£ 433.00	£ 433.00	£ 460.00	6.2%	Already approved in the MTFS agreed by Cabinet
1550cc to 3000cc	£ 618.00	£ 618.00	£ 680.00	10.0%	Already approved in the MTFS agreed by Cabinet
3001cc and above	£ 824.00	£ 824.00	£ 920.00	11.7%	Already approved in the MTFS agreed by Cabinet
Essential Service permits for School and Ministers of Religion					
Up to 100 CO2 g/km	£ 22.90	£ 22.90	£ 20.00	-12.7%	Already approved in the MTFS agreed by Cabinet
101-110 CO2 g/km	£ 57.10	£ 57.10	£ 30.00	-47.5%	Already approved in the MTFS agreed by Cabinet
111-120 CO2 g/km	£ 57.10	£ 57.10	£ 40.00	-29.9%	Already approved in the MTFS agreed by Cabinet
121-130 CO2 g/km	£ 57.10	£ 57.10	£ 60.00	5.1%	Already approved in the MTFS agreed by Cabinet
131-140 CO2 g/km	£ 57.10	£ 57.10	£ 80.00	40.1%	Already approved in the MTFS agreed by Cabinet
141-150 CO2 g/km	£ 57.10	£ 57.10	£ 100.00	75.1%	Already approved in the MTFS agreed by Cabinet
151-165 CO2 g/km	£ 114.20	£ 114.20	£ 140.00	22.6%	Already approved in the MTFS agreed by Cabinet
166-175 CO2 g/km	£ 114.20	£ 114.20	£ 160.00	40.1%	Already approved in the MTFS agreed by Cabinet
176-185 CO2 g/km	£ 114.20	£ 114.20	£ 180.00	57.6%	Already approved in the MTFS agreed by Cabinet

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
186-200 CO2 g/km	£ 171.30	£ 171.30	£ 200.00	16.8%	Already approved in the MTFS agreed by Cabinet
201-225 CO2 g/km	£ 171.30	£ 171.30	£ 220.00	28.4%	Already approved in the MTFS agreed by Cabinet
226-255 CO2 g/km	£ 171.30	£ 171.30	£ 240.00	40.1%	Already approved in the MTFS agreed by Cabinet
Over 255 CO2 g/km	£ 171.30	£ 171.30	£ 260.00	51.8%	Already approved in the MTFS agreed by Cabinet
Essential Service permits for School and Ministers of Religion vehicles registered before 23 March 2001					
not over 1550	£ 57.10	£ 57.10	£ 70.00	22.6%	Already approved in the MTFS agreed by Cabinet
1550cc to 3000cc	£ 114.20	£ 114.20	£ 180.00	57.6%	Already approved in the MTFS agreed by Cabinet
3001cc and above	£ 171.30	£ 171.30	£ 260.00	51.8%	Already approved in the MTFS agreed by Cabinet
Essential Service Daily Voucher only Councils & including NHS	£ 4.30	£ 4.30	£ 10.00	132.6%	Already approved in the MTFS agreed by Cabinet
Business Permit (CPZ Speific)					
Up to 100 CO2 g/km - including electric vehicles)	£ 103.00	£ 103.00	£ 100.00	-2.9%	Already approved in the MTFS agreed by Cabinet
101-110 CO2 g/km	£ 206.00	£ 206.00	£ 140.00	-32.0%	Already approved in the MTFS agreed by Cabinet
111-120 CO2 g/km	£ 206.00	£ 206.00	£ 180.00	-12.6%	Already approved in the MTFS agreed by Cabinet
121-130 CO2 g/km	£ 206.00	£ 206.00	£ 200.00	-2.9%	Already approved in the MTFS agreed by Cabinet
131-140 CO2 g/km	£ 206.00	£ 206.00	£ 220.00	6.8%	Already approved in the MTFS agreed by Cabinet
141-150 CO2 g/km	£ 206.00	£ 206.00	£ 240.00	16.5%	Already approved in the MTFS agreed by Cabinet
151-165 CO2 g/km	£ 309.00	£ 309.00	£ 300.00	-2.9%	Already approved in the MTFS agreed by Cabinet
166-175 CO2 g/km	£ 309.00	£ 309.00	£ 320.00	3.6%	Already approved in the MTFS agreed by Cabinet
176-185 CO2 g/km	£ 309.00	£ 309.00	£ 340.00	10.0%	Already approved in the MTFS agreed by Cabinet
186-200 CO2 g/km	£ 412.00	£ 412.00	£ 400.00	-2.9%	Already approved in the MTFS agreed by Cabinet
201-225 CO2 g/km	£ 412.00	£ 412.00	£ 420.00	1.9%	Already approved in the MTFS agreed by Cabinet
226-255 CO2 g/km	£ 412.00	£ 412.00	£ 440.00	6.8%	Already approved in the MTFS agreed by Cabinet
Over 255 CO2 g/km	£ 412.00	£ 412.00	£ 460.00	11.7%	Already approved in the MTFS agreed by Cabinet

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
Engine Size based pre 23rd March 2001					
1549cc or less	£ 206.00	£ 206.00	£ 240.00	16.5%	Already approved in the MTFS agreed by Cabinet
1550cc to 3000cc	£ 309.00	£ 309.00	£ 340.00	10.0%	Already approved in the MTFS agreed by Cabinet
3001cc and above	£ 412.00	£ 412.00	£ 460.00	11.7%	Already approved in the MTFS agreed by Cabinet
Carers					
Up to 100 CO2 g/km - including electric vehicles)	£ 22.90	£ 22.90	£ 20.00	-12.7%	under review as part MTFS - already budgetted Parking Permit Review process
101-110 CO2 g/km	£ 57.10	£ 57.10	£ 30.00	-47.5%	Already approved in the MTFS agreed by Cabinet
111-120 CO2 g/km	£ 57.10	£ 57.10	£ 40.00	-29.9%	Already approved in the MTFS agreed by Cabinet
121-130 CO2 g/km	£ 57.10	£ 57.10	£ 60.00	5.1%	Already approved in the MTFS agreed by Cabinet
131-140 CO2 g/km	£ 57.10	£ 57.10	£ 80.00	40.1%	Already approved in the MTFS agreed by Cabinet
141-150 CO2 g/km	£ 57.10	£ 57.10	£ 100.00	75.1%	Already approved in the MTFS agreed by Cabinet
151-165 CO2 g/km	£ 114.20	£ 114.20	£ 140.00	22.6%	Already approved in the MTFS agreed by Cabinet
166-175 CO2 g/km	£ 114.20	£ 114.20	£ 160.00	40.1%	Already approved in the MTFS agreed by Cabinet
176-185 CO2 g/km	£ 114.20	£ 114.20	£ 180.00	57.6%	Already approved in the MTFS agreed by Cabinet
186-200 CO2 g/km	£ 171.30	£ 171.30	£ 200.00	16.8%	Already approved in the MTFS agreed by Cabinet
201-225 CO2 g/km	£ 171.30	£ 171.30	£ 220.00	28.4%	Already approved in the MTFS agreed by Cabinet
226-255 CO2 g/km	£ 171.30	£ 171.30	£ 240.00	40.1%	Already approved in the MTFS agreed by Cabinet
Over 255 CO2 g/km	£ 171.30	£ 171.30	£ 260.00	51.8%	Already approved in the MTFS agreed by Cabinet
Engine Size based pre 23rd March 2001					
not over 1550	£ 57.10	£ 57.10	£ 70.00	22.6%	Already approved in the MTFS agreed by Cabinet
1550cc to 3000cc	£ 114.20	£ 114.20	£ 180.00	57.6%	Already approved in the MTFS agreed by Cabinet
3001cc and above	£ 171.30	£ 171.30	£ 260.00	51.8%	Already approved in the MTFS agreed by Cabinet

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
Spurs event day visitor permit	£ 2.00	£ 2.10	£ 2.15	2.4%	inflation uplift
Spurs resident	£ -	£ -			free of charge - no change proposed
Spurs Business	£ -	£ -			free of charge - no change proposed
Blue Badge	£ 10.00	£ 10.00	£ 10.00	0.0%	legal charge limit - no change proposed
Administration Fee for changes/reissue	£ 11.40	£ 11.70	£ 12.00	2.6%	
Monthly residents	£ 22.90	£ 23.60	£ 30.00	27.1%	New charge - in line with neighbouring Boroughs - EQIA
Courtesy car residents	£ 22.90	£ 23.60	£ 30.00	27.1%	New charge - in line with neighbouring Boroughs - EQIA
Companion Badge	£ 22.90	£ 23.60	£ 30.00	27.1%	New charge - in line with neighbouring Boroughs - EQIA
Car Park Season Ticket 4 sites	£ 243.20	£ 250.50	£ 256.50	2.4%	
Car Park Season Ticket 4 sites	£ 146.20	£ 150.60	£ 154.20	2.4%	
Bury Road Car Park - Quarterly	£ 70.00	£ 72.10	£ 74.00	2.6%	
Bury Road Car Park -Annual	£ 269.70	£ 277.80	£ 284.50	2.4%	
Brunswick Road Car Park	£ 139.90	£ 144.10	£ 147.50	2.4%	
Lawrence Road Car Park	£ 1,071.00	£ 1,103.10	£ 1,130.00	2.4%	
Highway Licences					
Scaffolding					
(Includes Site Inspection Fee)	£ 371.40	£ 382.50	£ 391.50	2.4%	
Revisit Fee - per visit	£ 34.20	£ 35.20	£ 36.05	2.4%	
Emergency Inspection	£ 80.00	£ 82.40	£ 84.40	2.4%	
Hoarding					
(Includes Site Inspection Fee)	£ 371.40	£ 382.50	£ 391.50	2.4%	
Revisit Fee - per visit	£ 34.20	£ 35.20	£ 36.05	2.4%	
Emergency Inspection	£ 80.00	£ 82.40	£ 84.40	2.4%	
Container					
(88.68 per week for storage on carriageway)	£ 171.30	£ 176.40	£ 180.60	2.4%	
Revisit Fee - per visit	£ 34.20	£ 35.20	£ 36.05	2.4%	

Appendix II **Traffic Management**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**
Mobile Crane					
(includes 60.00 Inspection fee)	£ 411.00	£ 423.30	£ 433.50	2.4%	
Revisit Fee - per visit	£ 34.20	£ 35.20	£ 36.05	2.4%	
Section 50 notice (Street Works -non utilities)	£ 522.50	£ 522.50	£ 535.00	2.4%	Inflation uplift
Oversail Crane	£ 628.00	£ 646.80	£ 662.00	2.4%	
Revisit Fee - per visit	£ 34.20	£ 35.20	£ 36.05	2.4%	
Revisit Fee - per visit	£ 34.20	£ 35.20	£ 36.05	2.4%	
Crossovers - Inspection/Estimate Fee	£ 285.50	£ 294.10	£ 301.20	2.4%	
T/TMO's	£ 3,425.35	£ 3,528.10	£ 3,528.10	0.0%	upper limit quantile
Emergency TMO	£ 263.94	£ 271.90	£ 278.50	2.4%	
Suspensions - Admin charge	£ 78.00	£ 80.30	£ 100.00	24.5%	new charge - in line with neighbouring Boroughs
Cancellation Fee			£ 50.00		new charge - in line with neighbouring Boroughs
Additional site visit			£ 100.00		new charge - in line with neighbouring Boroughs
per bay per day charge	£ 16.80	£ 17.30	£ 25.00	44.5%	new charge - in line with neighbouring Boroughs
per Skip Licence	£ 80.30	£ 82.70	£ 84.65	2.4%	
Materials Licence	£ 80.30	£ 82.70	£ 84.65	2.4%	
Combined Skip/Materials Licence	£ 91.80	£ 94.60	£ 96.90	2.4%	
Average				**13.6%**	

Average in line with inflation

Appendix III a **Library Services**

Services that we charge for (1)	Proposed 2016/17 charge (2) £	2017/18 charge (3) £	Proposed 2018/19 charge (4) £	Change (5) £
Reservations (items already in stock)	£ 1.10	£ 1.10	£ 1.15	4.5%
Reservations (items not in stock)	£ 2.50	£ 2.50	£ 2.50	0.0%
Reservations Items Already in Stock (over 60s)	£ 0.70	£ 0.70	£ 0.60	-14.3%
Reservations Items not in stock (over 60s)	£ 1.50	£ 1.50	£ 1.50	0.0%
Overdue books – per item per day (except DVDs)	£ 0.22	£ 0.22	£ 0.25	13.6%
Overdue books – per item per day (except DVDs). Over 60s	£ 0.12	£ 0.12	£ 0.12	0.0%
Maximum overdue charge per item (except DVDs) – standard charge	£ 6.60	£ 6.60	£ 6.80	3.0%
Maximum overdue charge per item (except DVDs) – Over 60s charge	£ 3.30	£ 3.30	£ 3.30	0.0%
Lost ticket replacement	£ 2.20	£ 2.20	£ 2.25	2.3%
Lost ticket replacement for over 60s and under 16s	£ 1.10	£ 1.10	£ 1.12	1.8%
DVD/Blu-ray: Blockbuster per loan for one week	£ 3.00	£ 3.00	£ 3.10	3.3%
DVD/Blu-ray hire: films per loan for one week	£ 1.20	£ 1.20	£ 1.23	2.5%
Multi DVDs (sets of 3 or more) per loan for one week	£ 2.00	£ 2.00	£ 2.00	0.0%
Music CD hire per loan for one week.	£ 0.55	£ 0.55	£ 0.57	3.6%
Music CD hire per loan for one week. Over 60s	£ 0.25	£ 0.25	£ 0.25	0.0%
Spoken Word (Talking Books) per loan for 3 weeks	£ 1.00	£ 1.00	£ 1.00	0.0%
Small Ads per 3 weeks	£ 3.00	£ 3.00	£ 3.00	0.0%
Lost or damaged items: Out of print books per book non-fiction	£ 18.50	£ 18.50	£ 19.00	2.7%
Lost or damaged items: Out of print books per book fiction	£ 12.50	£ 12.50	£ 12.80	2.4%
Lost or damaged items: Out of print books per book paperback fic/non-fic	£ 6.50	£ 6.50	£ 6.65	2.3%
Lost or damaged items: Out of production DVD/Blu-ray	£ 12.50	£ 12.50	£ 12.80	2.4%
Scanning	£ 0.05	£ 0.05	£ 0.05	0.0%
Photocopying & Printing charges (from public network)	B&W A4 15p per sheet	B&W A4 15p per sheet	B&W A4 15p per sheet	0.0%
	Colour A4 50p per sheet	Colour A4 50p per sheet	Colour A4 50p per sheet	0.0%
FAX (per sheet)	Outgoing (UK) 1.1	Outgoing (UK) 1.1		0.0%
	International 1.6	International 1.6		0.0%
	Incoming 1.1	Incoming 1.1		0.0%
Average				**2.2%**

Room hire

	2017/18			Proposed 2018/19		
	Commerical rate	Community rate	Private function	Commerical rate	Community rate	Private function
Wood Green						
Community room	£25	£10		£25	£12	
2nd floor open space	£25	£10		£27	£12	
Health Suite	£20	£10		£22	£12	
Business Lounge (glass office)	£25	£10		£27	£15	
Business Lounge main area (by special arrangement)	£25	£10		£30	£20	
Hornsey						
Original Gallery (exhibitions per week)	£155	£80		£170	£100	
Original Gallery (events per hour)	£25	£10		£27	£12	
Promenade Gallery (exhibitions per week)	£35	£20		£50	£25	
Meeting Room (per hour)	£25	£10		£27	£12	
Marcus Garvey						
Meeting room Large (per hour)	£12	£7		£27	£15	
Meeting room Medium (per hour)	£12	£7		£20	£12	
Meeting room Small (per hour)	£12	£7		£12	£7	
St Ann's						
Hall (per hour)	£40	£20	£25	£35	£20	£25
Activity room (per hour)	£35	£15	£20	£27	£15	£20
Meeting room	£15	£10		£20	£12	
Office	£10	£7		£10	£7	
Highgate						
Meeting room 1 (per hour)	£25	£10		£27	£15	
Meeting room 2	£20	£10		£22	£12	
Meeting room 3	£15	£10		£17	£7	
Coombes Croft						
Meeting room	£25	£10		£27	£12	

All prices are for hire within library opening hours only

Hire outside of library opening hours are subject to:

1. A surchage of 50% of the room hire cost
2. A **minimum** charge of £100 for out of hours security provision

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Appendix III b	**Cultural Services**			
Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
BRUCE CASTLE MUSEUM & ARCHIVES SERVICES **Room Hire - Lecture Hall & Gallery**				
1. Community rate - full day	£ 150.00	£ 155.00	£ 155.00	0.0%
2. Community rate - half day	£ 75.00	£ 78.00	£ 80.00	2.6%
3. Corporate rate - full day	£ 290.00	£ 300.00	£ 310.00	3.3%
4. Corporate rate -half day	£ 145.00	£ 150.00	£ 160.00	6.7%
Room Hire - Kitchen and Green Room				
1. Community rate - full day	£ 100.00	£ 105.00	£ 110.00	4.8%
2. Community rate - half day	£ 60.00	£ 65.00	£ 68.00	4.6%
3. Corporate rate - full day	£ 200.00	£ 210.00	£ 220.00	4.8%
4. Corporate rate -half day	£ 100.00	£ 105.00	£ 110.00	4.8%
Photocopying by Archive staff A4 B&W per page	£ 0.40	£ 0.40	£ 0.40	0.0%
Photocopying by Archive staff A4 Colour per page	£ 1.50	£ 1.50	£ 1.50	0.0%
Photocopying by Archive staff A3 B&W per page	£ 1.00	£ 1.00	£ 1.00	0.0%
Photocopying by Archive staff A3 Colour per page	£ 3.00	£ 3.00	£ 3.00	0.0%
Digital scan by Archive staff	£ 2.50	£ 2.50	£ 2.50	0.0%
Provision of information on CD by Archive staff	£ 3.50	£ 3.50	£ 3.50	0.0%
Minimum charge for remote orders and paying by cheque	£ 6.00	£ 6.00	£ 6.00	0.0%
A4 microfilm printout from External Bureau	£ 0.50	£ 0.50	£ 0.50	0.0%
A3 microfilm printout from External Bureau	£ 1.00	£ 1.00	£ 1.00	0.0%
Camera licence fee (per day) - for personal phones/ cameras used to take photos of documents	£5 for up to 10 images	£5 for up to 10 images	£5 for up to 10 images	0.0%
Out of hours room hire				
1. Community (per hour)	£ 60.00	£ 62.00	£ 65.00	4.8%
2. Commercial (per hour)	£ 100.00	£ 103.00	£ 110.00	6.8%
Weddings - 3 hour room hire for wedding ceremonies	£ 350.00	£ 385.00	£ 400.00	3.9%
School workshops - taught session for up to 30 children	£ 40.00 £30 - self-led £50 for non-Haringey schools	£ 40.00 £30 - self-led £50 for non-Haringey schools	£ 40.00 £30 - self-led £50 for non-Haringey schools	0.0%
Children's parties 2 hr hire incl. Facilitator	£ 160.00	£ 165.00	£ 170.00	3.0%
Average				**2.2%**

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Appendix IV **Garage Fees**

Services that we charge for (1) Per Week	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Numbers** (5)	**Change** (6) **%**
Part A					
Status					
Currently Let	£ 8.90	£ 10.70	£ 11.00	254	2.8%
	£ 9.20	£ 11.10	£ 11.40	51	2.7%
	£ 9.90	£ 11.90	£ 12.20	8	2.5%
	£ 10.00	£ 12.00	£ 12.30	2	2.5%
	£ 10.70	£ 12.90	£ 13.20	1	2.3%
	£ 10.75	£ 12.90	£ 13.30	71	3.1%
	£ 11.70	£ 14.10	£ 14.40	2	2.1%
	£ 12.00	£ 14.40	£ 14.80	19	2.8%
	£ 12.40	£ 14.90	£ 15.30	83	2.7%
	£ 12.70	£ 15.30	£ 15.70	624	2.6%
	£ 13.60	£ 16.40	£ 16.80	1	2.4%
	£ 13.90	£ 16.70	£ 17.10	1	2.4%
	£ 14.00	£ 16.80	£ 17.20	15	2.4%
	£ 14.10	£ 17.00	£ 17.40	1	2.4%
All Haringey residents who are over state pension age or registered disabled(1st garage that they rent).	£ 8.70	£ 10.40	£ 10.65	Variable figure of the 1,133 let garages	2.4%
Total				**1,133**	**2.6%**

Garages let vary in charges depending on demand, locations and sizes
The above table group garges currently let by charges they currently pay.

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Appendix V **Corporate Landlord**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Staff Car Parking	£ 316.00	£ 370.80	£ 379.70	2.40%
Room Hire – Civic Centre / River Park House	£22.90 - £83.20 per hour	£23.30 - £84.70 per hour	£23.86- £86.73 per hour	
Schools FM - annual support charge	Managed centrally	Managed centrally	managed centrally	n/a
Neighbourhood Resource Centre	£7.35-£31.20 per hour	£7.50-£31.80 per hour	£7.68 - £32.56 per hour	2.40%
Average				2.40%

Note 1: Hornsey Town Hall - the building has been leased until formal disposal planned for mid 2017/18 - the rates are therefore no longer applicable

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Appendix VI **Court Summons_CTAX & NNDR**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (5) £	**Change** (4) %
Council tax/NDR Summons and Liability Order charges				
Council tax summon costs	£ 102.00	£ 102.00	£ 102.00	0.00%
Council tax Liability Order	£ 13.00	£ 13.00	£ 13.00	0.00%
NDR summon costs	£ 155.00	£ 155.00	£ 155.00	0.00%
NDR liability order	£ 25.00	£ 25.00	£ 25.00	0.00%
Average				0.0%

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Appendix VII **Commercial Waste Collection and Bin Hire**

Refuse

Charge Description	2016/17 charges	2017/18 charges	Proposed 2018/19 charges	Changes
Sack – refuse	£1.50	£1.50	£1.50	0.00%
Heavy duty sack – refuse*	£1.75	£1.75	£1.75	0.00%
1100 litre bin – refuse	£17.45	£17.45	£17.45	0.00%
660 litre bin – refuse	£10.50	£10.50	£10.50	0.00%
360 litre bin – refuse	£6.00	£6.00	£6.00	0.00%

The commercial waste market is volatile with much competition between Veolia Haringey and smaller waste contractors who don't have such large overheads.
In order for Veolia Haringey to remain competitive they need to be able to offer discounts on bulk sales, price matching to retain customers.

An auditable process for discounts and price matching is being developed to ensure financial probity.
Due to competition amongst private waste contractors - it is thought that any increase higher than 1.5% inflation would have a detrimental impact on the market share .

Recycling

Charge Description	2016/17 charges	2017/18 charges	Proposed 2018/19 charges	Changes
Sack – recycling	£0.95	£1.00	£1.00	0.00%
Cardboard bundle tape	£0.95	£1.00	£1.00	0.00%
1100 litre bin – recycling	£8.90	£9.00	£9.00	0.00%
660 litre bin – recycling	£5.30	£5.40	£5.40	0.00%
360 litre bin – recycling	£2.95	£3.00	£3.00	0.00%

Household Bulk Waste Bin Hire

Charge Description (Per week)	2016/17 charges	2017/18 charges	Proposed 2018/19 charges	Changes
Bulk refuse bin hire	£2.80	£3.40	£3.40	0.00%
Bulk recycling bin hire	£2.80	£2.85	£2.85	0.00%

The weekly hire charge enables the council to recover the purchase cost of the asset and pay for any repairs to the container.

Average **0.0%**

Appendix VII **Commercial Waste Collection and Bin Hire**

FPNs

FPN Type	Current fine level in Haringey	Allowed Range	Proposed 2018/19 charges	Discount for early payment
Highways Act, 1980, various offences for example unauthorised marking of the highway, obstruction, skip offences	£100	Fixed - Government	Fixed - Government	
EPA Section 87 littering	£80	£50-£80	£50-£80	
EPA Section 47 Receptacles for Commercial	£110	£75-£110	£75-£110	
CoPA Section 5 - Waste Carrier	£300	Fixed - Government	Fixed - Government	
EPA Section 34 - Fail Waste Transfer Note S34	£300	Fixed - Government	Fixed - Government	
Health Act Section 7 Smoke free Individual	£50	Fixed - Government	Fixed - Government	
Health Act Section 6 Smoke free Signage	£200	Fixed - Government	Fixed - Government	
LLA Section 34 Breach of St Trad. Licence	£100	Fixed - Government	Fixed - Government	
LLA Section 38 Unlicensed Street Trading	£150	Fixed - Government	Fixed - Government	
Community Protection Notice FPN	£100	Up to £100 if appropriate	Up to £100 if appropriate	
Public Space Protection Order FPN	£100	Up to £100 if appropriate	Up to £100 if appropriate	
EPA Section 33 (1) fly tipping	£400	Up to £400 if appropriate	Up to £400 if appropriate	

Appendix VIII a. **Parks Services**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
ALLOTMENTS				
Allotment per 25m2 per year	£ 6.35	£ 6.35	£ 11.11	75.0%
Pension / Disabled concession 50% Discount	£ 3.18	£ 3.18	£ 5.57	75.0%
Out of Borough Surcharge	£ 9.10	£ 9.10	£ 15.93	75.0%
Water Charge per 25m2 per year	£ 2.75	£ 2.75	£ 3.00	9.1%
SPONSORSHIP				
Tree Sponsorship (All Areas)	£ 250.00	£ 250.00	£ 250.00	0.0%
Stainless steel, surface mounted bench plaque	£ 100.00	£ 100.00	£ 100.00	0.0%
Woodfurn Tudor Oak Bench 1.4m	£ 620.00	£ 620.00	£ 620.00	0.0%
Parklane hardwood seat 1.8m	£ 670.00	£ 670.00	£ 670.00	0.0%
PARKS - SPORTS PITCHES				
Standard				
Grade A Pitches per Match	£ 100.00	£ 102.00	£ 104.40	2.4%
Grade A Pitches per Match - ex VAT	£ 98.00	£ 100.00	£ 102.40	2.4%
Grade B Pitches per Match (or Grade A without Changing)	£ 83.00	£ 85.00	£ 87.10	2.5%
Grade B Pitches per Match - ex VAT (or Grade A without Changing)	£ 80.00	£ 82.00	£ 84.00	2.4%
Grade B Pitches Per Match no changing	£ 64.00	£ 65.00	£ 66.50	2.3%
Grade B Pitches Per Match no changing- ext VAT	£ 63.00	£ 64.00	£ 65.60	2.5%
Mini Soccer per Match (5v5 /7v7)	£ 22.00	£ 22.50	£ 23.10	2.7%
Mini Soccer per Match (5v5 /7v7) - ex VAT	£ 19.00	£ 20.00	£ 20.50	2.5%
9v9 Soccer per Match	£ 36.00	£ 37.00	£ 37.90	2.4%
9v9 Soccer per Match - ex VAT	£ 30.00	£ 31.00	£ 31.75	2.4%
Junior Pitch Hire per Match 11 v 11	£ 44.00	£ 45.00	£ 46.10	2.4%
Junior Pitch Hire per Match- ex VAT 11 v 11	£ 43.00	£ 44.00	£ 45.00	2.3%
Junior Changing	£ 25.00	£ 26.00	£ 26.65	2.5%
Active 1				
Grade A Pitches per Match	£ 80.00	£ 82.00	£ 84.00	2.4%
Grade A Pitches per Match - ex VAT	£ 66.00	£ 67.00	£ 68.60	2.4%
Grade B Pitches per Match (or Grade A without Changing)	£ 73.00	£ 74.00	£ 75.80	2.4%
Grade B Pitches per Match - ex VAT (or Grade A without Changing)	£ 61.00	£ 62.00	£ 63.50	2.4%
Grade B Pitches Per Match no changing	£ 47.00	£ 48.00	£ 49.10	2.3%
Grade B Pitches Per Match no changing- ext VAT	£ 40.00	£ 41.00	£ 42.00	2.4%
Mini Soccer per Match (5v5 /7v7)	£ 16.00	£ 16.30	£ 16.70	2.5%
Mini Soccer per Match (5v5 /7v7) - ex VAT	£ 13.00	£ 13.30	£ 13.60	2.3%
9v9 Soccer per Match	£ 24.00	£ 24.50	£ 25.10	2.4%
9v9 Soccer per Match - ex VAT	£ 20.00	£ 20.30	£ 20.80	2.5%
Junior Pitch Hire per Match 11 v 11	£ 30.00	£ 31.00	£ 31.75	2.4%
Junior Pitch Hire per Match- ex VAT 11 v 11	£ 25.00	£ 26.00	£ 26.60	2.3%
Junior Changing	£ 9.00	£ 9.50	£ 9.75	2.6%
Active 2				
Grade A Pitches per Match - ex VAT	£ 66.00	£ 67.00	£ 68.60	2.4%

Appendix VIII a. **Parks Services**

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 charge (3) £	Proposed 2018/19 charge (4) £	Change (5) %
Grade B Pitches per Match - ex VAT (or Grade A without Changing)	£ 59.00	£ 60.00	£ 61.50	2.5%
Grade B Pitches Per Match no changing- ext VAT	£ 39.00	£ 40.00	£ 41.00	2.5%
Mini Soccer per Match (5v5 /7v7)	£ 15.00	£ 15.30	£ 15.65	2.3%
Mini Soccer per Match (5v5 /7v7) - ex VAT	£ 12.00	£ 12.30	£ 12.60	2.4%
9v9 Soccer per Match	£ 24.00	£ 24.50	£ 25.10	2.4%
9v9 Soccer per Match - ex VAT	£ 20.00	£ 20.30	£ 20.80	2.5%
Junior Pitch Hire per Match- ex VAT 11 v 11	£ 24.00	£ 24.50	£ 25.10	2.4%
Active 3				
Grade A Pitches per Match - ex VAT	£ 58.00	£ 59.00	£ 60.40	2.4%
Grade B Pitches per Match - ex VAT (or Grade A without Changing)	£ 53.00	£ 54.00	£ 55.30	2.4%
Grade B Pitches Per Match no changing- ext VAT	£ 35.00	£ 36.00	£ 36.90	2.5%
Mini Soccer per Match (5v5 /7v7)	£ 13.00	£ 13.30	£ 13.60	2.3%
Mini Soccer per Match (5v5 /7v7) - ex VAT	£ 11.00	£ 11.30	£ 11.60	2.7%
9v9 Soccer per Match	£ 21.00	£ 21.30	£ 21.80	2.3%
9v9 Soccer per Match - ex VAT	£ 18.00	£ 18.30	£ 18.70	2.2%
Junior Pitch Hire per Match- ex VAT 11 v 11	£ 21.00	£ 21.30	£ 21.80	2.3%
Australian Rules Football per Match- ex VAT	£ 79.00	£ 81.00	£ 83.00	2.5%
Australian Rules Football per Match - ex VAT	£ 66.00	£ 67.00	£ 68.60	2.4%
Rugby & Gaelic Football per Match	£ 47.00	£ 48.00	£ 49.20	2.5%
Rugby & Gaelic Football per Match - ex VAT	£ 40.00	£ 41.00	£ 42.00	2.4%
PARKS - REGULAR BOOKINGS				
Standard				
Park Based Organised Exercise / personal training up to 500 usage pa annual fee	£ 260.00	£ 312.00	£ 319.00	2.2%
Park Based Organised Exercise / personal training up t0 800 usage pa annual fee	£ 360.00	£ 520.00	£ 533.00	2.5%
Park Based Organised Exercise / personal training up to 2000 usage pa annual fee	£ 520.00	£ 1,040.00	£ 1,066.00	2.5%
Park Based Organised Exercise / personal training up to 4000 usage pa annual fee	£ 670.00	£ 2,080.00	£ 2,132.00	2.5%
Park Based Organised Exercise / personal training up to 5000 usage pa annual fee	£ 670.00	£ 3,120.00	£ 3,198.00	2.5%
Park Based Organised Exercise / personal training - up to 7000 usage pa annual fee	£ 770.00	£ 4,160.00	£ 4,264.00	2.5%
Park Based Organised Exercise / personal training - up to 8000 usage pa annual fee	n/a	£ 5,200.00	£ 5,332.00	2.5%
Park Based Organised Exercise / personal training - up to 10000 usage pa annual fee	n/a	£ 6,240.00	£ 6,395.00	2.5%
Wolves Lane Classroom per hour	£ 20.00	£ -		
Active 3				
Training Area per session- Adult	£ 44.00	£ 45.00	£ 46.10	2.4%
Training Area per session - Adult - Block booking	£ 37.00	£ 38.00	£ 38.90	2.4%
Training Area per session- Junior	£ 32.00	£ 33.00	£ 33.80	2.4%
Training Area per session Junior - Block booking	£ 26.00	£ 27.00	£ 27.60	2.2%
MUGA 's & Outdoor Netball/Basketball Courts per session	£ 12.00	£ 12.30	£ 12.60	2.4%
Try Tag Rugby per week	£ 43.00	£ 44.00	£ 45.10	2.5%
Motorcycle Training on hard ball areas per day	£ 37.00	£ 38.00	£ 38.90	2.4%
South American Football	£ 12.00	£ 12.30	£ 12.60	2.4%
Forest School activities per head	£ 1.20	£ 1.30	£ 1.35	3.8%
Environmental activities per session	£ 12.00	£ 12.30	£ 12.60	2.4%
Wolves Lane Nursery Cafe Area/Meeting Room per hour	£ 35.00	£ -		
Parks Car Parking				
Commercial Event Car Parking	£ 11.00	£ 11.30	£ 11.60	2.7%

Appendix VIII a. **Parks Services**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Coach Parking	£ 53.00	£ 54.00	£ 55.30	2.4%
Car Parking as per Finsbury Park Signage	n/a	n/a		
Car Parking per day	£ 20.00	£ 21.00	£ 21.50	2.4%
In Borough Schools/Education Use				
Active 3				
School Swimming - per child per year	£ 160.00	£ 163.00	£ 163.00	0.0%
Tennis Courts - Schools per hr per ct	£ 4.00	£ 4.30	£ 4.40	2.3%
Football	£ 24.00	£ 24.50	£ 25.10	2.4%
Activities not requiring a mark out - area no bigger than a 9v9 football pitch	£ 14.00	£ 14.30	£ 14.70	2.8%
Rounders pitch initial markout	£ 62.00	£ 63.00	£ 64.60	2.5%
Rounders remark	£ 9.00	£ 9.30	£ 9.50	2.2%
Rounders hire	£ 14.00	£ 14.30	£ 14.70	2.8%
Running Track Hire (100 m 6 lane)	£ 87.00	£ 89.00	£ 91.20	2.5%
100m Track Remark	£ 67.00	£ 68.00	£ 69.70	2.5%
Running Track Hire (50m 6 lane)	£ 43.00	£ 44.00	£ 45.00	2.3%
50m Track Remark	£ 34.00	£ 35.00	£ 35.90	2.6%
Running Track Hire (200m 6 lane)	£ 173.00	£ 176.00	£ 180.00	2.3%
200m Remark	£ 133.00	£ 136.00	£ 139.40	2.5%
Running Track Hire (400m 8 lane 100 m straight)	£ 222.00	£ 226.00	£ 231.60	2.5%
400 m remark	£ 162.00	£ 165.00	£ 169.00	2.4%
Average				**4.81%**

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Appendix VIII b **Park Events**

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 charge (3) £	Proposed 2018/19 charge (4) £	Change (5) %
Application Fee				
Community & Charity				
Very Small	£ 26.00	£ -	£ -	
Small	£ 26.00	£ 26.00	£ 26.60	2.3%
Medium	£ 52.00	£ 53.00	£ 54.25	2.4%
Finsbury Park - Medium	£ 52.00	£ 53.00	£ 54.25	2.4%
Large	£ 52.00	£ 53.00	£ 54.25	2.4%
Finsbury Park - Large	£ 103.00	£ 105.00	£ 107.52	2.4%
Funfair and Circus				
Small	£ 124.00	£ -	£ -	
Medium	£ 124.00	£ 126.00	£ 129.00	2.4%
Large	£ 124.00	£ 126.00	£ 129.00	2.4%
Finsbury Park - Large	£ 124.00	£ 126.00	£ 129.00	2.4%
Corporate Promotions / Roadshows / Media Events				
Small	£ 124.00	£ 126.00	£ 129.00	2.4%
Medium	£ 124.00	£ 126.00	£ 129.00	2.4%
Large	£ 124.00	£ 126.00	£ 129.00	2.4%
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	£ 124.00	£ 126.00	£ 129.00	2.4%
Medium	£ 124.00	£ 126.00	£ 129.00	2.4%
Large	£ 124.00	£ 126.00	£ 129.00	2.4%
Commercial Events				
Small	£ 124.00	£ 126.00	£ 129.00	2.4%
Medium	£ 124.00	£ 126.00	£ 129.00	2.4%
Large	£ 124.00	£ 126.00	£ 129.00	2.4%
Major	£ 124.00	£ 126.00	£ 129.00	2.4%
Other Events				
Private Event - not open to the public - Non licensed per sq m	£ -	£ 126.00	£ 129.00	2.4%
Private Event - not open to the public - licensed per sq m	£ -	£ 126.00	£ 129.00	2.4%
Markets - Maximum Stall Holder fee £120 / day	£ -	£ 126.00	£ 129.00	2.4%
Booking Fee				
Community & Charity				
Very Small	£ 26.00	£ -	£ -	
Small	£ 26.00	£ 26.00	£ 26.60	2.3%
Medium	£ 52.00	£ 53.00	£ 54.25	2.4%
Finsbury Park - Medium	£ 52.00	£ 53.00	£ 54.25	2.4%
Large	£ 52.00	£ 53.00	£ 54.25	2.4%
Finsbury Park - Large	£ 515.00	£ 525.00	£ 537.60	2.4%
Funfair and Circus				
Small	£ 129.00	£ -		
Medium	£ 515.00	£ 525.00	£ 537.60	2.4%
Large	£ 515.00	£ 525.00	£ 537.60	2.4%
Finsbury Park - Large	£ 515.00	£ 525.00	£ 537.60	2.4%
Corporate Promotions / Roadshows / Media Events				
Small	£ 515.00	£ 525.00	£ 537.60	2.4%
Medium	£ 1,288.00	£ 1,310.00	£ 1,341.40	2.4%
Large	£ 2,575.00	£ 2,625.00	£ 2,688.00	2.4%
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	£ 52.00	£ 53.00	£ 54.25	2.4%
Medium	£ 103.00	£ 105.00	£ 107.50	2.4%
Large	£ 515.00	£ 525.00	£ 537.60	2.4%
Commercial Events				
Small	£ 129.00	£ 132.00	£ 135.15	2.4%
Medium	£ 1,288.00	£ 1,310.00	£ 1,341.40	2.4%
Large	£ 2,575.00	£ 2,625.00	£ 2,688.00	2.4%
Major	£ 6,180.00	£ 6,300.00	£ 6,451.20	2.4%
Other Events				
Private Event - not open to the public - Non licensed per sq m	£ 150.00	£ 153.00	£ 156.25	2.1%
Private Event - not open to the public - licensed per sq m	£ 240.00	£ 245.00	£ 250.85	2.4%

Appendix VIII b **Park Events**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Markets - Maximum Stall Holder fee £120 / day	£ 300.00	£ 305.00	£ 312.30	2.4%
Operational day fee/basic hire fee **Community & Charity**				
Very Small	£ 26.00	£ -	£ -	
Small	£ 52.00	£ 53.00	£ 54.25	2.4%
Medium	£ 103.00	£ 104.00	£ 106.50	2.4%
Finsbury Park - Medium	£ 149.00	£ 150.00	£ 153.60	2.4%
Large	£ 515.00	£ 520.00	£ 532.45	2.4%
Finsbury Park - Large	£ 2,575.00	£ 2,600.00	£ 2,662.40	2.4%
Funfair and Circus				
Small	£ 412.00	£ -	£ -	
Medium	£ 515.00	£ 567.00	£ 580.60	2.4%
Large	£ 721.00	£ 794.00	£ 813.05	2.4%
Finsbury Park - Large	£ 824.00	£ 907.00	£ 928.75	2.4%
Corporate Promotions / Roadshows / Media Events				
Small	£ 1,288.00	£ 1,300.00	£ 1,331.20	2.4%
Medium	£ 4,120.00	£ 4,160.00	£ 4,259.90	2.4%
Large	£ 8,240.00	£ 8,320.00	£ 8,519.70	2.4%
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	£ 129.00	£ 130.00	£ 133.10	2.4%
Medium	£ 515.00	£ 520.00	£ 532.45	2.4%
Large	£ 3,605.00	£ 3,640.00	£ 3,727.35	2.4%
Commercial Events				
Small	£ 1,288.00	£ 1,301.00	£ 1,332.20	2.4%
Medium	£ 5,150.00	£ 5,201.00	£ 5,325.80	2.4%
Large	£ 25,750.00	£ 26,000.00	£ 26,624.00	2.4%
Major	£ 247,200.00	£ 250,000.00	£ 256,000.00	2.4%
Other Events				
Private Event - not open to the public - Non licensed per sq m	£ 77.00	£ 78.00	£ 79.85	2.4%
Private Event - not open to the public - licensed per sq m	£ 155.00	£ 157.00	£ 160.75	2.4%
Markets - Maximum Stall Holder fee £120 / day	35%	35%	35%	0.0%
Extra Event Days Fee **Community & Charity**				
Very Small	£ 15.00	£ -	£ -	
Small	£ 25.00	£ 26.00	£ 26.60	2.3%
Medium	£ 50.00	£ 52.00	£ 53.25	2.4%
Finsbury Park - Medium	£ 70.00	£ 73.00	£ 74.75	2.4%
Large	£ 250.00	£ 260.00	£ 266.25	2.4%
Finsbury Park - Large	£ 1,250.00	£ 1,300.00	£ 1,331.20	2.4%
Corporate Promotions / Roadshows / Media Events				
Small		£ 390.00	£ 399.35	2.4%
Medium		£ 1,248.00	£ 1,277.95	2.4%
Large		£ 2,496.00	£ 2,555.90	2.4%
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	£ 39.00	£ 39.00	£ 39.95	2.4%
Medium	£ 155.00	£ 156.00	£ 159.75	2.4%
Large	£ 1,082.00	£ 1,092.00	£ 1,118.20	2.4%
Commercial Events				
Small	£ 386.00	£ 390.00	£ 399.35	2.4%
Medium	£ 1,545.00	£ 1,560.00	£ 1,597.45	2.4%
Large	£ 7,725.00	£ 7,800.00	£ 7,987.20	2.4%

Appendix VIII b **Park Events**

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 charge (3) £	Proposed 2018/19 charge (4) £	Change (5) %
Major	£ 74,160.00	£ 75,000.00	£ 76,800.00	2.4%
Set Up / Take Down				
Community & Charity				
Very Small	£ 13.00	£ -		
Small	£ 26.00	£ 26.00	£ 26.60	2.3%
Medium	£ 52.00	£ 52.00	£ 53.25	2.4%
Finsbury Park - Medium	£ 75.00	£ 75.00	£ 76.80	2.4%
Large	£ 258.00	£ 260.00	£ 266.25	2.4%
Finsbury Park - Large	£ 1,288.00	£ 1,300.00	£ 1,331.20	2.4%
Funfair and Circus				
Small	£ 82.00	£ -	£ -	
Medium	£ 103.00	£ 113.00	£ 115.70	2.4%
Large	£ 144.00	£ 158.00	£ 161.80	2.4%
Finsbury Park - Large	£ 165.00	£ 181.00	£ 185.35	2.4%
Corporate Promotions / Roadshows / Media Events				
Small	£ 644.00	£ 650.00	£ 665.60	2.4%
Medium	£ 2,060.00	£ 2,080.00	£ 2,129.90	2.4%
Large	£ 4,120.00	£ 4,160.00	£ 4,259.85	2.4%
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	£ 13.00	£ 13.00	£ 13.30	2.3%
Medium	£ 52.00	£ 52.00	£ 53.25	2.4%
Large	£ 361.00	£ 364.00	£ 372.75	2.4%
Commercial Events				
Small	£ 32.00	£ 33.00	£ 33.80	2.4%
Medium	£ 129.00	£ 130.00	£ 133.10	2.4%
Large	£ 644.00	£ 650.00	£ 665.60	2.4%
Major	£ 6,180.00	£ 6,250.00	£ 6,400.00	2.4%
Other Events				
Private Event - not open to the public - Non licensed per sq m	50% of core cost	50% of core cost	50% of core cost	
Private Event - not open to the public - licensed per sq m	50% of core cost	50% of core cost	50% of core cost	
Markets - Maximum Stall Holder fee £120 / day	20% of event rate	20% of event rate	20% of event rate	
Grounds Deposit				
Community & Charity				
Small	£ 103.00	£ 103.00	£ 103.00	0.0%
Medium	£ 309.00	£ 309.00	£ 309.00	0.0%
Finsbury Park - Medium	£ 309.00	£ 309.00	£ 309.00	0.0%
Large	£ 618.00	£ 618.00	£ 618.00	0.0%
Finsbury Park - Large	£ 618.00	£ 618.00	£ 618.00	0.0%
Funfair and Circus				
Small	£ 1,030.00	£ -	£ -	
Medium	£ 2,060.00	£ 2,060.00	£ 2,060.00	0.0%
Large	£ 3,090.00	£ 3,090.00	£ 3,090.00	0.0%
Finsbury Park - Large	£ 3,090.00	£ 3,090.00	£ 3,090.00	0.0%
Corporate Promotions / Roadshows / Media Events				
Small	£ 515.00	£ 515.00	£ 515.00	0.0%
Medium	£ 2,060.00	£ 2,060.00	£ 2,060.00	0.0%
Large	£ 4,120.00	£ 4,120.00	£ 4,120.00	0.0%

Appendix VIII b **Park Events**

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 charge (3) £	Proposed 2018/19 charge (4) £	Change (5) %
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	£ 103.00	£ 103.00	£ 103.00	0.0%
Medium	£ 309.00	£ 309.00	£ 309.00	0.0%
Large	£ 618.00	£ 618.00	£ 618.00	0.0%
Commercial Events				
Small	£ 258.00	£ 258.00	£ 258.00	0.0%
Medium	£ 1,030.00	£ 1,030.00	£ 1,030.00	0.0%
Large	£ 5,150.00	£ 10,000.00	£ 10,000.00	0.0%
Major	£ 10,300.00	£ 15,000.00	£ 15,000.00	0.0%
Other Events				
Private Event - not open to the public - Non licensed per sq m	£ 500.00	£ 500.00	£ 500.00	0.0%
Private Event - not open to the public - licensed per sq m	£ 3,000.00	£ 3,000.00	£ 3,000.00	0.0%
Markets - Maximum Stall Holder fee £120 / day	£ 2,000.00	£ 2,000.00	£ 2,000.00	0.0%
Environmental Impact Fee **Community & Charity**				
Medium	£ 105.00	£ 106.00	£ 108.55	2.4%
Finsbury Park - Medium	£ 105.00	£ 106.00	£ 108.55	2.4%
Large	£ 310.00	£ 313.00	£ 320.50	2.4%
Finsbury Park - Large	£ 1,030.00	£ 1,040.00	£ 1,064.95	2.4%
Funfair and Circus				
Small	£ 205.00	£ -	£ -	
Medium	£ 515.00	£ 1,030.00	£ 1,236.00	20.0%
Large	£ 620.00	£ 1,240.00	£ 1,488.00	20.0%
Finsbury Park - Large	£ 775.00	£ 1,550.00	£ 1,852.00	19.5%
Corporate Promotions / Roadshows / Media Events				
Small	£ 515.00	£ 520.00	£ 532.50	2.4%
Medium	£ 1,030.00	£ 1,040.00	£ 1,064.95	2.4%
Large	£ 2,060.00	£ 2,080.00	£ 2,129.90	2.4%
Commercial Charity Fundraising (Rates apply where an entry fee is payable)				
Small	-	-	£ -	
Medium	£ 515.00	£ 520.00	£ 532.50	2.4%
Large	£ 1,030.00	£ 1,040.00	£ 1,064.95	2.4%
Commercial Events				
Small	£ 105.00	£ 106.00	£ 108.55	2.4%
Medium	£ 410.00	£ 414.00	£ 423.95	2.4%
Large	£ 2,060.00	£ 2,080.00	£ 2,129.90	2.4%
Major	£ 10,300.00	£ 10,400.00	£ 10,649.60	2.4%
Other Events				
Private Event - not open to the public - Non licensed per sq m	£ -	£ 520.00	£ 532.50	2.4%
Private Event - not open to the public - licensed per sq m	£ -	£ 106.00	£ 108.55	2.4%
Markets - Maximum Stall Holder fee £120 / day	£ -	£ 520.00	£ 532.50	2.4%
Other costs **Core Cost**				
Finsbury Park - Road closure per half day	£ 278.00	£ 280.00	£ 286.70	2.4%

Appendix VIII b **Park Events**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Event Signage per location per week	£ 26.00	£ 27.00	£ 27.65	2.4%
Event / Promotional Banners per location per week	£ 52.00	£ 53.00	£ 54.30	2.5%
Average				2.4%

Utilities Charged as per usage plus 10% management fee

Disruption Charge as per reasonable costs for each event

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Services that we charge for (1)	2016/17 Charge (2) £	2017/18 Charge (3) £	Proposed 2018/19 Charge (4) £	Change (5) %
Births, Marriages & Deaths - Statutory fees cannot be changed				
Statutory marriage & civil partnership services held in the register office	£50.00	£ 50.00	£ 50.00	0.0%
Designation of a private premises as an approved premise - Renewal. Council and council linked premises charged advertising cost only (currently £0)	£ 200.00	£ 205.00	£ 210.00	2.4%
Designation of a private premises as an approved premise. Council and council linked premises charged advertising cost only (currently £0) - First application	£ -	£ 50.00	£ 51.00	2.0%
Civil Partnership Conversion appointment	£ 45.00	£ 45.00	£ 45.00	0.0%
Civil Partnership Conversion initial appointment - if having a ceremony	£ 27.00	£ 27.00	£ 27.00	0.0%
Notices for marriage & civil partnership	£ 35.00	£ 35.00	£ 35.00	0.0%
Notice immigration referral	£ 12.00	£ 12.00	£ 12.00	0.0%
Birth, death, marriage & civil partnership certificates	£ 10.00	£ 10.00	£ 10.00	0.0%
Birth, death and marriage certificates at time of registration	£ 4.00	£ 4.00	£ 4.00	0.0%
Attending religious buildings for marriage and civil partnership ceremonies (CHURCH)	£ 90.00	£ 90.00	£ 90.00	0.0%
SR Consideration of a divorce obtained outside UK			£ 50.00	0.0%
RG Consideration of a divorce obtained outside UK			£ 75.00	0.0%
Forename added within 12 months of birth registration			£ 40.00	0.0%
Consideration by Registrar of a correction application			£ 75.00	0.0%
Consideration by the RG of a correction application			£ 90.00	0.0%
Religious building certification inc religious venues for civil partnerships				
- worship	£ 28.00	£ 28.00	£ 28.00	0.0%
- marriage	£ 120.00	£ 120.00	£ 120.00	0.0%
Public search of records	£ 18.00	£ 18.00	£ 18.00	0.0%
Marriage, civil partnership or civil partnership to marriage conversion ceremonies held in the Civic Suite and Earlham Room at Meehan House **Ceremony Room**				
Monday, Tuesday, Wednesday, Thursday	£ 120.00	£ 125.00	£ 130.00	4.0%
Friday	£ 160.00	£ 165.00	£ 180.00	9.1%
Monday to Friday from 6pm to 8pm	£ 460.00	£ 470.00	£ 480.00	2.1%
Monday to Friday from 8pm to 11pm	£ 660.00	£ 700.00	£ 717.00	2.4%
Saturday AM	£ 240.00	£ 250.00	£ 255.00	2.0%
Sunday up until 6pm	£ 660.00	£ 700.00	£ 717.00	2.4%
Saturday and Sunday from 6pm to 11pm	£ 900.00	£ 915.00	£ 940.00	2.7%
Bank Holidays	£ 1,100.00	£ 1,200.00	£ 1,230.00	2.5%
Weddings between 11pm and 8am - Any day at the Civic Centre - Any room	£ 3,000.00	£ 3,050.00	£ 1,230.00	-59.7%
Council Chamber				
Council Chamber Monday to Friday up until 6pm	£ 240.00	£ 250.00	£ 255.00	2.0%
Council Chamber Monday to Saturday from 6pm to 11pm	£ 850.00	£ 900.00	£ 920.00	2.2%
Council Chamber (Saturdays) AM	£ 400.00	£ 450.00	£ 460.00	2.2%
Council Chamber (Saturdays) PM 1pm to 6pm	£ 400.00	£ 450.00	£ 460.00	2.2%
Council Chamber (Sundays and Bank Holidays up until 6pm)	£ 850.00	£ 900.00	£ 920.00	2.2%
Council Chamber (Sundays and Bank Holidays from 6pm to 11pm)	£ 2,000.00	£ 2,100.00	£ 1,230.00	-41.4%
Marriage, civil partnership or civil partnership to marriage conversion ceremonies held in Committee Rooms and Meehan House Woodside and Westbury rooms.				
Woodside Room or Westbury Room Monday to Friday (Until 6pm)			£ 200.00	0%
Woodside Room or Westbury Room Saturday (Until 6pm)			£ 300.00	0%

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 Charge (3) £	Proposed 2018/19 Charge (4) £	Change (5) %
Woodside Room or Westbury Room Sunday (Until 6pm)			£ 400.00	0%
Woodside Room or Westbury Room (6pm to 10pm)			£ 550.00	0%
Woodside Room or Westbury Room Bank Holiday (Until 6pm)			£ 650.00	0%
Woodside Room or Westbury Room basic Room hire per hour (minimum 2 hour hire)			£ 50.00	
Woodside Room or Westbury Room basic Room hire per hour (minimum 2 hour hire)			£ 50.00	0%
Ceremony Changing Room hire (1 hour)			£ 20.00	0%
Committee Rooms Monday to Friday	£ 120.00	£ 125.00	£ 130.00	4.0%
Committee Rooms Saturday	£ 160.00	£ 165.00	£ 170.00	3.0%
Committee Rooms 1+2 combined and Canteen (Monday to Friday)	£ 240.00	£ 250.00	£ 255.00	2.0%
Marriage, civil partnership or civil partnership to marriage conversion ceremonies held at approved premises, for example Alexandra Palace, Bruce				
Monday to Saturday - before 6pm	£ 500.00	£ 510.00	£ 520.00	2.0%
Sunday - before 6pm	£ 550.00	£ 560.00	£ 575.00	2.7%
Bank Holidays - before 6pm - Bank Holidays	£ 900.00	£ 700.00	£ 720.00	2.9%
Easter Sunday, Good Friday and Easter Monday, Christmas Day, Boxing Day, New Years Day and national events causing a bank holiday to be called before 6pm	£ 1,000.00	£ 1,025.00	£ 1,050.00	2.4%
Weekday - 6pm to 11pm	£ 1,000.00	£ 1,025.00	£ 1,050.00	2.4%
Saturday - 6pm to 11pm	£ 1,000.00	£ 1,025.00	£ 1,050.00	2.4%
Sunday - 6pm to 11pm	£ 1,100.00	£ 1,125.00	£ 1,155.00	2.7%
Bank Holidays - 6pm to 11pm	£ 1,500.00	£ 1,525.00	£ 1,560.00	2.3%
Any day - 11pm to 8am any day	£ 3,000.00	£ 3,050.00	£ 3,125.00	2.5%
Easter Sunday and Monday, Christmas Day, Boxing Day, New Years Day and national events causing a bank holiday to be called - between 6pm and 11pm	£ 1,500.00	£ 1,525.00	£ 1,560.00	2.3%
Additional Fees - non Statutory				
Notices given outside Monday to Friday 8.30am to 6pm	£ 15.00	£ 16.00	£ 16.00	0.0%
Issue of Birth, Marriage or Death certificate on day of request (admin fee)	£ 15.00	£ 16.00	£ 16.00	0.0%
One hour service handwritten certificate (admin fee)	£ 30.00	£ 31.00	£ 31.00	0.0%
One hour service printed certificate	£ 20.00	£ 21.00	£ 21.00	0.0%
Ceremonies late attendance fee - if more than 20 minutes late from agreed arrival time	£ 75.00	£ 77.00	£ 80.00	3.9%
Silver Ceremony Enhancement for Civic Suite weddings	£ 10.00	£ 11.00	£ 11.00	0.0%

Appendix IX **Registrars**

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 Charge (3) £	Proposed 2018/19 Charge (4) £	Change (5) %
Ceremony planning meeting in office (non outside weddings)	£ 30.00	£ 31.00	£ 32.00	3.2%
Ceremony planning fee away from the Civic Centre (per hour)	£ 210.00	£ 215.00	£ 220.00	2.3%
Booking fee	£ 120.00	£ 125.00	£ 130.00	4.0%
Postage fee	£ 1.00	£ 1.00	£ 1.00	0.0%
Postage fee recorded or overseas	£ 6.00	£ 6.00	£ 6.00	0.0%
Issuing of a letter on request	£ 25.00	£ 26.00	£ 26.00	0.0%
Renewal of marriage vows / naming / commitment ceremonies in Civic Suite Ceremony Room				
Monday to Friday (inclusive of VAT)	£ 230.00	£ 250.00	£ 255.00	2.0%
Saturdays (inclusive of VAT)	£ 300.00	£ 305.00	£ 310.00	1.6%
Sundays (inclusive of VAT)	£ 480.00	£ 700.00	£ 720.00	2.9%
Monday to Friday from 6pm to 11pm	£ 480.00	£ 500.00	£ 510.00	2.0%
Bank Holidays and between 6pm and 11pm at weekends	£ 660.00	£ 700.00	£ 720.00	2.9%
Renewal of marriage vows / naming / commitment ceremonies away from the Civic Centre				
Monday to Saturday (inclusive of VAT)	£ 560.00	£ 570.00	£ 585.00	2.6%
Sundays (inclusive of VAT)	£ 610.00	£ 620.00	£ 635.00	2.4%
Bank Holidays (inclusive of VAT)	£ 960.00	£ 1,000.00	£ 1,025.00	2.5%
Easter Sunday, Good Friday and Easter Monday, Christmas Day, Boxing Day, New Years Day and national events causing a bank holiday to be called	£ 1,560.00	£ 1,600.00	£ 1,640.00	2.5%
Nationality checking service:				
Single Applicant	£ 55.00	£ 56.00	£ 60.00	7.1%
Child	£ 40.00	£ 46.00	£ 50.00	8.7%
Follow up visit	£ 30.00	£ 31.00	£ 32.00	3.2%
Adult NCS with passport checking service - per person	£ 55.00	£ 66.00	£ 70.00	6.1%
Citizenship Ceremonies				
Private Citizenship Ceremony Monday to Thursday. Ceremonies at approved premises charged at wedding fees plus VAT	£ 145.00	£ 148.00	£ 100.00	-32.4%
Private Citizenship Ceremony Friday	£ 190.00	£ 195.00	£ 200.00	2.6%
Private Citizenship Ceremony Saturday	£ 290.00	£ 295.00	£ 300.00	1.7%
Statutory fee per Citizenship Ceremony attendee	£ 80.00	£ 80.00	£ 80.00	0.0%
Average		Average		**0.1%**

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Appendix X **Regulatory Services**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Pest Control				
Domestic Treatment for Rats	£ 120.00	£ 130.00	£ 134.00	3.1%
Concession Per treatment for rats	£ 42.00	£ 65.00	£ 81.00	24.6%
Commercial Per treatment for rats	Price on request	Price on request	Price on request	
Domestic Per treatment for mice	£ 125.00	£ 130.00	£ 134.00	3.1%
Concession Per treatment for mice	£ 43.75	£ 65.00	£ 81.00	24.6%
Commercial Per treatment for mice	Price on request	Price on request	Price on request	
Wasps -	£ 75.00	£ 77.00	£ 79.00	2.6%
Wasps - per additional nest	£ 41.00	£ 42.00	£ 43.00	2.4%
Cockroaches - Domestic	£ 180.00	£ 183.00	£ 188.00	2.7%
Cockroaches - Concession	£ 62.30	£ 92.00	£ 113.00	22.8%
Cockroaches - Commercial	Price on request	Price on request	Price on request	
Fleas - Domestic	£ 120.00	£ 122.00	£ 125.00	2.5%
Fleas - Concession	£ 42.00	£ 61.00	£ 75.00	23.0%
Fleas - Commercial	Price on request	Price on request	Price on request	
Pharaoh's Ants - Domestic (single dwelling)	£ 135.00	£ 140.00	£ 144.00	2.9%
Pharaoh's Ants - Concession	£ 50.00	£ 70.00	£ 87.00	24.3%
Pharaoh's Ants - Commercial	Price on request	Price on request	Price on request	
Bed bugs - Domestic	£ 236.00	£ 236.00	£ 200.00	-15.3%
Bed bugs - concession	£ 82.60	£ 118.00	£ 120.00	1.7%
Bed bugs - Commercial	Price on request	Price on request	Price on request	
Stored Product Pests - Domestic	£ 130.00	£ 132.00	£ 136.00	3.0%
Stored Product Pests - Commercial	P.O.A	P.O.A	P.O.A	
Squirrels - Domestic	£ 130.00	£ 132.00	£ 135.00	2.3%
Squirrels - Commercial	P.O.A	P.O.A	P.O.A	
Other Pests - Domestic	£ 130.00	£ 132.00	£ 135.00	2.3%
Other Pests - Commercial	P.O.A	P.O.A	P.O.A	
Assessment visit only no treatment carried out	% of total treatment cost subject to minimum missed visit charge	% of total treatment cost subject to minimum missed visit charge	% of total treatment cost subject to minimum missed visit charge	
Missed visit and additional visit charge or less than 48 hours notice				
Domestic	£ 40.00	£ 43.00	% of loss of full total treatment cost	
Commercial	P.O.A	P.O.A	% of loss of full total treatment cost	
Concession	£ 24.00	£ 25.00	% of loss of full conncession treatment cost	
Cancellation administration Fee	N/A	N/A	£ 15.00	
Drain Examinations Per examination (unless cases of formal action or involving rodent infestation) excluding use of closed circuit TV inspection.	P.O.A	P.O.A	P.O.A	
Domestic	P.O.A	P.O.A	P.O.A	
Commercial	P.O.A	P.O.A	P.O.A	
Pest Control Not for profit charges		P.O.A dependant on size numbers and durations	P.O.A dependant on size numbers and durations	
Drain Examinations Per examination (unless cases of formal action or involving rodent infestation) excluding use of closed circuit TV inspection.	P.O.A	P.O.A	P.O.A	
Mortuary				

Appendix X **Regulatory Services**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Reception of Bodies from Other Authorities (A) For Post Mortem Examination (PME) assistance and retention (a) Reception between 08:00 and 16:00 Mon to Fri	£ 260.40	£ 265.00	£ 302.00	14.0%
(b) Reception outside times in (a) above	£ 360.60	£ 366.00	£ 417.00	13.9%
(c) Additional charge to (a) or (b) Special Post Mortem Examination	£ 598.30	£ 607.00	£ 692.00	14.0%
(d) Additional Charges for 2nd or subsequent Post Mortem	£ 650.00	£ 700.00	£ 720.00	2.9%
(B) For retention of bodies with no PME assistance (a) Reception between 08:00 and 16:00 Mon to Fri	£ 81.65	£ 83.00	£ 95.00	14.5%
(b) Reception outside times in (a) above	£ 120.90	£ 123.00	£ 140.00	13.8%
For retention of bodies for National Assistance Burials beyond date of referral to Authority concerned. (Per week or part thereof)	£ 94.00	£ 95.00	£ 108.00	13.7%
Storage of body	Free for first 10 days then £12 per day	Free for first 10 days then £12 per day	Free for first 10 days then £12 per day	0%
ESTABLISHMENT CHARGE (Percentage of cost of works unless other stated)				
1.For works in default of owner following failure to comply with legislative requirements	30% plus VAT	30% plus VAT	30% plus VAT	
2. For works by agreement	20% plus VAT	20% plus VAT	20% plus VAT	
3. For arrangement of Burials or Cremations 30% + VAT	30% plus VAT	30% plus VAT	30% plus VAT	
4. Supervision of works only	30% of cost of work	30% of cost of work	30% of cost of works	
OFFICER TIME – reports, consultations and investigations				
Minimum charge for up to 2 hours	£ 142.60	£ 142.60	£ 146.00	2.4%
Charge per hour after first 2 hours	£ 71.30	£ 71.30	£ 73.00	2.4%
Food Hygiene Rating Revisits				
Charge per visit			£ 160.00	
Health Education Training				
Foundation in Food Safety (per person per course)	£ 65.00	£ 68.00	£ 70.00	2.9%
Health Certificates (no vat applicable)				
Food - one Copy Sampling requiring analysis	£ 126.85	£ 129.00	£ 133.00	3.1%
Movements of bodies				
Certification for sealing of coffins for dispatch overseas - first two hours	P.O.A	P.O.A	P.O.A	
Plus per hours thereafter Freedom from Infection Certificate for movement of bodies outside UK	P.O.A	P.O.A	P.O.A	
Private Water Supplies				
Risk assessment minimum charge for up to 2 hours	£ 142.60	£ 142.60	£ 146.00	2.4%
Risk Assessment each additional hour	£ 71.30	£ 71.30	£ 73.00	2.4%
Authorisation	£ 100.00	£ 100.00	£ 100.00	0.0%
Investigation - Sampling Visits:	£ 100.00	£ 100.00	£ 100.00	0.0%
Sample taken under S.10 routine compliance	£ 25.00	£ 25.00	£ 25.00	0.0%

Appendix X **Regulatory Services**

Services that we charge for (1)	2016/17 Charge (2) £	2017/18 charge (3) £	Proposed 2018/19 charge (4) £	Change (5) %
Sample Analysis - check Monitoring	£ 100.00	£ 100.00	£ 100.00	0.0%
Sample Analysis -Audit monitoring	£ 500.00	£ 500.00	£ 500.00	0.0%
Contaminated land				
Application for information in respect of potentially contaminated sites.	£ 75.00	£ 85.00	£ 100.00	17.6%
Copy of documents and files.	P.O.A	P.O.A		
(*) ENVIRONMENTAL PERMITTING (statutory fees & charges - reveiwed periodically by Government may be subject to change)				
Application Fees				
Standard process	£ 1,579.00	£ 1,579.00	£ 1,650.00	4.5%
Additional fee for operating without a permit	£ 1,137.00	£ 1,137.00	£ 1,188.00	4.5%
reduced fee activity (except VRs)	£ 148.00	£ 148.00	£ 155.00	4.7%
PVR1&11 combined	£ 246.00	£ 246.00	£ 257.00	4.5%
Vehicle refinishers (VRs) & other reduced fee activities	£ 346.00	£ 346.00	£ 362.00	4.6%
Reduced fee activity: Additional fee for operating without a permit	£ 68.00	£ 68.00	£ 71.00	4.4%
mobile screening and crushing plant	£ 1,579.00	£ 1,579.00	£ 1,650.00	4.5%
for the 3rd to 7th applications	£ 943.00	£ 943.00	£ 985.00	4.5%
for the 8th and subsequent apps	£ 477.00	£ 477.00	£ 498.00	4.4%
Where an application for any of the above is for a combined Part B and waste application, add an extra £297 to the above amounts				
Annual Subsistence Charge				
Standard process low	£739 (+£99)*	£739 (+£99)*	£772 (+£104)	n/a
standard process medium	£1,111 (+£149)*	£1,111 (+£149)*	£1161 (+£156)	n/a
Standard process high	£1,672 (+£198)*	£1,672 (+£198)*	£1747 (+£207)	n/a
reduced fee activities L/M/H	£76/£151/£227	£76/£151/£227	£79/£158/£237	n/a
PVR1&11 combined L/M/H	£108/£216/£326	£108/£216/£326	£113/£226/£341	n/a
vehicle refinishers L/M/H	£218/£349/£524	£218/£349/£524	£228/£365/£548	n/a
Mobile screening and crushing plant for 1st and 2nd permits L/M/H	£618/£989/£1,484	£618/£989/£1,484	£626/£1034/£1551	n/a
for the 3rd-7th permit L/m/H	£368/£590/£884	£368/£590/£884	£385/£617/£924	n/a
8th-subsequent permits L/M/H	£109/£302/£453	£109/£302/£453	£198/£316/£473	n/a
Late payment fee	£ 50.00	£ 50.00	£ 52.00	4.0%
* the additional amounts in brackets must be charged where a permit is for a combined Part B and waste installation Where a Part B installation is subject to reporting under the EPRTR Regulation, add an extra £104 to the above amounts				
Transfer and Surrender				
Standard process transfer	£ 162.00	£ 162.00	£ 169.00	4.3%
Standard process partial transfer	£ 476.00	£ 476.00	£ 497.00	4.4%
New operator at low risk reduced fee activity	£ 75.00	£ 75.00	£ 78.00	4.0%
Surrender: all Part B activities	£ -	£ -	£ -	0
Reduced fee activities: transfer	£ -	£ -		
Reduced Fee Activities: partial transfer	£ 45.00	£ 45.00	£ 47.00	4.4%
Temporary transfer for mobiles				
first transfer	£ 51.00	£ 51.00	£ 53.00	3.9%
repeat following enforcement or warning	£ 51.00	£ 51.00	£ 53.00	3.9%
Substantial Change				
Standard process	£ 1,005.00	£ 1,005.00	£ 1,050.00	4.5%
Standard process where the substantial change results in a new PPC activity	£ 1,579.00	£ 1,579.00	£ 1,650.00	4.5%
Reduced fee activities	£ 98.00	£ 98.00	£ 102.00	4.1%

LAPPC Mobile Plant charges (statutory fees & charges - reveiwed periodically by Government may be subject to change)

Appendix X **Regulatory Services**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Number of permits	**Current Application Fee 2017-18**	**Subsistence Fee 2017/18**		
		Low	Medium	High
1	£ 1,650.00	£ 646.00	£ 1,034.00	£ 1,506.00
2	£ 1,650.00	£ 646.00	£ 1,034.00	£ 1,506.00
3	£ 985.00	£ 385.00	£ 617.00	£ 924.00
4	£ 985.00	£ 385.00	£ 617.00	£ 924.00
5	£ 985.00	£ 385.00	£ 617.00	£ 924.00
6	£ 985.00	£ 385.00	£ 617.00	£ 924.00
7	£ 985.00	£ 385.00	£ 617.00	£ 924.00
8 and over	£ 498.00	£ 198.00	£ 316.00	£ 473.00

Appendix XI a. **Building Control**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Building Control pre-app meetings on site	£90 + vat per hour (this 'flat' fee to be changed to £90 per hour)	£ 92.00	£ 95.00	3.3%
Table 8 - Updated Charges for Building Control Services				
SCHEDULE A				
Extension <10m²	£ 440.00	£ 447.00	£ 460.00	2.9%
Extension 10m² - 40m²	£ 525.00	£ 533.00	£ 550.00	3.2%
Extension 40m² - 60m²	£ 600.00	£ 609.00	£ 620.00	1.8%
Over 60m²	Building Control Charge based on estimated cost of work	Building Control Charge based on estimated cost of work		
Loft Conversion without dormer(s)	£ 440.00	£ 447.00	£ 460.00	2.9%
Loft Conversion with dormer(s)	£ 600.00	£ 609.00	£ 620.00	1.8%
Detached garage 30m² - 60m²	£ 440.00	£ 447.00	£ 460.00	2.9%
Recovering roof (per dwelling)	£ 265.00	£ 269.00	£ 275.00	2.2%
Replacement of windows/doors for every five windows or part thereof	£ 200.00	£ 203.00	£ 210.00	3.4%
Electrical works (non competent person)	£ 265.00	£ 269.00	£ 275.00	2.2%
Green Deal works £180.00 £180.00 No change	£ 180.00	£ 183.00	£ 190.00	3.8%
Shop Fit out each 100m² or part there of	£ 255.00	£ 259.00	£ 265.00	2.3%
New Shop front (up to 10m)	£ 220.00	£ 224.00	£ 230.00	2.7%
NEW BUILD DWELLINGS (houses and flats, three stories without basements)				
1 new dwelling	£ 700.00	£ 711.00	£ 720.00	1.3%
2 - 5 dwellings (per additional dwelling - in addition to the charge for one dwelling)	£ 220.00	£ 224.00	£ 230.00	2.7%
6 - 20 new dwellings (per additional dwelling over 5 - in addition to the charge for five dwellings (plan charge - £514.50+VAT and inspection charge £1,470+VAT))	£ 183.00	£ 186.00	£ 190.00	2.2%
Over 20 dwellings	Estimate required, individually assessed charges to be determined - please contact Building Control (0208 489 5504) for quote			
ALL OTHER WORKS Estimated cost of works				
up to £2000	£ 200.00	£ 203.00	£ 210.00	3.4%
up to £5000 (£2,001 - £5,000)	£ 225.00	£ 229.00	£ 235.00	2.6%
£5001 - £10,000	£ 280.00	£ 285.00	£ 290.00	1.8%
£10,001 - £20,000	£ 390.00	£ 396.00	£ 400.00	1.0%
£20,001 - £30,000	£ 500.00	£ 508.00	£ 515.00	1.4%
£30,001 - £40,000	£ 600.00	£ 609.00	£ 615.00	1.0%
£40,001 - £50,000	£ 710.00	£ 721.00	£ 725.00	0.6%
£50,001 - £60,000	£ 820.00	£ 833.00	£ 840.00	0.8%
£60,001 - £70,000	£ 930.00	£ 944.00	£ 950.00	0.6%
£70,001 - £80,000	£ 1,010.00	£ 1,026.00	£ 1,030.00	0.4%
£80,001 - £90,000	£ 1,110.00	£ 1,127.00	£ 1,140.00	1.2%
£90,001 - £100,000	£ 1,210.00	£ 1,229.00	£ 1,250.00	1.7%
£100,001 - £120,000	£ 1,315.00	£ 1,335.00	£ 1,350.00	1.1%
£120,001 - £140,000	For estimated cost over £120k individually assessed charges to be determined - please contact Building Control (0208 489 5504) for quote			
Table 9 - Additional charges				
Completion Certificates	£ 45.00	£ 46.00	£ 48.00	4.3%
Copy Documents	£ 20.00	£ 20.30	£ 20.50	1.0%
Copy Plans A3 (where permissible) - first page	Individually determined	Individually determined		
Subsequent page(s)	Individually determined	Individually determined		
Research fee	£ 35.00	£ 36.00	£ 40.00	11.1%
Surveyor hourly charge (08:00 - 18:00)	£ 90.00	£ 92.00	£ 95.00	3.3%
Surveyor hourly charge (18:00 - 08:00)	£ 135.00	£ 138.00	£ 142.50	3.3%
Technical Support charge	£ 45.00	£ 46.00	£ 47.50	3.3%

Appendix XI a. **Building Control**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Table 9- Proposed new Building Control services				
Dangerous Structures	This charge will be based upon an hourly rate of £90 or £135 if the dangerous structure is dealt with outside normal office hours	This charge will be based upon an hourly rate of £90 or £135 if the dangerous structure is dealt with outside normal office hours	95 or 142.50	
Demolition Notices	Increase set fee to £200		200.00	
Safety at Sports Grounds	To be charged at full cost recovery based on the hourly rate of staff	To be charged at full cost recovery based on the hourly rate of staff		
Local Land Charges				
Official Search (LLC1)	£ 25.00	£ 25.00	£ 25.60	2.4%
LLC1 Additional Parcel Fee (each)	£ 5.00	£ 5.00	£ 5.12	2.4%
Local Enquiries Form CON29R only	£ 85.00	£ 85.00	£ 87.04	2.4%
Additional Parcel Fee (each)	£ 22.00	£ 22.00	£ 22.53	2.4%
Local Search and Enquiries (LLC1 and CON29R)	£ 110.00	£ 110.00	£ 112.64	2.4%
Additional parcel of land (LLC1 and CON29R)	£ 27.00	£ 27.00	£ 27.65	2.4%
Individual Enquiries CON29O (per question)	£ 5.00	£ 5.00	£ 5.12	2.4%
VAT applies @ 20% on CON29R & CON29O element of the charges. HMRC have ruled that the CON29 search is VATable at standard rate. Haringey will be implementing the change from April 2017.				
Average				

New Charge

Street Naming & Numbering	**Proposed 2017/18 charge**	**Proposed 2017/18 charge**	**Proposed 2018/19 charge**
Type of Application		**Unit cost**	**Unit cost**
Application up to 10 units	£ 113.76	£ 11.38	£ 11.38
Each additional unit		£ 5.69	£ 5.69
New Street	£ 113.76		
Naming/re-naming existing Building	£ 82.95		
Application where address exists but not officially registered	£ 137.12	£ 13.71	£ 13.71
Additional units over 10		£ 6.86	£ 6.86

Appendix XI b. **Development Management Charges**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %
Development Management Charges **Pre Application Advice & Planning Performance Agreements (PPA)**				
Residential				
Householder (including VAT)	£ 152.00	£ 300.00	£ 307.20	2.4%
Householder with basement (including VAT)			£ 800.00	
Minors 1-5 residential units (plus VAT)	£ 670.00	£ 680.00	£ 696.32	2.4%
Minors 6-9 residential units (plus VAT)	£ 770.00	£ 785.00	£ 803.84	2.4%
basement advice fee for a minor app			£500 plus normal fee above	
Majors 10-24 residential units (plus VAT)	£ 2,370.00	£ 2,400.00	£ 2,457.60	2.4%
Majors 25-50 residential units (plus VAT)	£ 2,850.00	£ 2,900.00	£ 2,969.60	2.4%
Majors 51-100 residential units (first meeting plus VAT)	£ 2,850.00	£ 2,900.00	£ 2,969.60	2.4%
Majors 100+ dwellings (plus VAT) Then suggestion for PPA	Bespoke	Bespoke	bespoke	n/a
PPA (Planning Performance Agreements)	Bespoke	Bespoke	bespoke	n/a
Commercial				
Minor commercial applications up to 499 m2 2	Free	£ 680.00	£ 696.32	2.4%
Minors (Category 4) - 500m2-999m2 commercial floorspace (plus VAT)	£ 385.00	£ 770.00	£ 788.48	2.4%
Majors (Category 3) - 1000m2-1999m2 commercial floorspace (plus VAT)	£ 1,185.00	£ 2,370.00	£ 2,426.88	2.4%
Majors (Category 2) 2000m2-9999m2 commercial floorspace (plus VAT)	£ 1,425.00	£ 2,850.00	£ 2,918.40	2.4%
Majors (Category 1) - 10,000m2 or more commercial floor space	£ 2,850.00	£ 5,700.00	£ 5,836.50	2.4%
Drainage meeting for a major			£ 1,000.00	
Energy meeting for a major			£ 1,000.00	
Air quality meeting for a major			£ 1,000.00	
PPA (Planning Performance Agreements)	Bespoke	Bespoke	Bespoke	n/a
Quality Review Panels				
Quality Review Panel - Formal Review (+ VAT NB includes room hire)	£ 3,500.00	£ 4,500.00	no change	
Quality review panel- Chair's review (+ VAT includes room hire)	£ 1,350.00	£ 2,000.00	no change	
Surgery Review (+VAT)		£ 1,200.00	no change	
Average				2.4%

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Appendix XII **Children's Centres - Childcare**

Services that we charge for (1)	**2016/17 Charge** (2) £	**2017/18 charge** (3) £	**Proposed 2018/19 charge** (4) £	**Change** (5) %	**Comments**	**Basis of charge and change (Statutory, RPI, Cost recovery, Historic, Market rate)** (5)	**What concessions are given** (6)
CHARGES FOR CHILDCARE					The charges for childcare care places in the three local authority settings maintained by the Council have been reviewed (see attached paper) these new charges are for Triangle and Woodside, the fees for Park Lane remain the same. There will no longer be under 2 places available in any of the local authority maintained sites.		
Haringey Residents							
Age range							
Under 2s	£ 230.18	£ 230.18	N/A			Partial cost recovery	Siblings discount @ 25%
2-3 year olds	£ 204.60	£ 204.60	£ 336.00	64.2%		Partial cost recovery	Siblings discount @ 25%
3+ year olds	£ 179.03	£ 179.03	£ 244.00	36.3%		Partial cost recovery	Siblings discount @ 25%
lunch			£ 17.00				
Out of Borough Residents							
Age range							
Under 2s	N/A	N/A	N/A			Partial cost recovery	Siblings discount @ 25%
2-3 year olds	£ 228.13	£ 228.13	£ 336.00	47.3%		Partial cost recovery	Siblings discount @ 25%
3+ year olds	£ 179.03	£ 179.03	£ 244.00	36.3%		Partial cost recovery	Siblings discount @ 25%
* All charges shown are weekly (vat not chargeable)				46.0%			

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	The Haynes Dementia Hub - Day Service Fees and Charges
Service area	Commissioning Unit
Officer completing assessment	Rebecca Cribb
Equalities/ HR Advisor	xxx
Cabinet meeting date (if applicable)	xxx
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The Council is required to carry out an annual review of its fees and charges with a view to ensuring its income from these sources are maximised by ensuring that the principle of full cost recovery is maintained.

Currently, the daily fee for adult social care clients receiving a day service at the Haynes Dementia Hub is subsidised by the council. As part of the annual review of fees and charges, the proposal is that the daily fee is brought in line with the principle of full cost recovery as set out in the council's Fairer Contributions Policy.

Accordingly, the proposal is that the daily fee will increase from £42.00 to £69.90. This is an increase of £28.57 (+69%) per day. The increase will take effect from 1st April 2018 for new clients.

A financial assessment is carried out to determine whether clients are eligible for financial support, are required to meet the full amount, or are required to pay a contribution towards the cost of their care. The service users who will be affected by this proposal are future clients who have been assessed as able to pay for the full cost of their care and support and potentially those who pay a contribution.

A review of current day service clients at The Haynes Dementia Hub indicates that five full cost clients and two clients who are required to pay a contribution will be affected by this proposal, around 20% of the Haynes Centre client base.

	Full Cost Clients	**Contribution Clients – affected**	**Contribution Clients – not affected**	**All Haynes clients**
Number of Service Users – 1st Dec 17	5	2	8	37

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey

Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	*Data on Haringey Adult Social Care Management System- Mosaic*	*N/A*
Gender Reassignment	*No data available*	N/A
Age	*Data on Haringey Adult Social Care Management System- Mosaic*	N/A
Disability	*Data on Haringey Adult Social Care Management System- Mosaic*	N/A
Race & Ethnicity	*Data on Haringey Adult Social Care Management System- Mosaic*	N/A
Sexual Orientation	*National Statistics (ONS)*	N/A
Religion or Belief (or No Belief)	*Data on Haringey Adult Social Care Management System- Mosaic*	N/A
Pregnancy & Maternity	*No data available*	N/A
Marriage and Civil Partnership	*Census 2011*	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The data below provides an analysis of the equalities profile of the Haynes day service client base as at 1st December 2017. However, because of the small numbers involved it should not be relied upon to determine the equalities profile of future clients affected by the proposal.

Additionally, since the financial assessment for day care services is applied equitably to all service users based on their financial situation, it is not possible to introduce measures to mitigate the impact on those service users affected by the fee increase.

Data analysis:

1. Age

Age	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service clients (37)	All ASC
18-64	0%	0%	0%	0%	0%	47%
65+	100%	100%	100%	100%	100%	53%

The data shows that 100% of service users affected by this proposal are 65+. This is consistent with the age profile of the Haynes client base, and expected of a service for people with moderate to severe dementia. Therefore, we would expect that the age of the majority of future service users affected by this proposal to be 65+.

2. Sex

Sex	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service clients (37)	All ASC
Male	60%	50%	57%	20%	32%	47%
Female	40%	50%	43%	80%	68%	53%

The data indicates that the there is an over representation of males (60%) within the Full Cost client group affected by the proposal, however the small number of clients in this cohort makes it unreliable for determining the gender profile of future clients affected by this proposal.

3. Gender reassignment

We do not hold any service user data on gender reassignment protected characteristic. However, we are aware that LGBT people experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to service users.

4. Sexual Orientation

We do not hold any service user data on sexual orientation protected characteristic and we do not have any data on the lesbian, gay and bisexual (LGB) population of Haringey. The ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country , and is likely to be reflected in the Haynes client base. We are aware that LGBT people experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to service users.

5. Ethnicity

Ethnicity	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service	All ASC

					clients (37)	
Asian / Asian British	0%	0%	0%	0%	3%	7%
Black / African / Caribbean / Black British	20%	50%	29%	10%	24%	33%
Mixed / multiple	0%	0%	0%	0%	0%	2%
No data	0%	0%	0%	0%	0%	5%
Other Ethnic Group	0%	0%	0%	10%	8%	4%
White (including White Other)	80%	50%	71%	80%	65%	49%

The data shows that there is an overrepresentation of White ethnic group (includes White British, White Irish and Any Other Background) within the Full Cost client group compared to the full Haynes client base and the Adult Social Care client base. White British and White Irish clients will therefore be overrepresented among those affected by the proposal. The small number of clients in this cohort means that it is not possible to determine the ethnicity profile of future clients affected by this proposal.

6. Religion

Religion	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service clients (37)	All ASC
Buddhist	0%	0%	0%	0%	0%	0%
Catholic	60%	0%	50%	17%	30%	11%
Christian	20%	50%	33%	83%	41%	49%
Greek Orthodox	0%	0%	0%	0%	0%	5%
Hindu	0%	0%	0%	0%	4%	3%
Jewish	0%	0%	0%	0%	4%	4%
Muslim	0%	0%	0%	0%	0%	17%
No Religion	0%	50%	17%	0%	11%	7%
Other Religion	20%	0%	0%	0%	11%	4%
Rastafarian	0%	0%	0%	0%	0%	0%
Sikh	0%	0%	0%	0%	0%	0%

Catholic and Christian are the largest recorded religion amongst Full Cost clients , which is in keeping with the client base for The Haynes. The small number of clients in this cohort means that it is not possible to determine the ethnicity profile of future clients affected by this proposal.

7. Disability

Disability	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service	All ASC

					clients (37)	
Disability N	0%	0%	0%	0%	0%	28%
Disability Y	100%	100%	100%	100%	100%	72%

This proposal will exclusively affect service users with dementia, a long-term disability, due to the nature of the service. This is also reflected in the data above. Service users may also have other disabilities. Individuals with disabilities are overrepresented among those affected by the proposal as compared to all adult social care clients.

8. Pregnancy & Maternity

We do not hold data on this protected group. However, we do not envisage an impact of this service based upon this protected group.

7. Marriage and Civil Partnership Status

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%
London	40%	0.4%
England and Wales	47%	0.2%

The number of married people (only data on heterosexual couples is available at this time) is significantly lower in Haringey than in London and England. However, the proportion of people in civil partnerships is higher in Haringey compared to the London and England and Wales average. It is reasonable to expect that the client base of the Haynes Day Service reflects this.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The proposal is likely to have minimal impact on the majority of the service users in receipt of a day care service. The service users who will be impacted are those who have been assessed to pay the full cost or a contribution towards the cost of their care and support.

The proposal will have a neutral impact, however, as the application of a charge is based on an individual's ability to pay which is itself determined by a financial assessment as set out in the Council's Fairer Charging Policy.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

Please refer to Table 1- Section 3 above

1. Sex

Male clients are more likely to be affected by the proposal than female clients. Any impact will be subject to an individual financial assessment and mitigated by six months' notice of any fee increase.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

2. Gender reassignment

We do not have local data regarding this protected characteristic. We do not think there will be specific impacts for this protected group and will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group

Positive		Negative		Neutral impact		Unknown Impact	x

3. Age

The proposal will exclusively affect clients aged 65 and above. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

4. Disability
The proposal will exclusively affect clients with disabilities and long-term conditions due to the nature of the service. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

5. Race and ethnicity
White British clients are more likely to be affected by the proposal than clients or other races or ethnicities. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

Sexual orientation
We do not have local data regarding this protected characteristic. We do not think there will be specific impacts for this protected group and will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

Positive		Negative		Neutral impact		Unknown Impact	x

Religion or belief (or no belief)
Catholics and those of Other Religions are overrepresented among those affected by the proposal. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

9. **Pregnancy and maternity**

We do not envisage that this proposal will have a negative impact upon this protected group because all Haynes Day Centre clients are aged over 65.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

9. Marriage and Civil Partnership
Service users and/or carers who are in a civil partnership will be treated the same as those who are married.

Positive		Negative	x	Neutral impact	x	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women
Given the analysis above, we expect a negative impact for a minority of future clients who

are aged over 65 and have a disability as they will be required to pay more for their care and support. However, all fee increases will be subject to an individual financial assessment that will measure a client's ability to pay in line with the Council's Fairer Charging Policy.
Outline the overall impact of the policy for the Public Sector Equality Duty: • **Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?** • **Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?** **This includes:** **a) Remove or minimise disadvantage suffered by persons protected under the Equality Act** **b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups** **c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low** • **Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**
Those affected are more likely to be aged 65+ and have a long-term disability. The application of a charge is based on an individual's ability to pay which is itself determined by a financial assessment as set out in the Council's Fairer Charging Policy

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	*N*
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

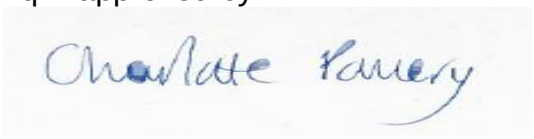
Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Increased charge for care and support for some clients aged over 65 and with disabilities, subject to a financial assessment	*Full financial assessment.*	*Farzad Fazilat*	*April 2018*

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

N/A

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

NA

7. Authorisation	
EqIA approved by .  ..... Assistant Director Commissioning	Date 05 February 2018

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on the Public Sector Equality Duty, please proceed to stage 2 and complete a full Equality Impact Assessment.

Stage 2 – Full Equality Impact Assessment

An Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an Equality Impact Assessment has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the council's Equality Impact Assessment guidance before beginning the EIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Fees and charges 2018/19
Service area	Bruce Castle Museum and Haringey Archive
Officer completing assessment	Deborah Hedgecock
Equalities/ HR Advisor	
Cabinet meeting date (if applicable)	
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal and its relevance to the equality duty

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *Its relevance to the Public Sector equality duty and the protected groups*

Annual consideration to increase **fees and charges** for the museum and archive income generating services at Bruce Castle for a range of users – including the general visiting public, researchers, schools, and organisations, community groups and local residents booking for non-public events or training.

The services include: reproduction fees charged for copying archive and museum collections; room hire; weddings; booked school workshops.

This year's proposed increases only apply to room hire. All other services identified in the fees and charges report are not facing an increase.

All services and access to other information in the museum remains free.

Proposed increases are considered alongside and compared with fees and charges for similar heritage services/ organisations in other boroughs and in line with similar services/ organisations within the borough.

Proposed charges are kept within a 2.6 to 6.8% increase as appropriate, where these apply and are considered listening to feedback from users.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Further information on data sources is contained within accompanying EqIA guidance.(part 8)

Protected group	Service users	Staff
Sex	*EQiA Profile on Haringey – for the council and for the borough*	N/A
Gender Reassignment	*EQiA Profile on Haringey – for the council and for the borough*	N/A
Age	*EQiA Profile on Haringey – for the council and for the borough*	N/A

Disability	*EQiA Profile on Haringey – for the council and for the borough*	N/A
Race & Ethnicity	*EQiA Profile on Haringey – for the council and for the borough*	N/A
Sexual Orientation	*EQiA Profile on Haringey – for the council and for the borough*	N/A
Religion or Belief (or No Belief)	*EQiA Profile on Haringey – for the council and for the borough*	N/A
Pregnancy & Maternity	*No data is available*	N/A
Marriage and Civil Partnership	*No data is available on the marriage and civil partnership status of current service users.*	N/A

If there are any gaps in the data for particular groups or no data is available, please explain how you will address this gap

The charges have been proposed after taking into consideration the fees and charges made by other similar providers within the borough/ in neighbouring boroughs. The Service will continue to monitor the effect of the increases and any impact.

The increase in charges proposed have been designed not to discriminate against any group.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please provide a brief outline of:

- *How you intend to consult with those affected by your proposal including those that share the protected characteristics*

Further information on consultation is contained within accompanying EqIA guidance (part 9)

The museum will monitor feedback from service users of charged-for services to identify any potential impact on the numbers taking up the service. This feedback will inform any future review of fees and charges at the museum.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Not Applicable

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance (part 10)

1. Sex - Minimal impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group. The increases have been identified as necessary to bring the current fee more in line with typical charges in similar venues. Access to all services is otherwise free.

2. Gender reassignment - No data available

3. Age - Minimal impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group.
The Service is not proposing to increase fees for school workshops. Moreover, Haringey schools receive a discounted rate for this service. Children's party fees are being increased by 3%, which is within the rate of inflation.
Access to all services is otherwise free.

4. Disability - Minimal impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group. The increases have been identified as necessary to bring the current fee more in line with typical charges in similar venues. Access to all services is otherwise free.

5. Race and ethnicity - Minimal impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group. The increases have been identified as necessary to bring the current fee more in line with typical charges in similar venues. Access to all services is otherwise free.

6. Sexual orientation - Minimal impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group. The increases have been identified as necessary to bring the current fee more in line with typical charges in similar venues. Access to all services is otherwise free.

The proposed increase to wedding room hire fee is 3.9%. The venue is assessed as an affordable wedding location compared to other venues and all weddings are non-religious and open to all.

7. Religion or belief (or no belief) - Minimal impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group. The increases have been identified as necessary to bring the current fee more in line with typical charges in similar venues. Access to all services is otherwise free.

The proposed increase to wedding room hire fee is 3.9%. The venue is assessed as an affordable wedding location compared to other venues and all weddings are non-religious and open to all.

8. Pregnancy and maternity - No data available

9. Marriage and Civil Partnership - Minimum impact.

The fees and charges increases are assessed as having a minimal impact on this protected group. The increases are kept to a 2.6 – 6.8% range, which is identified as posing a low impact on the group. The increases have been identified as necessary to bring the current fee more in line with typical charges in similar venues. Access to all services is otherwise free.

The proposed increase to wedding room hire fee is 3.9%. The venue is assessed as an affordable wedding location compared to other venues and all weddings are non-religious and open to all.

10. Groups that cross two or more equality strands e.g. young black women - No groups identified.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?**

• **Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**
There is an annual appraisal of the fees and charges at Bruce Castle. Where increases are proposed, these are kept at a 2.6 to 6.8% increase (according to type of service) as necessary. The 2018/19 fees and charges increases solely relate to room hire. All other fees identified in this report remain the same price. There are existing community rates for room hire, which support community groups that encompass many of the protected groups identified in this report. The community rates are a reduced rate (£68 for a half-day) compared to £110 for corporate use. Moreover, the proposed fee percentage increases for community room hire are less than those increases for corporate hire, which reflects the need to respond appropriately to community groups who use the service. The vast majority of services and information at the museum remains free. Feedback is sought from users of the services and impact is monitored on usage to ensure that any barriers to use of services is identified and addressed.

6. a) What changes if any do you plan to make to your proposal as a result of the equality impact assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance (part 11)

Outcome	Y/N
No major change: the EIA demonstrates the policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	Y
Adjust the policy: the EIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy.	N
Continue the policy: the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out below the **justifications for continuing** with it. For the most important relevant policies, **compelling reasons** will be needed.	N
Stop and remove the policy: the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact	Action	Lead officer	Timescale
N/A			

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

Feedback will be sought from users of the services and impact will be monitored on usage to ensure that any barriers to use is assessed.

The Service will continue to assess and monitor the effect of the propose increase of fees and charges to assess impact of the proposal and to inform on future reviews.

7. Authorisation

EIA approved by Charlotte Pomery (Assistant Director)	Date 31 January 2018

8. Publication

Please ensure the completed EIA is published in accordance with the Council's policy.

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Haringey LONDON

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Increase in fees and Charges Regulatory Services
Service area	Commercial and Operations Regulatory Services
Officer completing assessment	Gavin Douglas
Equalities/ HR Advisor	Paul Green
Cabinet meeting date (if applicable)	
Director/Assistant Director	Stephen McDonnell

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

Regulatory Services cover a range of enforcement and Licensing services including Trading Standards, Pollution Control, Licensing (The Licensing Act 2003, Gambling Act 2005) London Local Authorities Act, Food Safety, Mortuary Services and Pest Control. Most fees are permissible by Acts of parliament. Some are fixed which cannot be varied and some must be in a range up to a maximum. The three main discretionary services relates to pest control, food hygiene training and mortuary fees. Pest Control and food hygiene have public health benefits.

The proposal is to increase pest control charges in general to be competitive with the market and ensure cost recovery. This includes a change the current concession reduction rate from 50% of the maximum cost to a 40% reduction of the maximum cost. This reduction of 40% reduction goes some way to cover marginal costs only and reflects an overall positive impact on lower income groups on means test benefits.

The scoping exercise showed that the proposed concession rate is mainly lower than the average offered by neighbouring boroughs. Findings showed that costs that many neighbouring boroughs either do not have concessions in pest control or have a higher charge. Pest Control fees are discretionary.

Other regulatory increases in the Mortuary 14% which is a service carried out for the London Borough of Enfield. This increase is to progress towards cost recovery of managing the service and delivery the service. This has been screened and not expected to have a disproportionate impact on protected group, the costs are paid for by London Borough of Enfield rather than an individual. Contaminated land search fees have been screened. This change will have a low impact overall and are not expected to have a disproportionate impact on any protected groups. A full EqIA is therefore not required in relation to these changes.

Other fees have been increased in line with inflation and therefore not expected to have a disproportionate effect.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	*Census 2011 data*	*n/a*
Gender Reassignment	*No data collected nationally or locally available*	n/a
Age	*Census 2011 data*	n/a
Disability	*Census 2011 data*	n/a
Race & Ethnicity	*Census 2011 data*	n/a
Sexual Orientation	*No data collected nationally or locally available*	n/a
Religion or Belief (or No Belief)	*Census 2011 data*	n/a
Pregnancy & Maternity	*Census 2011 data*	n/a
Marriage and Civil Partnership	*Census 2011 data*	n/a

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

We do not currently collect equality monitoring data of people using the service. Based upon the general population census data of Haringey, we are aware that Haringey have a young population with high ethnic diversity. Therefore, it is likely that any changes to fees and charges will impact on these groups.

Based upon census analysis, we can see that women are more likely to be in poverty than men[1]. In addition to this, those with long term disabilities[2] and from BAME

[1] https://www.nomisweb.co.uk/census/2011/DC6203EW

[2] https://www.nomisweb.co.uk/census/2011/KS106EW/view/1946157250?cols=measures

communities[3]. These groups are likely to have lower income groups and so are less able to afford increased fees. The concession rate acts as a way to mitigate this as concessions are given to lower income groups on means tested benefits.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

No consultation undertaken. We have used information was gathered from existing costs, charges and concessions rates across boroughs via the internet to compare.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

N/A as no consultation was undertaken.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

[33] http://www.poverty.org.uk/06/index.shtml

1. Sex
Women are more likely to be in lower income groups and therefore will more likely be impacted by a change in fees and charges. However, the Council has taken appropriate steps to mitigate any financial disadvantage for individuals while making sure the service is financially sustainable by offering a concessionary rate that has gone from 50% of costs to 40% for those on benefits. However, this does not include those in in-work poverty who will experience the increase in fees and charges, but the Council has ensured that they are not disproportionate by keeping them below market rates.

Positive		Negative	X	Neutral impact		Unknown Impact	

2. Gender reassignment
Data on gender reassignment is not collected in the census or locally.

We do not envisage this protected group to be disproportionately impacted by this decision.

Positive		Negative		Neutral impact	X	Unknown Impact	

3. Age

Both young people and older people are more likely to be in lower income groups and therefore will more likely be impacted by a change in fees and charges. However, the Council has taken appropriate steps to mitigate any financial disadvantage for individuals while making sure the service is financially sustainable by offering a concessionary rate that has gone from 50% of costs to 40% for those on benefits. However, this does not include those in in-work poverty who will experience the increase in fees and charges, but the Council has ensured that they are not disproportionate by keeping them below market rates.

Positive		Negative	X	Neutral impact		Unknown Impact	

4. Disability
Disabled people are more likely to be in lower income groups and therefore will more likely be impacted by a change in fees and charges. However, the Council has taken appropriate steps to mitigate any financial disadvantage for individuals while making sure the service is financially sustainable by offering a concessionary rate that has gone from 50% of costs to 40% for those on benefits. However, this does not include those in in-work poverty who will experience the increase in fees and charges, but the Council has ensured that they are not disproportionate by keeping them below market rates.

Positive		Negative	X	Neutral impact		Unknown Impact	

5. Race and ethnicity (
Disabled people are more likely to be in lower income groups and therefore will more likely be impacted by a change in fees and charges. However, the Council has taken appropriate steps to mitigate any financial disadvantage for individuals while making sure the service is financially sustainable by offering a concessionary rate that has gone from 50% of costs to 40% for those on benefits. However, this does not include those in in-work poverty who will experience the increase in fees and charges, but the Council has ensured that they are not disproportionate by keeping them below market rates.

Positive		Negative	X	Neutral impact		Unknown Impact	

6. Sexual orientation
Data on sexual orientation is not collected in the census or locally.

We do not envisage this protected group to be disproportionately impacted by this decision.

Positive		Negative		Neutral impact	X	Unknown Impact	

7. Religion or belief (or no belief)
Haringey has a diverse religious population, with large Christian, Jewish and Muslim communities.

We do not envisage this protected group to be disproportionately impacted by theis decision.

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity
As women are likely to be on low incomes, this is likely to impact on women under this protected characteristic. However, the Council has taken appropriate steps to mitigate any financial disadvantage for individuals while making sure the service is financially sustainable by offering a concessionary rate that has gone from 50% of costs to 40% for those on benefits. However, this does not include those in in-work poverty who will experience the increase in fees and charges, but the Council has ensured that they are not disproportionate by keeping them below market rates.

Positive		Negative	X	Neutral impact		Unknown Impact	

9. Marriage and Civil Partnership
The service will continue to treat those in a civil partnership the same as those in a marriage.

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women
It is likely that there is an intersectional impact between race, sex, age and disability because these are the groups most likely to be in poverty.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?
  This includes:
  a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
  b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
  c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

Whilst the concession % discount is being reduced overall concessions rates still remain and are below cost price, below benchmarked concessions and below the market rate. Having a concessions rate of public health pests means that a take up of service is more likely than not having a reduction. Public Health pests can spread

across all types of tenure which have different protected characteristics or groups and therefore it could help foster good relations.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment? Further information on responding to identified impacts is contained within accompanying EqIA guidance	
Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	*n*
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	n

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty			
Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.			
6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:			
Impacts can be monitored by comparing monthly take up trend of the service against previous years and full paying customers. Any impact of the change can be monitored and considered against the need for cost recovery of a non statutory service			

7. Authorisation	
EqIA approved by ..... (Assistant Director/ Director)	Date 14/10/17

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Head of Operations - Ann Cunningham, Extn 1355			
2	Date: 16 October 2017			
3	Summary of the proposal: Suspensions – per bay per day From £17.30 to £25.00 increase £7.70 (44.5%) charge in line with neighbouring boroughs			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		no	
5.	Does the proposal remove, reduce or alter a service or policy?		no	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		no	
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		no	
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		no	
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		no	
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		no	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.		no	If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here: • *The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups*

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Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Head of Operations - Ann Cunningham, Extn 1355			
2	Date: 16 October 2017			
3	Summary of the proposal: Suspensions – cancellation fee New charge in line with neighbouring boroughs			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		no	
5.	Does the proposal remove, reduce or alter a service or policy?		no	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		no	
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		no	
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		no	
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		no	
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		no	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.		no	If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here: • *The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups*

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Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Head of Operations - Ann Cunningham, Extn 1355			
2	Date: 16 October 2017			
3	Summary of the proposal: Suspensions – additional site visit New charge in line with neighbouring boroughs			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		no	
5.	Does the proposal remove, reduce or alter a service or policy?		no	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		no	
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		no	
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		no	
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		no	
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		no	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.		no	If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here: • *The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups*

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Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Bernadette Brewster & Sara Khan			
2	Date: 13th December 2017			
3	Summary of the proposal: • 2.2% increase in library fees and charges in line with CPI Note: Although there is a general increase in the library fees, we have proposed a decrease in Reservation fees for library users over 60 to allow for equality of access to resources. Housebound service users do not incur fees or charges for fines/ reservations. • 2% increase in room hire charges (Commercial Rate) 2.17% increase in room hire charges (Community Rate) Note: Room Hire charges have been disproportionate to the size of rooms available across the service. The increase/decrease is to allow for a more consistent rate of charges across the service. A further 10% discount for any bookings over 8 weeks will be applied.			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		x	**Minimal increase in charges, in line with the inflation.**
5.	Does the proposal remove, reduce or alter a service or policy?		x	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see		x	**There will be no changes to staffing arrangements.**

	the restructure pages for guidance for restructure EqIAs.			
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		x	**There are no known equality issues or concerns with current provision.**
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		x	**The proposal does not affect the core service and it also includes a reduction in some areas in order to allow for concession for our older service users.** **The service has a range of existing concessionary provisions for particular groups of service users who use Haringey's libraries. For example, there are no reservation fees or fines for housebound service users. Similarly, there are no reservation fees or fines for children (0 to 16 years old).** **In relation to room hires, the average fee increases are in line with inflation. Where the fees are above inflation, this was necessary to redress imbalances in prices for comparably sized rooms in other Library sites across the borough. The numerical increase is small and therefore deemed proportionate to redress the imbalance with other sites.**
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group,*		x	

	such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.			
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		x	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.		x	The proposal is likely to have minimal impact on groups that share the protected characteristics or other disadvantaged groups. The service currently is effective in tackling inequalities and it is not changing

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Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Gethin Segel, Parking and Projects manager, Homes for Haringey. X2715			
2	Date: 10/10/17			
3	Summary of the proposal: To increase Garage rents by 2.4% for the financial year 2018/19			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		No	
5.	Does the proposal remove, reduce or alter a service or policy?		No	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		No	
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		No	**We already offer a specific discount to customers over the state pension age or "registered disabled". In addition residents of Haringey Council are entitled to rent a garage rent free. Our rents have been set following benchmarking with both the private sector and other LA providers and are deemed to be "competitive".**
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		No	

9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		No	
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		No	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.			If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here: *For example:* • *The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups* • *The service currently is effective in tackling inequalities and it is not changing* • *Any changes will not have any impact on service users, residents or staff*

Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Tayo Ajoje			
2	Date: 23 Oct. 17			
3	Summary of the proposal: Annual review of the staff car parking rate			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		No	The proposal is likely to have no/minimal impact on groups that share the protected
5.	Does the proposal remove, reduce or alter a service or policy?		No	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		No	
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		No	
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		NO	
9.	Is the service targeted towards particular		NO	

	disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*			
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		NO	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.		NO	If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here: *For example:* • *The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups* • *The service currently is effective in tackling inequalities and it is not changing* • *Any changes will not have any impact on service users, residents or staff*

Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Alex Fraser, Trees & Nature Conservation Manager. Email: alex.fraser@haringey.gov.uk. Tel: 020 8489 5657. Mob: 07967 336343			
2	Date: 11.08.17			
3	Summary of the proposal: It is proposed to change the way allotments are managed, so the Council can meet efficiency savings and the service becomes self-funding. The two main changes are to appoint a dedicated allotment officer and to increase allotment rents by 75%. The proposal will also provide a more secure future for the management of allotments in Haringey.			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?	Yes		Since December 2015, we have been looking at options for the future of Haringey's allotments, including exploring the possibility of devolving their management to site associations. Following a number of meetings with the Allotment Forum Steering Group (AFSG), plus feedback from the Allotment Forum and individual tenants, it was clear that the majority of people were opposed to devolved (self) management, and we therefore felt that this option would not be practical to take forward. The Allotment service costs the council much more to run than it receives in rental income. The Council spend an additional £60,000 on managing allotments. To support the huge budget savings the Council has to make, the Parks Service is making a number of efficiencies, which includes the £60,000 above. After exploring a number of options with the AFSG, support has been shown for the following proposals for future management: • An increase in allotment rents by 75%. • An increase in the maintenance budget given to site associations for repairs. • Granting site secretaries access to our computerised database to manage tenants' data. • The allotment budget being 'ring fenced'. • The introduction of an administration fee, payable by the tenant, for the

				processing of all new documentation. For example; drawing up a new tenancy agreement. The Council are also investing up to £200k, to make improvements to the infrastructure in sites over the next three years.
5.	Does the proposal remove, reduce or alter a service or policy?		No	The proposal will not remove, reduce or alter the delivery of the Allotment service. The new management structure should simplify and improve the delivery of the service, by having one point of contact. This aspect was fully supported by the Allotment Forum Steering Group.
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		No	Currently, allotment service provision involves three different officers who are responsible for the day to day management of sites, in addition to other duties they perform. It is proposed to appoint a new dedicated Allotment Coordinator to carry out the role. I am responsible for managing the service and this will not change.
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		No	There are 27 allotment sites across Haringey that the Council are responsible for, which currently contain 1899 individual plots. Allotment tenants are a diverse mixture of people from many different backgrounds. Our tenant database shows that there is an almost 50 / 50 split in gender. We do not have data on ethnicity or age, but there are 385 who are in receipt of the state pension and 47 who are registered disabled. All 432 of these tenants receive a concession on their rent. There are 293 tenants who live outside Haringey, they are not entitled to any concessions on their rent.
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		No	Not one of the 9 characteristics defined in the Equality Act will be directly impacted by this proposal. No individual will be discriminated against because they have a protected characteristic. Service provision will not change from what it is now. All tenants will continue to receive the same level of service at each allotment site across the borough. The only major change is the introduction of a 75% increase in rent.

				Allotment tenants who live in Haringey and receive the state pension and those who receive the Disability Living Allowance (DLA) are entitled to a 50% discount on their allotment rent. This concessionary rate will not change. We will introduce a new category entitled to a concession and that is for those Haringey residents who are in receipt of Income Support or Universal Credit. For those Haringey residents who do not receive a concession, the proposed new rate for a standard sized plot (125m²), would increase from £45.50 to £70.56 per annum. Tenants would pay an additional £25.06 a year or £2.08 a month on current fees. For those Haringey residents who do receive a concession, the proposed new rate for a standard sized plot (125m²), would increase from £29.65 to £42.83 per annum. Tenants will pay an additional £13.18 a year or £1.10 a month on current fees.
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		No	The allotment service is not targeted towards particular disadvantaged or vulnerable residents. Anyone is eligible to apply for an allotment plot, at any one time there are at least 500 people on waiting lists for a plot. Plot allocation by council officers and allotment site secretaries is carried out in a fair and open manner. One of the main benefits of having an allotment is the increase in health and wellbeing they can provide.
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		No	There any no known inequalities. See answer above.
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.			The proposal is likely to have minimal impact on groups that share the protected characteristics or other disadvantaged groups, other than an increase in the rent they pay each year, which will be applicable to all allotment tenants.

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Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Sarah Jones, Events & Partnerships Manager			
2	Date: Monday 18 December 2017			
3	Summary of the proposal: Events Fees & Charges – proposed inflation increase 2018/19			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		No	These are not new charges and flow from the Outdoor Events Policy which was approved in 2014. The policy was amended in its development to ensure that there is no adverse effect on any of the protected characteristics.
5.	Does the proposal remove, reduce or alter a service or policy?		No	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.		No	
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		No	
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		No	Community groups connected with the parks are offered free access to the park. Other community groups have access to a small grants scheme to assist them with the cost of putting on their event.

9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		No	
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		No	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.			If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here: *For example:* • *The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups* • *The service currently is effective in tackling inequalities and it is not changing* • *Any changes will not have any impact on service users, residents or staff*

Equality Impact Assessment Screening Tool				
1	Lead officer contact details: Paul Oram x2601			
2	Date: 7/12/17			
3	Summary of the proposal: Review the fees for the Haringey Registration and Citizenship Service (Register Office). These fees affect people getting married, forming a civil partnership, or using births and deaths and citizenship services and the non-statutory fees are to be agreed by Members. Some fees will be increased (ranging from 1.6% to 9.1%), to bring them in line with fees charged at neighbouring boroughs, other fees will be reduced to increase access to services and some will remain the unchanged. The fees structure aims to be fair and proportionate and deliver a sustainable service. The fees set reflect the diversity of actual and possible future demands on the services. The Register Office serves a diverse range of customers consisting of both Haringey residents and people that live outside the borough. The impact of the fee changes is assessed as minimal. The majority of the percentage increases are low, and where they are above inflation this is to address imbalances with other Local Authorities.			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		X	Service provision is remaining as it is now.
5.	Does the proposal remove, reduce or alter a service or policy?		X	No new services are being introduced or existing services removed.
6.	Will there be a restructure or significant		X	Staffing structures and working arrangements remain the

	changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqIAs.			same.
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		X	Customer data and observations identify that customers access the service the service from all sections of society including those with protected characteristics.
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		X	No, the department operates in accordance with government and council policy on registration which is designed to promote equality whilst ensuring compliance with the law. The service continually monitors impact on service users and will identify vulnerabilities if they arise.
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? *This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.*		X	The service targets all groups that need to register a birth, death, marriage, civil partnership or who require access to citizenship services.
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		X	Data and observations indicate that all sections of society are accessing the service.
11	If you have answered yes to at least one			If a decision is taken not to proceed with a full EqIA,

	question in both sections a) and b), Please complete an EqIA.			please document carefully your reasons here: The fees and charges facing increases range from 1.6% to 9.1%. The majority of increased fees are in line with inflation. Where the increase is higher, this is to bring them in line with fees charged at neighbouring boroughs. Some services are facing fee decreases, such as Private Citizen Ceremonies (-32.4%). This has been proposed to encourage more people to use this particular service to address higher rates than neighbouring boroughs. The service is proposing to increase the fees for the Nationality Checking Service. Adult applications will rise by 7.1%, Child applications will rise by 8.7% and follow-up visits will rise by 3.2%. Adult applications with additional passport checking will rise by 6.1%. It has been assessed that, overall, these increases pose minimal impact on protected groups. The numerical increase in fees ranges from £1 to £4, which is deemed low relative to the overall cost of the immigration process facing service users. Overall, the fee increases are assessed as proportionate to reflect the need to increase services by inflation, and where above inflation to bring them in line with neighbouring boroughs. The service will continue to monitor any impact that

				arises from the implementation of the increased charges and will communicate the changes to customers.

Equality Impact Assessment Screening Tool

1	Lead officer contact details: Bob McIver			
2	Date: 11.12.2017			
3	Summary of the proposal: The Building Control Service must comply with legislation and good practice in respect of the collection fees and charges.			
	Response to Screening Questions	**Yes**	**No**	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to the policy or service, including commissioned service?		X	
5.	Does the proposal remove, reduce or alter a service or policy?		X	
6.	Has there been significant change in staffing arrangements (i.e. more than 20 staff members)?		X	
7.	If the service or policy is not changing, has there been any known equality issues or concerns with current provision. For example, cases of discrimination or failed to tackle inequalities in outcomes in the past?		X	
b) Known inequalities				
8.	Could the proposal disproportionally impact on any particular communities, disadvantaged or vulnerable residents?		X	

9.	Is the service targeted towards particular disadvantaged or vulnerable residents? This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.		X	
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		X	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.		X	

Agenda Item 11

Report for: Cabinet - 13 February 2018

Item number:

Title: Determination of the Council's School Admission Arrangements for the academic year 2019/20

Report authorised by: Eveleen Riordan, Joint Assistant Director for Schools and Learning

Lead Officer: Carlo Kodsi, Team Leader Admissions - ext. 1823, carlo.kodsi@haringey.gov.uk

Ward(s) affected: All

Report for Key/ Non Key Decision: Key

1. Describe the issue under consideration

1.1. To continue to meet statutory requirements Cabinet are requested to determine the proposed admission arrangements for the school year 2019/20. These arrangements are in respect of the borough's community and voluntary controlled (VC) schools. Recommendations below (paragraph 3) also ask Cabinet to agree to their publication on or before 15 March 2018 on the Council's website, such details to include advice on the right of objection to the Schools Adjudicator.

1.2. This year the proposed admission arrangements for community and voluntary controlled (VC) schools included a proposal to introduce an additional oversubscription criteria for children of staff to follow after the sibling criterion (such a criterion to be limited to permanent teaching staff who have been employed at the school for at least two years at the time of application, and limited to one place for each form of entry in any year).

1.3. On 17 October 2017 the Cabinet Member for Children and Families agreed that statutory consultation is carried out on the proposed admission arrangements between 27 October and 8 December 2017.

1.4. This report provides details on and an analysis of the representations received on all of our admission arrangements and makes recommendations on those proposed admission arrangements at paragraph 3 below.

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2. Cabinet Member Introduction

2.1 As a result of a very full consideration of all this, the paper recommends that Cabinet agree to the proposal of introducing an additional oversubscription criterion to prioritise children of staff. The full range of reasons for agreeing to the proposal are set out below from para 6.8 – para 6.23.

3. Recommendations

3.1 Cabinet are asked to:

- Consider and take into account the feedback from the consultation undertaken which is set out in summary at paragraphs 6.6-6.23. All the representations are set out in Appendix 8 of this report.
- Consider and take into account the equalities impact assessment of the proposals on protected groups at appendix 7.
- Agree the recommendation set out in this report to proceed with a material change to the oversubscription criteria for all Haringey community and VC schools for the 2019/20 year of entry. This change proposes an additional oversubscription criterion to prioritise children of staff after the sibling criterion.
- Determine the Council's admission arrangements for the academic year 2019/20 as set out in Appendices 1 – 4.
- Agree the in-year fair access protocol (IYFAP) as set out in Appendix 5 to come into force from 1 March 2018.
- Agree that the determined arrangements for all maintained primary and secondary schools in the borough are published on the Council's website by 15 March 2018 with an explanation of the right of any person or body, under the School Admissions (Admission Arrangements and Co-ordination of Admission Arrangements) Regulations 2012, to object to the Schools Adjudicator in specified circumstances[1].

4. Reasons for decision

4.1. The School Admissions Code 2014 requires all admission authorities to determine admission arrangements every year, even if they have not changed from previous years. Regulation 17 of the School Admissions Regulations 2012 also requires admission authorities to determine admission arrangements by 28 February in the determination year.

[1] Paragraphs 19 – 24 of the Regulations

4.2. In addition, the Regulations require the admission authority (in this case the local authority) to publish on its website by 15 March in the determining year the determined arrangements of all maintained primary and secondary school and academies in the borough, advising the right to object to the Schools Adjudicator, where it is considered that the arrangement do not comply with the mandatory provisions of the School Admissions Code 2014.

4.3. The Council consults on its admission arrangements annually irrespective of whether or not there is a proposed change to the arrangements. This is to ensure transparency and openness on the contents of the admission arrangements and to allow all stakeholders to make representations which can then be considered as part of the determination of the arrangements.

4.4. The School Admissions Code 2014 permits all admission authorities to include priority for children of staff in their oversubscription criteria, following the appropriate consultation process. At paragraph 1.39 the Code confirms that oversubscription criteria to children of staff can apply in two circumstances – a) where the member of staff has been employed at the school for two or more years at the time of which the application for admission to the school is made, and/ or b) the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.

4.5. The Council consulted on a proposal to introduce an additional oversubscription criterion to prioritise children of staff after the sibling criterion. The proposed change to the criterion seeks to assist schools in recruiting and retaining staff by prioritising the admission of child(ren) of staff to the school. Some local academies and a voluntary aided school as well as schools in neighbouring boroughs currently give priority to children of staff and extending this to Haringey community schools may help the schools to compete for the right staff for their school in the current competitive recruitment climate.

4.6. Before deciding to publicly consult the Council carried out an informal consultation with all Haringey community and VC schools earlier this year to explore whether or not there was support from these schools for an additional oversubscription criterion for staff children. The results from the informal consultation indicated that the majority of Haringey community and VC schools support an additional oversubscription criterion which gives priority to children of staff.

4.7. In beginning the public consultation we were aware of the risk that the change might bring i.e. that it may disadvantage a small number of families by limiting the number of places that can be offered to local residents at Haringey's oversubscribed community and VC schools.

4.8. Research from a neighbouring borough (Enfield) who introduced a children of staff criterion in their primary community school's oversubscription criteria in 2013 showed that fewer than one percent (1%) of places have been offered each year under this criterion. In the Cabinet Member signing

report (October 2017) that recommended this consultation, we undertook some comparative modelling for Haringey community and VC schools and our analysis shows that we could expect a similar proportion of offers to be made under this criterion. It was concluded that the number of children falling under this criterion is likely to be very small and there is no evidence to suggest that the number will be anything other than single figures across the borough's community schools in the coming years.

4.9. An equalities impact assessment (EqIA) is included at Appendix 7 and has identified a disproportionate impact on the basis of gender and ethnicity, likely to favour women and white staff members. However the overall impact would be low because of the very small proportion of offers likely to be made under this criterion.

5. Alternative options considered

5.1. Consultation on the proposed change to the oversubscription criterion was carried out in response to a small number of representations received last year from schools and teachers through our statutory public consultation on the proposed admission arrangements for community and VC schools for the academic year 2018/19. These representations all focused on introducing an additional oversubscription criterion that gives priority to children of teaching staff employed at the school.

5.2. While there are other ways admission arrangements can influence the allocation of school places set out in the Schools Admissions Code 2014 (e.g. designated catchment areas or identified feeder schools) no alternative criterion were being considered at the time of the consultation or when writing this report.

5.3. There is a statutory requirement on all admission authorities to determine their admission arrangements each year and for those arrangements to be consulted on if there is a proposed change or at least once every 7 years if there has been no change in that period.

6. Background information

6.1. Ensuring there is a transparent and objective school admissions process is a statutory and integral part of the Council's work. Oversubscription criteria must be reasonable, clear, objective, procedurally fair, and comply with all relevant legislation, including equalities legislation. Admission authorities must ensure that their arrangements will not disadvantage unfairly, either directly or indirectly, a child from a particular social or racial group, or a child with a disability or special educational needs, and that other policies do not discourage parents from applying for a place for their child.

6.2. The Council is the admission authority for community and voluntary controlled (VC) schools within the borough and so is responsible for determining the admission arrangements for these schools.

6.3. Academies, foundation schools and voluntary aided schools are their own admissions authority; they must consult on and then determine their own admission arrangements by 28 February 2018. The Council has a statutory duty to monitor the arrangements determined by own admitting authority schools to ensure compliance with the School Admissions Code 2014. This report does **not** deal with admission arrangements for any academies, foundations or voluntary aided schools.

6.4. All schools must have admission arrangements that clearly set out how children will be admitted, including the criteria that will be applied if there are more applications than there are places at the school.

6.5. Admission authorities are responsible for admissions and must act in accordance with the School Admissions Code 2014 (hereafter referred to as the Code), the School Admission Appeals Code (2012), other laws relating to admissions, and relevant human rights and equalities legislation.

Consultation responses

6.6. Of the representations we received, most were focused on the proposal to introduce an additional oversubscription criterion giving priority to staff children. All the representations are set out in Appendix 8 of this report and, in summary, were largely in agreement with the proposed admission arrangements.

6.7. We also consulted on our in year fair access protocol (IYFAP). The protocol seeks to ensure vulnerable children without a school place are placed quickly and equitably across all of the borough's schools and primary and secondary IYFAP panels meet regularly to implement the protocol and place children. A small number of representations were received in respect of the protocol. Again this is set out in Appendix 8 to this report but in summary the representations support the provisions of the protocol and acknowledges that it works well in supporting a swift entry of hard to place and vulnerable young people onto a school roll.

Proposed change to the oversubscription criterion – children of staff

6.8. We received a total of 75 representations both for and against the proposed change to introduce an additional oversubscription criterion giving priority for children of staff. Headline information shows that the responses can be broadly categorised into the following three groups:

In favour of change	Opposed to change	Neutral
89%	8%	3%

6.9. Below is a summary of what the representations told us, depending on whether the representation was in favour of or opposed to the proposed criterion change. A comprehensive report setting out the representations received can be viewed at Appendix 8. It is the information contained in this Consultation Survey report that has been used to inform this Cabinet report

and the information in paras 6.10 and 6.11 below contains only a summary of these representations.

6.10. In favour of the proposed change to the criterion

Overall there were a significantly larger number of representations from stakeholders who supported a change to the criterion. There was a general agreement that the criterion change would help in the recruitment and retention of staff and it was considered that it would enable schools to retain committed teachers in an increasingly competitive climate. Stakeholders also told us that introducing this criterion would ease the burden on teachers by creating access to more flexible childcare arrangements. Others said this incentive would help schools attract the best calibre of staff and ward off competition from schools in neighbouring authorities such as Enfield and Barnet who have already introduced this criterion. A single representation remarked that staff children should be given even higher priority than those children with a sibling already attending the school.

6.11. Opposed to the proposed change to the criterion

Those opposed to the criterion change have said that it disadvantages local families seeking a local school place. A small number of stakeholders raised concerns that children already struggle to obtain a place at their local school and a further criterion giving priority to children of staff would marginalise local residents even further. A single representation said that this criterion would work against the ethos of community schools by reducing places for local children. There were also concerns that all working parents face the same issues - teachers working at a Haringey school may not necessarily live in the same borough and should not have an unfair advantage over other working parents living locally. Another stakeholder argued that the additional oversubscription criterion should only be introduced for primary schools as secondary aged children can travel to school independently. There was also a request that the proposed change should only apply to teachers employed full time at a school. We also received representation that the requirement of having worked at the school for 2 years would not help in recruitment whilst some others said it was a good idea as it would restrict movement of staff.

6.12. Below is a consideration of whether the benefits of the proposed change outweigh the potential disadvantages that might be caused to impacted families. The proposed change may reduce the number of children gaining admission under the distance criterion. If the children of staff criterion is introduced, some local families may be disadvantaged by other families who qualify for places under the children of staff criterion despite living further away or in other boroughs.

6.13. In the Cabinet Member signing report (October 2017) that recommended this consultation, we set out that the number of children falling under the children of staff criterion is likely to be very small and there is no evidence

to suggest that the number will be anything other than single figures across the borough's community schools in the coming years.

6.14. An analysis of admissions in our neighbouring borough Enfield (which currently operates this criterion) shows that the number of places offered to children of staff each year at Enfield primary community schools has been fewer than 0.5% from 2013 to 2016 and increased slightly to 0.9% for entry in September 2017. One Haringey Voluntary Aided primary school and two Haringey Secondary Academies have adopted the children of staff criterion and the number of places offered each year has most commonly been between zero and two children each year.

6.15. On balance, given the support by 89% of respondents for the request by Haringey community and VC schools to address an increasing recruitment and retention issue by offering priority for children of staff, it is recommended that Haringey adopts this proposal. This will bring the admission policy for community schools in line with neighbouring authorities such as Enfield and Barnet and those of some voluntary aided schools and Academies in Haringey that already incorporate this priority.

6.16. Based on our analysis the impact is expected to be negligible and it is considered that the perceived benefits to schools and the local community in recruiting and retaining staff are likely to outweigh any disadvantage that *may* be caused to a small minority of local families not being able to access their most local school place. The Council is still committed to offering all of our children and young people a school place within a reasonable travelling distance[2].

6.17. In relation to the feedback set out above to restrict the proposal to permanent staff, and in line with the Code, we will set the requirement for the child's parent to have been employed at the school for two or more years at the time at which the application for admission to the school is made[3]. However, it is important to clarify that the criteria would apply to teaching staff only as this is where the skill shortage is being experienced and the driving force originally behind the consultation.

6.18. In acknowledgement of the concerns raised from some stakeholders regarding the availability of local places for local families we have also proposed a restriction on the number of children admitted to any one school in any given year (September to August) – priority will be limited to one place for each form of entry in any year across all primary and

[2] There is no definition of reasonable travelling distance within current legislation. The Department of Education's 'Home to School Travel and Transport Guidance (July 2014)" states that Local Authorities have a duty to offer free transport to and from school for all pupils of compulsory school age (5-16) under specific circumstances. To be eligible, a child under eight would have to walk over 2 miles to the nearest suitable school or need to spend over 45 minutes travelling there. A child aged between 8 and 16 would have to walk over 3 miles to the nearest suitable school or need to spend over 75 minutes travelling there.

[3] For the avoidance of doubt, for reception this will be 15 January and for secondary transfer (move into year 7) this will be 31 October).

secondary community and VC schools. A caveat will be added to include the exception for children born in the same academic year and multiple births.

6.19. **This category would follow after priority to siblings. The proposed wording is as follows:**

Children of teaching staff of the school where the member of staff has been employed at the school for two or more years at the time of application and/or children of a member of staff who has been recruited to fill a vacancy for which there is a demonstrable skill shortage. *Priority will be limited to one place for each form of entry in any year. Exception to this will apply to children of multiple birth or those born in the same academic year.* *All such applications must be submitted to the local authority and must be accompanied with the relevant paperwork supporting an application on these grounds. The applicant must take sole responsibility to provide such paperwork. Without the provision of the relevant papers, priority will not be given on these grounds.*

6.20. It is recommended Cabinet determine the school admission arrangements for 2019/20 including the proposed change to introduce an additional oversubscription criteria prioritising children of staff for publication by 15th March 2018 in accordance with Regulations 17 of the School Admissions Regulations 2012.

6.21. Cabinet is recommended to agree the proposed wording above which includes restrictions to ensure community schools continue to allocate the majority of places to local residents. The arrangements are set out in full in Appendices 1-4 of this report.

6.22. If priority for the children of staff is given it will alleviate difficulties experienced by some schools in recruiting and retaining excellent teaching staff, especially in certain subjects like Maths & Science where there is a national shortage. Prioritising staff children will improve the ability to retain staff or recruit those from an area where there is a demonstrable skill shortage. The number of children that would qualify under this criterion will be minimal, if any at all in some years.

6.23. In addition, Cabinet is recommended to agree the in-year fair access protocol to come into force from 1 March 2018. The protocol ensures hard to place children are given a school place without delay and is a statutory requirement set out in the School Admissions code 2014 (paras 6 and 3.9 – 3.15 of the Code).

7. Contribution to strategic outcomes

7.1. Ensuring we have a transparent and objective school admissions process with oversubscription criteria that is reasonable, clear, objective and

compliant with all relevant legislation, including equalities legislation, underpins Priority 1 in the Corporate Plan which seeks to enable every child to have the best start in life with access to high quality education.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1. Below are financial, governance and legal and equality comments.

Comments of the Chief Finance Officer and financial implications

8.2. The Chief Financial Officer has been consulted in the production of this report and confirms that there are no direct financial implications as a result of the consultation proposals.

Comments of the Assistant Director of Corporate Governance and legal implications

8.3. The Assistant Director of Corporate Governance has been consulted on the contents of this report and comments as follows:

8.4. The current School Admissions Code ('the Code') came into force in December 2014 issued by the Department for Education under section 84 of the School Standards and Framework Act 1998. The Code is to be read alongside the School Admissions (Admission Arrangements and Co-ordination of Admission Arrangements) (England) Regulations 2012 (" the Regulations"). The Code and the Regulations apply to admission arrangements determined in 2015 and later years. In determining its admission arrangements for 2019-2020 the Council has a statutory duty as an admissions authority to act in accordance with the Regulations and with the relevant provisions of the Code. It must also as a result of its duty under section 149 of the Equality Act 2010 have due regard to the need to eliminate discrimination, harassment and victimisation and any other conduct which is prohibited by or under the Act, advance equality of opportunity, and foster good relations in relation to persons who share a relevant protected characteristic and persons who do not share it.

8.5. Paragraph 15 of the Code states that all schools must have admission arrangements that clearly set out how children will be admitted including the criteria that will be applied if there are more applications than places at the school. As part of determining its admission arrangements, the Council must set an admission number (called the Published Admission Number or PAN) for each school's "relevant age group" i.e. the age group at which pupils are or will normally be admitted to the school.

8.6. School admission arrangements are determined by admission authorities. Generally, the admission authority for community and voluntary controlled schools is the local authority. Admission authorities must set ('determine') admission arrangements annually. Where changes are proposed to admission arrangements, the admission authority must first publicly consult on those arrangements. If no changes are made to the admission

arrangements, they must be consulted on at least once every 7 years. Consultation must be for a minimum of 6 weeks to take place between 01 October and 31 January of the determination year. The Code also requires the admissions authority for the duration of the consultation to publish a copy of the full proposed admission arrangements (including the proposed PAN) on their website together with details of the person within the admissions authority to whom comments may be sent and the areas on which comments are not sought. Consultation must be undertaken when proposals are still at a formative stage. It must include sufficient reasons for particular proposals to allow those consulted to give intelligent consideration and an intelligent response, adequate time must be given for this purpose and the product of the consultation must be conscientiously taken into account when the ultimate decision is taken.

8.7. In relation to consultation the Council must consult with parents of children between the ages of two and eighteen; other persons in the relevant area who in the opinion of the admission authority have an interest in the proposed admissions; all other admission authorities within the relevant area; whichever of the governing body and the local authority who are not the admission authority; any adjoining neighbouring local authorities where the admission authority is the local authority and in the case of faith schools, the body or person representing the religion or religious denomination. The authority must also for the duration of the consultation publish a copy of the full proposed admission arrangements (including the PAN) on its website together with details to whom comments should be sent and the areas on which comments are not sought.

8.8. It is the responsibility of the authority to ensure that admission arrangements are compliant with the Code. Arrangements mean overall procedures, practices, criteria and supplementary information to be used in deciding on the allocation of school places. In drawing up the admission arrangements the authority must ensure that the practices and criteria used to decide the allocation of school places are reasonable, fair, clear and objective and comply with the relevant legislation including equalities legislation. Parents should be able to look at the set of arrangements and understand easily how places will be allocated. It is for the authority to decide which criteria would be the most suitable according to local circumstances.

8.9. Each year all local authorities must formulate and publish on their website a scheme by 1 January in the relevant determination year to co-ordinate admission arrangements for all publicly funded schools within their area. All admission authorities must participate in co-ordination and provide the local authority with the information it needs to co-ordinate admissions by the dates agreed within the scheme. There is no requirement for local authorities to co-ordinate in-year applications but the authority must provide information in a composite prospectus as to how in-year applications can be made and how they will be dealt with.

8.10. The Code requires that the Council must have a Fair Access Protocol agreed with the majority of schools in its area to ensure that, outside the

normal admissions round, unplaced children, especially the most vulnerable, are offered a place at a suitable school as quickly as possible. The Cabinet Members will see the Proposed In-Year Fair Access Protocol at Appendix 5.

8.11. The proposed admission arrangements for 2019-2020, the proposed co-ordinated scheme, the proposed IYFAP and the proposed consultation on the proposed admission arrangements for 2019-2020 would appear to be in compliance with the Code and the Regulations.

Equalities Comments

8.12. The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act. Advance equality of opportunity between people who share a "relevant protected characteristic" and people who do not share it;
- Foster good relations between people who share a "relevant protected characteristic" and people who do not share it.
- A "relevant protected characteristic" is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation.

8.13. The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status apply to the first part of the duty.

8.14. The admission arrangements set out in this report comply with the public sector equality duty and ensures that as an admission authority, the Council's arrangements do not directly or indirectly unfairly disadvantage an individual or group that possesses any of the characteristics defined in sections 4-12 of the Equality Act 2010.

8.15. An equality impact assessment (EqIA) has been carried out to help inform decision makers over the potential impact of introducing an additional oversubscription criterion giving priority to children of staff. The EqIA highlighted the potential for a disproportionate impact on the basis of gender and ethnicity, likely to favour women and white staff members. There is however an appreciation that the the overall impact would be low because of the very small proportion of offers likely to be made under this criterion.

8.16. The change in criteria is a reasonable and proportionate response to the issue of staff recruitment and retention in the borough, and will have wider positive benefits for the educational outcomes of Haringey's children and young people.

8.17. The publication of clear admission arrangements for all of our schools (a statutory requirement) ensures that admission to schools is a clear and transparent process and that parents and carers are able to select preferences for a school place with full knowledge of how admission to their local school(s) is determined.

9. Use of Appendices

9.1. The following appendices support this report:

Appendix 1 - Nursery 2019
Appendix 2 - Reception and Junior 2019
Appendix 3 - Secondary Transfer 2019
Appendix 4 - In-year Admissions 2019
Appendix 5 – In Year Fair Access Protocol
Appendix 6 - Starting Sixth Form
Appendix 7 - EqIA
Appendix 8 - Consultation Survey

10. Local Government (Access to Information) Act 1985

10.1. This report contains no exempt information.

Background

1. The Schools Standards and Framework Act 1998.
2. The Education Act 2002.
3. The Education and Inspections Act 2006.
4. Education and Skills Act 2008.
5. The School Admissions Code (December 2014).
6. The School Admissions (Admission Arrangements and Co-ordination of Admission Arrangements) (England) (Amendment) Regulations 2014
7. The School Admissions (Infant Class Sizes) (England) Regulations 2012.
8. The School Admissions (Appeals Arrangements) (England) Regulations 2012.
9. The Education Act 2011.
10. The School Admissions Appeals Code (2012).
11. School roll projections sourced from the GLA
12. School roll information, including admission information from data held within Education Services

Appendix 1

Starting Nursery in Haringey in September 2019

Admission Criteria for Nursery Classes in Community Primary Schools and St. Aidan's VC School

Children may have a part-time place in a nursery centre or a class attached to a school in the September following their third birthday. If there are more requests than part-time places available, the admission rules (over-subscription criteria) explained below will be used to decide which children will be admitted. There is no right of appeal against the decision to refuse admission of children to nurseries.

Parents/carers should note that admission to a nursery class in a school does not guarantee a place in the reception class at the same school. Parent/carers must complete their home authority School Admissions Application Form, which will be available on line, by 15 January in the academic year their child turns four.

Admission Criteria for part time places

When the school is oversubscribed, after the admission of pupils with an Education, Health and Care plan or statement of special educational needs naming the school, priority for admission will be given to those children who meet the criteria set out below, in priority order:

1. **Children in Care/Looked After Children**

Children who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements, or special guardianship order.

A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accommodation by a local authority in the exercise of their social services functions (see the definition in Section 22(1) of the Children Act 1989).

2. **Social/Medical**

Children who the Authority accepts have an exceptional medical or social need for a place at one specific school. Applications will only be considered under this category if they are supported by a written statement from a doctor, social worker or other relevant independent professional. The information must confirm the exceptional medical or social need and demonstrate how the specified school is the only school that can meet the defined needs of the child.

3. **Brother or Sister (sibling)**

Children who will have a brother or sister attending the school (or its associated Infant or Junior school) at the time of admission. A sibling is a full brother or sister, a step/half brother or sister, a foster brother or sister or an adopted brother or sister living at the same address as the child for whom the application is being made.

If a place is obtained for an older child using fraudulent information, there will be no sibling connection available to subsequent children from that family.

4. Children of staff

Children of teaching staff of the school where the member of staff has been employed at the school for two or more years at the time of application and/or children of a member of staff who has been recruited to fill a vacancy for which there is a demonstrable skill shortage.

5. Distance

Children whose home address is closest to the preferred school.

Distance will be measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

Tie breakers

The tie breaker to decide between two applications that cannot otherwise be separated is children whose home address is closest to the school measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

The tiebreak for two or more applications whose home address is exactly the same distance from the school (and who are not from multiple births) will be random allocation using a computerised system.

Multiple births

If only one place is available and the next child who qualifies for a place is one of multiple birth, the nursery centre or the school will go over their published admission number.

Notes

(i) Home address is defined as the child's only or main residence

(ii) Priority for children of staff will be limited to one place for each form of entry in any year. Exception to this will apply to children of multiple birth or those born in the same academic year. All such applications must be submitted to the local authority and must be accompanied with the relevant paperwork supporting an application on these grounds. The applicant must take sole responsibility to provide such paperwork. Without the provision of the relevant papers, priority will not be given on these grounds.

Appendix 2

Admission Criteria for Reception and Junior Admissions 2019

Oversubscription criteria

When the school is oversubscribed, after the admission of pupils with an Education, Health and Care plan or statement of special educational needs naming the school, priority for admission will be given to those children who meet the criteria set out below, in priority order:

1. Children in Care/ Looked After Children

Children who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements, or special guardianship order.

A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accommodation by a local authority in the exercise of their social services functions (see the definition in Section 22(1) of the Children Act 1989).

2. Social Medical

Children who the Authority accepts have an exceptional medical or social need for a place at one specific school. Applications will only be considered under this category if they are supported by a written statement from a doctor, social worker or other relevant independent professional. The information must confirm the exceptional medical or social need and demonstrate how the specified school is the only school that can meet the defined needs of the child.

3. Linked school

This rule applies only to junior school admissions. Applicants attending an infant school will be prioritised under this rule for admission to the linked junior school. The Linked infant and junior schools in Haringey normally share the same names (e.g. Rokesly Infant School is linked to Rokesly Junior School) with the exception of St Peter-in-Chains Infant School and St Gildas' Junior School.

4. Brother or Sister (sibling)

Children with a brother or sister already attending the school or linked infant/junior school and who will still be attending on the date of admission.

If a place is obtained for an older child using fraudulent information, there will be no sibling connection available to subsequent children from that family.

5. Children of staff

Children of teaching staff of the school where the member of staff has been employed at the school for two or more years at the time of application and/or children of a member of staff who has been recruited to fill a vacancy for which there is a demonstrable skill shortage.

6. Distance

Children whose home address is closest to the preferred school.

Distance will be measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

Tie breakers

The tie breaker to decide between two applications that cannot otherwise be separated is children whose home address is closest to the school, measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

The tiebreak for two or more applications whose home address is exactly the same distance from the school (and who are not from multiple births) will be random allocation using a computerised system.

Multiple births

If only one place is available at the school and the next child who qualifies for a place is one of multiple birth, we will ask community schools to go over their published admission number.

Notes

(i) Home address is defined as the child's only or main residence.
(ii) A sibling is a full brother or sister, a step/half brother or sister, a foster brother or sister or an adopted brother or sister living at the same address as the child for whom the application is being made.
(iii) Priority for children of staff will be limited to one place for each form of entry in any year. Exception to this will apply to children of multiple birth or those born in the same academic year. All such applications must be submitted to the local authority and must be accompanied with the relevant paperwork supporting an application on these grounds. The applicant must take sole responsibility to provide such paperwork. Without the provision of the relevant papers, priority will not be given on these grounds.
(iv) Haringey measures distance in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system. Measurements by alternative systems or to other points will not be taken into account in any circumstances. Where applicants have identical distance measurements, priority amongst them will be determined at random using a computerised system.

Deferred entry - before compulsory school age

Children will normally be admitted to the reception year in the September following their fourth birthday. In line with the Admissions Code (2014), parents can defer their child's entry to the reception year until later in the school year, where they have been offered a place at a school to start before they are of compulsory school age. Where entry is deferred, the school will hold the place for that child and not offer it to another child. However, entry cannot be deferred beyond the point the child reaches compulsory school age nor beyond the beginning of the final term of the Reception Year. Parents can also request that their child attends part-time until he/she reaches compulsory school age.

Summer born – Children educated outside their chronological age group

Paragraph 2.17 of the School Admissions Code (2014) states that the parents of a summer born child may choose not to send that child to school until the September following their fifth birthday and may request that they are admitted out of their normal age group – to reception rather than year 1.

The Council, as the admission authority for Haringey community and voluntary controlled (VC) schools will make a decision regarding summer born requests on the basis of the circumstances of the case and in the best interests of the child concerned. This will include taking account of the child's individual needs and abilities and to consider whether these can best be met in Reception or Year one. It will also involve taking account of -

- the parents' views
- information about the child's academic, social and emotional development
- where relevant their medical history and the views of a medical professional
- whether they have previously been educated out of their normal age group
- whether they may naturally have fallen into a lower age group if it were not for being born prematurely, and
- the potential impact on the child of being admitted to year one without first having completed the reception year.

The views of the head teacher will be an important part of this consideration.

Parents should write to the Council giving reasons for their request. This should be accompanied by an application for the child's actual year group. The application will be processed and a school place will be secured in the child's actual year group. This place can later be withdrawn if the request for delayed admission is approved. Parents who are granted their request must then make a fresh application on paper which will be considered in accordance with the school's oversubscription criteria in the event of oversubscription. The decision will be reviewed once the child has started school at intervals agreed by the family and the school.

Consideration to these requests will be taken by a panel of Haringey officers in the summer term of the year in which the child will be admitted to his or her correct age group. The panel will meet following the primary National Offer Day. If the parents would like to make an application for an own admission authority school, they will need approach the relevant school with their request.

Parents have a statutory right to appeal against the refusal of a place at a school for which they have applied. This right does not apply if they are offered a place at the school but it is not in their preferred age group.

Published Admission Numbers (PAN)

The published admission numbers for Haringey community primary schools (and St Aidan's VC Primary) for the 2019/20 school year will be as follows:

School	Admission number	School	Admission number
Alexandra	60	Mulberry	90
Belmont Infants	58	Muswell Hill	60
Bounds Green	90	North Harringay	60
Bruce Grove	60	Rhodes Avenue	90
Campsbourne	60	Risley Avenue	90
Chestnuts	60	Rokesly Infant	90
Coldfall	90	St Aidan's VC	30
Coleridge	120	Seven Sisters	60
Crowland	60	South Harringay Infant	60
Devonshire Hill	60	Stamford Hill	30
Earlham	30	Stroud Green	60
Earlsmead	60	Tetherdown	60
Ferry Lane	30	Tiverton	60
Highgate	60	Welbourne	90
Lancasterian	60	West Green	30
Lea Valley	60	Weston Park	30
Lordship Lane	90	The Willow	60

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Appendix 3

Admission Criteria for Secondary Transfer 2019

Oversubscription criteria

When the school is oversubscribed, after the admission of pupils with an Education, Health and Care plan or statement of special educational needs naming the school, priority for admission will be given to those children who meet the criteria set out below, in priority order:

1. Children in Care/ Looked After Children

Children who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements, or special guardianship order.

A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accommodation by a local authority in the exercise of their social services functions (see the definition in Section 22(1) of the Children Act 1989).

2. Social Medical

Children who the Authority accepts have an exceptional medical or social need for a place at one specific school. Applications will only be considered under this category if they are supported by a written statement from a doctor, social worker or other relevant independent professional. The information must confirm the exceptional medical or social need and demonstrate how the specified school is the only school that can meet the defined needs of the child.

3. Brother or Sister (sibling)

Children with a brother or sister already attending the school and who will still be attending in years 7-11 on the date of admission.

If a place is obtained for an older child using fraudulent information, there will be no sibling connection available to subsequent children from that family.

4. Children of staff

Children of teaching staff of the school where the member of staff has been employed at the school for two or more years at the time of application and/or children of a member of staff who has been recruited to fill a vacancy for which there is a demonstrable skill shortage.

5. Distance

Children whose home address is closest to the preferred school.

Distance will be measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

Tie breakers

The tie breaker to decide between two applications that cannot otherwise be separated is children whose home address is closest to the school measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

The tiebreak for two or more applications whose home address is exactly the same distance from the school (and who are not from multiple births) will be random allocation using a computerised system.

Multiple births

If only one place is available and the next child to be offered is from a multiple birth, we will ask community schools to go over their published admission number.

Notes

(i) Home address is defined as the child's only or main residence.

(ii) A sibling is a full brother or sister, a step/half brother or sister, a foster brother or sister or an adopted brother or sister living at the same address as the child for whom the application is being made.

(iii) Priority for children of staff will be limited to one place for each form of entry in any year. Exception to this will apply to children of multiple birth or those born in the same academic year. All such applications must be submitted to the local authority and must be accompanied with the relevant paperwork supporting an application on these grounds. The applicant must take sole responsibility to provide such paperwork. Without the provision of the relevant papers, priority will not be given on these grounds.

(iv) Haringey measures distance in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system. Measurements by alternative systems or to other points will not be taken into account in any circumstances. Where applicants have identical distance measurements, priority amongst them will be determined at random using a computerised system.

Admission Criteria to Hornsey School for Girls for 2019

When the school is oversubscribed, after the admission of pupils with an Education, Health and Care plan or statement of special educational needs naming the school, priority for admission will be given to those children who meet the criteria set out below, in priority order:

1. Children in Care/Looked After Children

Girls who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements, or special guardianship order.

A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accommodation by a local authority in the exercise of their social services functions (see the definition in Section 22(1) of the Children Act 1989).

2. Social Medical

Girls who the Authority accepts have an exceptional medical or social need for a place at one specific school. Applications will only be considered under this category if they are supported by a written statement from a doctor, social worker or other relevant independent professional. The information must confirm the exceptional medical or social need and demonstrate how the specified school is the only school that can meet the defined needs of the child.

3. Siblings

Girls with a sister already attending the school and who will still be attending in years 7-11 on the date of admission. A sibling is a full sister, a step/half-sister, a foster sister or an adopted sister living at the same address as the girl for whom the application is being made.

If a place is obtained for an older child using fraudulent information, there will be no sibling connection available to subsequent children from that family.

4. Children of staff

Girls whose parent is a member of teaching staff of the school where the member of staff has been employed at the school for two or more years at the time of application and/or girls of a member of staff who has been recruited to fill a vacancy for which there is a demonstrable skill shortage.

5. Distance

Girls whose home address is closest to the school.

Distance will be measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

Tie breakers

The tie-breaker to decide between two applications that cannot be separated otherwise for all criteria is children whose home address is closest to the school measured in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system.

The tiebreak for two or more applications that live exactly the same distance from the school (and who are not from multiple births) will be random allocation using a computerised system.

Multiple births

If only one place is available and the next girl to be offered is from a multiple birth, we will ask the school to go over their published admission number.

Notes

(i) Home address is defined as the child's only or main residence.

(ii) Priority for children of staff will be limited to one place for each form of entry in any year. Exception to this will apply to children of multiple birth or those born in the same academic year. All such applications must be submitted to the local authority and must be accompanied with the relevant paperwork supporting an application on these grounds. The applicant must take sole responsibility to provide such paperwork. Without the provision of the relevant papers, priority will not be given on these grounds.

(iii) Haringey measures distance in a straight line from the Ordnance Survey address point of the child's home to the Ordnance Survey address point of the school, calculated using a computerised mapping system. Measurements by alternative systems or to other points will not be taken into account in any circumstances. Where applicants have identical distance measurements, priority amongst them will be determined at random using a computerised system.

Published Admission Number (PAN)

The admission number for Haringey community schools for entry in September 2019 is as follows -

Gladesmore Community School 243 places

Highgate Wood School 243 places

Hornsey School for Girls 162 places

Park View Academy 216 places

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Appendix 4

Scheme for In-Year Admissions 2019/20

OVERSUBSCRIPTION CRITERIA

Primary, Infant and Junior community and voluntary controlled (VC) schools

The criteria set out in Appendix 2 will be applied.

Secondary community schools

The criteria set out in Appendix 3 will be applied.

APPLICATIONS

1. Applications from Haringey and non-Haringey residents for schools in Haringey must be made directly to the Haringey Schools Admission Service.

2. The in-year e-form is available to complete on the Haringey website or a paper application is available on request from the Haringey School Admissions Service.

3. Haringey residents applying for places at maintained schools and academies **outside** Haringey will need to apply directly to the LA (local authority) in whose area the school is situated.

4. The admission authorities within Haringey will not use supplementary forms except where the information available through the School Admissions Application Form is insufficient for consideration of the application against their published oversubscription criteria.

5. Where supplementary forms are used, they will be available from the school concerned. Haringey's admission booklets and website will indicate which schools require supplementary forms to be completed and from where they can be obtained.

6. Where an admission authority in Haringey receives a supplementary form, it will not consider it to be a valid application until such time as the parent/carer has listed the school on their home LA's School Admissions Application Form.

7. Where only the School Admissions Application Form is received, schools MUST rank the application according to the information available to them.

8. Applicants will be able to express a preference for a maximum of six schools within Haringey.

9. The order of preference given on the In-Year School Admissions Application Form will not be shared with any school.

10. The Haringey Schools Admission Service will carry out address verification for each application made to a maintained school or academy in Haringey. Where Haringey is not satisfied as to the validity of an address of an applicant it will advise the admission authority schools.

11. Haringey will check the status of any applicant who is a 'looked after or was previously looked after but immediately after being looked after became subject to an adoption, child arrangements or special guardianship order.'

PROCESSING

12. Parents/carers applying for schools in Haringey must complete the in-year e-form available on the Haringey website or request a paper application form available from the Haringey School Admissions Service.

13. Where an application is not fully completed, Haringey will not treat the application as valid until all information is received.

14. In the event that a Haringey resident applies to a non-Haringey school, Haringey will write to the parent/carer advising them to apply directly to the LA in whose area the school is situated.

15. If a pupil is currently on roll at a school in Haringey or a school in a neighbouring borough, the Admissions Service will advise the parent/carer to discuss the transfer with the Headteacher or senior Teacher at the school.

OFFERS

16. If a school has a vacancy, it is expected that an offer of a place will be made to the child entitled to that place in accordance with the published oversubscription criteria. The Local Authority will offer places at community schools and will also make offers on behalf of own admission authority schools should they so wish.

17. Haringey will write to parents who have not been offered a place at any of their preferred schools giving reasons and informing them of their right of appeal to an independent panel in accordance with the School Standards and Framework Act 1998.

18. Haringey will notify the Home LA of the outcome of applications for their residents.

19. When a child has been offered a place at a higher preference school, the lower ranking preferences will be withdrawn.

20. When a child has been offered a place at a lower preference school, the higher preferences will also be withdrawn unless the parent indicates otherwise. Only where a parent/carer has expressly set out that they wish to be put on the waiting list of those schools which are a higher preference will this be done.

21. Where a home applicant who is out of school cannot be offered a place at one of their named preferences, Haringey will offer the nearest community (or own admitting authority if the governors have agreed to this) school to the home address with an available place.

22. Where it is known that a non-Haringey resident is out of school and cannot be offered a place at one of their named preferences, Haringey will notify the home LA who will be responsible for identifying a school place for the child.

POST OFFER

23. Parent/carers will be expected to accept or decline the offer of a place as soon as possible. Parents must be given a reasonable amount of time to consider the offer (10 school days).

24. Where a parent does not respond within this timeframe Haringey will make every reasonable effort to contact the parent to find out whether or not they wish to accept the place. Where the parent fails to respond the offer of a place will be withdrawn.

25. Haringey will notify the home LA of any appeals that are upheld for Haringey schools.

26. Children will remain on the waiting list until the end of the academic year in which the application was made and Haringey will write to all parent/carers asking them to complete a new application form if they wish to stay on the waiting list(s) beyond this timeframe.

HARINGEY SCHOOLS

27. The Haringey School Admissions Service will require a list of every child on roll in every year group in all the relevant Haringey schools.

28. Schools will be required to provide a weekly roll update so that it is clear on a week by week basis where there are vacancies across all schools and year groups.

29. When a child leaves a Haringey school, the name of the child and the child's future educational provision must be communicated to the School Admissions Service.

TRANSFERRING BETWEEN SCHOOLS

30. Parent/carers wishing to move their children between local schools will be encouraged to discuss their reasons with their current school.

31. Parent/carers need to be aware of and consider the potential impact that any move might have on the education and wellbeing of their child(ren).

32. Parent/carers moving address will also be advised to think carefully before requesting to move their child(ren) to another school.

33. Where a parent/carer insists on a transfer, it would be unlawful for an admission authority to refuse a place if a vacancy exists.

FRAUDULENT APPLICATIONS

34. An offer on the grounds of proximity is conditional on the child being solely or mainly resident at the address provided at the time of application. A business address, a childminder's address, or any other address other than the child's home will not be accepted. Proof of address will be sought and may be subject to further investigation.

35. Haringey Council will make every effort to prevent fraudulent applications. Haringey will carry out random checks on a number of applications and reserve the right to carry out home visits to the address provided on the application form.

36. A school place obtained using a false address will be withdrawn and given to the child who was entitled to that place. If a place is obtained for an older child using fraudulent information, there will be no sibling connection available to subsequent children from that family.

Appendix 5

In-Year Fair Access Protocol for Haringey Schools

Introduction

1. The School Admissions Code requires local authorities to have in place a fair access protocol which all local schools and Academies must adhere to.

2. Its aims are to:

- acknowledge the real needs of vulnerable young people who are not on the roll of a school and to ensure that an appropriate placement is identified quickly and pupils are on roll within 15 days of the panel

- seek to find an alternative placement or support for those on roll of a school where it can be demonstrated that they are at risk of permanent exclusion

- fairly share the admission of vulnerable students across all schools and Academies (where the panel agree that another mainstream school place should be identified)

- arrange such admissions openly through a process which has the confidence of all

- record the progress and successes of the young people placed through this panel

This protocols reflects the LA's responsibility for safeguarding and promoting the welfare of children and young people as well as educational attainment

3. It is essential to the success of IYFAP that all Head teachers and governing bodies agree to the aims, principles and procedures and give their fullest support.

4. All schools recognise their collective responsibility for all pupils and accountability for some and will work collaboratively to manage pupils with challenging behaviour, involving multi-agency support, accessed where appropriate. All members will work together to secure commitment to the inclusion agenda and to reduce exclusions from schools.

Students within the scope of this scheme

5. The admission to school of the following students falls within the scope of this scheme:

- children from the criminal justice system or Pupil Referral Units who need to be reintegrated into mainstream education;

- children who have been out of education for two months or more;
- children of Gypsies, Roma, Travellers, refugees and asylum seekers;
- children who are homeless;
- children with unsupportive family backgrounds for whom a place has not been sought;
- children who are carers;
- children with special educational needs, disabilities or medical conditions (but without a statement or education, health and care plan);
- those permanently excluded;
- where children who are out of school where there is evidence that they were at risk of exclusion prior to leaving their last school;
- children removed from school and unable to find a place after a number of fixed term exclusions;
- pupils ready for reintegration from the Pupil Support Centre or secure units;
- those who are at risk of permanent exclusion.
- children in year 6 who are out of school following the October school census.

6. The Fair Access Panel will also administer the process for managed moves.

7. Schools must inform the School Admissions Service of any pupil who they are going to refer for a managed move. Subject to paragraph 8, the receiving school will be agreed and recorded at the meeting and progress reports be taken to every panel until the pupil is on roll at the new school or it is determined that they should remain at their original school.

8. Schools may refer a child at risk of permanent exclusion for the panel to consider a managed move. However, if it is agreed that a managed move is in the best interests of the young person, the placement must be agreed between the substantive and receiving school and the family. This may happen outside the panel meeting. In every case, the Admissions Service must be informed,

9. There are dedicated arrangements for children with statements of Special Educational Needs (SEN) or Education, Health and Care plans and this protocol does not override those arrangements. However, it has been agreed that pupils who are placed through those arrangements will be noted by the IYFAP panel (see later section).

Composition and frequency of the panel

Secondary

10. A panel, consisting of a minimum of 3 secondary Head teachers (or their designated representative), will meet once a month (or as necessary) to ensure prompt and fair allocation of young people to schools. Heads will be notified of their designated meetings at the beginning of the academic year,

11. The Head of Education Services or another designated LA Officer will chair the panel.

12. In the event that the placement decision is not unanimous, the designated Head teachers will decide.

13. Where a young person is known to a particular service or agency, an officer with knowledge of that young person will be invited to the panel, or a short written statement may be submitted.

14. The membership of the panel can include as necessary, a representative of children's social care, educational psychology service, youth offending service, children missing education, children in care, the police and any other relevant professional supporting a case.

Primary

15. A panel, consisting of no less than three primary Head teachers (or their designated representative), will meet once a half term, (or as necessary) to ensure prompt and fair allocation of young people to schools.

16. The Head of Education Services or another designated LA Officer will chair the panel.

17. Where a young person is known to a particular service or agency, an officer with knowledge of that young person will be invited to the panel, or a short written statement may be submitted.

The decision-making process

18. Cases will be brought to the panel by the Haringey Admissions Service which will be the point of referral. The cases must be submitted under one of the categories given in paragraph 5 above and the child must be without a school place.

19. The Panel will be administered by the Haringey Admissions Service which will provide data for the current and previous school year (figures to be based on actual figures where IYFAP pupils have been admitted).

20. The following data will be provided at each panel:

- The number of pupils on roll at each school in each year group

- The number of vacancies at each school in each year group
- The number of pupils that have been admitted to each school in each year group through the 'normal' in year admissions process since the last panel
- The number of pupils that have been admitted to each school in each year group through the Fair Access admissions process since the last panel
- The total number of pupils that have been admitted to each school in each year group through the Fair Access admissions process in the last academic year and the number of schools or Academies (if any) that have failed to admit
- Background/ pupil history/ information, where available and where consent has been confirmed
- The number of students with statements of Special Educational Need allocated over number through the SEN procedures.

21. The placement panel for Children in care will continue to determine the most appropriate placement for each young person and their case will be presented for the panel to ratify. In order to ensure that CIC are admitted to school quickly, they will be placed before the panel and it will not be possible for these cases to be brought back to the panel for reconsideration.

22. When making the decision as to appropriate school placement for the child, the panel will take into account:

- preferences made and views of parents/carers and the view of the pupil (including religious affiliation)
- the admissions criteria
- the published admission number and number of forms, of entry so placements can be made proportional to the number of forms of entry
- the number of students admitted through IYFAP in the previous and current academic year
- the needs of the student, where this is known
- any capacity/capability reasons why the school may not be able to respond to the needs of the student
- the individual context of a school in relation to recently excluded students
- whether the applicant has previously attended a Haringey school.

- it will be the presumption that wherever possible pupils will return to a school if they have previously been on roll there.

23. In cases where a child does not return to their previous Haringey school, that school will have the value of one child debited from their comparative IYFAP statistics, to reflect the loss of that child from the school's roll.

- This debit will apply regardless of whether the child was originally admitted to that school via the IYFAP protocol.

- In cases where the child is being re-integrated into mainstream school from an alternative provision, and the child was previously permanently excluded or it is otherwise considered to be in the best interests of the child not to return to their previous school, this debit will not be applied.

- In cases where the child previously attended more than one Haringey school the debit will be applied solely to the school which the child most recently attended.

Note

Where a school has admitted pupils above its admission number in error, these additional pupils will not count and cannot be off-set against IYFAP referrals.

24. Where an alternative educational placement is determined most suitable to meet the needs of a young person, this provision will be identified in principle by the Inclusion Service, following assessment, and ratified by the panel.

25. Decisions will be reached by consensus, whenever possible, with the chair mandated to take appropriate action where this has not proved possible.

Implementation of the decisions

26. Decisions regarding placement of students under the Fair Access protocol will be made by the panel, and will be final.

27. *Admission must take place within **15** school days of the school receiving notification of the decision.*

28. In exceptional circumstances, the allocated school may request that the panel reconsider their decision at the next meeting. This will only be possible where the school has prior knowledge of the specific young person which was not known to the panel at the time of decision, which makes the placement inappropriate. This request must be made in writing to the Chair within **5** school days of the school receiving notification of the decision. The formal offer letter will be sent on the 6th day.

29. The Department for Education recognises that admission of a young person through the Fair Access Panel could potentially take the school above the planned admission number for that year group.

30. It is recognised that there is usually little available information about the young people who are being admitted in-year to school. The Admissions Service will try to acquire as much educational information as practical to accompany in-year admissions to assist smooth integration to the school.

Risk assessments

31. Risk assessments will be undertaken as necessary by the referring body.

Relationship with appeals

32. Where young people are admitted to a school above the planned admission number in any year group under the protocol, this should not prejudice the provision of efficient education or the efficient use of resources of the school.

33. Appeal panels will be made aware of the conditions of the scheme, and that the admission of an additional student under this scheme is different from a school voluntarily exceeding its admission limit. Panels will also be made aware that any decision made to allow appeals will place further pressure on the school's resources.

34. A school placement made through IYFAP shall not remove a parent/carer's right to appeal for a school place elsewhere.

Monitoring the operation of the Protocol

35. The Admissions Service will undertake scheduled checks and monitor admission dates and pupil days.

36. The anonymised details of all decisions will be made available to the Director and Lead Member to demonstrate that the Protocol is being effective.

37. This will include any school or Academy that has not taken a pupil on roll within 15 days of the decision being notified.

38. Details of any school or Academy who has not taken a pupil on roll within 15 days of the decision will also be available at the next IYFAP meeting.

39. On the 16th day the Head of Education Services will contact in writing the Headteacher of any school or Academy that has failed to admit within the agreed timeframe to request an on roll date.

40. If the school or Academy fails to provide an on roll date, within agreed timescales, then the direction process will apply as set out in the School Admissions Code and in accordance to the Department for Education advice: "Fair Access Protocols: Principles and Process".

41. The protocol will be reviewed on an annual basis by the Local Authority, in conjunction with Head teachers/ principals, in order to assess its effectiveness in ensuring that unplaced children are being allocated places at schools/ academies or in alternative educational provision on an equitable basis.

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Appendix 6

Admission Criteria for Sixth Form 2019

Highgate Wood School

Minimum number of students to be admitted from outside the school = 10

All students will be invited to an informal discussion about their subject choice. The general entry requirements are as follows:

AS and A2 Level
At least five GCSE passes at 9 – 5, with specific requirements for particular subjects based upon the national statistical guidance for successful outcomes. We consider ourselves to be an open access Sixth Form and so the criteria are matched to what is required to ensure positive outcomes. Full details for different subjects are available on the website.

Joining the sixth form for Year 13
Students wishing to join the Sixth Form after having completed their AS levels at another institution may be able to complete A2s in Year 13. To do so they must have secured satisfactory passes in their AS levels, and their course choice must be compatible with the school timetable.

Admission priorities
Where the number of eligible external applicants for a course of study exceeds the places available then admission will be determined in accordance with the following priority of admission criteria:

1. Students who have a statement of Special Educational Needs or Education Health and Care Plan specifically naming the school.

2. Students who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements or special guardianship order.

   A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accomodation by a local authority in the exercise of their social services functions (see the definition in Section 22 (1) of the Children Act 1989).

3. Students who will have a sibling attending the school at the point of admission. This category includes foster brothers and sisters, half brothers and half-sisters ,stepbrothers and stepsisters or adopted brothers and sisters. They must also be living at the same address as the applicant.

4. Students whose home address (i.e. their only or main residence) is closest to the school.

Distance will be measured in a straight line from the Ordnance Survey address point of the student's home to the Ordnance Survey address point of the school , calculated using a computerised mapping system.

Hornsey Sixth Form College

All students are invited to attend an informal discussion about their subject choice; General entry requirements are:

A/S and A2 Level
A minimum of 5 GCSE passes at 9-5 including English and Maths. Some subjects have specific entry requirements and for further study a grade 6 in that subject at GCSE may be required.

Level 3 Vocational/ BTEC
A minimum of 5 GCSE 9-5. There is scope for these students to retake GCSE English and Maths if required in this pathway.

Progression to year 13
Students automatically progress from year 12 to year 13 if they have attained at least 3 D grades in June mock exams. Students who do not achieve this will need to have a formal meeting with the Director of Learning and subject teachers to consider guidance for more appropriate courses if applicable. We are committed to ensuring the needs of our students to enable progression are in place for all pathways.

Admission priorities
Where the number of eligible external applicants for a course of study exceeds the places available then admission will be determined in accordance with the following priority of admission criteria:

1. Students who have a statement of Special Educational Needs or Educational Health and Care Plan specifically naming the School.

2. Students who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements or special guardianship order.

   A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accomodation by a local authority in the exercise of their social services functions (see the definition in Section 22 (1) of the Children Act 1989).

3. Students who will have a sibling attending the college at the point of admission. This category includes foster brothers and sisters, half brothers and half-sisters ,stepbrothers and stepsisters and adopted brothers and sisters They must also be living at the same address as the applicant.

4. Students whose home address (i.e. their only or main residence) is closest to the college

Distance will be measured in a straight line from the Ordnance Survey address point of the student's home to the Ordnance Survey address point of the college, calculated using a computerised mapping system.

Please note all courses are provisional and dependent on student numbers to run.

The Haringey Sixth Form College

Haringey Sixth Form College is now a 16-19 Academy and as such it has an Admissions Policy which has been directly agreed with the Department for Education (DfE)

Different types of courses have different entry requirements. The College will provide courses at Entry to Level 3 and will be fully inclusive. The total number of students to be admitted in September 2019 = 550

To study AS/A levels

Students must have a minimum of 5 GCSEs at grades A*-C (or numerical equivalent) which must include English and/or Maths. The number of AS levels that are studied will be determined by the number of GCSE passes at grade C (or numerical equivalent) or above and the grades achieved. Some subjects have particular entry requirements such as a grade B (or numerical equivalent) or higher in English and/or Maths or in the subject to be studied.

Level 3 Vocational programmes
BTEC Level 3 students will need to have 4 or more GCSEs at Grade A*- C (or numerical equivalent) or an equivalent Level 2 qualification such as a BTEC First at merit or distinction. GCSE English and Maths at grade D (or numerical equivalent) or above is also required. However, some vocational programmes may require a Grade C (or numerical equivalent) or above in English and/or Maths.

Level 2 programmes
BTEC/UAL Level 2 students will usually need to have 3 or more GCSE passes at Grade D (or numerical equivalent) or above or a Level 1 qualification in a relevant subject. However, experience, ability and interest in the chosen vocational area will also be taken into account.

Level 2 GCSE Pathway Programmes
GCSE Pathway programmes in Science and Social Science students will need to have 4 GCSEs A*-C (or numerical equivalent) including C (or numerical equivalent) in English and/or Maths

Level 1 programmes
BTEC Introductory Diploma, students will need to have GCSEs at Grade D-G (or numerical equivalent) or an equivalent qualification and have an interest in the chosen vocational area.

Entry or Pre –Entry level programmes
Students do not need any formal qualifications but do need a personal commitment to further study in the area.

GSCE English and Maths
Please note: In line with Government Policy from September 2013, all students who have not achieved a Grade C (or numerical equivalent) in GCSE Maths and/or English by the end of their Secondary Education, are required to continue studying these subjects Post

16 until they achieve this minimum grade. This is therefore a requirement for students applying to study at the Sixth Form College.

Students with a grade E (or numerical equivalent) or lower and students with Statements of Special Educational Needs or Education Health and Care Plans will be required to study these subjects at a level in line with their ability.

Priority rules
The closing date for applications will be the last day of the spring term. The Sixth Form College will normally be able to offer places to all applicants provided they meet the minimum entry requirements for the course applied for, and equal priority will be given to all applications received by this date. In the event that there are more applicants than places by this date, priority will be given in the following:

1. Young people who have statements of Special Educational Needs or Education Health and Care Plan

2. Students who are looked after by a local authority or were previously looked after but immediately after being looked after, became subject to an adoption, child arrangements or special guardianship order.

   A looked after child is a child who is (a) in the care of a local authority, or (b) being provided with accomodation by a local authority in the exercise of their social services functions (see the definition in Section 22 (1) of the Children Act 1989).

3. To students on roll in Year 11 at one of the following partner schools:

   - Gladesmore Community School
   - Northumberland Park Community School
   - Park View School
   - Woodside High School

All applications received after the last day of the spring term will then normally be considered purely on a ‘first-come-first-served’ basis.

EQUALITY IMPACT ASSESSMENT

"The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
- Advance equality of opportunity between persons who share a 'relevant protected characteristic' and persons who do not share it
- Foster good relations between persons who share a 'relevant protected characteristic' and persons who do not share it

In addition, the Council complies with the Marriage (Same Sex Couples) Act 2013."

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Staff children priority for admissions
Service area	Schools and Learning
Officer completing assessment	Nick Shasha
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	**13 February 2018**
Director/Assistant Director	Eveleen Riordan

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

This proposal concerns the introduction of an additional oversubscription criterion that gives priority to **children of staff** employed at Haringey's community primary and secondary schools. The full definition: *"Children whose parent is a member of staff who has been employed at the school for two or more years at the time of application or has been recruited to fill a vacancy for which there is a demonstrable skill shortage."*

The key stakeholders are parents and carers that are staff in Haringey community schools who wish to apply for school places for their children. Additional stakeholders are other parents and carers who wish to apply for a school places for their children in a Haringey community primary or secondary school and who could theoretically lose a place to a member of staff instead.

An informal consultation with schools was undertaken in early 2017. The results from this exercise indicated that a majority of schools were in favour of a policy which gave priority to children of staff members. A statutory consultation will be undertaken from 1 October 2017 as part of the annual 2019/20 admission arrangements.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	May 2017 School census	Data from school workforce survey 2016 – SFR25. Data on percentage of school staff who are Male
Gender Reassignment	No national or local collected data	No national or local collected data
Age	May 2017 School census	Data from school workforce survey 2016 – SFR25. Data on percentage of teachers aged

		over 50. No data supplied for other occupational groups.
Disability	2017 School census and data from Haringey SEN team	No relevant data
Race & Ethnicity	January 2017 School census (which has ethnicity)	Data from school workforce survey 2016 – SFR25. Data on percentage of school staff who are classified as BAME.
Sexual Orientation	No local collected data on sexual orientation, however there is ONS annual population data (2016) and ONS sexual identity, UK (2015), which are estimates.	There is no data on sexual orientation from school workforce survey (2016). However, there is ONS annual population data (2016), which is an estimate.
Religion or Belief (or No Belief)	Synthetic data derived from the 2011 ONS National census	2011 census
Pregnancy & Maternity	2011 census	2011 census
Marriage and Civil Partnership	2011 census	2011 census

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

At the pre consultation stage, an analysis of the available Equalities data suggested that there is a possibility that this proposal could benefit parent (s) and carer (s) of White British ethnic origin to the detriment of parent(s) and carer(s) other ethnic groups. This is because a higher proportion of staff at Haringey community schools are of White British ethnic origin than pupils at Haringey community schools.

Research from Enfield who introduced a children of staff criterion in their community schools oversubscription criteria in 2013 shows that fewer than 1 per cent of places each year were made under this criterion. Given the very small impact of these proposed changes it is not felt, at this stage, that mitigating factors need to be introduced along with the policy. This is subject to any additional judgments or findings from the formal consultation.

The proposal will seek to improve staff recruitment and retention issues within Haringey community schools, which will have wider positive impacts on the educational outcomes for Haringey's children and young people. The change to the eligibility criteria may affect a small minority of children living in close proximity to their preferred school, however there are wider benefits to the staffing recruitment and retention strategy.

1. Sex

Service users (Primary and secondary age children by Sex)

	Primary Reception to Yr 6	Secondary Yrs 7-11	Grand Total	Primary Reception to Yr 6	Secondary Yrs 7-11	Grand Total
Female	10,771	5,839	16,610	49.2%	48.0%	48.8%
Male	11,125	6,314	17,439	50.8%	52.0%	51.2%
Grand Total	21,896	12,153	34,049	100%	100%	100%

Source: School Census May 2017

There are slightly more male than female pupils in primary and secondary school.

Staff at Haringey schools

	All teachers who are male (%)	All teaching assistants who are male (%)	All Non-classroom Based School Support Staff who Are Male (%)	Auxiliary Staff who Are Male (%)
Haringey	28.4%	16.1%	24.8%	20.3%

Source: SFR25 2017

The majority of Haringey school staff are female, and this is reflected in each category of school staff. The imbalance of teaching staff is most apparent in teaching assistants, of which 16.1% are male. Women are therefore more likely to be affected by the proposal. Women are more likely to experience inequalities; such as access to childcare issues.

2. Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

3. Age

Service users (Primary and secondary children by Age)

Year group	Primary Reception to Yr 6	Secondary Yrs 7-11	Grand Total
Reception	3,055		3,055

Year 1	3,198		3,198
Year 2	3,207		3,207
Year 3	3,129		3,129
Year 4	3,211		3,211
Year 5	3,181		3,181
Year 6	2,915		2,915
Year 7		2,511	2,511
Year 8		2,524	2,524
Year 9		2,456	2,456
Year 10		2,339	2,339
Year 11		2,323	2,323
Grand Total	21,896	12,153	34,049

Source: School Census May 2017

Broadly, the number of children entering Haringey's school system has increased year-on-year. In comparing primary and secondary school pupil populations, there are almost double the number of pupils in primary school (21,896 and 12,153 respectively).

4. Disability

Service users: Total number of Children & Young People with statements or plans maintained by Haringey as at March 2017

Year	Statement	In transition to plan	EHC plan	Assessment Place, no plan	Totals
Pre-School/Nursery			17	2	19
Reception	1		52	8	61
Year 1	3	1	68	8	80
Year 2	48	12	51	1	112
Year 3	43	15	27	1	86
Year 4	69	7	35		111
Year 5	58	19	27	1	105
Year 6	27	17	59	3	106
Year 7	8	19	105	1	133
Year 8	89	20	19		128
Year 9	103	22	14	1	140
Year 10	72	34	21		127
Year 11	45	30	42		117
Year 12	32	39	61		132
Year 13	25	26	69		120

Year 14	14	15	50		79
Year 15	14	4	52		70
Year 15 plus	2	16	45	1	64
Totals	653	296	814	27	1,790

While we have a range of children with disabilities, to meet their needs, social and medical considerations are given greater priority than the new criterion so will not be impacted by this decision. We do not have data on pupils with less complex disabilities who do not qualify for this criteria.

Source: Haringey SEN team 2017

5. Race and ethnicity

Service users: Ethnic composition (main groups) of Haringey's primary and secondary school pupil population as at January 2017:

	Haringey		Haringey (%)	
	Primary	Secondary	Primary	Secondary
White British	1,737	9,568	12.3%	17.6%
White Other	1,079	6,034	7.7%	11.1%
Black Caribbean	1,714	5,540	12.2%	10.2%
Turkish	1,411	4,656	10.0%	8.6%
White Eastern European	1,138	4,092	8.1%	7.5%
White English	1,444	3,284	10.2%	6.1%
Black Somali	859	2,902	6.1%	5.3%
Other Black African	703	2,776	5.0%	5.1%
White and Black Caribbean	585	2,102	4.1%	3.9%
Bangladeshi	563	1,870	4.0%	3.4%
Black - Ghanaian	473	1,800	3.4%	3.3%
Any other mixed background	258	1,716	1.8%	3.2%
Latin/South/Central American	338	1,280	2.4%	2.4%
Black - Nigerian	342	1,242	2.4%	2.3%
White European	474	1,248	3.4%	2.3%
Black - Congolese	323	1,122	2.3%	2.1%
White and Black African	295	1,056	2.1%	1.9%
Other Black	225	1,000	1.6%	1.8%
White and Asian	139	974	1.0%	1.8%
Totals	14,100	54,262	100%	100%

Source: School Census January 2017

22.5% of Haringey's primary school pupils are White British or White English. 77.5% of Haringey's primary school pupils are BAME. 23.7% of Haringey's secondary school pupils are White British or White English. 76.3% of Haringey's secondary school pupils are BAME. In both primary and secondary settings, the majority of pupils are BAME. BAME communities are more likely to experience discrimination and BAME pupils are more likely to experience inequalities, such as discrimination and poverty.

Staff ethnicity: ethnic profile of Haringey teachers, teaching assistants, non-classroom based school support staff and auxiliary staff

Haringey	
BAME Teachers (as a proportion of all Teachers)	45%
BAME Teaching Assistants (as a proportion of all Teaching Assistants)	67%
BAME Non-classroom Based School Support Staff (as a proportion of all Non-classroom Based School Support Staff)	56.1%
BAME Auxiliary Staff (as a proportion of all Auxiliary Staff)	73.7%

Source: SFR25 2017

The staff ethnicity data shows the broad composition of ethnicities among classroom and non-classroom staff.

In three of the four groups, a majority of teaching staff are BAME (except BAME Teachers, who represent 45% of the overall Haringey teacher population. BAME communities are more likely to experience inequalities, such as discrimination and poverty.

A greater proportion of Haringey schools staff are White British as compared to pupils at Haringey schools.

6. Sexual orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country[1], and is likely to be reflected in both the pupil and parent populations. However, ONS data shows that 0.5% families are same sex cohabitating couples [2], which suggests that LGB people are less likely to be parents, compared with the wider population. However, we will need to ensure that discrimination based on sexual orientation is eliminated in the application of this criteria.

7. Religion or belief (or no belief)

[1]https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction

[2] https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2015

Religion or belief is not covered by the PLASC school census, which means that we don't have access to records for 2017. The best alternative proxy is the Haringey data derived from the England and Wales Census 2011 data on religion by age. Data on the appropriate age groups (0-4 and 5-7) has been combined to provide an approximation of the likely religious or belief profile of Reception aged children in Haringey.
The notional number is based upon the known sample size of Reception aged pupils in Haringey (3,067) multiplied through the distribution of religion or belief from the 2011 Census.

	Percentage (%)	Notional Number
Christian	39.7%	1,218
No religion	20.9%	641
Religion not stated	12.3%	377
Muslim	19.3%	592
Jewish	5.6%	172
Hindu	1.0%	31
Buddhist	0.8%	25
Sikh	0.3%	9
Other religion	0.2%	6
Total	100%	3,067

Source: ONS (2011 Census data for Haringey)
Note: * Totals may not add up due to rounding

Those affected by the proposal are therefore more likely to be Christian, Muslim, or have no religion. Plans will need to have due regard to diversity issues relating to these communities.

8. Pregnancy and maternity[3]

The proportion of 0-4 year old in the Census 2011:

	Number of 0-4 year olds
Haringey	7.1%
London	7.2%
England and Wales	6.2%

Haringey has a higher proportion compared to the England and Wales average, but is marginally below the London average. Decisions will need to consider the needs of mothers with young children as they are likely to be disproportionately affected by the proposal.

9. Marriage and Civil Partnership[4]

[3] Census 2011
[4] Census 2011

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%
London	40%	0.4%
England and Wales	47%	0.2%

The number of married people (only available to heterosexual couples at the time) is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales average. Decisions will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The consultation will seek to obtain responses from stakeholders on the topic of introducing priority for staff children. These responses will help to feed into a report written for Cabinet. This report will also take into account the initial findings of the data analysis below and will also consider additional findings and feedback.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

The consultation results show a clear preference for the adoption of introducing priority for staff children. Of the 75 respondents to the question, "Do you agree or disagree with the proposal to introduce an additional oversubscription criterion for children of staff?" 67 (89%) agreed.

Nevertheless, the consultation did elicit some responses from concerned participants. These have been shown below:

"It is so desperately hard for parents to get a place at their local school where I live, which leads to crazy scenarios like families having to walk past two closer schools to get to their assigned, less popular school. If we truly want schools to be part of thriving local communities, and want to cut down on school-run traffic (and associated lack of exercise for children), we have to make a serious effort to ensure that school places are given to local families rather than being a perk for staff!"

"I disagree to the proposed change as it stands. If one admits staff children ahead of local Haringey residents without increasing school PAN this will reduce the number of places available to Haringey children. May I suggest that each school puts a limit to the number of staff children places each year and that each school increases its PAN by this amount. This will both ensure recruitment and retention of key staff as well as maintaining the number of places available to local families."

"This proposal would work well for schools facing difficulties recruiting and retaining staff but would work against the ethos of "Community" schools - those which provide a service to children living in the immediate area."

"Children who live locally are already struggling to get into their desired schools because the distances are so competitive. Putting another criterion in front of them seems wholly unfair."

"I think it is a good idea to support schools as they endeavour to retain staff. However, as a teacher who has taught in Haringey primary schools for 25 years, I am also aware if this system was in operation when my oldest child was in XXXXXX, she might not have gained admission to her secondary school because children of the staff there would have had priority over her."

"the proposed change should only be allowed in schools which are not full to capacity and hence true retention of teachers is required. the proposed change should be for teachers employed full time at a school. Part time teachers are able to take their children to school on their days off so there is no need for them to attend the school they work in. the workforce of other sectors does not take their children to work with them."

Given that the majority of respondents are in favour of this proposal but a small minority have outlined potential concerns over children of staff taking places away from local children the following amendment has been developed:

In acknowledgement of the concerns raised from some stakeholders regarding the availability of local places for local families we have also proposed a restriction on numbers – priority will be limited to one place for each form of entry in any year across all primary and secondary community and VC schools. A caveat will be added to include the exception for children born in the same academic year and multiple births.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	X	Negative		Neutral impact		Unknown Impact	

The main impact of this proposal is that a number of children of staff may obtain a school place ahead of a child whose parent(s)/carer(s) are not staff at a Haringey school. There is no reason to suspect that these children that benefit from a school place will be anything other than split equally between male and female. Women are over represented in teaching staff and are typically more likely to take on caring responsibilities, or be the head of lone parent households. Therefore, this change in criteria will benefit them without causing a significant shortage of places.

2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The main impact of this proposal is that a number of children of staff may obtain a school place ahead of a child whose parent(s)/carer(s) are not staff at a Haringey school. There is no reason to suspect this will have any impact whatsoever on the protected characteristic of gender reassignment either for pupils or parent (s) and carer (s). However, steps will be taken to ensure that this protected group is not subject to discrimination as a result of this change in criteria.

Positive		Negative		Neutral impact	X	Unknown Impact	

3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	X	Negative		Neutral impact		Unknown Impact	

The main impact of this proposal is that a number of children of staff may obtain a school place ahead of a child whose parent(s)/carer(s) are not staff at a Haringey school. There is no reason to suspect that these children that benefit from a school place will be anything other than split equally between existing years of entry.

The change in criteria is a response to the issue of staff recruitment and retention in the borough, and will have wider positive benefits for the educational outcomes of Haringey's children and young people.

4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	

The main impact of this proposal is that a number of children of staff may obtain a school place ahead of a child whose parent(s)/carer(s) are not staff at a Haringey school.

There is no reason to suspect that the small number of staff children that benefit from a school place will be any more or less likely than the rest of the school population to have SEN / physical disability.

While we have a range of children with disabilities, to meet their needs, social and medical considerations are given greater priority than the new criterion so will not be impacted by this decision. We do not have data on pupils with less complex disabilities who do not qualify for this criteria.

The change in criteria is a response to the issue of staff recruitment and retention in the borough, and will have wider positive benefits for the educational outcomes of Haringey's children and young people.

5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	

The main impact of this proposal is that a number of children of staff may obtain a school place ahead of a child whose parent(s)/carer(s) are not staff at a Haringey school.

Based on the ethnicity data for pupils and staff below there is evidence that a staff priority criterion could benefit staff from a White British background. The proportion of staff who are White British in Haringey primary and secondary schools is higher than that of the pupil cohorts.

Research based on Enfield council who introduced a children of staff criterion in their community schools' oversubscription criteria in 2013 shows that fewer than 1 per cent of places each year were made under this criterion.

Assuming that between 0.5 and 1% of offers made at oversubscribed community primary schools this would affect between 6 and 11 pupils. This is from a cohort of 1,136 offers which were made at oversubscribed community primary schools in September 2017.

To mitigate any negative impact, and following the results of the consultation, it is proposed to put a restriction on numbers – priority will be limited to one place for each form of entry in any year across all primary and secondary community and VC schools.

Moreover the council is proposing to introduce the staff criterion across all staff employed at Haringey schools for two or more years including non-classroom based staff and auxiliary staff. The last two staff groups have a higher percentage (%) of "BAME" recorded as their ethnicity (56.1% and 73.7% respectively) than teachers (45%). This more closely

reflects Haringey's school population where only 22.5% and 23.7% of pupils are classified as White British or White English at Haringey primary and secondary schools.

6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country[5], which is likely to be reflected in both the pupil and parent populations. However, ONS data shows that 0.5% families are same sex cohabitating couples [6], which suggests that LGB people are less likely to be parents, compared with the wider population. However, we will need to ensure that discrimination based on sexual orientation is eliminated in the application of this criteria.

7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Religion or belief is not covered by the PLASC school census which means that we don't have access to records for 2017. The best alternative proxy is the Haringey data derived from the England and Wales Census 2011 data on religion by age. Data on the appropriate age groups (0-4 and 5-7) has been combined to provide an approximation of the likely religious or belief profile of Reception aged children in Haringey. There is no reason to suspect that children with any particular religion or belief will be disproportionately affected by the proposal.

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity (*Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The proposal will benefit members of Haringey schools staff with children by enabling access for their children to the school in which they work.

Positive	x	Negative		Neutral impact		Unknown Impact	

[5]https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction

[6] https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2015

9. Marriage and Civil Partnership (*Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

People who are in a civil partnership will be treated the same as people who are married

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

The proposal is likely to have a positive impact on women with children as women are overrepresented among Haringey schools staff and the proposal targets parents with school-aged children.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?**
  This includes:
  a) **Remove or minimise disadvantage suffered by persons protected under the Equality Act**
  b) **Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
  c) **Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**

- There is a possibility that this proposal could benefit White British parent (s) and carer (s) to the detriment of parent(s) and carer(s) other ethnic groups. This is because a higher proportion of staff at Haringey community schools are of White British ethnic origin than pupils at Haringey community schools
- Any potential impact needs to be evaluated in the context of scale. Research based on Enfield council who introduced a children of staff criterion in their community schools' oversubscription criteria in 2013 shows that fewer than 1 per cent of places each year were made under this criterion. Assuming that between 0.5 and 1% of offers made at oversubscribed community primary schools this would only affect between 6 and 11 pupils. This is from a cohort of 1,136 offers which were made at oversubscribed community primary schools in September 2017.
- The proposal should also be viewed in the context of improving Haringey's teaching staff recruitment and retention outcomes. Improved recruitment and retention will

have wider positive impacts on educational outcomes for children and young people in the borough, and this has been considered against any potential negative impacts of changing the eligibility criteria.

- To mitigate any negative impact, and following the results of the consultation, it is proposed to put a restriction on numbers – priority will be limited to one place for each form of entry in any year across all primary and secondary community and VC schools. A caveat will be added to include the exception for children born in the same academic year and multiple births.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision:	

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
N/A			
N/A			
N/A			
N/A			

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

As mentioned above there is a possibility that this proposal could benefit White British parent (s) and carer (s) to the detriment of parent(s) and carer(s) other ethnic groups. This is because a higher proportion of staff at Haringey community schools are of White British ethnic origin than pupils at Haringey community schools.

The negative impact on parent(s) and carer(s) of BAME groups has been identified as a potential issue in changing the eligibility criteria. However the proposal is a reasonable and proportionate response to ensure that Haringey's teaching staff recruitment, retention and wider educational outcomes are improved.

Moreover, following the results of the consultation it is proposed to put a restriction on numbers – priority will be limited to one place for each form of entry in any year across all primary and secondary community and VC schools. A caveat will be added to include the exception for children born in the same academic year and multiple births.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

Training – Staff in the Haringey School Admissions service are provided with yearly refresher training in line with the admission arrangements, which addresses any changes to either the criteria or co-ordinated schemes.

Monitoring - The Team Leader of School Admissions at Haringey Council will be responsible for monitoring. The School Admissions Return to DfE is an Annual report which sets outs information on the effectiveness of the admission arrangements e.g. number applicants who received one of their preferences for a school place. The annual report to the Office of Schools' Adjudicators monitors the fairness of the admission arrangements. This information will be reported to the DfE and the OSA annually.

Two main mechanisms will be used by the DfE to provide feedback on how effective the measures in the revised Codes and regulations have been and to inform future policy development. In producing his annual report for the Secretary of State, the Schools Adjudicator will take account of the reports he will receive from each local authority on the legality, fairness and effectiveness of local admission arrangements.

Appeal arrangements - Admission arrangements are subject to an appeal process that gives parents the right to appeal decisions. The process is also used to hold admissions authorities to account and ensure that the arrangements are applied.

7. Authorisation	
EqIA approved by .....Eveleen Riordan..... (Assistant Director)	Date 19/01/2018.....

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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Appendix 8

Consultation Survey

1. Introduction

1.1. The council has a statutory duty to undertake an annual consultation on their admission arrangements for entry into schools.

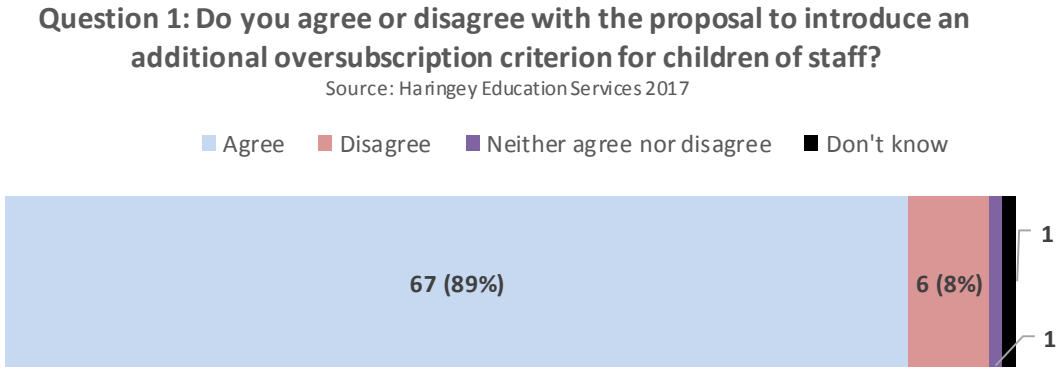
1.2. Previous consultations have suggested that the council adopt a policy which gives members of staff priority in the allocation of school places.

1.3. An initial consultation with School Heads was undertaken before the children of staff priority question was put to respondents in the 2017 annual consultation on Admissions arrangements[1].

2. Findings from the 2017 Admissions Arrangements consultation (75 responses)

2.1. Of the 75 respondents to the question, "Do you agree or disagree with the proposal to introduce an additional oversubscription criterion for children of staff?" 67 (89%) agreed.

2.2. Some 6 respondents (8%) disagreed with the proposal whilst a further 1 respondent each answered they neither agreed nor disagreed or didn't know.

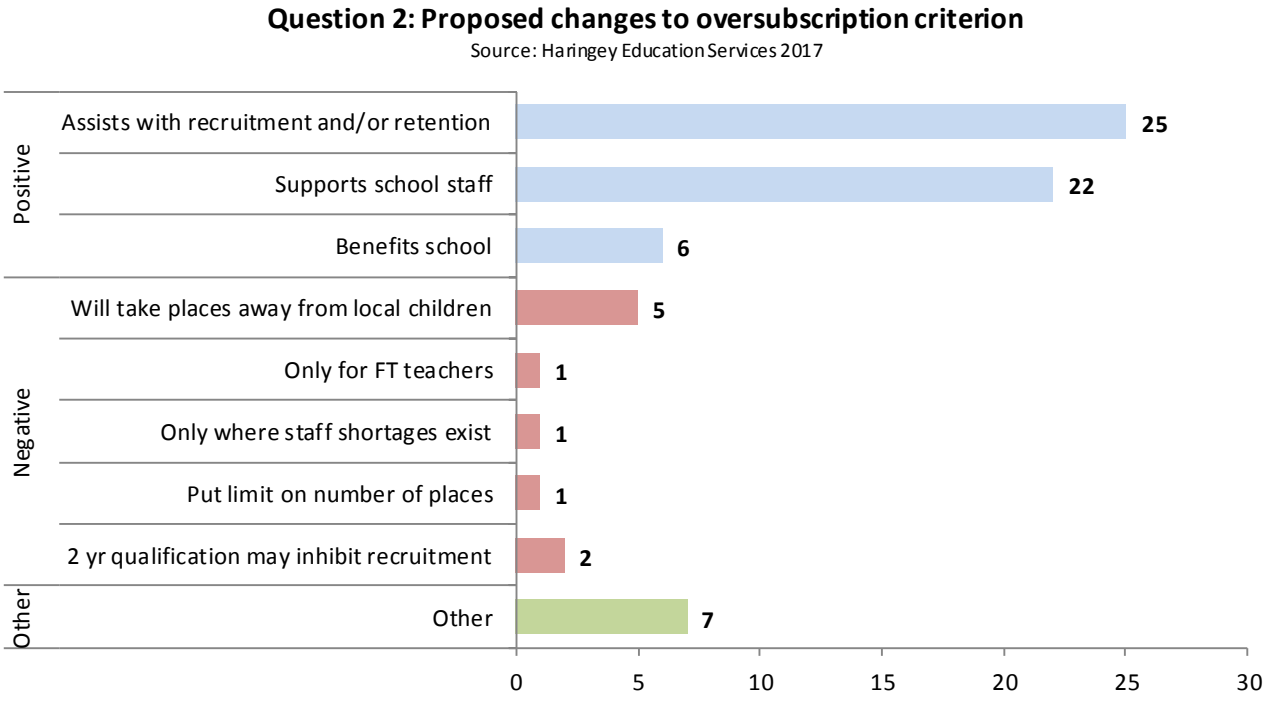


3. Proposed changes to the oversubscription criterion (47 responses)

3.1. Respondents were asked to provide their views on the proposed change to oversubscription criterion which, if adopted, would give preference to children of school staff. Categories of response were formulated as shown below.

[1] This survey elicited responses from 23 Haringey Headteachers. It found that over 80% of respondents were in favour of giving preference (in some form) to children of staff.

3.2. Generally, there was a positive response to the proposal with 25 respondents mentioning it would assist with recruitment and/or retention of staff, 22 mentioning it would support school staff and another 6 saying it would benefit their school.



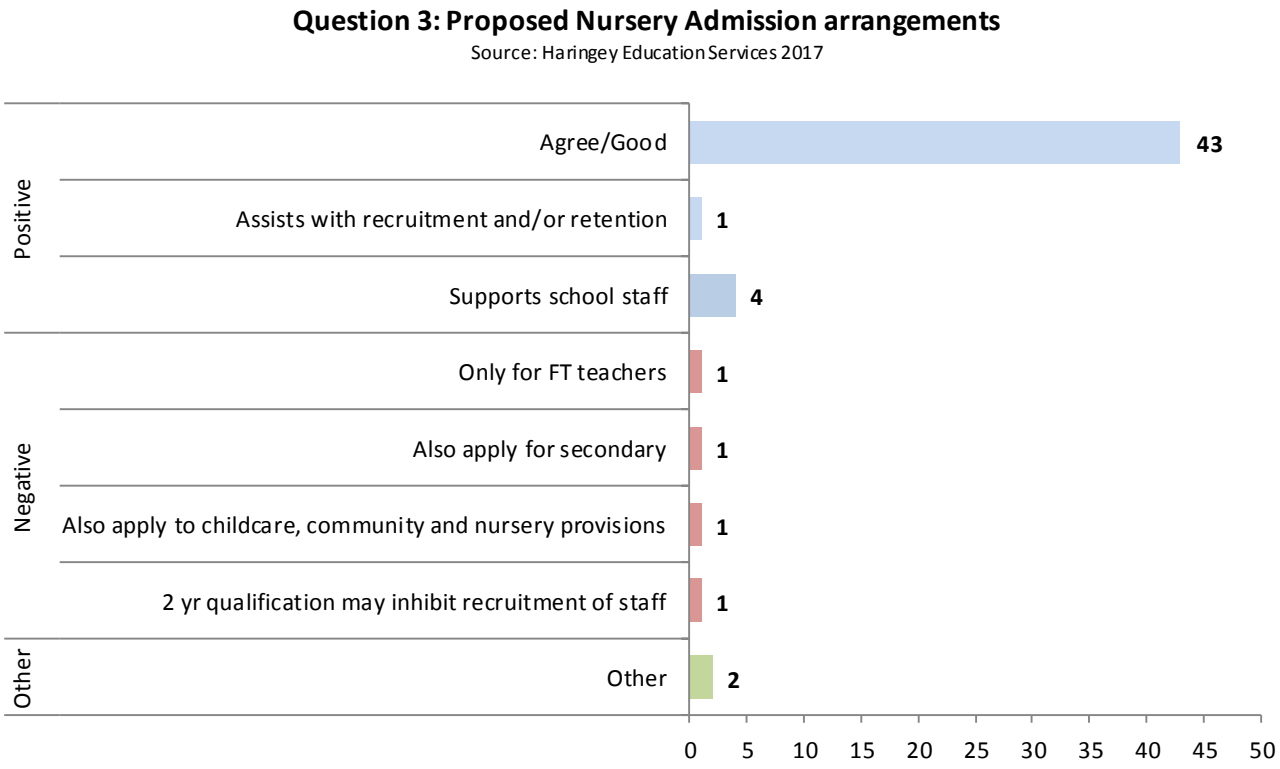
3.3. There were also some negative responses with 5 respondents suggesting the proposal would take places away from local children whilst 2 respondents felt the 2 year qualification could inhibit the actual recruitment of teachers in the first place. 1 respondent each felt the proposal should only be for full-time teachers, only be applicable where staff shortages exist and that a limit on the number of places available under this criterion should be made.

4. Nursery Admission arrangements (48 respondents)

4.1. With regard to the proposed nursery admission arrangements some 43 respondents generally agree with / thought they were good.

4.2. 4 respondents felt the proposals would support school staff and 1 felt it would assist with recruitment and/or retention.

4.3. One respondent each felt the proposals should only apply to full-time teachers, that it should apply to secondary staff in partner primary schools, that it should also apply to childcare, community and nursery provisions and that the 2 year qualification may inhibit the recruitment of staff.



4.4. The 2 Other responses were (unedited):

"I think one years service is sufficient and special consideration should be made if a colleagues child is due to start school just under the required time" and;

"whilst I have no issue with the first criteria ie that teacher has worked in the school for 2 years I am very concerned regarding the 2nd as it will make it more difficult for schools which are not considered appropriate for the children of potential staff resulting in some schools finding it easier to recruit staff than others"

5. Proposed Reception and Junior Admission arrangements (54 respondents)

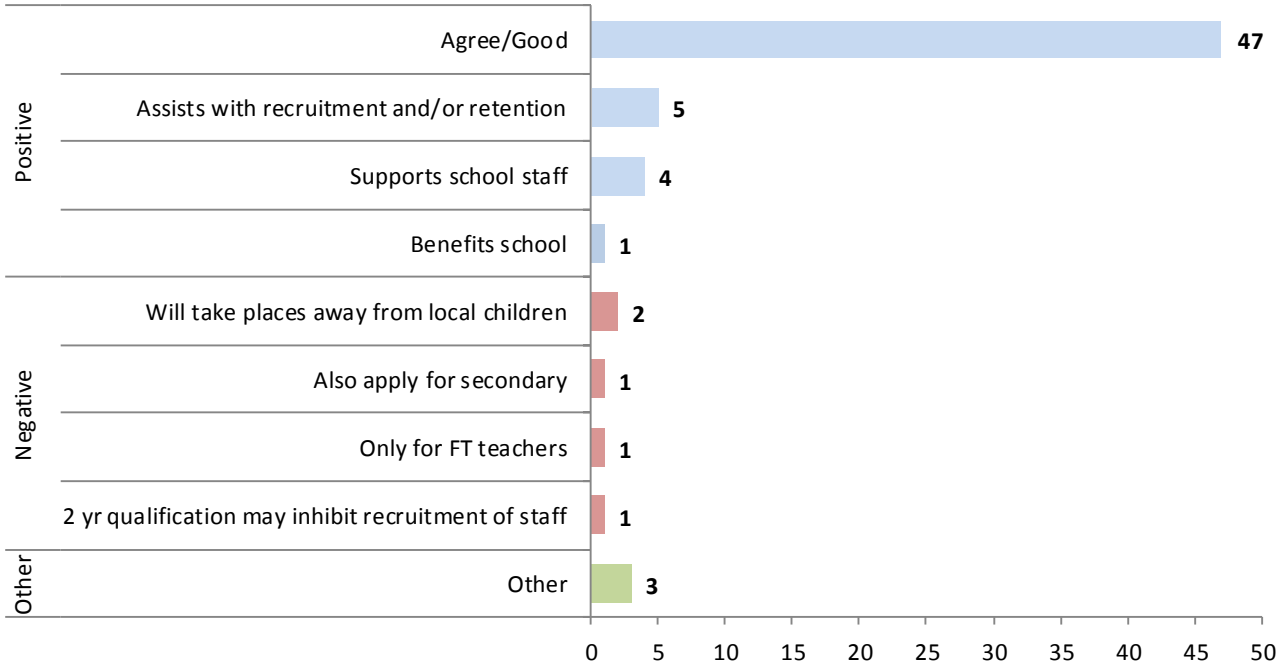
5.1. With regard to the proposed nursery admission arrangements some 47 respondents generally agree with / thought they were good.

5.2. 4 respondents felt the proposals would support school staff and 5 felt it would assist with recruitment and/or retention while 1 thought they would benefit the school.

5.3. Two respondents felt the proposal would take places away from local children. One respondent each felt the proposals should only apply to full-time teachers, that it should apply to secondary staff in partner primary schools and that the 2 year qualification may inhibit the recruitment of staff.

Question 4: Proposed Reception and Junior Admission arrangements

Source: Haringey Education Services 2017



5.4. The 3 Other responses were (unedited):

"I think one years service is sufficient and special consideration should be made if a colleagues child is due to start school just under the required time";

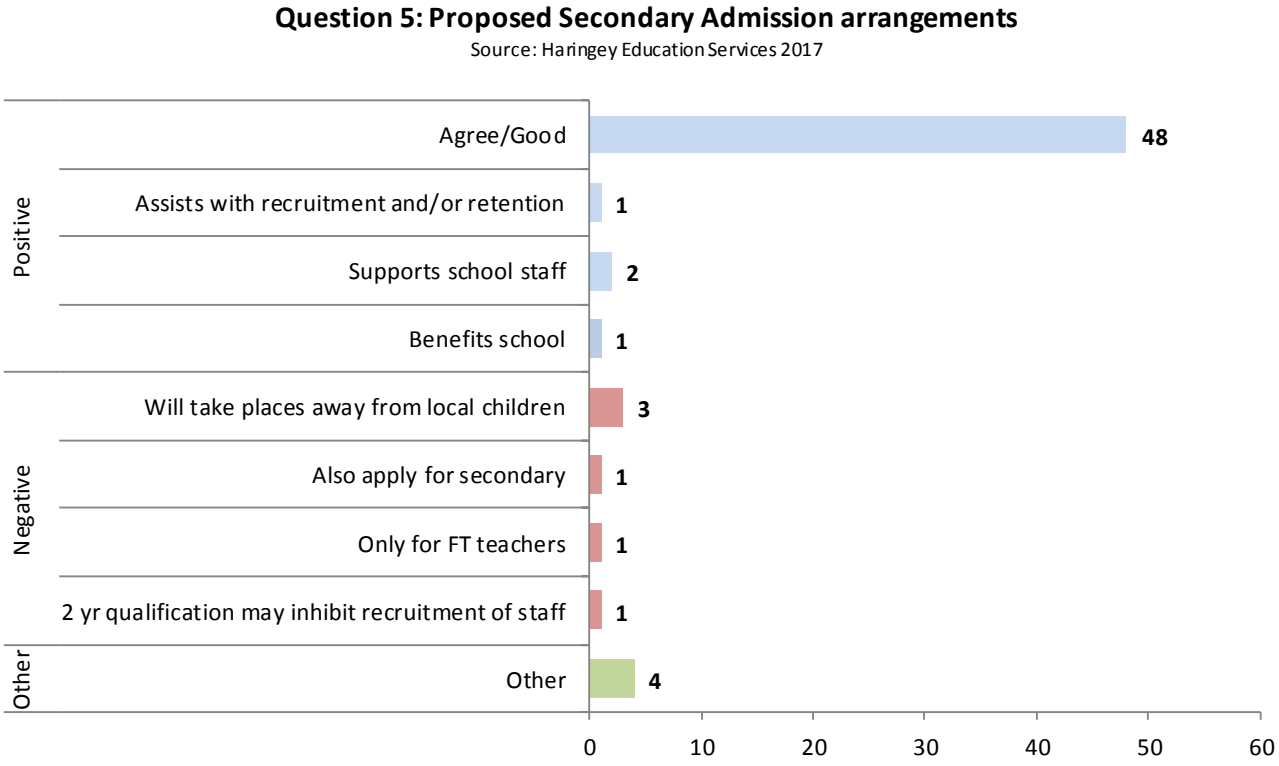
"Fine. WHat has happened to admissions criteria relating to SEND?";

"whilst I have no issue with the first criteria ie that teacher has worked in the school for 2 years I am very concerned regarding the 2nd as it will make it more difficult for schools which are not considered appropriate for the children of potential staff resulting in some schools finding it easier to recruit staff than others"

6. Proposed Secondary Admission arrangements (53 respondents)

6.1. With regard to the proposed secondary admission arrangements some 48 respondents generally agree with / thought they were good.

6.2. 2 respondents felt the proposals would support school staff and 1 felt it would assist with recruitment and/or retention while 1 thought they would benefit the school.



6.3. Three respondents felt the proposal would take places away from local children. One respondent each felt the proposals should only apply to full-time teachers, that it should apply to secondary staff in partner primary schools and that the 2 year qualification may inhibit the recruitment of staff.

6.4. The 4 Other responses (unedited) were:

"I am an Early Years/KS1 trained teacher and so these rules will never apply to me, however, I believe if primary school staff should be awarded this benefit, then our secondary colleagues should have access to the same criteria";

"I think one years service is sufficient and special consideration should be made if a colleagues child is due to start school just under the required time";

"Again the need to retain teachers is paramount. The need at secondary school for children of staff to have priority over distance is not as great as for primary, as secondary pupils do have such a need for collection and drop off but still important";

"I believe that the addition of the Staff criterion is important for schools and creates a level playing field for all schools, given that many schools have already added it.";

7. Proposed In Year Admission arrangements (45 respondents)

7.1. With regard to the proposed In Year admission arrangements some 43 respondents generally agree with / thought they were good whilst 1 respondent felt they should only apply to full time teachers.

7.2. The 3 Other responses (unedited) were:

"I didn't notice any changes and agree with it as it stands";

"Perfectly acceptable from my perspective as a chair of a GB";

"I think that the majority of the proposal is satisfactory yet I do believe that if a child is offered a lower placed school on their list of 6, they should remain on the waiting lists of the higher placed schools without having to specifically stipulate it"

8. Proposed Fair Access Admission arrangements (42 respondents)

8.1. With regard to the proposed fair access admission arrangements some 39 respondents generally agree with / thought they were good.

8.2. Another 7 Other responses (unedited) were received:

"Very positive in terms of inclusion";

"Efficient at progressing children into school places. This protocol may need to be altered to reflect schools that have reduced their PAN or schools holding a large number of vacancies";

"my concern is that account is taken of the number of vacancies in schools. I am therefore assuming that children will be placed in the schools with most vacancies. I would prefer to think that the children- who after all require the best education- would not always be placed in the least popular and under subscribed schools";

"It shouldn't be about 'sharing them out fairly', it should be about which school is the best setting for the child. Different schools have different capacities/strengths and places should be allocated based on which school is best placed to meet the child's needs;"

"I didn't notice any changes and agree with it as it stands (unless the changes were small additions in bold black text, and if so, I agree with those too)";

"Would this be on a case by case basis dependent on support (ie EHCP), and current cohort (for that placement) restrictions?";

"agree = however, keep the two year restriction in place for staff as not fair otherwise"

9. 6th Form Admission arrangements (34 respondents)

9.1. With regard to the proposed 6th form admission arrangements some 29 respondents generally agree with / thought they were good.

9.2. Another 6 Other responses (unedited) were received:

"quite tricky with six form admissions and this seems to be a fairer option";

"I don't understand why specific colleges can have their own individual criteria?";

"I don't think there should be minimum external applicants";

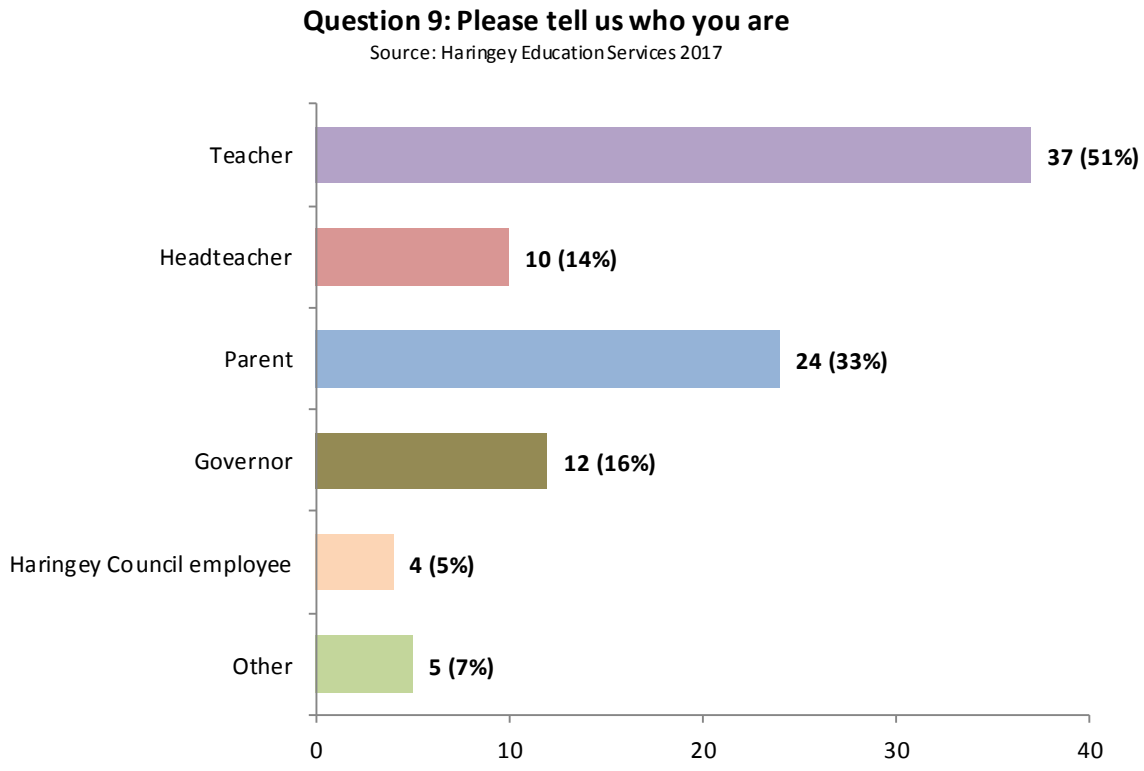
"Why do HWS need to admit 10 pupils not from their school?";
"Each school seems to have their own procedures and proposals";

"Interesting"

10. Role of respondent (73 respondents)

10.1. Some 73 respondents answered the question "Please tell us who you are". Respondents were allowed to enter more than one category.

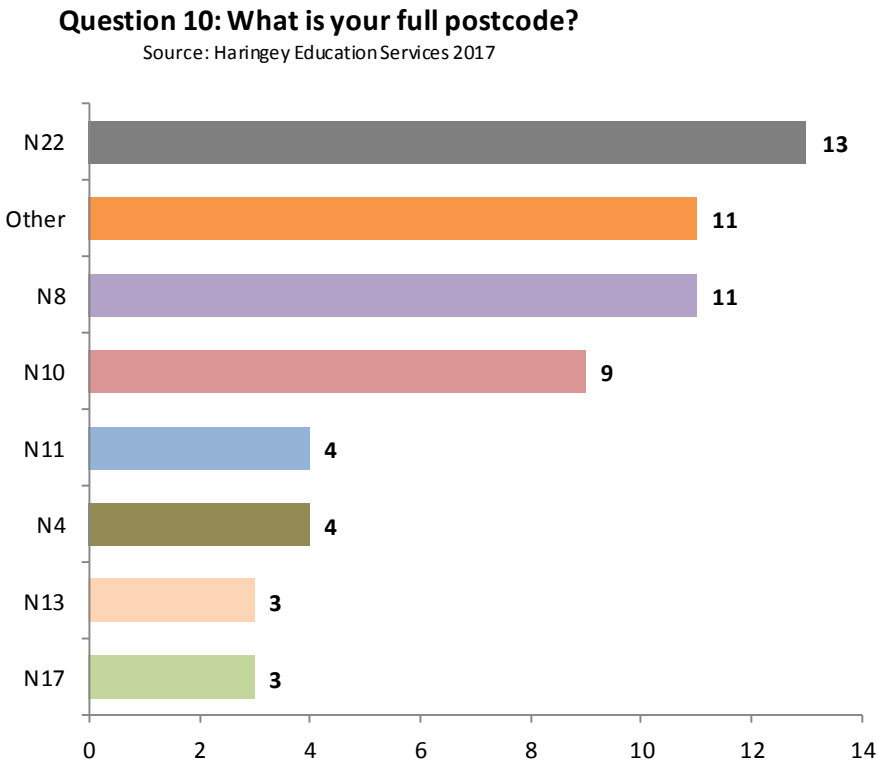
10.2. The most popular response category was Teacher (51%) followed by Parent (33%) and Governor (16%) whilst 5 respondents chose Other (7%).



11. Postcode (67 respondents)

11.1. Some 67 respondents answered the question “Please tell us your full postcode”. For data protection purposes only the first part of the postcode has been revealed here and those postcodes with less 3 responses have been aggregated into Other.

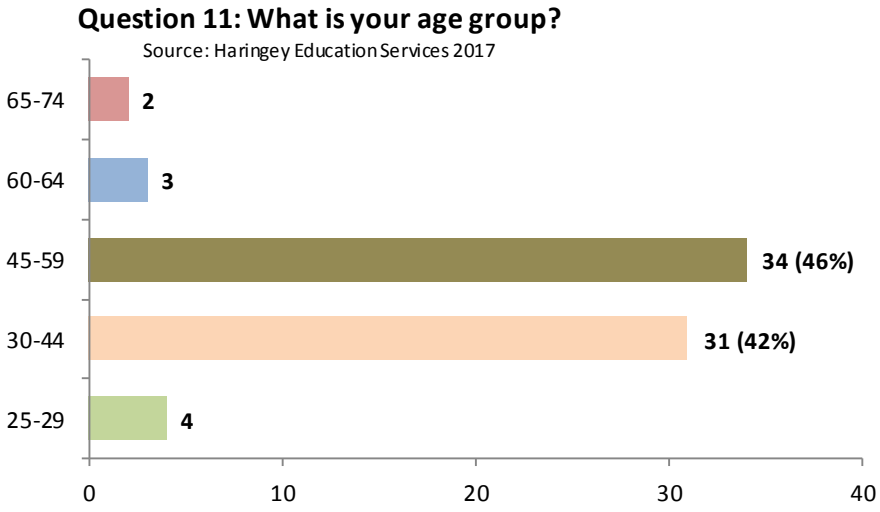
11.2. The most popular was N22 (13 respondents) followed by N8 (11) and N10 (9).



12. Age (74 respondents)

12.1. Some 74 respondents answered the question “What is your age group?”.

12.2. The most popular age group was 45-59 (46%) followed by 30-44 (42%).



13. Disabilities (65 respondents)

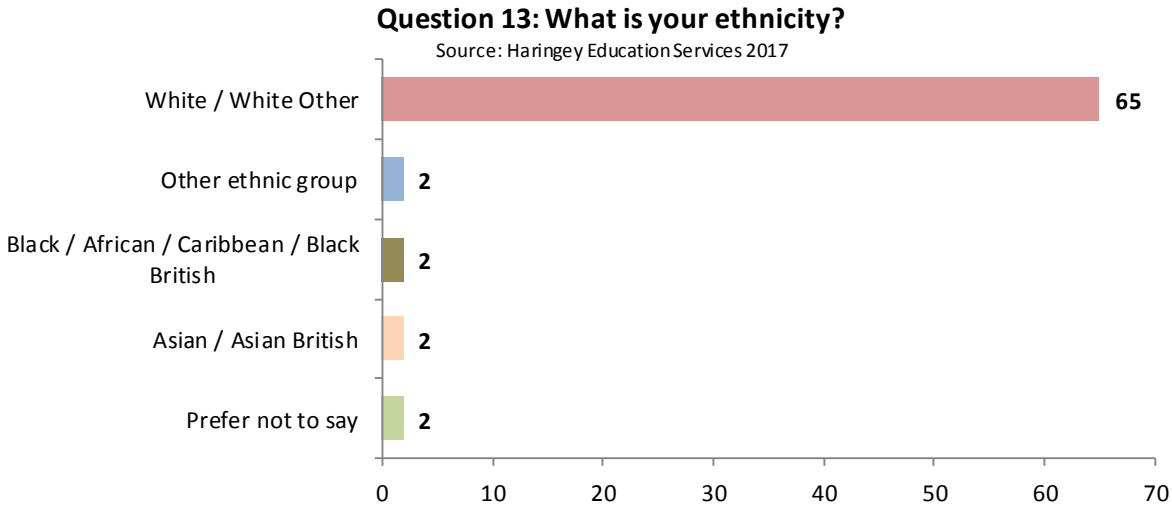
13.1. Some 65 respondents answered the question “Do you have any of the following conditions which have lasted or are expected to last for at least 12 months?”.

13.2. 62 respondents answered that they had no disability. Two respondents preferred not to say whilst one respondent said they did have a disability.

14. Ethnicity (73 respondents)

14.1. Some 73 respondents answered the question “Please indicate your ethnicity”

14.2. 65 respondents answered that their ethnicity was White / White Other whilst 2 each answered Other ethnic group, Black / African / Caribbean / Black African, Asian / Asian British and two respondents preferred not to say.



15. Gender (73 respondents)

15.1. Some 75 respondents answered the question “What is your gender?”

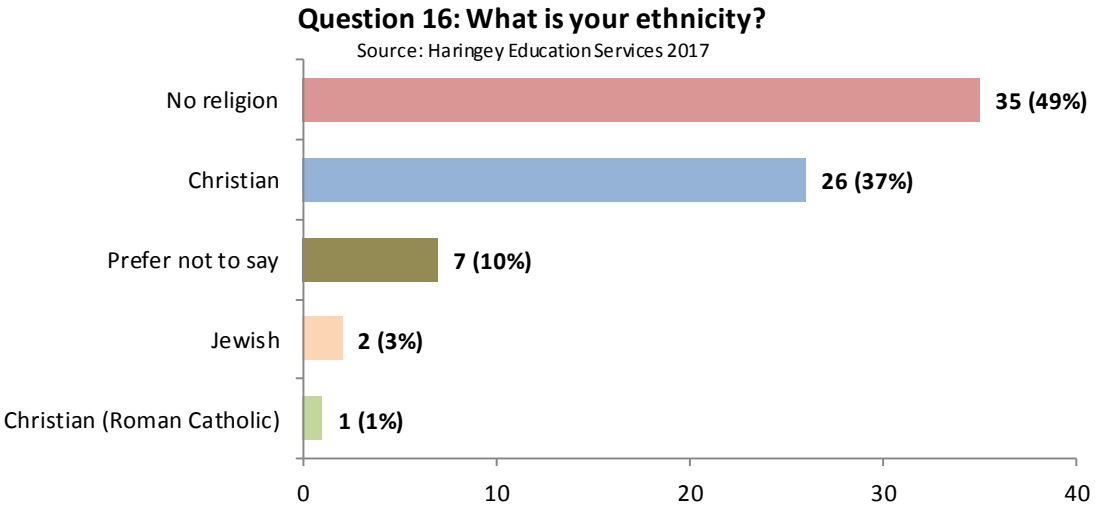
15.2. 46 respondents (63%) answered female, 22 (30%) male and 5 (7%) preferred not to say.

15.3. 68 respondents (96%) answered that their gender wasn’t different to their birth gender whilst 3 respondents (4%) preferred not to say.

16. Religion (71 respondents)

16.1. Some 71 respondents answered the question “Do you have a religion or belief that you would like mention?”

16.2. Some 35 respondents (49%) answered No religion whilst 26 respondents (37%) answered Christian and 7 (10%) Preferred not to say.



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Report for: Cabinet 13th February 2018

Title: Care Leavers Strategy and Local Offer

Report authorised by :

Margaret Dennison, Interim Director of Children's Services

Lead Officer: Marc Kidson, Transformation & Strategy Manager
Tel: 020 8489 6906

Ward(s) affected: All

Report for Key/ Non Key Decision: Key

1. Describe the issue under consideration

1.1. The Council's duties as a 'corporate parent' for children in care and care leavers willchange from April 2018 as a result of the implementation of the Children and Social Work Act 2017. These new duties are intended to improve the support available to care leavers in the form of access to a Personal Adviser up to 25 and the publication of a Local Offer.

1.2. Enabling young people who have been in care to make successful transitions to adulthood is an important role for the council. Thenumber of care leavers has risen in the last five years and the new duties could further increase this cohort. Prior to the enactment of new duties, Haringey as a local authority had begun to consider critically whether our children in care and care leavers are receiving the right support at the right time to make effective transitions to adulthood and what more would need to be done as a council and as a local partnership to make improvements.

1.3. Through in-depth user research and engagement with partners, we have identified that the current offer can be too fragmented across the partnership and that the focus on independent living and removing the barriers that young people face does not start early enough or robustly enough to ensure that sustainable arrangements can be made soon after a young person ceases to be looked-after. As the 'corporate parent', the local authority plays a central role, but it has become clear that there is a need to more closely align the work of the local partnership if we are to improve outcomes for care leavers.

1.4. Implementing the changes to our statutory duties provides a timely opportunity to clarify and improve our local response and provision for this vulnerable group. In doing so, we will seek to broaden the responsibility and involvement of statutory and non-statutory organisations in the borough.

1.5. The local authority will be required to consult with stakeholders in developing our Local Offer to ensure all services that may support care leavers in moving to and sustaining independent living are reflected and that the Local Offer is presented in a way that supports access to information and advice and relevant services for care leavers. Final statutory guidance on the Local Offer is still pending, but the approval of Cabinet to consult is sought in advance of this to ensure that officers are able to finalise a Local Offer as soon as possible after the Children and Social Work Act comes into force.

1.6. In addition to compliance with statutory duties, a strategic, borough-wide response is required in order to maximise the collective impact of the Council and our partners on the readiness of young people to leave care and live healthy, long and fulfilling lives. As well as improving our offer over time, a Care Leavers Strategy will help to guide and inform new models of care and support for children, young people and families as they develop in Haringey. As such, approval is sought to utilise the consultation on a Local Offer to inform a Care Leavers Strategy that can be agreed by Cabinet later in 2018.

2. Cabinet Member Introduction

2.1. The role of a local authority to act as Corporate Parent for the children in its care is one of the most profound and important duties that Members and officers discharge. Children in care and those with care experience are some of the most vulnerable members of our society and national evidence indicates that far too often their life chances are significantly poorer than for their peers who are raised within a birth family. Like any parent, this responsibility is not just to ensure the safety and wellbeing of the child during their childhood, but also extends to preparing them for a happy, healthy and successful life as an adult – and this means providing support beyond the age of 18 when they legally become an adult.

2.2. In recent years there has been an even greater emphasis on the support we provide to care leavers in the context of challenging financial circumstances for the council and growing central government expectations about how local authorities and their partners meet the needs of this group. Changes to our statutory duties which come into force from April 2018 have prompted significant exploration of the experiences of our care leavers, the services we provide and the support they can access in Haringey. From April to July 2017, the service, supported by the Priority 1 Transformation Team undertook user-centred research within the Young Adults Service and engaged widely with operational and strategic partners; this ‘discovery phase’ has informed the development of a set of priorities both for the design of the service and the way the council works with others to meet the needs of this vulnerable group.

2.3. By approving consultation with stakeholders to inform Haringey’s Local Offer and a new Care Leavers Strategy, Cabinet will ensure that the Council is able to respond both to the new duties set out in the Children & Social Work Act

2017 and to the need to work as a partnership to significantly improve the readiness of our looked after young people for successful adult lives.

3. Recommendations

3.1. Cabinet are asked:

a) To approve for consultation with stakeholders, including children in care and care leavers, a draft Local Offer and Care Leavers Strategy in line with the outline versions in Appendices 1 and 2;
b) To delegate to the Director of Children Services in consultation with the Lead Member for Children Services authority to finalise the draft Local Offer and Care Leavers Strategy for consultation with stakeholders;
c) To agree that a report on the outcome of the consultation be brought back to Cabinet for a final decision on the Local Offer and Care Leavers Strategy.

4. Reasons for decision

4.1. **New statutory duties**

The *Children & Social Work Act 2017*, is the first major change to the existing statutory duties set out in the *Children (Leaving Care) Act 2000*. The focus on care leavers also reflects recent central government policy and is expected to be reflected in the future Ofsted inspection framework for Children's Services. The majority of leaving care duties from the original legislation remain, but in addition the Act introduces the following:

- **Corporate Parenting Principles** – codifying for the first time the ways in which all local authority departments, not just Children's Social Care, must have regard for the wellbeing and development of Looked After Children and Care Leavers. These are intended to act as a set of tests for helping the council as a whole to deliver services to looked after children and care leavers in a way that mirrors as far as possible the way a good parent would support their child. In Haringey, this has already been given consideration through the Corporate Parenting Pledge that was adopted by Haringey's Full Council on 24th July 2017 and further work to reinforce the Pledge across the local authority will be part of the proposed Care Leavers Strategy.
- **Extension of leaving care duty to 25** – amending the previous upper limit for providing support to the age of 25 for all care leavers, where before it had been 21 unless they were in full-time education; this entitles former relevant care leavers to have an allocated Personal Adviser and support to develop and achieve a Pathway Plan until they are 25 if they request it, with the draft guidance indicating that support is likely to taper as they become older. For those whose cases have been closed, the local authority must also contact them annually to remind them of the support available.
- **Requirement to publicise Local Offer** – this requires every local authority to make available to care leavers a clear statement of any support to which they are entitled, as well as discretionary support available locally. It will need to be available in a range of formats and is

intended to help them achieve a successful transition to independence. This is similar in nature to the Local Offer requirement for children and young people with Special Educational Needs.

- Also relevant to the experience of Looked After Children (including those looked-after on remand) and Care Leavers in the Children and Social Work Act 2017 are changes to multi-agency arrangements for safeguarding children. These emphasise the joint primary responsibility of the three "safeguarding partners" (the local authority, the clinical commissioning group (CCG), and the police) working with other "relevant agencies" locally to ensure children are safeguarded, including co-commissioning of services and promoting cooperation and integration across the wider system, including early years and education institutions, GP practices, adult services and the voluntary and community sector. These arrangements concern the support for children under the age of 18 and their families, but the impact on local arrangements for working together will need to have regard for looked after children and therefore care leavers beyond the age of 18. This new set of working arrangements is likely to influence and inform the development of a Care Leavers Strategy as outlined in Appendix B.

4.2. **Consulting on and publishing a Local Offer**

4.3. As a result of the Children and Social Work Act 2017, the local authority will need to publish a Local Offer for Care Leavers, similar to the existing requirement to produce an SEND Local Offer for children and families. This duty is likely to come into force in April 2018, but draft statutory guidance acknowledged that local authorities will require up to six months to fully implement the requirement.

4.4. The legislation requires that: "Before publishing its local offer for care leavers (or any updated version) a local authority must consult relevant persons about which of the services offered by the local authority may assist care leavers in, or in preparing for, adulthood and independent living". The draft statutory guidance sets out a proposed framework for the Local Offer, which is included in Appendix A, and this will guide the consultation.

4.5. Informal engagement with a range of stakeholders, including care leavers, statutory and non-statutory partner agencies and other council departments has already taken place to increase awareness of the needs of care leavers and will inform the formal consultation on a Local Offer.

4.6. The consultation will also cover the views and preferences of children in care, care leavers and professionals about the presentation of the local offer and the options available to the service to ensure this is accessible, engaging and user-friendly. Responses of those with care experience will be weighted more highly in analysis and response to the consultation.

4.7. **Providing a wider strategic response**

4.8. The Local Offer to be published by Autumn 2018 will need to reflect the entitlements and agreed discretionary support that care leavers can access in

the borough. However, the Local Offer is not expected to be static and it is recognised that the local authority will need to update it from time to time.

4.9. Haringey has taken significant measures to assist Care Leavers, including most recently the introduction of a Council Tax Exemption up to 25. Nonetheless, the recent user engagement we have undertaken and evaluation of our current response to meeting the needs of care leavers has indicated that there are further opportunities to improve the availability of and access to a range of support that extends beyond our statutory duties and often that is provided by stakeholders outside the council. It may not be possible to act upon all of these opportunities in time for the initial publication of the Local Offer and some relate to wider challenges of awareness, identification and practice relating to supporting care leavers. As a result, alongside the Local Offer and informed by the same consultation, there is an intention to set out a Care Leavers Strategy, which represents a borough-wide response to the needs and experiences of care leavers and describe how this needs to develop over time.

4.10. Part of the Care Leavers Strategy will be setting out how the awareness of Corporate Parenting and the commitment of council departments beyond Children's Services is being increased in line with the new Corporate Parenting Principles and embedding the Corporate Parenting Pledge adopted by Full Council.

4.11. This strategic response will also reflect the development of new models of care for children and families in Haringey, which will have direct and indirect impacts on the design of 'leaving care' services. These will be the subject of other processes for consultation and decision, and the outcomes and strategic priorities set out in the outline Strategy at Appendix B will help to guide the development of these wider changes.

4.12. The full Care Leavers Strategy, including a delivery plan for implementing new commitments, will be developed by officers and submitted to Cabinet for approval following the consultation.

5. Alternative options considered

5.1. **Other options:**

5.2. **Do nothing –** in this instance, the 'do nothing' option would result in non-compliance with our statutory duties as a local authority when the Children & Social Work Act 2017 comes into force in April 2018; this would mean that care leavers in the London Borough of Haringey do not receive services and assistance to which they are entitled and which other care leavers would receive from other boroughs and would be a major risk to the local authority at any future Ofsted Single Inspection.

5.3. **Minimal compliance with statutory duties** – it would be possible for the Council to pursue minimal compliance with new duties around provision of Personal Advisers and publication of a Local Offer. This would emphasise actions that are within the control of the local authority and reduce the dependencies with other agencies and stakeholders. However, self-evaluation and service user engagement suggest that there are opportunities and gaps that extend beyond the new duties and would enable us to discharge them more successfully. The role of the wider Council and our partners in preparing young people who have been in care and are leaving care has not yet been maximised and by setting out the Care Leavers Strategy we expect to be able to manage future demand pressures more effectively.

5.4. **Delay consultation on a draft Strategy and Local Offer –** postponing the decision to consult on the Local Offer and Care Leavers Strategy until full draft versions can be produced is likely to significantly delay the publication date for the Local Offer and would run counter to the statutory guidance that indicates local authorities will need a published offer in place within six months of the Act coming into force on 1st April. It makes sense to combine the consultations for the Local Offer and any wider Care Leaver Strategy to maximise the responses from stakeholders and clearly distinguish existing commitments from future plans or aspirations.

6. Background information

6.1. **Needs analysis and user research**

Between May and September 2017, a deep-dive analysis of Haringey's leaving care cohort was conducted that provided additional information about the prevalence of additional vulnerabilities and the challenges that these young people face. A quantitative analysis of the cohort conducted with social workers and personal advisers highlighted a significant minority of care leavers who are living with multiple and complex needs that are preventing them from moving into employment, or gaining and sustaining tenancies, as well as other outcomes. A wider group have some form of barrier to success, including issues with their mental and emotional wellbeing. Further information is set out in 6.4. below.

6.2. Alongside the quantitative analysis, extensive user and stakeholder research to explore the current experiences of care leavers was conducted, working with the Design Council's *Design in the Public Sector Programme* funded by the LGA. This included 20 in-depth interviews with young people at different

stages of their care journey, plus focus groups that included younger children in care. While every story was unique, there were a number of common experiences that will inform the development of the Local Offer and have been the basis for the priority areas set out in the outline Care Leavers Strategy in Appendix B which will be developed further:

- The council does not make the offer of support sufficiently clear and encourage take-up of that help;
- Being in care, and particularly leaving care, is a lonely experience and young people acknowledge challenges around isolation, anxiety and depression;
- Some young people want to be independent as quickly as possible but realise later they needed more help;
- Instability of workers throughout the care journey reduces their willingness to engage with formal services;
- Care leavers do not always feel like workers have time for them and for some of them, they do not receive as much contact as they would like;
- Knowing where they are going to live is a priority, often over and above education, work or relationships;
- There are a series of potential 'cliff edges' which for some young people have not always been planned and managed well.

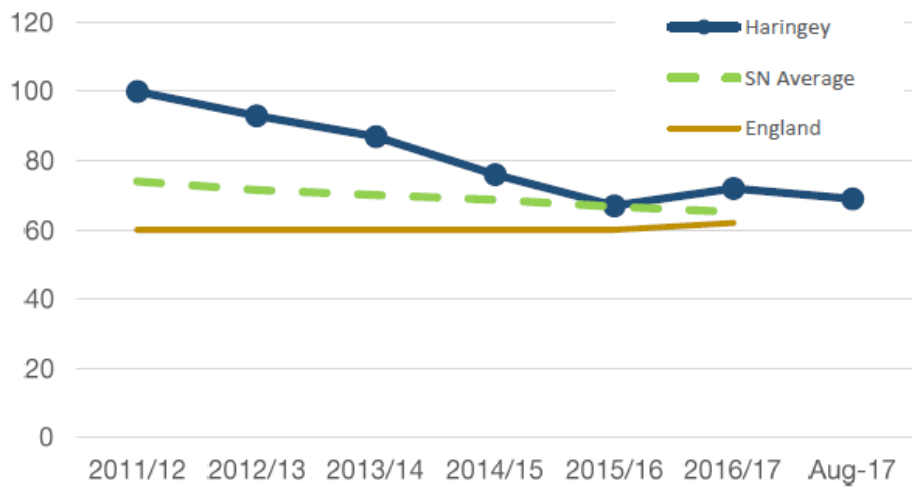
6.3. In addition to interviews, officers undertook three workshops with key delivery partners and initial design workshops with both service users and Young Adults Service staff. Together, these pieces of work have given a comprehensive picture of the profile and experiences of our care leavers that indicates there is further we need to go in meeting their needs during the transition to adulthood.

6.4. **Our leaving care cohort**

A robust Local Offer that improves the timeliness and outcomes of our work with care leavers during the transition to adulthood needs to be informed by the profile of our leaving care population, both now and as it is likely to change over time. A key dynamic that is produced by the new leaving care duties is that a larger number of young people will be eligible for support and for longer in future.

6.5. The number of children in care in Haringey reached a peak in 2011 at over 600 children, following the national reaction to the death of Peter Connelly. These numbers have reduced steadily from that peak and while there will always be some fluctuation there is a more stable number of Looked After Children, with a rate per 10,000 under 18s close to the average for our statistical neighbours:

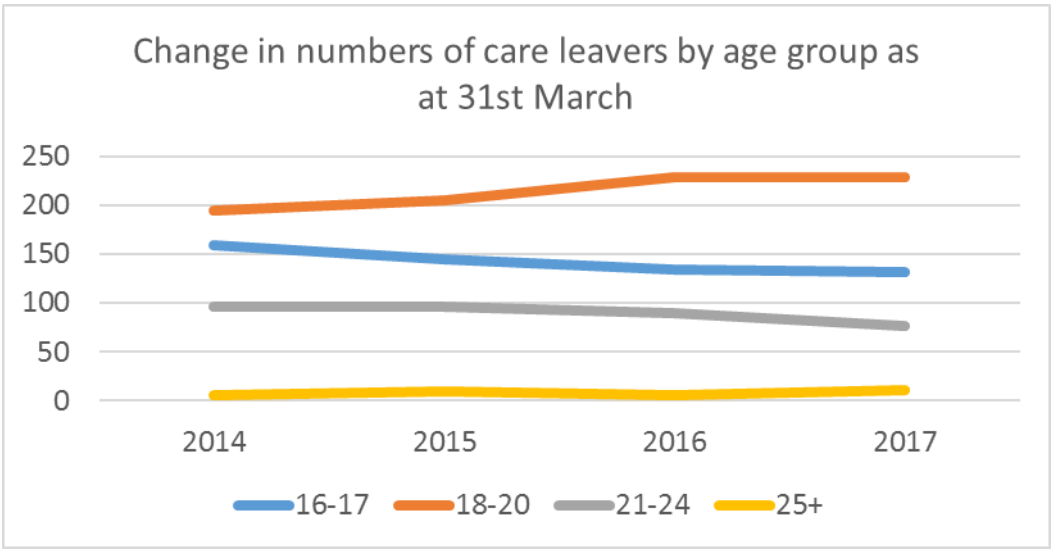
Figure 1. Rate of Looked After Children per 10,000 of the 0-18 population, comparing Haringey to the national average and statistical neighbours



6.6. While these numbers have reduced, there has been an increasing proportion of late entrants into care, including UASC. In August 2017, the largest proportion of Looked After Children were aged between 15-17 years, with 29% of those having been in care for less than 1 year – a further 41% of that age group have been in care for more than 5 years. The most common reason for being Looked After in this older age group is abuse or neglect (43%), as it is for all ages but there is also 28% due to absent parenting. Of the 43 in care for absent parenting, 37 are unaccompanied asylum seekers.

6.7. Under the Council's existing statutory duties, which sees the majority of care leavers having their cases closed around the age of 21, there has been an Increasing number of 18-21 year old former relevant young people as those who have been in care for many years reach adulthood.

Figure 2. Number of care leavers with cases open to the Young Adults Service by age group, taken from 2017 statutory return



6.8. While there is considerable uncertainty about the likely uptake of continuing support until 25 – particularly from those under 25 whose cases have already been closed – under the new statutory duties there is a potential that the Young Adults Service would need to meet a significantly higher level of demand. The service has estimated that if the extended duty had applied in 2017/18 an additional 126 young people would have been owed a duty from 21-25.

6.9. On the measures for care leavers included in the Department for Education's statutory returns, and therefore comparable with other local authorities, our care leavers are in line with or slightly better than the national average based on the latest data from the service. This performance has improved significantly since the last statutory return from 31st March 2017, with greater focus on staying in touch with care leavers around their 19th, 20th and 21st birthdays.

Figure 3. Outcome measures for care leavers based on statutory indicators reported to the DfE, comparing local Haringey data from November 2017 to national statutory returns from 2017

	Age 19	Age 20	Age 21	LBH total	National data
LA in touch	**89%**	**76%**	**80%**	**84%**	**87%**
EET	**51%**	**46%**	**50%**	**49%**	**40%**
Suitable accommodation	**80%**	**80%**	**81%**	**80%**	**83%**

6.10. **Our leaving care cohort**

The statutory returns for data on care leavers focus on a relatively narrow range of measures. The service has identified the need to use the social work case management system to capture and be able report on a much wider range of information about our children in care and care leavers to inform service development and commissioning. In order to gain a more comprehensive understanding of our cohort, in May 2015 a 'deep dive' exercise was undertaken with workers in the Young Adults Service to better understand the characteristics and needs of the 419 young people working with the service at that time.

6.11. ***Demographics***

- Our care leavers broadly reflect our Looked After Child cohort in gender and ethnicity, with 59% male, 41% female, and over-representation of young people from Black backgrounds at 41% compared to 32% White, and 12% Mixed ethnicity.
- 28% of care leavers aged 18+ are living outside of the borough, and 7% are outside of London; this is a reduction compared to our under 18 LAC cohort.

6.12. ***Additional needs and vulnerabilities***

- YAS workers reported high levels of concern around mental and emotional health of care leavers, with 173 identified as having emotional difficulties, 141 with behaviours that challenge, and 53 with a diagnosed mental health condition.
- 83 young people were known or suspected as having substance misuse issues
- 49 young people were known or suspected as being affiliated with a gang
- 16 had been known to Youth Justice prior to 18 and 23 were in prison, all of whom were male.

6.13. Young men were overrepresented in most of the categories of additional needs (even relative to the higher proportion of care leavers who are male), and therefore also overrepresented in the significant minority (108 young people) whom the service found difficult to engage in planning and support.

6.14. There are two other particular sub-groups of our care leaver cohort who require additional support and some tailored services or interventions:

- **Young parents** – 59 care leavers have children, including 20 young fathers who do not always live with their child;
- **Unaccompanied Asylum Seekers** – account for 17% of our leaving care cohort and this is likely to rise as more unaccompanied minors are taken into care across London, with arrangements in place for boroughs to accommodate a proportion of those who present.

6.15. **Corporate Parenting Advisory Committee**

The findings set out in 6.1. to 6.14. regarding the characteristics of and user feedback from our leaving care cohort were presented to the Corporate Parenting Advisory Committee (CPAC) on 19th October 2017. Initial discussion of the implications of this work and proposals for our local service delivery and wider response have been taken into account in the outline of the Care Leavers Strategy for consultation. It was noted that other services locally, including provision of mental health services, play a crucial role in responding to the needs of care leavers and that there is scope for this to be more effective.

6.16. Further input from CPAC will sought on the draft Local Offer and Care Leavers Strategy once developed, before they are presented to Cabinet for decision.

6.17. **The financial impact of supporting care leavers**

6.18. As with other vulnerable groups for whom the Council has statutory duties, there are both direct and indirect costs that are incurred from meeting their needs. Many of the indirect costs may result from not acting early enough or having sufficient impact on underlying needs to prevent escalation of complexity and service demand. Provision of an up-to-date Local Offer will need to reflect as broad a range of opportunities and services as possible and be presented in a way that supports care leavers and professionals beyond the leaving care service to navigate what is available as easily as possible.

6.19. **Demand for leaving care services**

6.20. From 2018/19 the Service is committed to meeting its changing duties to allocate a Personal Adviser from the age of 16 and until the age of 25 for those young people who wish to continue receiving support with implementing their Pathway Plan. The Young Adults Service has already begun to offer this extended support to young people who have turned 21 and are not in full-time education since the draft statutory guidance was issued in October 2017. As a result, it is expected that the number of young people with an allocated Personal Adviser will rise in 2018/19, with 70 young people due to turn 21 in the year who may continue to require a PA when previously their cases would have been closed.

6.21. It cannot be predicted how many of these young people will opt-out of continuing support from 21, nor how many young people who will now count as 'former relevant' and be entitled to return to the service between the ages of 21 and 25 will opt-in. It will need to be made clear within the published Local Offer that former relevant young people are entitled to this support up to 25 and how to both end and resume a relationship with the Young Adults Service. As a result, publishing the Local Offer may result in an increase in demand and this will need to be monitored throughout the year. Staffing required to comply with the statutory duties will be met from within agreed resources for Children's Social Care in 2018/19 and the financial impact reviewed prior to the budget being set for 2019/20.

6.22. The Personal Adviser role should be a key enabler in supporting young people leaving care to plan and prepare for the transition and to manage and sustain their independence after the age of 18. A published Local Offer, as well as supporting the ability of care leavers to find information and access services directly, will also enable the Young Adults Service, and Personal Advisers in particular, the ability to maximise access to the right help to implement a young person's Pathway Plan. The improved access to targeted and specialist support from an earlier point in the leaving care journey should reduce the reactive demands on Personal Advisers and the need of care leavers to be accommodated in semi-independent placements.

6.23. **Demands on other services**

Due to inconsistent identification and recording of previous care experience in services for adults, it is difficult to quantify the long-run costs to the public sector of inadequate support to care leavers up to the age of 25. Extensive national evidence is available that clearly indicates the disproportionate prevalence of those with care experience in the criminal justice system, receiving acute mental health or substance misuse treatment and street homeless.

- 25% of the adult prison population has previously been in care (Berman, G. and Dar, A. 2013)
- Looked after children and care leavers are 4 to 5 times more likely to self-harm in adulthood (Department of Health, 2012) and seven times more likely to die between the ages of 18 and 21 (BBC, 2017) with suicide as a major cause.
- More than one in four young care leavers have sofa surfed and 14 per cent have slept rough (CentrePoint, 2017).

6.24. The known and potential impact of fragmented, belated or insufficient support for care leavers is thus a key driver for the development of a wider strategic response to the needs of this group. The Care Leavers Strategy consultation will engage with those statutory and VCS partners who are impacted by demand from adults with care experience and develop a more concerted offer that can prevent escalation of need and improve the life chances of our looked after children.

7. Contribution to strategic outcomes

7.1. The Care Leavers Strategy and Future Service Design are highly aligned to Priorities 1 and 2 of the Corporate Plan.

7.2. **Priority 1: Best Start in Life –** as Looked After Children, it is the Council's corporate parenting responsibility to ensure that these young people have had the 'best start in life' both in terms of keeping them safe from harm, but also in making sure they are supported to receive high quality education, get into employment and receive services to promote their physical and mental wellbeing. Many of these responsibilities for Looked After Children are statutory requirements up to the age of 18.

7.3. **Priority 2: Healthy, Long and Fulfilling Lives** – many children who have been Looked After by the local authority return to Haringey as care leavers, so the ways we support them as they leave care will have implications for their life chances and outcomes as adults in the borough. The Priority 2 focus on preventing health and care needs and maximising the independence of our residents should start from the point that young people transition to adulthood, recognising the national evidence of poor health and mental health outcomes for adults who had care experience as children, including higher mortality rates.

7.4. **O**utcomes for care leavers will also contribute to the other Corporate Priorities in a variety of ways:

7.5. **Priority 3: Clean and safe borough –** with particular emphasis on the additional vulnerabilities of care leavers, the Care Leavers Strategy will reflect the positive value of community participation, and joined-up service provision that can mitigate the risks of gang affiliation and criminal activity among care leavers and also to reduce their likelihood of being victims of crimes such as exploitation and domestic abuse.

7.6. **Priority 4: Sustainable Housing, Growth and Employment** – the education, employment and training rates for care leavers in Haringey, while above the national average, is still significantly behind their peers who have not been in care. There is national evidence to suggest that care leavers are more likely to claim long-term out of work benefits and to remain marginalised from the workforce. The outline Care Leavers Strategy will include measures to help support these vulnerable residents towards economic and social inclusion and to link them to the benefits of a growing borough.

7.7. **Priority 5: Homes and communities where people choose to live –** Many care leavers will be or become Haringey residents. The rules that govern "local connection" and commitments from the Council and Homes for Haringey to provide a quota of social tenancies for care leavers provides one route into permanent housing for our care leavers and others will choose to seek private accommodation in the borough because of advantages usc has the Council Tax Exemption. Housing is a top priority for young people leaving care and the Young Adults Service, with the support of other corporate and external partners, is committed both to helping young people be good tenants and to participate in the thriving communities that make Haringey a great place to live. Consulting on the Local Offer will help services to present housing options advice and information in a clear and accessible way.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 Finance [Paul Durrant, Senior Finance Business Partner]

At this stage in the development and implementation of the council's response to new statutory obligations, it is anticipated that the additional responsibilities will be managed within the current cash limit in 2018/19, through the re-alignment of resources.

Data will however be collated through 2018/19 and if evidence shows that additional resources are required to meet the apparent demand, this would be presented as a formal growth bid to be incorporated in the 2019/20 Medium Term Financial Strategy, only after all possible mitigating actions have been explored to the full.

Any new commitments to be included in the Care Leavers Strategy following consultation will need to be fully costed and resources identified in the context of the council's other financial commitments within the MTFS.

8.2 Procurement [Barry Phelps, Head of Procurement]

Strategic Procurement notes the contents of this report. There are no immediate obvious impacts in relation to procurement; however procurement of these services is managed through the Dynamic Purchasing System (DPS). The DPS provides flexibility to easily amend commissioning/procurement requirements in this category; therefore, any emerging changes relating to the procurement of these services would likely be managed with minimum effort.

8.3 Legal [Stephen Lawrence-Orumwense, Assistant Head of Legal Services]

Under Section 2 *(not yet in force)* of the Children and Social Work Act 2017, the Council is required to consult on and publish a Local Offer for their care leavers. The Local Offer should provide information about all the services and support that is available to care leavers in the local area where they live. It should include information about their statutory entitlements, as well as any

discretionary support that the Council might choose to provide and that would assist them to prepare for adulthood and independent living. The Department for Education has recently consulted on the Local Offer Statutory Guidance (November 2017). The final Guidance is yet to be published. The draft Guidance provides that the Act *"does not specify how soon after commencement of the duty the local offer should be published. However, there will be a duty on the local authority to publish the local offer (subject to the consultation requirements) on commencement and Government's expectation is that the local offer should be available within six to nine months of commencement..."* The recommendation will facilitate the discharge of the Council's duty to publish its Local Offer.

8.4 **Equality [Daisy Daventry, Policy & Equalities Officer]**

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

By taking early action to meet the new legal obligations towards care leavers, with the intention to exceed the minimum statutory requirements, the council is taking action to offer additional support and guidance to a vulnerable group, who are younger and more likely to be BAME (particularly young black men). This action will also lead to improved models of care and support for children, young people and their families. By offering them the opportunity to consult on this provision, this vulnerable group will benefit from being provided a voice regarding their needs.

Equality Impact Assessments will be developed in line with the development of the draft local offer and strategy to ascertain the full impact of the new approach.

9. **Use of Appendices**

9.1. **Appendix A – Indicative Local Offer**: this document was published by the Department for Education as part of draft statutory guidance on the Children

and Social Work Act 2017; it will form the basis for consultation on Haringey's Local Offer.

9.2. **Appendix B – Outline Care Leavers Strategy for consultation:** alongside the consultation on the current Local Offer, views and ideas of stakeholders will be sought on a wider strategic response to the needs of care leavers; this document outlines draft strategic priorities arising from stakeholder and service user engagement to date, which will inform the consultation.

10. Local Government (Access to Information) Act 1985

Children and Social Work Act 2017:
http://www.legislation.gov.uk/ukpga/2017/16/contents/enacted

DfE Consultation on Corporate parenting, the local offer and personal adviser support:
https://consult.education.gov.uk/children-in-care/corporate-parenting-the-local-offer-and-personal-a/

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APPENDIX A – Illustrative Local Offer

From informal consultation and user research with children in care and care leavers, it is clear that our current leaving care offer is not widely known and is not easily accessible in a single place. Users also identified that they would like to be able to access more information themselves and to find up-to-date information online, although this varied between individuals. Existing user research will inform the development of the Local Offer to be consulted upon.

The document below was published in October 2017 by the Department for Education as part of draft statutory guidance on the implementation of the Children & Social Work Act 2017. This illustrative version of the Local Offer for Care Leavers will form the basis of the approach officers will take to consultation with children in care, care leavers and other stakeholders to develop a version which reflects both statutory entitlements and local commitments that will be made available to former relevant young people.

The illustrative Local Offer may be subject to changes following the publication of final statutory guidance, which will be taken account of prior to consultation.

The original documents included in the draft statutory guidance consultation can be accessed online: https://consult.education.gov.uk/children-in-care/corporate-parenting-the-local-offer-and-personal-a/

The Local Offer

This document illustrates the kinds of support that local authorities may include in their offer to care leavers. It sets out the statutory entitlements that a local authority must provide, as well as examples of the additional help that a local authority *may* choose to provide to its care leavers.

Local authorities may also choose to use their local offer to set out their commitment to the corporate parenting principles. This might include:

- Outlining what the corporate parenting principles are.
- Stating their commitment to support care leavers to prepare for and successfully transition to independence in all areas of life.
- Clarifying that where possible they will offer care leavers a ‘second chance’ recognising that not everyone gets it right first time.

1. Introduction

This leaflet tells you about all the support that we have in **[name of place]** for you as a care leaver. We know that it is a big step when you move out of care and start living on your own or with friends.

Just because you are leaving care, or have already left care, we haven't stopped caring about you. We want to make sure that you feel safe and supported and know where and who to go to for advice and help.

Local care leavers have helped make this leaflet. We will continue to listen to your views to make sure the services we offer are what you need. We have written this leaflet with the care leavers' forum.

To be able to get the support set out in this leaflet, you must have been in care for at least 13 weeks between the ages of 14 and 16 (including your 16th birthday) or for 13 weeks after your 16th birthday. If you are not sure whether you qualify for support, then ask your personal adviser.
This leaflet is available online at [*website*], you can email [*contact*] to request more copies.

Your personal adviser will talk with you about the information in this leaflet.

2. The support we must give you by law

A Personal Adviser

Following changes introduced through the Children & Social Work Act 2017, you will be able to ask to have support from your personal adviser up to the age of 25 whether you are in education or training or not. This is to try to make sure care leavers receive similar support to young adults who live with their families.

Your personal adviser is there to help you to prepare to live independently and to offer advice and support after you leave care. Personal advisers get involved in discussions about your needs and your pathway plan.

Your pathway plan is written by the local authority after consultation with you and important people in your life. It sets out your needs, views and future goals, and exactly what support you will receive from us. We review your pathway plan with you regularly so that it is kept up-to-date.

We will try to let you keep the same personal adviser, though this will not always be possible. The amount of support that you receive from your Personal Adviser will depend on what you want and your circumstances.

Your leaving care team will consider with you what extra support you may need. You might, for example, need extra support because:

- You have special educational needs or a disability.
- You are an unaccompanied Asylum Seeking Child (UASC) and your immigration status is unclear.
- You are in or leaving custody or you have had contact with the criminal justice system;
- You are a young parent; or
- You are going through a difficult time in your personal life.

Your right to be heard and taken seriously

You have a right to be involved in all decisions about your plans for leaving care. You have a right to support from an independent advocate if you are thinking about challenging decisions about the care we give you.

Independent advocates can inform you about your rights and help you to be heard in meetings. They are separate from social services.

[Local authorities should set out how young people can access advocacy support].

You have a right to see the information we keep about you, including the files and records written about you when you were in care.

Leaving care before turning 18

We will encourage you to stay in care until you are 18. Most young people still live at home with their families at this age.

If you choose to leave care before age 18, the law says we must provide you with suitable accommodation.

Support to engage in education, employment or training

We want to make sure every young person leaving care has the support to achieve their goals in life.

The law says we must provide you with assistance with expenses linked with employment, education and training. In particular:

- We will provide you with a Higher Education (HE) bursary of at least £2,000 if you go to University.

- We will provide somewhere for you to stay during University holidays (or funding for this if you would prefer to make your own arrangments) if you are in HE or in residential further education.

3. Other support we offer

Accommodation

If you are aged over 18, your personal adviser will help you to find suitable accommodation). This might involve:

- Working with Housing Services to come up with suitable housing options for you, including supported accommodation if you are not ready or don't want to have your own tenancy.

- If this is what you and your foster carers want, supporting you to remain with your foster carers under what's called a 'Staying Put'

arrangement. This can last until you are 21 **[Add link to Staying Put policy]**.

- Support to access different housing options including social housing (this is accommodation managed by us or a housing association)

- Advice about holding down a tenancy, including avoiding rent or Council Tax arrears, paying bills and budgeting. We know it can be very hard having your own place for the first time. We will do whatever we can to ease the pressures on you **[NB: insert information if the council exempts care leavers from council tax]**

- Helping you to claim housing benefit/universal credit.

- Practical support with moving into and furnishing your new home.

- Supporting you if you have a housing crisis, including helping if you are threatened with or lose a tenancy **[NB: care leavers aged 18-20 are treated as a priority need group in homelessness legislation]**.

Education, training and employment

We want you to succeed in your education, training and employment. We will ask you how you are doing and be ready to celebrate your achievements with you.

We will offer you:

- Careers information and advice

- If you attend University, a bursary of £2,000 to help with the cost of books and materials

[NB: Care leavers are a priority group for the 16 to 19 Bursary Fund administered by FE colleges, which pays a bursary of up to £1,200 a year to support vulnerable young people to participate in education]

- Support to meet your transport costs when travelling to training, school/college, apprenticeships or job interviews.

- Support to buy tools, equipment, essential clothing, and books.

- Support if you choose to go to university, such as helping you obtain tuition fees and maintenance loans, travel costs at the start and end of

term, and making sure you have somewhere to live during the holidays. We will help you choose the right course and university that matches your talents and interests.

- Opportunities for work experience, apprenticeships and employment within the council.

- The chance to attend and help organise celebration events when young people achieve education, training and employment milestones.

Health and wellbeing

Below are some of the ways our care leaving team and your personal adviser can support you to stay healthy and look after your physical and mental health. We can:

- Give information on healthy living

- Give information on getting help to pay for prescriptions

- Support you to register with a GP

- Support you to move from CAMHS to adult services

- Give information about counselling services that are available locally

- Give you help with transports costs when attending health appointments

- If you are a young parent, take an interest in your child/ren and support you to do the best for them. We will help you arrange childcare, if this is what you want.

- Offer free or subsidised access to the leisure centres we run

- Give you information about health drop-in centres

- Work with you to make a ‘health passport’ containing key information from your childhood (for example, when and if you have had immunisations) and your current health needs.

Finances

We will try to help you financially, in a similar way to how parents would support their own children. Our help includes:

- Providing a leaving care grant to help you buy essential things when moving into your own home, which government recommends should be a minimum of £2,000

- Giving you exemptions to or discounts on paying Council Tax

- Providing or telling you about relevant money management courses

- Information on how to access your Junior ISA, if you have one (a fund of money set aside by the government and the council)

- Support to open a bank account.

- Support to gain important identification documents, such as a passport and/or provisional driving licence, before your 18th birthday

- Support to get your National Insurance number.

- Exceptional financial support in emergencies

- Providing a financial gift at birthdays and Christmas or other celebrations.

Relationships

As well as support from a Personal Adviser, we may be able to offer you additional practical and emotional support, such as through:

- Providing you with a mentor/peer mentor;

- Where appropriate, continuing to support contact with the 'Independent Visitor' you had while you were in care;

- Help to maintain or regain contact with people special to you or who cared for you in the past, like former foster carers or social workers.

Participation in Society

We want our care leavers to be active members of society, and to have all the chances in life that other young adults have. We can help you participate in society in the following ways:

- Providing information on groups and clubs you may wish to join

- Informing you about relevant awards, schemes and competitions you can enter, in line with your talents and interests

- Encouraging and helping you to enrol on the Electoral Register, so you can vote in elections

- Offering work experience with our councillors

- Informing you about voluntary work that we think you may be interested in

- Informing and possibly helping with the cost of leisure activities

- Giving you advice and helping you to challenge any discrimination you face as a care leaver.

4. Who can help?

Key contact numbers for:

- Personal adviser
- Care leaving team
- Housing advice
- Designated doctors/nurses
- Education, employment or training support
- Local authority leadership e.g. the Director of Children's Services, Lead Member
- Care leavers' forum

Other places you can go for help:

- Princes Trust
- The Rees Foundation
- Care Leavers' Foundation

Relevant universal services. This might include links to or contacts for:

- Health services such as sexual health clinics and drug/alcohol support
- Information about further or higher education
- Relevant youth clubs/groups/activities
- Parenting support groups
- Youth Offending Team
- Citizenship Advice Bureau

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APPENDIX B - Outline Care Leavers Strategy for consultation

Our vision is for Haringey to be a borough that supports young people who have been in care to make successful transitions to adulthood and to achieve positive outcomes

Outcomes

A coherent local response to addressing the needs of a vulnerable group of young adults from an earlier stage has the potential to improve a range of outcomes that are critical to both their life chances and the best use of resources in local services. The outcomes that this Strategy seeks to achieve include:

- Improved planning and coordination of support
- Earlier move-on to independent living
- Reduced tenancy breakdown and debt
- More sustained employment, education and training
- Increased participation in volunteering and community activities
- Reduced demand on other services, including health, criminal justice and welfare

Care leavers share many of the same challenges as other young people and aspire to many of the same goals in life. As well as specific entitlements to services, we aim to be a borough that enables and encourages young people in their situation to make positive choices and take confident steps towards adulthood.

Draft strategic priorities

The Children & Social Work Act 2017 re-emphasises the collective nature of the Corporate Parenting duty for local authorities, and in Haringey we are seeking to reflect that across Council departments and in the way we involve a range of partners locally as part of a wider 'corporate family'.

Working closely with service users, officers and other stakeholders, we have identified a set of wider strategic priorities that will ensure Haringey as a borough maximises the life chances of all our care leavers.

Informed by consultation with stakeholders, operational plans to implement the priorities set out below will be developed and implemented.

1) Raising awareness of 'corporate parenting' and working together for care leavers

As the Children and Social Work Act 2017 makes clear, the responsibility of being a corporate parent extends beyond the remit of the Lead Member for Children and Families and the Director of Children's Services. Members and officers across the local authority need to be familiar with the concept of 'corporate parenting' and recognise how they may have the opportunity to provide or enable support for a child

in care or a care leaver in their day-to-day role, as well as how the unique status of children in care and care leavers can influence strategic decisions and activities.

In addition to the statutory role of the council, work with partners and stakeholders from across the borough has identified a lack of awareness of the needs of children in care and care leavers, but also a great willingness to provide or tailor support for them. As such, there is a role for further extending and deepening the sense of a "corporate family" into these other organisations.
How can we increase the awareness of the unique status of children in care and care leavers and strengthen working relationships around them as service users?

2) Starting to help children in care prepare for independence from an earlier stage of their journey

The process of becoming an adult and being able to live independently cannot start at 18, it needs to be developed from an earlier stage in a child's life and this is particularly true of children in care, who may lack the ongoing family support that many young people rely on. As our corporate parenting responsibility to care leavers extends to the age of 25 from 2018, the council must also do more to prepare children in care for independent living before they reach their 18th birthday, so that the transition can be smoother and the intensity and duration of formal support they require can taper over time.

Care leavers have told us that the focus on 'life skills' in fostering placements is patchy and that social workers tend to focus more on immediate safeguarding and care needs than on helping them take steps along the pathway to adulthood, even at the ages of 16 and 17 when this is supposed to be a higher priority. We need to make preparing children in care for adulthood a shared responsibility and invest in the infrastructure to do this consistently. While the preparation for independence needs to cover a broad range of capabilities, many of the benefits relate to the ability to take-on and sustain independent housing and with a more assertive approach we can increase the rate of move-on from semi-independent living and reduce the rates of evictions and rent arrears.

How can we ensure that wherever a child in care is living they are helped to prepare for independent living in a planned and gradual way?

3) Improving access to services for young adults up to 25

Both care leavers and operational staff highlighted the challenges of accessing the services young people need in a way and at a time that is most likely to improve their outcomes. There are a range of reasons for this, including the variability of the knowledge and experience of frontline practitioners; the lack of a single resource that includes all relevant information; the different referral processes and eligibility criteria for services, which are different for adults than for children; and other organisational barriers that can reinforce silos such as data protection laws.

As Department for Education guidance stresses, children in care and care leavers have a unique status as a group, and proportionate measures to prioritise and facilitate their access to services may be required. This could include reduced

maximum waiting times or increased use of 'outreach' when engagement is limited. For those over 18, this is likely to rely on voluntary disclosure of their leaving care status and the knowledge of professionals to ask if they have care experience.

What reasonable adjustments should be made to services provided within the borough to ensure care leavers are best able to take-up the support they need?

4) Making care leavers feel part of our communities

The Council recognises that part of living a healthy, long and fulfilling life is active participation in one's community and a sense of belonging and positive social contact. Given the early experiences of many children who come into the care system, these stabilising influences take on an increased significance for those leaving care, but they can feel difficult to attain, particularly for those whose care journeys involved multiple moves and significant time outside of the borough. National research and local engagement identified loneliness and social isolation as a persistent concern for care leavers, and one that cannot be addressed sufficiently through statutory support from a Personal Adviser.

Addressing the participation of care leavers in our communities requires both a 'reaching out' from community groups and those with opportunities such as volunteering that can be tailored to appeal to care leavers, and an assertive approach to encouraging and supporting young people to take up opportunities, including building their self-esteem and giving opportunities to participate from an earlier age.

How can community groups and voluntary organisations tailor their activities to encourage and support involvement from care leavers?

5) Helping care leavers to gain skills and get into work

Haringey has some of the best educational results for Looked After Children in the country at GCSE, and a number of care leavers start university courses each year. However, locally as nationally, the overall rate of care leavers in Education, Employment and Training between 19 and 21 is far too low and being out of work at these ages is highly correlated with long-term unemployment. One barrier remains the often disrupted education journeys of children in care and particularly for those who come into care later and with poor attendance records or exclusion from mainstream schooling. Providing opportunities to return to education and to re-sit qualifications in core subjects such as Maths and English is an important part of the educational offer from our Virtual School, but support to access employment needs to go further than this.

Working across different sectors locally, the Council needs to identify and encourage care leavers to take up opportunities that will help them build the skills, experience and self-confidence to access employment. As an employer, the council's staff and departments may have a direct role to play in providing experience and coaching to our children in care and care leavers, as may other employers in the borough. Whatever we provide must recognise both the high aspirations that many of our

children in care and care leavers have for themselves and the potential for low self-esteem and previous negative experiences may undermine these ambitions.

How can educational institutions, employers and leaving care services in Haringey work together to provide a relevant and interesting range of opportunities for care leavers to develop their careers?

6) Staying in touch with our care leavers and celebrating their success

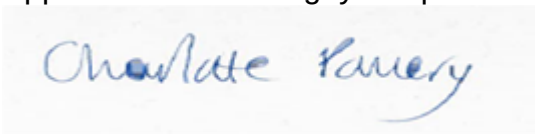
Many young people's lives can be busy and chaotic and for some care leavers they look forward to a time when there are fewer services and professionals involved in their lives. As a result, it can be difficult to maintain the contact that is necessary to continue to support a care leaver into a successful independent life, and to find out about their successes and experiences after care. As with a birth family, we want young people to stay in touch with the council as they grow up because they know that we are interested in how things turn out for them and because they want us to be proud when they succeed or give them a helping hand when they find things hard.

Under our new duties we will need to improve the infrastructure available to get in touch with young people aged 21 to 24 whose cases have closed but who will now be entitled to request support until the age of 25. In doing so, the service will have an opportunity to find out more about these young people and to invite them not just to receive services themselves but also to use their experiences to help improve our services or to give advice and encouragement to a younger person who may be going through an experience similar to their own. From our research with care leavers, we identified that real-life examples of young adults who had been in care in Haringey and could "tell it as it is" was something that young people in care would find helpful.

What would encourage and enable care leavers to stay in touch with the council and to offer their experience and insight for the benefit of others on their care journey?

Report for: Cabinet, 13 February 2018

Title: Approval of the Haringey Respite Care Policy



Report authorised by : Charlotte Pomery, Assistant Director Commissioning

Lead Officers: Sebastian Dacre, Commissioning Manager

Ward(s) affected: All

Report for Key/ Non Key Decision: Key Decision

1. Describe the issue under consideration

1.1 Haringey Council (the Council) and Haringey Clinical Commissioning Group (CCG) are committed to enabling all residents to have a good start in life and to live as independently as possible with the right support, achieving their stated outcomes whether they are carers, young carers or cared for people. This paper proposes that the Council adopts the Respite Care Policy following a public consultation. The CCG is adopting the policy through its Governing Body. The policy provides clarity for all carers, users of all ages and practitioners to ensure that those with eligible needs receive the appropriate respite support.

1.2 Both carers and those with care needs have rights set out in law and described in the policy that the Council and CCG have to consider, specifically: The Care Act 2014, the Children Act 1989 and The National Framework for NHS Continuing Healthcare and NHS-funded Nursing Care 2012.

1.3 These pieces of legislation and guidance provide the framework for Local Authorities and CCGs, as well as partners such as Mental Health Trusts, Acute trusts and the community and voluntary sector, to ensure that all partners are treating the needs of carers and the cared for person with parity, promoting their wellbeing and supporting their choice and control. There has also been a requirement to strengthen support for carers, including an emphasis on the importance of respite care. This also includes the requirement for the needs of young carers to be identified and addressed.

1.4 Following consultation with a wide range of stakeholders, this paper presents the Respite Care Policy (the Policy, a copy of which is attached as Appendix 1) to Cabinet for approval. The Policy sets out how the Council and the CCG will move towards a consistent and equitable way of supporting people in the provision of respite across health and social care. It provides clarity for all carers, users of all

ages and practitioners to ensure that those with eligible needs receive the appropriate respite support.

1.5 This policy forms part of a suite of documents which the Council is in the process of refreshing to ensure that its key priorities and outcomes are in line with the current Corporate Plan and are supported by clear policy positions.

2. Cabinet Member Introduction

2.1 I am delighted to present this Respite Care Policy for approval by Cabinet. The policy is a joint document between the Council and the CCG and reflects the strong strategic and working relationships between the two partners.

2.2 We fully acknowledge the significant contribution which carers make to supporting people with care needs of all ages to lead independent and fulfilling lives. We see on a daily basis the difference that the energy, dedication and enthusiasm of carers make in the lives of local residents who need more support. This policy is aimed at providing clarity about the respite offer which would be available both from the Council and from the CCG.

3. Recommendations

3.1 To consider and take into account the feedback from the consultation undertaken which is set out at 6.6 and in Appendix 3;

3.2 To consider and take into account the equalities impact assessment of the proposals on protected groups at Appendix 2;

3.4 To approve the Respite Care Policy, to take effect from 1st April 2018 attached at Appendix 1.

4. Reasons for decision

4.1 The Council and CCG are committed to supporting carers, young carers and the cared for person to access the right respite care in a way that supports carers, contributes to outcomes for the cared for person and aligns with the Corporate Plan. The Council and CCG are also committed to closer integration between health and social care. This policy outlines Haringey Council and Haringey Clinical Commissioning Group's approach to respite care which has the aim of maintaining or improving adults and carers' well-being and, in line with the Care Act 2014, the Children Act 1989 and The National Framework for NHS Continuing Healthcare and NHS- funded Nursing Care 2012.

4.2 The Council and CCG recognise the significant contribution that carers – whether family members, young carers or parent carers – make to the care of those with a range of needs who are thereby able to remain living at home for longer, preventing the need for institutionally based care for as long as possible.

4.3 The Council's current arrangements for respite care do not rest upon a single clearly stated policy position. Current practice is inconsistent with local variations in different service areas.

4.4 The CCG also does not have a single clearly stated policy position.

4.5 The aim of a single respite policy is to clearly set out and define what respite care is and isn't, to provide a clear pathway for identifying need and the provision of respite and to set out how charging applies to respite thereby providing clarity and consistency for all carers and cared for across Haringey.

5. Alternative options considered

5.1 Alternative options considered were to continue with separate approaches to respite policies for children, adults, health and social care. This option was not taken forward as this would have been a missed opportunity to encourage joined up working across service boundaries.

5.2 The contents of the Policy reflect the wider strategic aims of the Council to give all children the best start in life and empower all adults to live healthy, long and fulfilling lives and also to contribute to the closer integration of health and social care. The option of maintaining the current model for respite was not considered to meet these wider strategic aims due to the lack of consistency across service areas.

6. Background information

6.1 The Respite Policy brings into one place arrangements for carers and the cared-for person with regard to respite care and to ensure consistency of approach across the Council and the CCG. This Policy does not affect eligibility for services or support.

6.2 Currently, respite is offered inconsistently and depends on practice in each individual service area. There is currently no single policy in place which sets out what respite is and how it is identified, funded and delivered. In some areas respite is offered only in an emergency without the needs of the carer having been assessed.

6.3 The policy offers a single approach to respite across service areas for carers and the cared for person. The aim is to ensure that the service received and the user experience are consistent and that the most efficient, effective and suitable respite assistance is provided.

6.4 The Policy will ensure that respite care is proactive rather than reactive. This will better support carers' wellbeing as the respite care will be planned and delivered in a way that meets the needs and aspirations of the cared-for person. Planned respite care will ensure that the correct respite care is provided for the cared-for person and should reduce the risk of breakdowns in the provision of respite care.

6.5 Prior to the consultation, a number of carers, across a range of service areas, were involved through existing carers' meeting and forums in discussions about the draft

respite policy. The discussions centred on what respite care is and on the principle that the respite service is a service for the cared for person, which is designed to meet their needs and outcomes. The engagement with carers focused on the broad themes of the policy. Carers did not comment directly on the detail of the draft policy but were in favour of a joint policy across health and social care.

Consultation process and outcomes

6.6 The consultation on the Draft Respite Care policy ran from 24th October 2017 to 16th January 2018.

6.7 The consultation comprised:

- A dedicated webpage explaining the consultation and access to an online version of the policy and the survey.
- For adult services, current and recent service users were sent a letter outlining the consultation. Approximately 800 letters from the local authority and 300 letters from the CCG were sent out.
- For children services, emails outlining the consultation were sent out
- For Young Carers, two focus groups were carried out containing 8 and 12 young carers each.
- Hard copies of the policy and questionnaire were available on request.
- Drop in sessions were held at Hornsey, Marcus Garvey and Wood Green libraries to enable service users to learn more about the policy, ask questions about the policy and seek assistance with completing the questionnaire. An advocate was also present at each drop in session in case needed.
- A direct telephone number for service users to call and ask questions about the policy or for assistance with completing the questionnaire.
- Additionally, relevant stakeholders were emailed about the consultation

6.8 The consultation was originally due to finish on 19th December 2017. However, on 20th November 2017, following a request from a parent/carer, it was extended to 16th January 2018. This was to ensure that ample time was provided to allow time for those affected to have their say.

6.9 In addition to receiving a letter, drop-in sessions at Wood Green, Marcus Garvey and Hornsey libraries were offered and the online consultation remained open. A total of 8 people attended the drop in session 7 females and 1 male.

6.10 The overall consultation response rate was very low (44 actual responses). Of the 44 individuals or carers that responded, the following quantitative results were obtained:

- 45% agreed with the definition of respite care, 39% reported that they were unsure, 11% reported that they did not agree and 5% did not respond

- 52% understood the difference between respite care and other short term care, 23% reported that they were unsure, 20% reported that they did not understand the difference and 5% did not respond
- 45% thought the proposed policy would have an impact on them or their carer's ability to provide care, 32% reported they were unsure, 13% reported it would have no affect and 9% did not respond
- 34% understood when and how the Council charges for respite care, 20% reported they were unsure, 39% reported that they did not understand and 7% did not respond
- 32% reported that the policy was clear and easy to understand, 27% reported they were unsure, 32% report they it was not clear and easy to understand and 9% did not respond

6.11 The key issues raised during the consultation were as follows:

- Definitions – The definition of respite care is missing the understanding that respite provides a break from caring both for the carer and cared for as part of an ongoing relationship.

- Eligibility – more clarity about who is eligible for respite care.

- Charging – there was some difficulty in understanding when charging applied and a concern about those who would be unable to pay.

- Emergency respite – a clear view that emergency respite should not form part of the respite allocation.

- Entitlement – practitioners raised issue of allocation and whether consideration should be given as to whether respite allocations should be based on need bandings e.g. low, medium, high which would help determine the allocation respite. A query was also raised as to whether there should be a cap on the amount of funding provided for respite care.

- Young carers – felt that the policy made clear how respite care was accessed but felt that the language used was not very young person friendly and the policy needed explaining to them.

- Policy is welcomed; carers need a break.

6.11.1 In response to these points:

- To the issue of definitions – we have reworded the text of the policy to include an additional emphasis that respite provides a break for carers as well as responding to the needs of users.

- To the issue of eligibility – This section of the policy has been expanded so that carers have a better idea of the broad themes around which eligibility is based.

- To the issue of charging – This section has been substantially altered and reworded to make this much clearer to understand.

- To the issue of emergency respite – the policy was not changed in response. Emergency respite refers to a situation where there has been no respite previously planned for whatever situation has arisen. Respite is based on need and therefore where there was a requirement for respite, in addition to a period of emergency respite, this would be on the basis of a user assessment as with access to any other respite care.

- To the issue of entitlement – the policy was not altered to incorporate this change. However, this issue will be addressed in the practitioners' guidance which is being developed alongside the respite policy to support its implementation.

- To the issue of young carers – the policy has been substantially reworked to make the document easier to understand.

6.12 As a result of the consultation, the policy has been redrafted to make it easier for people to understand and to address the points raised. Subject to approval by Cabinet, it is proposed that the Policy be implemented across children, young people and adult provision from 1st April 2018.

6.13 The policy now provides a single approach to respite care and will help to ensure that user experience is consistent and that the right respite care is provided.

6.14 Whilst this policy directly supports the needs of the cared for person, which carers meet for much of the year, this policy will support carers as part of a wider package of support including: the newly commissioned Unpaid Carers' Service; the Practitioners Guidance being developed by Adult Social Care; and, will dovetail with the Eligibility Policy being developed in Children services.

7 Contribution to strategic outcomes

7.1 The Corporate Plan, Building a Stronger Haringey Together, sets out the vision and priorities for the Council over the three years running from 2015 – 2018. The draft Respite policy will deliver outcomes in both Priority 1 and Priority 2 of the Plan to give all children the best start in life and empower all adults to live healthy, long and fulfilling lives and also to contribute to the closer integration of health and social care.

8 Statutory Officers comments (Chief Finance Officer, Procurement, Assistant Director of Corporate Governance, Equalities).

8.1 Finance

8.1.1 The council's total spend on adult and children respite for 2016/17 was £1.62m and the latest forecast spend for 2017/18 is £1.33m.

8.1.2 It is recommended that value for money is obtained through the best use of resources ensuring that efficiencies and savings opportunities are always explored fully.

8.1.3 In applying a consistent approach, the allocation of respite will be applied objectively as decisions will be based on needs as opposed to historic entitlement.

8.2 Procurement

8.2.1 Strategic Procurement notes the contents of this report and will provide the necessary procurement support where required to implement the Policy.

8.3 Legal

8.3.1 Cabinet is being asked to make a decision on the proposed Haringey Respite Policy for children and adult following public consultation. The Policy is also to be adopted by the Haringey Clinical Commissioning Group.

8.3.2 Under the Care Act 2014, the Council must promote the wellbeing of adults with care and support needs and carers with support needs. The Council must provide or arrange for the provision of services or facilities to prevent or delay the development by the adult of the need for care and support and by the carer of need for support. The Council is also obliged to assess and meet their eligible needs for care and support by the provision of, amongst others, short term respite. The Council must exercise its functions under the Act with a view to promoting the integration of care and support with health provision and health related provision where it would promote wellbeing, prevent or delay the need for care and support or improve the quality of care and support, of adults and carers in its area. Sections 17ZA - 17ZF of the Children Act 1989 provides for the Council to assess and provide services to meet the needs of young carers and parent carers. The draft Policy will facilitate the discharge of these obligations.

8.3.3 Paragraph 6 of Schedule 2 to the Children Act 1989, imposes a duty on the Council, as part of the range of services they provide for families, to provide breaks from caring to assist parents and others who provide care for disabled children. The Breaks for Carers of Disabled Children Regulations 2011 prescribe the manner in which local authorities must make provision for short breaks for carers of disabled children in their area. Local authorities must have regard to (a) the needs of those carers who would be able to provide care more effectively if they had breaks from caring, and (b) the needs of those carers who would be unable to continue to provide care unless a break were offered to them (regulation 3). They require that local authorities provide a range of short breaks services (regulation 4), and that local authorities, in consultation with carers in their area, prepare, publish, and keep under review, a "short breaks services

statement" setting out what services are available, the categories of carer who may be eligible to gain access to them, and how they are designed to meet the needs of carers in the area (regulation 5). The Department of Health has published a non statutory advice for local authorities titled "Short breaks for carers of disabled children" 2011. The Council currently has a short break service offer for disabled children in accordance with the Regulations. The proposed Policy is intended to supplement this offer.

8.3.4 There is a common law duty on the Council to consult with service users and other stakeholders that are likely to be affected by the proposed Policy. The consultation must take place at a time when the proposals are still at their formative stages. The Council must provide the consultees with sufficient information to enable them properly to understand the proposals being consulted upon and to express a view in relation to it. The information must be clear, concise and, accurate and must not be misleading. The consultees must be given adequate time to consider the proposals and to respond. The consultation feedback at Paragraphs 6.10 to 6.12 above sets out how the Council has discharged this common law duty. 8.3.5 The Council must give genuine and conscientious consideration to the responses received from the consultees before making its final decision on the proposals. The Consultation feedback sets out the responses from services users, carers, family members and other stakeholders.

8.3.5 As part of its decision making process, the Council must have "due regard" to its equalities duties. Under Section 149 Equality Act 2010, the Council in exercise of its adult care and support and children services functions, must have "due regard" to the need to eliminate discrimination, advance equality of opportunity between persons who share a protected characteristic and those who do not, foster good relations between persons who share a relevant protected characteristic and persons who do not share it in order to tackle prejudice and promote understanding. The protected characteristics are age, gender reassignment, disability, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In line with its equalities duties, the Council must undertake an Equality Impact Assessments (EqIA) of the proposals on the protected groups. The Council is required to give serious, substantive and advance consideration of the what (if any) the proposals would have on the protected group and what mitigating factors can be put in place. This exercise must be carried out with rigour and an open mind and should not be a mere form of box ticking. These are mandatory consideration. The outcome of the consultation on the proposals together with the analysis of the EIA must be considered before reaching a final decision on the proposals. In line with its equalities duties, the Council have undertaken an Equality Impact Assessments (EQIA) of the proposals on the protected groups and are set out in Appendix 2 and at section 8.4 of the report together with the steps to mitigate the impact of the proposals.

8.4 Equality

8.4.1 The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity for those with 'protected characteristics' and those without them
- Foster good relations between those with 'protected characteristics' and those without them.

The protected characteristics are: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.4.2 This decision is reporting on the outcomes of the consultation and therefore asking permission on adopting the Respite Care Policy.

The consultation offered reasonable adjustments to ensure that disabled people are able to participate in the consultation.

8.4.3 An Equalities Impact Assessment (EqIA) has been completed to accompany the Respite Policy and is attached at Appendix 2. The EqIA finds that the new Respite Policy does not discriminate against protected groups. The policy aims to adopt a more consistent approach to respite care based on an assessment of the cared for person's needs and provision of the necessary support for all carers. Protected groups should indirectly benefit as carers and care users will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for care users and carers to access respite.

9 Use of Appendices

9.1 Appendix 1: Respite Care Policy
9.2 Appendix 2: Equalities Impact Assessment
9.3 Appendix 3: Consultation feedback

10 Local Government (Access to Information) Act 1995

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Respite Care Policy for Children, Young People and Adults in Haringey

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April 2018

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1. Introduction

1.1 Haringey Council (the Council) and Haringey Clinical Commissioning Group (CCG) recognise the significant contribution that carers – whether family members, young carers or parent carers – make to the care of those with a range of needs. Through their support, children have their care needs met and many adults are able to remain living at home for longer, preventing the need for institutionally based care for as long as possible.

1.2 Although carers recognise the rewarding and positive aspects of their role, there is also evidence that many carers experience negative impacts, which affect their physical and emotional health and wellbeing and ultimately their ability to continue in their caring role.

1.3 The needs of those caring for others are as diverse as the needs of those being cared for and therefore it is important that the well-being of carers is given as much consideration as that of the cared for person. Our aim is to maintain or improve carers' well-being and prevent ill health.

2 Carers

2.1 A carer is somebody who provides unpaid support or care for a family member, partner, child, or friend because of their age, disability, physical or mental illness, substance misuse or other addiction and who cannot cope without their support. This excludes someone paid or employed to carry out that role, or someone who is a volunteer with a care service.

2.2 Anyone could be a carer – for example, a 15-year-old young person looking after a parent with an alcohol problem, a 30-year-old parent caring for their severely disabled child, a 40-year-old caring for their partner who has terminal cancer, or an 80-year-old looking after their spouse who has Alzheimer's disease, as the Carers' Trust highlights.

2.3 Young carers are likely to have particular needs and can be defined as 'children and young people under 18, who provide regular and on-going care and emotional support to a family member who is physically or mentally ill, disabled or misuses substances', using the definition proposed by Barnados.

2.4 Supporting the needs of carers of all ages requires a range of solutions, not all of which can be fully addressed within a single policy document.

3 Scope of this policy

3.1 This policy focuses on what happens when a carer cannot provide short-term care due to an emergency or is eligible for a break from their caring role. This can require respite care/short breaks to be arranged as an important part of wider support planning for a cared for person who is eligible for social care or health funding. Cared for people likely to be affected directly by this policy will be severely disabled children, those young people in transitions to adult services and adults eligible for health or social care.

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3.2 Although this policy does not cover direct support to carers and young carers – whose needs will have been identified through their own care and support plan – the respite care provided directly to the cared for person provides a break, for the parent, carer or young carer, from their caring responsibility.

3.3 Respite care for those living long term in the Shared Lives Scheme does not fall under the scope of this policy.

4 Aim of this Policy

4.1 The policy sets out Haringey Council and Haringey Clinical Commissioning Group's approach to respite care provision in the borough for children, young people and adults. This local policy aims to ensure that residents, all carers (including young carers) and professionals have clarity about the definition and provision of respite care for people with health and care needs in Haringey and can be clear about the respite offer.

4.2 This document will also set out how we intend respite care to be considered as part of a support plan for carers, including young carers.

5 Background

National Policy Context

5.1 Both carers and those with care needs have rights set out in law and described in the guidance that the Council and CCG have to consider, specifically

- The Care Act 2014 [1]
- The National Framework for NHS Continuing Healthcare and NHS- funded Nursing Care 2012 [2]
- The Children Acts 1989 (as amended) and 2004[3]

5.2 These pieces of legislation and guidance provide the framework for Local Authorities and Clinical Commissioning Groups (CCGs), as well as partners such as Mental Health Trusts, Acute trusts and the community and voluntary sector, to ensure that the we are treating the needs of the carer, and the

[1] http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted

https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance

[2] https://www.gov.uk/government/publications/national-framework-for-nhs-continuing-healthcare-and-nhs-funded-nursing-care

[3] https://www.legislation.gov.uk/ukpga/1989/41
https://www.legislation.gov.uk/ukpga/2004/31/contents

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cared for person with parity. There has been a requirement to strengthen support for carers, including an emphasis on the importance of respite care. In addition, the needs of young carers to be identified and addressed.

Local Context: Our vision and principles

5.3 Haringey Council and Haringey CCG will work in partnership with all other agencies working with carers to improve outcomes for carers in this borough.

5.4 Ensuring that we have a clear, consistent approach to providing respite care that contributes to positive outcomes for children, young people and adults in Haringey is a priority in enabling this vision and fits with wider local objectives.

5.5 The approach set out in this policy document will be underpinned by the following cross-cutting principles:

Principle 1

5.5.1 Carers and the cared for person will be respected and listened to and be at the centre of their care and support planning process to define and achieve outcomes relating to their eligible needs.

Principle 2

5.5.2 The carer and cared for person will be treated fairly and equitably, recognising their individual circumstances and will be offered respite based on their eligible health and care needs.

Principle 3

5.5.3 The cared for person who has been assessed and eligible will have choice and control over respite care to meet their needs, which will help achieve their outcomes and enable independence appropriate for them.

Principle 4

5.5.4 Staff will work with partners across health and social care in the best interest of the carer and the cared for person.

6 Respite Care Defined: A Framework for Respite Care

Respite Care

6.1 Respite care is short-term care by Paid Carers of adults or children who normally receive care in their own home from unpaid carers. It is provided when the cared for person is eligible for care services and the Carer cannot provide that care or needs a break or the cared for person requires a break from their carer.

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6.2 In rare cases, if the respite is the only way to meet the needs of the carer and the carer is eligible, a service user may receive respite even though they are not eligible in their own right.

6.3 Respite care will not necessarily be a direct replacement of the care being offered by a carer, although it will meet the needs and outcomes of the cared for person.

Forms of respite care

6.4 Like any support, Respite Care should allow flexibility and choice for the cared for person and for carers, so it can take many forms. It could include, but is not limited to:

a. Provision of care by another carer in the network of the cared for person
b. Volunteer support coming into the home to deliver the care required
c. Paid carer/s coming into the home to deliver the care required (including domestic help to support parent carers of a severely disabled child)[4]
d. Time taken doing daytime activities to give a break for the carer, for example after school clubs, attending play schemes during school holidays or adults attending day centres/
e. Overnight respite provision
f. Additional cost incurred to fund a holiday away from home, with paid or volunteer carers, related to the cared for person's needs.
g. A period in a supported living, residential or nursing care home
h. A stay with a Shared Lives carer / family link carer

Reasons for respite care

6.5 Respite Care/short breaks arranged for the cared for person may allow the carer to have a break from their caring role to:

- Spend some time on their own or with friends
- Spend some time with their other children
- Take a holiday
- Recover from an illness, or
- Achieve other outcomes agreed in a support plan following a carers assessment

Timing of respite care

6.6 Respite Care is allocated according to the needs of the user and can take the form of:

- regular weekly or monthly breaks throughout the year
- annual breaks
- ad hoc or emergency arrangements

Arranging respite care

[4] See 10.3 below

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6.7 The carer and the cared for person can arrange their own respite care by accessing their own networks or private sector or voluntary services. Alternatively, the Council or CCG can arrange the respite care on their behalf.

Short breaks

6.8 Respite services in the form of short breaks are available to those children who have an undisputed disability that can be defined as permanent and severe as outlined in the Equality Act 2010 and are therefore eligible for support from the Disabled Children's Team. Please refer to the guide titled: The Children and Family Service offer for Children with Additional needs and Disabilities in Haringey, which provides further information.

7 Eligibility for Respite Care

7.1 The need for respite will be assessed and take into account the impact of the caring role on the carer and the capacity of the carer to meet the needs of the cared for person.

7.2 All adults and children with needs that meet the eligibility threshold as set out in the Children Act 1989, Care Act 2014, or who meet the threshold for NHS Continuing Health Care may be able to access Respite Care/Short Breaks.

7.3 Whilst there will always be individual determination based on the needs identified in each case, broad factors that would be considered are, but are not limited to:

- The level of care required by the person and the risks if they are not cared for
- The type of care provided
- The amount of time that care is provided
- Whether the cared for person can be left alone
- Whether the carer and cared for person live together
- What formal or informal carers there are to call on
- The impact of caring on the carer and the amount of time they need to ensure they get a break
- The cumulative impact of caring on the family

7.4 During the period when respite care is made available, it is likely that the existing range of services delivered into the home will be changed or suspended. For example, a domiciliary care package may be paused should the cared for person be taking up a respite care offer outside the home.

7.5 Respite care is not available to people living in supported living, residential or nursing care as their care provision is delivered by paid carers.

8 Accessing Respite Care

8.1 Where possible, a need for respite care will be identified through the assessment process. This could be through the carer's assessment, the cared

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for person's assessment, or a joint assessment. Use of respite care and the outcomes to be achieved from it will be set out in their care and support plan and be part of their personal budget.

8.2 Children who are eligible for a service from the Disabled Children's Team may access short breaks through assessment from education/social work team/health services.

8.3 A primary focus of any respite care arranged will remain on enabling the independence of the person being cared for and maximising their choice and control over their own lives. Please see the Local offer and Preparing for Adulthood documentation.

8.4 Young carers will be assessed by adults or children's services dependent on which service the cared-for person is accessing. Adult and Children's Social Work teams will work together to complete the assessments and support plans for the family, based on the needs of the young carer, the interests of the children and the circumstances of the family as a whole.

8.5 Respite needs will be considered as part of the Young Carer's Assessment and the Council will ensure that young carers are not delivering inappropriate levels of care, which would affect academic achievement, social development or the emotional wellbeing of the child.

8.6 Respite care may be offered as part of the plan for when a child or young person would usually meet a care need but may be unable to (to attend a school trip/young carers activities) etc. Replacement care for school attendance and social activities should be already be considered within the assessed needs of the cared-for person and be part of the care package.

8.7 Respite care will be treated in the same way as any other aspect of care and support services, such as domiciliary care or day services, and be organised in the same way under the relevant policies and procedures of the Council and CCG, which cover the provision of services to meet eligible needs.

8.8 The amount of respite care a cared for person may be offered will depend on their individually assessed needs and circumstances.

8.9 Where an adult user, or an unpaid carer on the user's behalf, requests accommodation based respite of longer than 8 weeks' duration, the Council's top up policy may be applied and the Council may agree to contribute to the costs of the respite care being requested.

8.10 The need for respite care will be considered whenever care needs are reviewed or reassessed. This will happen at annual review or because needs or circumstances change.

9 Emergency Respite

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9.1 Where no respite care is included in the support plan for the cared for person, or if contingency arrangements have failed, the Local Authority or CCG will arrange respite with a provider who can provide the type of care needed at short notice. Where the cared for is not an existing service user, a needs assessment will be undertaken and suitable temporary care arranged.

9.2 In emergencies, respite care can be arranged without a full assessment and support plan as long as sufficient information is available to ensure provision of a safe service. An assessment and support plan should be completed after emergency arrangements are put in place.

10 Personal Budgets

10.1 Personal Budgets for Respite Care for a cared-for adult are not to be utilised by the carer for their own support, but must be used to pay for care of the cared for person.

10.2 A Personal Budget which is agreed for a carer of an adult (either in the form of a direct payment or a managed personal budget) as a result of their own carer's assessment should not be used to fund respite care or other direct support to the cared for person. A carer's Personal Budget is allocated in response to their own assessment and support plan and is for them to meet their own needs and the outcomes they have identified.

10.3 It should be noted that above in 6.4 c) domestic help is only available, under short breaks, to parent carers of a severely disabled child and is generally not available to a carer of an adult under the respite care policy.

10.4 The carer for children who are eligible for a short break will receive a personal budget based upon assessment, resource allocation and support planning. For more information on what a personal budget can and cannot be spent on please refer the guide titled: Personal Budget Update. [5]

11 Charges for Respite Care

11.1 Charging may only apply if the cared for person is an adult and funding is received from the Council.

Council Funded

11.2 Respite care for adults organised by the Council or paid through a direct payment is subject to the Council's charging policy, Fairer Charging. The cared-for adult is assessed based on their income, including means-tested benefits and savings, as if they were single in their own right. The income considered does not normally include that of the family carer. The policy states that all respite up to a maximum cap of 8 weeks per rolling year – including respite offered in residential care settings – will be included in the

[5] http://www.haringey.gov.uk/sites/haringeygovuk/files/1205_19_short_breaks_booklet_v5.pdf

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assessment of how much someone should contribute under the Fairer Charging framework[6].

11.3 Charges will not reduce the cared for person's income below the 'Minimum Income Guarantee' levels which are set out by the Department of Health.

11.4 Respite Care / short breaks arranged by the Council for a parent carer who is caring for a child under the age of 18 years of age will not be subject to charging.

11.5 Respite Care arranged by the Council for a young carer who is caring for another child will not be subject to charging.

Health Funded

11.6 Respite Care arranged by the CCG is not subject to charging as outlined in the NHS Framework for those in receipt of NHS Continuing Care.

Joint Funded

11.7 Where respite care for the adult cared for person is jointly funded by the CCG and Council, charges are apportioned according to the percentage split of the joint funding agreement. Charging will only apply for the Council part of the funding; there will be no charge for the part funded by the CCG.

11.8 Jointly funded respite care/ short breaks where the cared for person is a child under the age of 18 are not subject to charging.

Section 117

11.9 People who receive respite care as part of their aftercare services under section 117 of the Mental Health Act are exempt from being charged for their respite services.

12 Other short term care

12.1 There are other types of short-term care, which are not respite care and are not therefore covered in this policy. The following are not respite care:

12.1.1 Replacement care provided regularly because the carer has another commitment, unrelated to their wellbeing. For example, if the carer works one day a week, care provided on that day is not respite; it is simply a care service for an eligible resident.

12.1.2 Replacement of family responsibilities unrelated to care and support needs, for example being present to supervise a young child.

12.1.3 Replacement of a paid care worker when the usual paid care worker goes on holiday or is off sick.

12.1.4 Replacement of a Personal Assistant or Shared Lives carer, for example when they go on holiday. In this circumstance, the cared for will use their

[6] http://www.haringey.gov.uk/sites/haringeygovuk/files/fairer_contributions_policy_june_2015.pdf

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Personal Budget to purchase replacement care when their personal assistant is absent.

12.1.4 When a person is discharged as medically fit from hospital into a residential unit, because they are not yet able to return home due to the property not being suitable; or when a person is being discharged from hospital to any alternative suitable placement, whilst undergoing a further reassessment/ review to determine their rehabilitation potential or need for further intervention and treatment; this is not respite care but a short stay or step down. When this is a child, parental consent to accommodating the child under Section 20 of the Children Act 1989 would be required if the period of accommodation is longer than 17 consecutive days. Where a person is discharged into a step down bed or rehabilitation bed, this will be an NHS provision.

12.1.5 Short-term housing and care where there is no carer providing care to the service user. For example, where a person's house may need a major adaptation before they can return home with a funded care package they had previously received.

13 Conclusion

13.1 By producing a combined policy across children and adults, health and social care the Council and CCG have signalled their strong commitment to improving the lives of carers, young carers and those they care for of all ages who are eligible for funding. The aim of the policy is also to bring clarity and a clear understanding of the pathway and delivery of respite care for all those involved in the borough.

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14 Glossary

14.1 Carer

Somebody who provides unpaid support or care for a family member, partner, child, or friend because of their age, disability, physical or mental illness, substance misuse or other addiction and who cannot cope without their support. This excludes someone paid or employed to carry out that role, or someone who is a volunteer.

14.2 Young Carer

Young carers are children and young people under 18 who provide regular and on-going care and emotional support to a family member who is physically or mentally ill, disabled or misuses substances. The average age of a young Carer is 12' (Barnados)

14.3 Parent Carer

A parent carer is someone aged 18 or over who provides or intends to provide care for a disabled child for whom the person has parental responsibility, and which is considered above and beyond normal parenting responsibilities.

14.4 Cared for person

A cared for person is either a child (under the age of 18) or an adult (over the age of 18) with a need for care and support – they are the recipient of the care or support from carers, paid staff or others. Unless stated otherwise, in this policy it also means that the person has been assessed and found to have eligible needs under the Care Act 2014, Children and Families Act 2014 or NHS Continuing Care Guidance.

14.5 Respite

For the purposes of this policy, respite refers to a break or rest for the carer from their caring role. It can also be a break or rest for the cared for person from the carer.

14.6 Short Breaks

Short breaks provide opportunities for disabled children and young people to spend time away from their primary carers. These include day, evening, overnight or weekend activities and can take place in the child's own home, the home of an approved carer, a residential or community setting.

14.7 Carer's Assessment

A carer's assessment is an assessment undertaken by, or on behalf of, the Local Authority to consider the carer's needs and desired outcomes and will determine whether someone is eligible for care and support in their own right. This may take the form of a joint assessment with the cared for person or a separate carer's assessment.

14.8 **Personal Budget** (or Personal Health Budget)

This is the amount the Council or CCG agrees as available to a cared for person or carer to meet their assessed care needs. It can be managed by the

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Council or CCG or taken as a cash “direct payment”, but is always exclusively to meet the needs set out in the persons support plan.

14.9 Paid carer

People who are paid directly for their caring duties, including Personal Assistants (PAs), Support Workers, Care Workers, Support Staff, Nurses etc.

14.10 Care and Support Plan

This is a detailed plan developed following an assessment that sets out how an individual will use their Personal Budget or other support services to meet their assessed eligible needs and improve or maintain their wellbeing. Care and support plans must be agreed by the Council or CCG before any payments are made.

14.11 Broker

A broker is someone from the Council or CCG who will arrange care services in a Care and Support Plan if the person does not take a Direct Payment.

14.12 Children

Anyone who is under the age of 18.

14.13 Charges for respite care

A charge is the amount of money an individual is required to contribute to the cost of their respite care based on their care and support plan and following a financial assessment. NHS funded respite services are not chargeable.

14.14 Rolling year

The previous 12 months’ period from today

14.15 Eligibility

When your needs fit the criteria that allow you to receive a service.

14.16 Clinical Commissioning Group (CCG)

Clinically led membership groups of GP practices that plan, commission and performance-manage a range of local health services for their population.

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Haringey Respite Policy
Service area	CYPS, ASS, CCG
Officer completing assessment	Carlene Liverpool/ Lillee Craig
Equalities/ HR Advisor	Daisy Daventry
Cabinet meeting date (if applicable)	February 13th 2018
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The Proposal

There is currently no single respite policy across the Council and CCG which sets out what respite is, how it is identified and how it is provided. This means that practice is varied, creating disparity in the respite offer across different client groups and age groups.
This single respite policy will cover Adults Services, Children's Services and Public Health. This will enable us to implement a consistent approach to providing respite, ensuring that it is aligned with care and support planning for clients and that the budget is used to support agreed outcomes. Adopting a consistent approach will reduce the likelihood of discrimination in the provision of respite. It will also serve to provide a clear definition of respite which will provide procedural guidance, creating transparency for staff, service users and carers.

It is worth noting that the Children & Young People's Service already have a short breaks policy for parent carers of disabled children and young carers. This respite policy is not seeking to change what is already in place, but to ensure an overarching approach to respite, with clear and consistent principles. For young carers, respite needs will be considered as part of the Young Carer's Assessment and the Council will ensure that young carers are not delivering inappropriate levels of care which would impact academic achievement, social development or the emotional wellbeing of the child.

Whilst we anticipate that the policy will bring about positive change by creating transparency to how respite is identified and delivered, we recognise that applying these respite principles consistently will mean a change for a small number of people. Any charging associated with respite remains unchanged under the Fairer Contributions Policy.
Whilst the policy doesn't specifically prescribe a threshold for respite care, it does clarify that the amount of respite care a cared-for person may be offered will depend on their individually assessed needs and circumstances. Furthermore, the policy clarifies that respite exceeding 8 weeks per year will move from being assessed under the Fairer Contributions Policy to being assessed under the residential charging framework. Contributions under this framework are calculated using income, assets and, for short term placements, housing liabilities.

The policy will also clarify that respite provision is only for people who receive care in the community and excludes those who reside in residential, care or nursing home settings.
Whilst there are a number of stakeholders who need to be made aware of the policy, from the above list, the main groups that may be affected by the policy are:;

- Carers of service users
- Service users who reside in a residential/nursing home who receive a respite service

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Mosaic data of service users	N/A
Gender Reassignment	Current data on service users does not breakdown by gender reassignment.	N/A
Age	Mosaic data of service users	N/A
Disability	Mosaic data of service users	N/A
Race & Ethnicity	Mosaic data of service users	N/A
Sexual Orientation	Current data on service users does not breakdown by sexual orientation.	N/A
Religion or Belief (or No Belief)	Mosaic data of service users	N/A
Pregnancy & Maternity	Current data on service users does not breakdown by pregnancy and maternity.	N/A
Marriage and Civil Partnership	Current data on service users does not breakdown by marriage and civil partnership.	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

By adopting a consistent approach, this will reduce the likelihood of discrimination in the provision of respite. It will also serve to provide a clear definition of respite as well as provide procedural guidance, creating transparency for staff, service users and carers. It is anticipated that this will increase take up of respite care by care recipients.

For the purpose of this decision, we will be analysing the following data by relevant protected characteristic:

- adult social care users (ASC), specifically those who received a respite service
- carers of adults
- children who receive a short breaks service

We have broken down the data by protected characteristic where we have known it.

Adult Recipients of Respite (The cared for)

As of July 2017, in Haringey, there are 2,779 people in receipt of care in the community, or care in their own homes (that is not residential or nursing care). In 2016/2017, 210 people received a respite service. We refer to these clients in our policy as the cared for person. The total cost of respite was £1,137,972 with an average cost per client of £5418.

Children

There are 435 disabled children who receive a short break service from Haringey, which consists of after school play schemes, holiday schemes, personal care, or support workers to take children out on a 1-2-1 basis.

Carers

Due to system challenges, our data does not show which carers are specifically linked to these clients. We do however have generic information on all carers and currently have 702 number of carers on our carer's register.

Young Carers

Due to system challenges, we do not have data broken down by protected characteristics for young carers. We do however have generic information on young carers based on the 2011 census. According to the 2011 census, there were 2,214 young carers in Haringey, of whom 1,068 are male and 1,146 are female. The Haringey Young Carers project offers respite activities in the form of various activities including sports, cooking, music, day trips and residential visits. In 2016, there were 62 young people accessing respite activities.

1. **Sex**

Carers

Women are overrepresented among carers and therefore women are much more likely to be impacted by the Respite Policy.

Gender	Carers
Males	25.4%
Females	73.6%
Unspecified	1.0%

Female carers will benefit from the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Cared for

In Haringey more adult women receive respite services compared to men - 53.30% to 46.70% respectively, suggesting they are slightly overrepresented among receivers of care. Women are more likely to live longer and to require formal care as they outlive male partners.

Cared for person			
Gender	ASC Respite	**ASC care in community clients**	**LBH**
Males	46.70%	46.20%	49.50%
Females	53.30%	53.60%	50.50%
Unspecified		0.20%	

Female recipients of care will benefit from the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Among children, boys are more likely to receive care than girls (65% to 35% respectively). More boys are diagnosed with autism than girls and this accounts for the disparity. However, this policy will not see a change in respite or short breaks provision for children and young people.

Children's Gender		
Male/Female	Disabled Children's Team (%)	Statemented Children LBH (%)
F	35%	28%
M	65%	72%

2. Gender Reassignment

We do not hold any service user data on the gender reassignment protected characteristic and we do not have any data on the transgender population of Haringey. However, we are aware that people who are seeking, receiving and have received gender reassignment surgery experience discrimination, harassment and victimisation. The Council will continue to adopt their Equality policy to prevent this happening to service users when delivering respite care.

3. Age

Carers

Age	Carers	LBH
18-29	1.3%	27%
30-44	12.5%	36%
45-59	36.8%	21%
60+	45.2%	16%
Unknown	4.3%	27%

Older people are overrepresented among carers compared to Haringey's population and therefore older people are more likely to be impacted by the respite policy.

We anticipate that the policy will have a positive impact. Currently, there appears to be a disparity between the number of carers known to us (702) against those receiving respite (210).

Older carers will benefit from the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer

- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Cared for

Adults

Cared for person			
Age	**ASC Respite**	**ASC care in community clients**	**LBH**
18-29	9%	12%	27%
30-44	17%	27%	36%
45-59	10%	19%	21%
60+	64%	43%	16%

The biggest users of respite are the 60+ years age group (64%), which is higher than the wider population (16%). Older people will therefore be overrepresented among the users who will be affected by this policy.

This policy will serve to ensure the needs of carers are identified through the assessment process, for example, carer's assessment, the cared for person's assessment, or a joint assessment. This is likely to increase the availability of respite services to carers who currently do not have access to it as well ensure that respite is aligned to care planning and outcomes.

Children

Children under the age of 18, or those under the age of 25 in education, also receive respite care. There is a greater proportion of 7-12 and 13-18 year olds in receipt of short breaks compared to the 0-6 age range, which reflects the number of statemented children. However, this policy will not see a change in respite or short breaks provision for children and young people.

Age	**Children**	Statemented Children LBH
0-6	16.63%	10.69%
7-12	40.12%	41.26%
13-18	43.24%	48.05%

4. Disability

Carers

Just 3% of carers in Haringey record having a disability. Disabled carers will benefit from the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Disabled carers will also receive support through the carers assessment process.

Disability	**Carers**
Disabled	3%

Not Disabled	97%

Cared for

Adults

Although the majority of those impacted by this policy report that they do not have a disability, it is likely that this is under-reported as they receive respite care which includes frailty and age related disabilities. More disabled people receive respite care than are present among Haringey's population. Disabled care users will benefit from the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Cared for person			
Disability	**ASC Respite**	**ASC care in community clients**	**LBH**
Disabled	33%	73%	14%
Not Disabled	67%	27%	86%

Children

The nature of meeting the eligibility criteria to receive the short breaks service, means that all children receiving respite or short breaks have a disability. There are 435 disabled children who receive a short break service from Haringey. This policy suggests no changes to short breaks and therefore there will be neutral impact.

5. Race and Ethnicity

Carers

Ethnicity	Carers	LBH
Asian / Asian British	7.8%	9%
Black / African / Caribbean / Black British	33.3%	19%
Mixed / multiple	1.9%	6%
No data	12.4%	0%
Other Ethnic Group	3.7%	5%
White	40.9%	61%

Black/African/Caribbean/Black British people are over represented amongst carers compared to the Borough's population. These care users will be positively impacted by the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Cared for

Due to the way we record ASC users we incorporate White British, with other White groups. This will include Turkish and East European communities. Black/African/Caribbean/Black British 43%, followed by white groups 38%, will be the largest group affected by the policy.

Black/African/Caribbean/Black British groups are the largest users of respite care (43%), and are over represented when compared to the wider demographic (19%). This indicates that we are meeting the needs of this particular protected characteristic group, particularly as BAME groups are more likely to be over represented in temporary accommodation and economically disadvantaged. The White category are the second largest users of respite care (38%), but appear to be under-represented when compared to the wider demographic (61%). This will include Turkish and East European communities. White British form part of this category; in Haringey they are more likely to have family support networks and to be more economically advantaged, which means that they have the option to rely on family for respite or are able to purchase respite care elsewhere.

Black/African/Caribbean/Black British people are over represented amongst care users compared to the Borough's population. These care users will be positively impacted by the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Cared for person			
Ethnicity	**ASC Respite**	**ASC care in community clients**	**LBH**
Asian / Asian British	8%	8%	9%
Black / African / Caribbean / Black British	43%	36%	19%
Mixed / multiple	5%	2%	6%
No data	2%	5%	0%
Other Ethnic Group	3%	4%	5%
White	38%	46%	61%

Black/African/Caribbean/Black British children are the largest users of short breaks, which is in proportion to the number of children with this protected characteristic who are statemented with special educational need in the borough. White children are the second largest users of short breaks, which is proportionate to the number of children with statements of special educational need across the borough. However, children and young people are not impacted by this policy.

Children's Ethnicity		
Ethnicity	Disabled Children's Team (%)	Statemented Children LBH (%)
Asian / Asian British	10%	8%
Black / African / Caribbean / Black British	40%	36%
Mixed / multiple	8%	6%
White	28%	35%
Other Ethnic Group	8%	12%
No data	6%	3%

Black/African/Caribbean/Black British children are over represented amongst carers compared to the Borough's population. These care users will be positively impacted by the Respite Policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

6. Sexual Orientation

We do not hold any service user data on the sexual orientation protected characteristic and we do not have any data on the lesbian, gay and bisexual (LGB) population of Haringey. However, we are aware that LGB people experience discrimination, harassment and victimisation, including in social care and respite. The Council will continue to adopt their Equality policy to prevent this happening to service users when delivering respite care. In the allocation of respite, same sex relationships will be treated the same as heterosexual couples in regards to carers.

7. Religion

Carers

Religion	Carers	LBH
No religion	4.3%	25.20%
Christian	32.8%	45.00%
Buddhist	0.7%	1.10%
Hindu	2.4%	1.80%
Jewish	0.7%	3.00%
Muslim	10.1%	14.20%
Sikh	0.4%	0.30%
Other religion	6.7%	0.50%
Religion not stated	41.9%	8.90%

As 41.9% of carers have not made a declaration, we are unable to determine the impact on carers with a faith of this policy. We will ensure when implementing the policy that all carers are treated equally and that any discrimination, harassment or victimisation will be tackled.

Cared for

Cared for person			
Religion	**ASC Respite**	**ASC care in community clients**	**LBH**
No religion	4%	4.10%	25.20%
Christian	40%	35.00%	45.00%
Buddhist	0%	0.20%	1.10%
Hindu	1%	1.80%	1.80%
Jewish	2%	2.20%	3.00%
Muslim	10%	11.10%	14.20%
Sikh	0%	0.20%	0.30%
Other religion	2%	2.10%	0.50%

Religion not stated	40%	40.20%	8.90%

As 40% of people cared for have not made a declaration, we are unable to determine the impact of this policy on people cared for who have a faith. Of those who have made a declaration, the proportion from each faith is broadly in line with the proportion within the population. We will ensure when implementing the policy that all people receiving care are treated equally, that the needs of care users of faith will be met, and that any discrimination, harassment or victimisation will be tackled.

Children's Religion	
Buddhist	0.19%
Catholic	3%
Christian	17%
Greek Orthodox	0.39%
Hindu	0.19%
Jewish	3%
Muslim	10%
No Religion	3%
Not Stated	20%
Other Religion	1%
Sikh	0.39%
No data	43%

We do not have data for 43% of children accessing services; however, respite and short breaks for children and young people is not impacted by this policy and therefore there will be no impact on children.

8. Pregnancy & Maternity

We do not hold data on this protected group for carers or for care users and therefore do not know the impact for people with this protected characteristics. Carers may have additional responsibilities in regards to parenting children, which will need to be considered.

9. Marriage and Civil Partnership Status

We do not have data on which carers or care receivers are married or in a civil partnership. Service users and/or carers who are in a civil partnership will be treated the same as if they are married.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

Key Stakeholders

- Carers of service users
- Service users who reside in a residential/nursing home who receive a respite service
- Families of service users
- Respite Providers

- Disabled children and their families who receive short breaks
- Young carers

Pre-consultation meetings took place with carers and service users to capture any considerations that should be factored into the consultation. A draft respite policy was drafted on the basis of this information. Following this, a 12-week consultation will run from October 2017 to January 2018 where service users and carers currently in receipt of respite will receive direct mail, and there will be an opportunity to discuss proposals at drop in sessions.

The consultation will provide key stakeholders (as outlined in section 2) with the opportunity to respond to the draft policy. The consultation will include:

- An on-line questionnaire
- Letters to all key stakeholders currently in receipt of respite care
- Drop in sessions

Ensuring fair accessibility through reasonable adjustments to the consultation for all groups will be offered as required.

Following the consultation, any feedback and views will be considered and used to inform a revised policy to be agreed at cabinet.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

The consultation ran from 24th October 2017 to the 16th January 2018. 44 individuals or carers responded to the **respite** consultation either online or by paper. A further six written responses and two verbal responses was received totalling **52 responses.** Four of the six written responses were from a professionals working within adult social care/CCG and one was received from the Hornsey Pensioners Action Group.

Three drop in sessions were held during the consultation period at the following locations: 1) Hornsey Library (1st November – 9.30am -11am), Marcus Garvey Library (20th November – 6.30pm – 8pm) and Wood Green (11th December, 11.00-12.30pm), in total 8 people attended these sessions. Two focus groups were held with young carers on 4th and 11th December, in total 20 young carers attended.

Of the 44 i**ndividuals or carers** that responded, the following quantitative results were obtained:

Gender	
Male	11%
Female	73%
Left blank	16%

Disability	
No	59%
Yes	14%
Prefer not to say	9%
Left blank	18%

Age	
18-24	5%
25-44	7%
45-60	47%
61-84	30%
over 85	2%
Left blank	9%

Religion	
Christian	44%
Muslim	14%
No religion	11%
Prefer not to say	11%
Left blank	17%
Budhist	3%

Sexual Orientation	
Heterosexual	52%
Lesbian	2%
Prefer not to say	11%
Left blank	34%

Marriage and Civil Partnerships	
Co-habiting	2%
Married	39%
Prefer not to say	5%
Single	27%
Widowed	5%
Left blank	23%

Ethnicity	
British Asian	2%
Bangladeshi	2%
African	16%
Black British	16%
Caribbean	7%
Mixed Other	2%
Person of colour	2%
White & Black Caribbean	2%
White british	23%
Kurdish	2%

White other	7%
Turkish	2%
Left blank	16%

The key findings from the consultation are as follows;

1. 45% agreed with the definition of respite care, 39% reported that they were unsure, 11% reported that they did not agree and 5% did not respond
2. 52% understood the difference between respite care and other short term care, 23% reported that they were unsure, 20% reported that they did not understand the difference and 5% did not respond
3. 45% thought the proposed policy would have an impact on them or their carer's ability to provide care, 32% reported they were unsure, 13% reported it would have no affect and 9% did not respond
4. 34% understood when and how the Council charges for respite care, 20% reported they were unsure, 39% reported that they did not understand and 7% did not respond
5. 32% reported that the policy was clear and easy to understand, 27% reported they were unsure, 32% report they it was not clear and easy to understand and 9% did not respond

Furthermore, the following issues were raised during the consultation:

- Definition – needs to be updated to reflect that respite allows both the carer and cared for person to have a "break" and may needed to cover longer periods, such as in the case of parent carers of disabled children.
- Eligibility – more clarity about who is eligible for respite care.
- Charging – there was difficulty understanding when charging applied and a concern about those who would be unable to pay.
- Emergency respite – That emergency respite should not be part of the respite allocation.
- Entitlement

  – practitioners raised issue of allocation; consideration should be given as to whether respite allocations should be based on need bandings e.g. low, medium, high which would help determine the allocation respite. Should there be a cap on the amount of funding provided for respite care?

  - respondents wanted clarity about how much respite the carer would be entitled to, how it would be accessed and the amount of funding that would be made available.
- Young carers felt that the policy made clear how respite care was accessed but felt that the language used was not very young person friendly and the policy needed explaining to them.

Using the key findings from the consultation, the policy has been amended to ensure any disparities and concerns are clarified and definitions are made clearer, where appropriate. With a low number of respondents, it is difficult to attribute these key findings to a particular group with similar protected characteristics. This policy is about providing a single approach to respite care that helps to ensure user experience is consistent, and that the right respite care is provided. Consequently, this policy aims to have a positive effect on all service user groups.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the

evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

Women are overrepresented among carers and care users. They are likely to be positively impacted by the respite policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

Girls are underrepresented among children who receive short breaks. This reflects the proportion of girls statemented with special educational needs. There is no change in the policy with regard to short breaks and therefore the impact will be neutral.

Positive	X	Negative		Neutral impact		Unknown Impact	

2. Gender reassignment

We do not hold any service user data on the gender reassignment protected characteristic and we do not have any data on the transgender population of Haringey. However, we are aware that people who are seeking, receiving and have received gender reassignment surgery experience discrimination, harassment and victimisation. The Council will continue to adopt their Equality policy to prevent this happening to service users when delivering respite care.

Positive		Negative		Neutral impact		Unknown Impact	X

3. Age

Older people are overrepresented among carers and care users. They are likely to be positively impacted by the respite policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

There is no change in the policy with regard to short breaks and therefore the impact on children will be neutral.

Positive		Negative		Neutral impact	X	Unknown Impact	

4. Disability

The policy will have a positive impact on carers as we will use the carers assessment process to try and prevent a decline in their disability, through agreed outcomes relating to eligible needs. This is likely to increase the availability of respite services to carers who currently do not have access to it as well ensure that respite is aligned to care planning and outcomes.

Care users are also more likely to have a disability than in the general population. Disabled care users and care recipients will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

All children who receive care have a disability; however, there will be no changes to policy regarding their respite care.

Positive	X	Negative		Neutral impact		Unknown Impact	

5. Race and ethnicity

Black people are overrepresented among carers and care users. They are likely to be positively impacted by the respite policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

There is no change in the policy with regard to short breaks and therefore the impact on children will be neutral.

Positive	X	Negative		Neutral impact		Unknown Impact	

6. Sexual orientation

We do not hold any service user data on the sexual orientation protected characteristic and we do not have any data on the lesbian, gay and bisexual (LGB) population of Haringey. However, we are aware that LGB people experience discrimination, harassment and victimisation, including in social care and respite. The Council will continue to adopt their Equality policy to prevent this happening to service users when delivering respite care. In the allocation of respite, same sex relationships will be treated the same as heterosexual couples in regards to carers.

Positive		Negative		Neutral impact		Unknown Impact	X

7. Religion or belief (or no belief)

There is insufficient data regarding service users who have a religion, belief or none at all. When implementing the policy, the Council will need to ensure that no discrimination, harassment and victimisation will occur based upon religion and faith. In addition to this, any inequalities based upon this protected group will be tackled.

All cares and care recipients are likely to be positively impacted by the respite policy because they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
- clearer procedures, which should make it easier for carers to access respite.

We do not have sufficient data for children either; however, there is no change in the policy with regard to short breaks and therefore the impact on children will be neutral.

Positive	X	Negative		Neutral		Unknown	

				impact		Impact	

8. Pregnancy and maternity

It is known that carers who are pregnant or have recently given birth will have additional caring responsibilities. There is insufficient data regarding service users or carers who are pregnant or recently gave birth. When implementing the policy, the Council will need to ensure that no discrimination, harassment and victimisation will occur based upon this characteristic. In addition to this, any inequalities identified that are based upon this protected group will be tackled.

Positive		Negative		Neutral impact		Unknown Impact	X

9. Marriage and Civil Partnership

All people who receive respite and are in a civil partnership will be treated the same as if they are married.

Positive		Negative		Neutral impact		Unknown Impact	X

10. Groups that cross two or more equality strands e.g. young black women

This decision will impact on the protected characteristics of age, sex, disability and race and therefore is likely to have an inter-sectionary impact

deOutline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?**
  This includes:
  - **a) Remove or minimise disadvantage suffered by persons protected under the Equality Act**
  - **b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
  - **c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**

The proposal should not result in any direct or indirect discrimination for any protected group. It should help all carers and care users as they will benefit from:

- a greater focus on support planning and agreed outcomes for the cared for and carer
- greater consistency in practice
  clearer procedures, which should make it easier for care users and carers to access respite.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality

Impact Assessment? Further information on responding to identified impacts is contained within accompanying EqIA guidance	
Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Age, Sex, Disability, Race,	The Council will try to maximise the positive impact of support planning and agreeing outcomes for the cared for and carer, which has previously not been consistent practice. Support planning will promote enabling the independence of the person being cared for, maximising choice and control over their own lives, as well as maintaining or improving a carer's well-being and preventing ill health.	Charlotte Pomery Heads of Service Leads: Anita Marsden/Vikki Monk- Meyer/Tim Miller	April 18

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

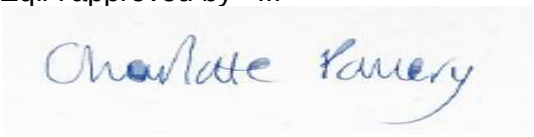
N/A

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

Carers and the cared for person will be at the centre of their care planning process and any

effects on equalities for either party, will be highlighted by the care worker and captured in the support plan, which will help to define agreed outcomes relating to their eligible needs.

The carer and cared for person will be treated fairly and equitably, recognising their individual circumstances and offered respite based on their eligible health and care needs.

7. Authorisation	
EqIA approved by ...  ..... Assistant Director Commissioning	Date 3rd January 2018

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

Respite Consultation Summary

The consultation ran from 24th October 2017 to the 16th January 2018. 44 individuals or carers responded to the **respite** consultation either online or by paper. A further six written responses and two verbal responses was received totalling **52 responses.** Four of the six written responses were from a professionals working within adult social care/CCG and one was received from the Hornsey Pensioners Action Group.

Three drop in sessions were held during the consultation period at the following locations: 1) Hornsey Library (1st November – 9.30am -11am), Marcus Garvey Library (20th November – 6.30pm – 8pm) and Wood Green (11th December, 11.00-12.30pm), in total 8 people attended these sessions. Two focus groups were held with young carers on 4th and 11th December, in total 20 young carers attended.

Of the 44 i**ndividuals or carers** that responded, the following quantitative results were obtained:

1. 45% agreed with the definition of respite care, 39% reported that they were unsure, 11% reported that they did not agree and 5% did not respond
2. 52% understood the difference between respite care and other short term care, 23% reported that they were unsure, 20% reported that they did not understand the difference and 5% did not respond
3. 45% thought the proposed policy would have an impact on them or their carer's ability to provide care, 32% reported they were unsure, 13% reported it would have no affect and 9% did not respond
4. 34% understood when and how the Council charges for respite care, 20% reported they were unsure, 39% reported that they did not understand and 7% did not respond
5. 32% reported that the policy was clear and easy to understand, 27% reported they were unsure, 32% report they it was not clear and easy to understand and 9% did not respond

Qualitative responses

When asked what was missing or needed to be changed within the policy, the main points from those who responded were:

Definition

- The definition of respite in sections 3 and 7 implies that respite only applies when the carer can no longer provide care to the cared-for person. It is therefore missing the understanding that respite provides a break from caring both for the carer and cared for as part of an ongoing relationship.

- The focus on respite covering "what happens when a carer cannot provide care in the short term," does not fit parent carers of disabled children who will require periods of respite over a number of years.

- Clarity required on reference to holiday away from home in terms of what the Council/CCG will and will not fund, for example in terms of additional costs required to cover the cared for person's needs.

Eligibility

- The policy should be clearer about who gets respite and state what tests are applied to determine who is eligible for respite and why.

- There should be a set amount of respite per year which the carer can use without the need for extra assessments.

- The policy needs to include information explaining that a service user does not have to be eligible in their own right to receive respite. If the respite is the only way to meet the needs of the carer and the carer is eligible, then respite should be allocated.

Entitlement

- It is not clear how much respite the carer is entitled to and how respite is accessed.

- More information is needed to explain how much funding a carer/cared for person would receive, for example, does everyone receive the same amount?

Charging

- It is not clear how the charges will affect individuals

- More information is needed about what happens if an individual is unable to pay

- Additional clarity is needed on when the rolling year starts.

- Individuals who receive aftercare services under section 117 of the mental health act are exempt from charging for respite services.

- The policy needs to include information that where care for the cared for person is jointly funded by the CCG and the Council, there will be no charge for respite care commissioned by the CCG. Charges area apportioned according to the percentage split for joint funding agreement.

- Some respondents felt that carers should not be charged at all.

When respondents were asked whether the policy would have a negative impact on them or their carer's ability to provide care, the following points were raised:

- Where respite arises due to an emergency need such as hospitalisation, this should **not** be included in the overall allocation of respite. If a carer subsequently loses some of their respite allocation because the cared for person requires replacement care, this could have a negative impact on the carer.

- The need for repeat assessments can be off putting and result in disagreements.

<u>Other Comments</u>

- Policy is welcomed, carers need a break.

- The policy is not always easy to understand and needs to be simplified.

- Consideration should be given as to whether respite allocations should be based on need bandings e.g. low, medium, high which would help determine the allocation respite.

- The policy needs to be clearer on the cost implications for both families and the Council/CCG.

- Top up policy implications should be explained further, including examples of third party organisations.

- Young carers under 18 and older carers over 18 needs should be separated into separate policies as access routes; charging; eligibility are very different.

- There should have been more opportunity for the policy to be co-produced with service users

- Concerns were raised around the provision of respite care, in light of the recent closures of day centres and a residential setting.

- More work is needed support carers, from identification to publicising and promoting carers assessments/entitlement to providing information, advice and guidance.

1) Drop-In Sessions

Three drop-in sessions were held during the consultation period at the following locations:

1) Hornsey Library: 1st November 2017 9.30am -11am
2) Marcus Garvey Library: 20th November 2017 6.30pm – 8pm
3) Wood Green Library: 11th December 2017 11.00-12.30pm

in total 8 people attended these sessions.

Comments about the draft policy

- Agreed with the definition of Respite Care stated within the Policy.
- The policy should include a brief explanation about Haringey Clinical Commissioning Group and what the organisation does.
- Attendee suggested that Principle 4 in Section 5 of the draft policy includes carers and the cared for person in the decision making i.e. in addition to working with health and social care partners staff will also work with the cared for and the carers for their best interests.
- The draft policy doesn't seem to be very supportive of carers.
- Attendee commented that it would be difficult for the group to agree to Section 6 of the draft policy without being familiar with the Children and Families Act.

- More clarity is also needed around eligibility criteria. There needs to be scope for reasonable adjustments or flexibility depending on individual circumstances.
- More clarification around whether the respite care budget will be included in the personal health budget or allocated separately. Carers need to be informed on the exact amount being provided for respite care.
- More detail needs to be included around Haringey's top up policy, mentioned in Section 8. Include examples of who is considered as third parties.
- There should have been an opportunity for the policy to be co-produced with service users.

2) Young Carer's Feedback

Haringey Early Help & Prevention Service carried out a consultation with young carers in December 2017 on the final draft of Haringey's Respite Policy for carers.

Two focus groups were held with young carers on 4th and 11th December 2017, in total 20 young carers attended.

1) What roles would you cover?

- Running Errands i.e. going to shops, weekly shopping
- Personal care i.e. dressing, bathing Personal care i.e. dressing, bathing, assisting with medication
- Childcare i.e. looking after siblings
- Household Chores i.e. cooking, taking rubbish out, mopping, washing up, washing clothes etc.

2) When would you need cover?

- When I am not at home i.e. at school, at clubs, at school trips, at friends
- When I don't know how to do something
- Wellbeing when I am not well
- Emotional i.e. when I am feeling sad

3) How do you currently access cover for your role?

- I don't get any support with cover for my caring role
- Other family members help out when I'm not able to
- I don't know how it's accessed but my mum gets support form a carer

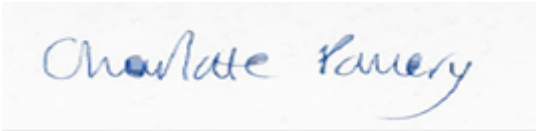
4) Does this policy make it clear how you would access replacement care?

- Yes, it does make it clear, but only after it was explained to us as the language used is not very young person friendly.

Report for: Cabinet, 13 February 2018

Title: **Award of Contract to provide Joint Advocacy Services for the London Boroughs of Barnet, Enfield and Haringey (Including Independent Mental Health Advocacy (IMHA); Independent Mental Capacity Advocacy (IMCA); Care Act Advocacy and Children's Advocacy)**

Report authorised by : Charlotte Pomery, Assistant Director Commissioning



Lead Officer: Sam Jacobson, Commissioning Manager

Ward(s) affected: All

Report for Key/ Non Key Decision: Key Decision

1. Describe the issue under consideration

1.1 This report seeks approval from Cabinet to award contracts for the provision of Joint Advocacy Services for the London Boroughs of Barnet, Enfield and Haringey in accordance with Contract Standing Order 9.07.1 (d).

1.2 The contracts will be awarded in 3 lots namely; LOT 1 – Independent Mental Health Advocacy (IMHA), LOT 2 – Independent Mental Capacity Advocacy / Deprivation of Liberty Safeguards and Care Act Advocacy (IMCA/DoLs/CA) and LOT 3 – Children's Advocacy.

1.3 The contracts shall run for a period of three (3) years with the option to extend for a further period of one year plus one year.

2. Cabinet Member Introduction

2.1 The Cabinet is asked to agree to approve the establishment of contracts in relation to the provision of statutory advocacy services for adults and children, for the boroughs of Haringey, Barnet and Enfield. These services support some of the most vulnerable people to be involved in key decisions about their care and support.

2.2 As cabinet member for Adult Social Care I support these recommendations for the award of contracts and arrangements for the joint commissioning of these sets of services which will support effective and efficient delivery of services to vulnerable adults and children.

3. Recommendations

3.1. That Cabinet approves the award of contracts in respect of the provision of Joint Advocacy Services for the London Boroughs of Barnet, Enfield and Haringey.

3.2. Subject to approval being granted the London Borough of Haringey will enter into contractual agreements jointly with the London Boroughs of Barnet and Enfield, and award contracts to the successful bidders named in Part B of this report.

4. Reasons for decision

4.1. The current contracts for IMHA / IMCA and Care Act and Children expire on 31st March 2018.

4.2. A full tender process has been carried out and the recommendation in paragraph 3 is made following the completion of evaluations by a joint team of Council officers from the London Boroughs of Barnet, Enfield and Haringey, as well as officers from Barnet, Enfield and Haringey Mental Health Trust in relation to the provision of IMHA services. Officers from across adults and children's social care were involved because the services being tendered for spanned across adults and children. The recommendation provides best value for the Council.

4.3. The lot structure was considered carefully to ensure Lot 1 was for the provision of IMHA services, Lot 2 for the provision of IMCA and Care Act Advocacy services and Lot 3 for Children's Advocacy services. Lot 2 includes two distinct statutory advocacy services for adults (IMCA and Care Act Advocacy) because there is a significant amount of overlap between the statutory requirements for IMCA and Care Act Advocacy.Combining the services together enables service users to be supported by the same advocate/service for IMCA and Care Act Advocacy should they need the input of both. This reduces the need for a person to repeat their story to different advocates and also allows for a more efficient service.

5. Alternative options considered

5.1. **Haringey to commission advocacy services independently:**
This option was considered but it was deemed more beneficial to jointly commission the services with neighbouring boroughs in order to benefit from economies of scale associated with collaborative procurements.

5.2. Do nothing

This is not an option as these are statutory services

6. Background Information

6.1. Local authorities have statutory obligations to make provision available for IMHA (Mental Health Act 2007), IMCA (Mental Capacity Act 2010), Care Act Advocacy (Care Act 2014) and Children's Advocacy (Children & Families Act 2014 – amongst other pieces of legislation).

6.2. The Council currently commissions IMCA and IMHA services with the London boroughs of Barnet and Enfield in a single contract. This service was originally commissioned from 1st April 2014 and is due to lapse on 31st March 2018. Care Act Advocacy and Children's Advocacy are separately commissioned by the Council within a contract established on 1st April 2017 and is also due to lapse on 31st March 2018.

6.3. The three-borough IMCA and IMHA arrangements allows Barnet, Enfield and Haringey to benefit from the economies of scale a shared contract brings. The arrangement is also beneficial as advocates currently deliver their service to clients residing across the three local authority areas.

6.4. All three boroughs have agreed that there is value in both re-commissioning IMCA and IMHA on a three-borough footprint, and also incorporating other statutory advocacy services into this arrangement. Barnet have decided not to incorporate their Care Act Advocacy and Children's Advocacy arrangements because they have contracts mid-term for these services; however Enfield agreed to re-commission their Care Act Advocacy and Children's advocacy arrangements with Haringey.

6.5. On 5th September 2017 the Council agreed via Lead Member Cabinet Member Signing for Haringey to lead on the procurement of these services on behalf of the three boroughs.

6.6. Procurement process

6.6.1 The services provided under this contract are considered to be Health and Social care services and are therefore subject to Light Touch Regime under the Public Contract Regulations 2015. An open tender process was carried out in accordance with the Coucil's Contract Standing Orders and procurement Code of Practice.

6.6.2 The procurement process was managed by Haringey Council supported by a team of representatives from commissioning and procurement within the London Boroughs of Barnet and Enfield.

6.6.3 A prior Information Notice was published in the Official Journal of the European Union (OJEU) on 31st August 2017 setting out the councils' intentions to procure the services within the next 12 months.

6.6.4 A market engagement event was held on 14th September 2017, to communicate commissioning intentions and offer potential suppliers the opportunity to raise any questions and present their views before proceeding to the next stage of the commissioning programme. Following the market engagement event, it was decided that an open tender process was the most efficient and cost effective way to approach the provider market.

The tender was advertised by publishing a contract notice in Official Journal of the European Union (OJEU) and on contract finder on 3rd November 2017. The Invitation to Tender (ITT) and supporting documents were uploaded on Delta (e-tendering portal) where following a registration process, the potential tenderers could access the tender documents and submit their tenders electronically

6.6.5 By the closing date of 7th December 2017, 20 organisations had accessed the documents and registered their interest on the Delta E-sourcing portal. A total of 11 tenders was received (4 tenders for Lots 1 and 2 respectively, and 3 tenders for Lot 3.

6.6.6 Tenders were evaluated on the basis of the Most Economically Advantageous Tender (MEAT) methodology with a split of 60% price and 40% quality. For quality evaluations, a 60% pass mark was set to ensure all bids considered met an acceptable quality standard. The evaluation criteria and weighting were set out within the invitation to tender documents and clarified.

6.6.7 Quality was evaluated with method statements covering the following areas:

- Delivery and implementation
- Staffing and training
- Practice
- Business continuity
- Outcomes monitoring
- Awareness raising and business engagement
- Social value

6.6.8 The tables below detail scores for the winning tenderers by Lot. Further information about the tender evaluation is contained in Part B (exempt part) of the report.

Lot 1 – IMHA services

Tenderer	Quality Scores (out of 400 points)	Price Scores (out of 600 points)	Total scores (out of 1000 points)	Rank
Successful Bidder	272	600	872	1

Bidder A	296	400	696	3
Bidder B	332	417	749	2
Bidder C	336	356	692	4

Lot 2 – IMCA / DoLS and Care Act Advocacy services

Tenderer	Quality Scores (out of 400 points)	Price Scores (out of 600 points)	Total scores (out of 1000 points)	Rank
Successful Bidder	280	600	880	1
Bidder A	268	391	659	4
Bidder B	328	415	743	3
Bidder C	360	461	821	2

Lot 3 – Childrens Advocacy services

Tenderer	Quality Scores (out of 400 points)	Price Scores (out of 600 points)	Total scores (out of 1000 points)	Rank
Successful Bidder	276	600	876	1
Bidder A	324	397	721	3
Bidder B	276	519	795	2

7. Transition arrangements and contract management

7.1. The contract is scheduled to start on 1st July 2018, allowing for a period of transition between the incumbent providers and the successful tenderers.

7.2. Tenderers were asked to provide an implementation plan as part of their submission, including provision for service handover, which will be monitored by representatives from across the 3 boroughs to ensure timely service commencement.

7.3. Contract management will be incorporated into the contract. Key performance indicators are included within the service specification and will be monitored by representatives of the 3 boroughs on a quarterly basis.

7.4. The contracts will be underpinned by a partnership agreement which sets out the obligations of each of the 3 boroughs in the management and execution of the contracts. This agreement also sets out how each respective boroughs' contributions to the contract will be calculated. Part B sets out the indicative borough contributions for year 1 of the contract. In essence, contributions to each Lot will be based on a combination of 'core' costs shared equally between the 3 boroughs, and 'flex' costs which are based on proportionate usage. Each boroughs 'flex' contribution will be calculated for the year ahead based on the previous years outturns. The

table below sets out how these will be calculated and the ratios of 'core' and 'flex' contributions used:

Cost type	Lot 1	Lot 2	Lot 3
Core cost	100% - to be equally split across the 3 boroughs	60% - to be equally split across the 3 boroughs	60% - to be equally split across the 3 boroughs
Flex cost	0%	40% - to be divided between the boroughs based on proportionate use	40% - to be divided between the boroughs based on proportionate use

8. Contribution to strategic outcomes

8.1. The project is directly linked to the Corporate Plan, in particular Priority 1, 'Enable every child and young person to have the best start in life, with high quality education' and Priority 2 'Empower all adults to live healthy, long and fulfilling lives'.

9. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

9.1. Finance

9.1.1. Haringey's contribution to the core contract in year 1 is expected to be £132k and the costs will be met from £145k existing resources used to fund the previous contracts. This is made up of –

contract		2017/18 budget
IMHA/IMCA		£80,727
Care Act Advocacy		
Adults	£44,500	
Childrens	£20,000	
		£64,500
		£145,227

9.1.2. The cost of the core contract represents a saving of (£13k) on the previous total cost.

9.1.3. Advocacy services have shown increased demand in previous years and this cost has been met on a spot basis. In order to allow for further increases, the new contract is based on a level of demand which is 10% higher than current levels. The contract also allows for spot purchase of an additional 1,000 hours at a potential additional cost to Haringey of £33k. it is not anticipated that this additional demand will occur but if necessary, the extra cost will be funded from the (£13k) surplus on the core contract costs and existing resources within the Voluntary and Community Sector budgets.

9.2. Procurement

9.2.1. The total value of the contracts is above the threshold of £589,148.00 for application of Light touch regime as set out under Public Contract Rgulations 2015 and was therefore advertised in the Official Journal of the European Union.

9.2.2. An open tender process was carried in accordance with Public Contract Regulations, the Council's Contract Standing orders and procurement Code of Practice.

9.2.3. The winning tenders are within budget and represent best value for the council within the current market. The procurement process is expected to result in cost savings between £37,000 and £100,000 depending on demand against the estimated budget of £460,000 per annum across the three boroughs.

9.2.4. Potential risks to the contracts and mitigations have been identified. The hourly rates submitted are inclusive of direct and indirect costs of providing the service and are fixed for the duration of the contract. Strong contract management has been incorporated as part of the contract.Key performance indicaors will be in place and monitored during quarterly review metings to ensure the quality of services meets needs and required standards.

9.3. Legal

9.4.1 The Assistant Director of Corporate Governance notes the contents of the report.

9.4.2 The value of the contract being above the then EU threshold of £589,148 for contracts of this nature, the successful tenderers in this report were selected through a procurement exercise conducted in accordance with the provisions of Regulations 74 – 76 of the Public Contracts Regulations 2015.

9.4.3 Pursuant to the provisions of CSO 9.07.1(d), Cabinet has power to approve the award of contracts valued at £500,000 or more.

9.4.4 The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet from approving the recommendations in the report.

9.4. Equality

9.4.1. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

9.4.2. By their nature independent advocacy services advance equality of opportunity between people that share protected characteristics because it provides support and representation for vulnerable adults and children, including people with disabilities, to participate fully in decisions for them and about them. Such services also help to prevent discrimination and harassment from occurring.

9.4.3. The contract specifications clearly set out the provider's responsibilities under the Equality Act 2010, including a requirement to ensure that the service is accessible to all sections of the community.

9.4.4. The contractor's compliance with the Equality Act 2010 will be quality assured through regular contract monitoring and service review.

10. Use of Appendices

Appendix B successful bidders [Exempt -**Schedule 12A to the 1972 Act** Paragraph 3 -Information relating to the financial or business affairs of any particular person (including the authority holding that information).

11. Local Government (Access to Information) Act 1985

11.1. Not Applicable

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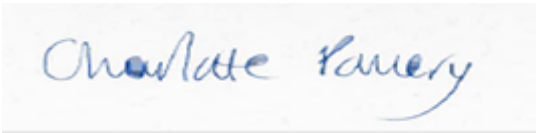
Report for: Cabinet, 13 February 2018

Item number:

Title: Approval to develop Linden House into supported accommodation for adults with complex health and care needs

Report authorised by : Charlotte Pomery, Assistant Director Commissioning



Lead Officer: Sam Jacobson, Commissioning Manager

Ward(s) affected: All

Report for Key/ Non Key Decision: Key Decision

1. Describe the issue under consideration

1.1 Ensuring all adults lead healthy, long and fulfilling lives is a key priority of the Corporate Plan, Building a Stronger Haringey Together, 2015 – 2018. Whilst the Council faces a challenging financial climate over the coming years due to reducing funding and increasing demand, the approach continues to be ambitious focusing on improving outcomes for all residents, promoting independence and building choice and control.

1.2 Linden House is currently a vacant premise formerly used as an 8-bedded residential unit for people with profound learning disabilities. This report recommends that the Linden House site be converted into a 4-flat adapted supported living unit to enable residents with complex health and care needs – notably a learning disability and/or autism and behaviours that may challenge – to live more independently in the community, including a number of residents currently living in hospital settings and therefore falling within the Transforming Care cohort.

2. Cabinet Member Introduction

2.1 I am delighted to support the proposals in this report which offer an excellent opportunity to develop a specialist supported living unit in the borough for some of our most vulnerable residents.

2.2 The recommended option in this report will allow the Council and health partners to support residents with a learning disability and/or autism to live in the community,

with person-centred interventions delivered under the Positive Behaviour Support Framework.

2.3 I also welcome the significant investment by NHS England in this development which will directly benefit Haringey residents.

3. Recommendations

3.1 Cabinet is asked to agree that:

a) Linden House, a Council property, is converted into 4 supported living accommodation flats for adults with a learning disability and/or autism to enable them to live independently in the community. This is subject to the availability of capital funding from NHS England:

b) The Council enter into a Capital Grant Agreement with NHS England to secure the funding to convert Linden House into a supported living accommodation for people with learning disability and/or autism;

c) The Deputy Chief Executive following consultation with the Section 151 Officer and the Monitoring Officer, be delegated the authority to finalise and agree the terms of the Capital Grant Agreement with NHS England;

d) The Council commission and procure a development and construction partner to convert Linden House into the said supported living accommodation;

e) Approximately £65k from the capital programme be committed towards the professional fees costs including the procurement of the construction partner;

f) A report on the outcome of the procurement process to secure a development and construction partner be brought back to Cabinet for a decision.

On completion of the conversion, the Council enter into lease and management agreement for the property with an externally commissioned provider from the 'Positive Behavioural Support Framework', already approved by Cabinet, to provide specialist accommodation and support provision to adults with a learning disability and/or autism.

4. Reasons for decision

4.1 Linden House was an 8-bedded residential unit which was closed in July 2017 following a decision by Cabinet taken on 10th November 2015 as part of a Corporate Priority 2 report on a series of proposals pertaining to adult social care and linked to the Medium Term Financial Strategy.

4.2 In order to support the discharge of residents with complex needs from hospital, or acute, settings under the Transforming Care programme (outlined in section 6), or indeed to provide supported living provision to other adults with autism and/or a learning disability, the property requires adaptations to support these residents and facilitate the provision of a positive behavioural support service which would effectively meet the needs and achieve good outcomes for the identified residents in the community.

4.3 The option recommended here represents the most financially viable means to develop this property to support this client group, principally because the capital funding for the adaptations comes solely from NHSE.

4.4 The adapted property will enable the identified residents to be supported in the community and with greater levels of independence, at a lower on-going revenue cost than is currently available within alternative provision in the market. Costs of providing for this client group are high and therefore any provision which can improve outcomes, strengthen independence, be responsive to individual needs and cost less is to be pursued.

5. Alternative options considered

5.1 The option not to use Linden Road to support this care group and for the building to remain closed was not considered in any detail as the Council needs to develop appropriate properties to ensure it has suitable accommodation, ideally in borough, for adults with a learning disability and/or autism and behaviours that may challenge. Such an option would either result in the Council being unable to find alternative accommodation for residents currently living in acute settings under the Transforming Care programme, or result in the Council having to commission much more expensive provision, potentially out of borough for these residents.

6. Background information

6.1 The Transforming Care Programme is a national initiative to reduce the number of people with a learning disability and/or autism and behaviours that may challenge living inappropriately in long-term hospital or acute settings by March 2019.

6.2 As of August 2017 there were 63 North Central London residents (that is from Barnet, Camden, Enfield, Haringey or Islington) who were patients in hospital or acute settings. Across the sub-region, the existing target is to reduce this to 48 by March 2019.

6.3 Currently, a high proportion of these patients (21) are Haringey residents. It is the responsibility of Haringey Council and Haringey Clinical Commissioning Group to source alternative community based provision for these residents to enable them to be discharged from acute settings and move back into the community, to live more independently and to achieve improved outcomes.

6.4 A significant challenge to supporting adults within the Transforming Care patient cohort to be discharged into the community is the availability of suitably adapted premises. Adults with these needs in general require the following within their community environment to ensure their needs can be met outside of an acute setting (this list is by no means fully inclusive):

- Self-contained flats to support people with behaviours that may challenge in a safe and secure environment
- Large, secure rooms and spaces
- Suitably designed access and wayfinding to manage and where required restrict interaction between residents
- Suitably adapted and robust fittings, furnishings and fixtures to withstand behaviour that may challenge
- Sufficient space for support staff offices (including for sleep-in staff)

6.5 It is worth noting that this is not just a supply need for the Transforming Care patient cohort. There are a number of Haringey residents with a learning disability and/or autism with behaviours that may challenge, who currently live in the community but who are at risk of admission to acute settings if their care packages breakdown. These people may become part of the Transforming Care cohort in the future. Accommodation and support costs for these residents can often be very high because of a lack of suitably adapted supported living accommodation of sufficient size to allow for economies of scale in staffing costs, whilst also accommodating residents with needs for secure, private space. These residents are currently often placed in self-contained one-bed flats with 'wrap-around' 1:1 or 2:1 care packages, which are often very costly, and also impede the capability of residents, with support, to interact with peers and to achieve greater levels of independence.

6.6 Haringey Council is in the process of refreshing its market position statement which will seek to quantify the approximate shortfall in this supply for this cohort beyond the development of Linden House as described here.

6.7 To support local authorities and clinical commissioning groups to adapt accommodation to support these residents, NHSE established a capital grant programme to provide capital funds to statutory bodies to adapt and/or develop provision to support the discharge of residents from acute settings back into the community.

6.8 Haringey identified Linden House, a Council asset vacant as of July 2017, as a property with potential to be adapted for this cohort with the requisite investment. Following engagement with CCG and Council colleagues and Haringey's Learning Disability Partnership it was agreed that a design of 4 self-contained flats, with shared space to allow for sharing of staff but the requisite privacy/security to support people with behaviours that may challenge would be ideal for this cohort and possible within Linden House with adaptations. The design of the scheme would be suitable to discharge residents within the Transforming Care cohort, or indeed other residents with complex needs and behaviours that may challenge who live in the community.

6.9 In September 2017 Haringey Council commissioned Arcus Consulting to undertake a feasibility study into the cost and resource implications of converting the site to meet the requirements above. They estimated this would cost approximately £650,000 in capital. Through liaison with NHSE, Haringey Council have subsequently secured this capital in principle from NHSE subject to planning consent.

7. Delivery Plan

Construction

7.1 To develop the site the Council will need to secure a development partner with expertise in this specialist design area to design and build the provision in accordance to the preferred option in the feasibility study and the designs submitting to planning (subject to planning approval).

7.2 The overall value of this contract is projected as approximately £715,000 (inclusive of £650,000 in capital works and £65,000 in professional fees). The £65,000 in capital fees is included within a suite of capital programme costs subject to Council approval in February 2018.

7.3 It is anticipated that the procurement of a construction partner could be completed in Q2 2018/19. Given the estimated contract value, Cabinet would be asked to approve the award of contract later in the year. The construction process itself is estimated to take approximately 6-9 months.

Care and Support/Long-term Management of the site

7.4 Upon build completion, it is recommended that the Council commission a provider from the Positive Behavioural Support Framework, as approved by Cabinet in November 2017, to take over the site via a leasehold arrangement and provide care and support to residents.

7.5 This option is preferred over the alternative, to run the service in-house, on the following grounds:

- The Council does not provide any direct accommodation-based care and support services to adults with a learning disability and/or autism and therefore lacks the internal expertise to manage such provision.
- The Positive Behavioural Support (PBS) Framework is a joint commissioning arrangement for establishment in 2018/19 between Haringey Council and Haringey Clinical Commissioning Group. It is a framework of specialist support providers who will provide a positive behavioural support service to promote improved outcomes for adults with a learning disability and/or autism and behaviours that may challenge. The framework has been established in parallel with a successful application from Haringey Council to a Big Lottery Social Investment Fund to provide the requisite investment to organisations to develop their PBS offer and orient their services to deliver against outcomes. It is anticipated therefore that this framework will include providers with the requisite

expertise – as demonstrated in a strong track record of success – to deliver an effective, outcomes-focused package of care and support to residents in Linden House.

- It is likely that the unit cost of externally commissioning the service would be significantly more cost effective than keeping the service in-house, and with the significant focus on greater independence afforded by the Positive Behaviour Support approach outlined above.

8. Financial Benefits

8.1 Currently, the Council and CCG are being quoted between £5,000pw and £7,000pw to commission care and support packages for transforming care residents. As stated above this cost is often a direct result of the need to commission wrap around care packages for individual residents.

8.2 Developing a 4-flat supported living scheme with office space and shared communal areas will allow for staff support to be shared across a number of residents and allow the Council to benefit from economies of scale. The Council estimates that the on-going revenue costs per resident in such a scheme would amount to between £3,000pw and £4,000pw depending on the acuity of residents placed there, which would enable the Council to avoid higher revenue costs associated with alternative provision.

9. Contribution to strategic outcomes

9.1 The Corporate Plan, Building a Stronger Haringey Together, sets out the vision and priorities for the Council. Its underpinning principles of empowering communities to enable people to do more for themselves and enabling all adults to lead healthy, long and fulfilling lives align well with the proposals for changes to the current meals on wheels offer as set out for consultation in this paper.

10. Statutory Officers comments (Chief Finance Officer, Procurement, Assistant Director of Corporate Governance, Equalities).

10.1 Procurement – Head of Procurement

10.1.1 Strategic Procurement notes the contents of this report and recognises the challenges within the market for provision of such services/accommodation. Strategic Procurement would therefore support the recommendations for the Council to extend the Council's estate to provide such facilities.

10.1.2 Strategic Procurement has been consulting with the Commissioners in relation to the procurement support required to implement the recommendations.

10.2 Finance comments (ref: CAPH82)

10.2.1 The recommendations of this report give rise to two distinct sets of financial implications.

Capital Programme

10.2.2 Within the proposed capital programme there is a budget of £1,500k proposed for Supported Living Schemes (Scheme 208). The professional fees to support this development are contained within this scheme at £100k. The proposed fee level for this development can be contained within this budget. At this point the fee estimate is a high level one and may well change. The use of £65k of capital resources will give rise to capital financing costs of approximately £2k per annum.

10.2.3 The agreement that supports the grant allocation is one that cannot be varied and includes the normal suite of provisions such as using the premises for the agreed purpose and having a mechanism for NHSE to recoup their grant funding should the need arise (such as in the event of the Council wishing to dispose of the property).

10.2.4 The grant contribution from NHSE is fixed. This means that the London borough of Haringey holds the risk of cost and time overruns.

Revenue (ref: CAPH82)

10.2.5 There will be an opportunity cost to the Local Authority of not selling the site and it is recommended that an annual charge be included in the cost of service which will be equal to the cost of borrowing the receipt not gained. Assuming a valuation of £1.0m, this equates to £16k p/a

10.2.6 The development offers the opportunity of making savings against the high costs of care provision for LD clients including those in the Transforming Care cohort. The savings will be to the whole of the local Health & Social Care economy and there may be arrangements made to share savings with the CCG. The savings made to the Local Authority alone will depend on the composition of the cohort, their care costs and whether the client is funded by the CCG or the Local Authority. The table below illustrates a potential range of Local Authority savings from £0.03m to £0.14m based on original costs ranging from £3kpw to £7kpw. This assumes that the more expensive packages are the funding responsibility of the CCG but as discussed in paragraph 10.2.8, this situation could change.

no. of clients placed		potential annual saving		
£3k-£4k LA	£5k-£7k CCG	Haringey LA	Haringey CCG	Haringey total
1	3	£0.03m	£0.39m	£0.42m
2	2	£0.08m	£0.26m	£0.34m
3	1	£0.14m	£0.13m	£0.27m

10.2.8 Transforming Care clients may currently be either the funding responsibility of Haringey CCG or of NHSE. Expectations are currently that the CCG will transfer recurrent funding to meet the cost of care provision. There is not yet clarity around funding arrangements for those Transforming Care clients who are currently the

responsibility of NHSE. There is a risk that the clients will become the responsibility of the Local Authority and without a transfer of funding. This position should be monitored in order that the financial impact may be evaluated.

10.3 Assistant Director of Corporate Governance

10.3.1 Section 5 of the Act *(Promoting diversity and quality in provision of services)* requires the Council to promote an efficient and effective market in services for meeting care and support needs with a view to ensuring service users (a) has a variety of providers and services to choose from; (b) has a variety of high quality services to choose from; and (c) has sufficient information to make an informed decision about how to meet the needs in question. In performing this duty, the Council is required to have regard to a list of matters that includes the need to ensure that it is aware of the current and likely future demand for such services and to consider how providers might meet that demand. This is often referred to as the duty to facilitate and shape the market for care and support.

10.3.2 In the context of the Section 5 duty, the Care and Support Statutory Guidance provides that "*4.2. The Care Act places new duties on local authorities to facilitate and shape their market for adult care and support as a whole, so that it meets the needs of all people in their area who need care and support, whether arranged or funded by the state, by the individual themselves, or in other ways. The ambition is for local authorities to influence and drive the pace of change for their whole market, leading to a sustainable and diverse range of care and support providers, continuously improving quality and choice, and delivering better, innovative and cost-effective outcomes that promote the wellbeing of people who need care and support.* The Council must ensure that there is sufficiency of provision "in terms of both capacity and capability – to meet anticipated needs for all people in their area needing care and support – regardless of how they are funded (Paragraph 4.43 of the Guidance). The proposed conversion to supported living accommodation enables the Council to discharge its Section 5 duty. Also, the duty under Section 1 of the Act to promote the wellbeing of adults with care and support needs and the duty and power under Sections 18 and 19 to meet adult's eligible needs for care and support.

10.3.3 Under Section 256 of the National Health Service Act 2006 (as amended), NHS England has the power to make payments to the Council towards expenditure incurred or to be incurred in connection with his social services function. They also have the power to make payment towards any of the Council's function that have an effect on the health of any individual or any NHS functions or are connected with any NHS functions. The payment may be made in respect of capital expenditure or revenue or both. The Secretary of State may by directions prescribe the conditions for the payment. Pursuant to this provision, if Cabinet agrees to the recommendation, the Council and NHS England will enter into a Capital Grant Agreement that will set out the terms of the payment.

10.4 Equality

10.4.1 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:

- Tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;

- Advance equality of opportunity between people who share those protected characteristics and people who do not;

- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

10.4.2 An Equality Impact Assessment was published in June 2015 regarding the decision to close the resident care facility previously on this site and is available online: http://www.haringey.gov.uk/sites/haringeygovuk/files/linden_road_residential_home.pdf

10.4.3 This site will be used to meet the needs of adults with a learning disability and/or autism. This is the same protected group who were served by the former residential care home on this site; however, this group's needs will be better served through the proposed adapted homes as these homes will maximise their independence and reduce social isolation. Consultation with adults with this group in 2015 ascertained that such accommodation - which allows them greater control over their own lives - is their preference.

10.4.4 There is a shortage of adapted supported accommodation in the borough. Seeking to develop more adapted supported accommodation for adults with a learning disability and/or autism in Haringey will have a positive impact on people with disabilities who disproportionately access these services.

10.4.5 A high proportion of people with a learning disability accessing supported accommodation in the borough are also from an ethnic minority background - 52% are non-white British (compared to 39.5% in Haringey's population). 36% of people accessing the service are Black (18.7% of Haringey's population according to the 2011 census). People from a minority ethnic background, particularly people from a Black background, are therefore over-represented among this client group and therefore it is expected this development will have a positive impact on people from ethnic minority backgrounds.

10.4.6 Through the procurement process to lease the site to a care and support provider, the service specification will set out the requirements of providers from an equalities standpoint; in particular, the need to comply with the public sector equality duty, monitor and report on equalities information to the Council.

11. Use of Appendices

None

12. Local Government (Access to Information) Act 1985

None

Report for: Cabinet 13th February 2017

Title: Authority to enter into a Funding Agreement to deliver the Station Square – Bus Station project in Tottenham Hale

Report authorised by: Helen Fisher, Interim Strategic Director of Regeneration Planning and Development

Lead Officer: Peter O'Brien, Assistant Director, Area Regeneration peter.obrien@haringey.gov.uk Telephone – 020 8489 4371

Ward(s) affected: Tottenham Hale

Report for Key/ Non Key Decision: Key

1. Describe the issue under consideration

1.1 Following previous Cabinet reports on the regeneration of Tottenham Hale ('Tottenham Hale Regeneration Programme, 15th July 2014, 'Tottenham Hale Delivery: District Centre Framework', 9th February 2016) an infrastructure and placemaking programme has made significant progress in identifying a suite of projects through the Streets and Spaces Strategy. This strategy seeks to enable the transformation of Tottenham Hale into a new district centre, suitable for 4,000 homes and 5,000 jobs.

1.2 A critical intervention described within the District Centre Framework (DCF)'s Streets and Spaces Strategy is the Station Square – Bus Station project, which unlocks key development sites and enables the overall delivery of a new Tottenham Hale District Centre through the realignment of the bus station and its environs. It incorporates a suite of changes required to the bus station in order to reduce its footprint and allow it to operate more efficiently, together with associated enabling and infrastructure works required to deliver the heart of the new District Centre, and is to be delivered by Argent Related through its Strategic Development Partnership (SDP) with the Council. On 21 March 2017 the Council entered into a Development Agreement with the Argent Related entity, TH Ferry Island Limited Partnership in respect of various sites adjacent to and near the Bus Station. The Bus station realignment work must proceed in 2018 in order that the delivery of neighbouring development sites is not delayed and to meet the deadline for the Housing Zone funding spent.

1.3 A significant degree of dialogue has been undertaken throughout 2017 with TfL regarding the works required to realise a realigned bus station, and as a result it is now known that a significantly expanded scope of works is required, which must include public realm works to highways outside of the footprint of the Bus Station itself. At the same time, high level cost estimates have been refined through detailed design work. As a result, estimated costs have increased significantly from earlier estimates. These cost increases are detailed further in Section 5 below.

1.4 In 2016 the estimated cost of the Bus Station works, of a limited scope as shown in Appendix A, was a total of £1.2m, which was to be accommodated within the Housing Zone programme. Once the revised scope shown in Appendix B became known, estimated costs increased to a total of £7.165m, leaving a funding requirement of

£5.956m. The GLA agreed to increase their funding for the project by £1.3m, leaving a residual requirement of £4.665m to be sourced.

Planning Obligations

1.5 Through work on the DCF's Streets and Spaces Strategy, the Council has identified a total of £2m of expected planning obligations (S106 payments) expected from Argent Related for highways projects which are coterminous with the expanded project area shown in Appendix B. It is therefore proposed that the Council provide £2m cashflow funding to deliver the Station Square – Bus Station works before these are repaid through planning obligations on SDP sites, once appropriate S106 payment triggers are met.

SDP Land Receipts

1.6 On 12 July 2016 Cabinet agreed to enter into a SDP with Argent Related, and to utilize sales receipts from disposals towards the provision of affordable housing and towards capital projects described in the DCF. As the Station Square – Bus Station project was described therein, it is eligible spend for SDP land receipts.

1.7 On 21 March 2017 the Council entered into a Development Agreement with TH Ferry Island Limited Partnership. Minimum expected SDP land receipts are indicated in Appendix C, based on the earliest feasible completion of land transactions, and are currently expected to be received between October 2020 and January 2022, at practical completion of SDP sites. This figure is exclusive of profit share and overage payments as described in the SDP Development Agreement, but which are expected to substantially increase total receipts received by the Council. After existing allocations noted in Appendix C, it is proposed that £2.665m of this funding is applied to the Station Square – Bus Station project, and that the Council provide cashflow funding until this is received.

1.8 In its role in delivering comprehensive development and in order to achieve significant placemaking ambitions for Tottenham Hale, the Council is the only party that can effectively ensure that this enabling project is able to proceed. Although the increase in costs for the Station Square – Bus Station project is significant, officers have identified significant benefits to the approach proposed. These are outlined in more detail in Section 6 below.

2. Cabinet Member Introduction

2.1 The Housing Zone process gives the Council an opportunity to bring substantial resources to bear to deliver key place-making investments and to bring forward a substantial volume of new, quality homes of different sizes and tenures with a view to creating a truly sustainable, mixed community.

2.2 This report seeks to enter into a funding agreement for a key infrastructural project in order to make this vision a reality. We have made great progress in setting out an exciting vision for the future of the Tottenham Hale as London's next great affordable neighbourhood of choice, with a thriving district centre with new places to live, work, shop and enjoy.

3. Recommendations

It is recommended that members agree:

3.1 To the Council increasing the amount of grant to be given to TH Ferry Island Limited Partnership (Argent Related), its Strategic Development Partner, by a maximum sum of £7.165m (including £2.5m GLA Housing Zone funding), for the purpose of funding the realignment works to be carried out to the Bus Station in Tottenham Hale, subject to the Council's budget setting meeting on the 26th February 2018 and subject to the Council and TH Ferry Island Limited Partnership entering into a funding agreement in respect of the grant.

3.2 To give delegated authority to the Strategic Director of Regeneration, Planning and Development after consultation with the Cabinet Member for Housing, Regeneration and Planning, the Chief Financial Officer and the Assistant Director of Corporate Governance to agree the final amount, the terms and conditions for providing the grant funding.

4. Background information

4.1 The Tottenham Area Action Plan (AAP) was adopted by full Council in July 2017. The AAP sets out a target of 5,000 homes and 4,000 jobs to be delivered in Tottenham Hale.

4.2 Haringey also completed the District Centre Framework for Tottenham Hale (DCF), a masterplan demonstrating how the Council's planning policy could be implemented and new development coordinated, including the reorientation of the retail park to a new District Centre. The DCF and AAP build on the vision set out in the Tottenham Strategic Regeneration Framework.

4.3 The DCF was developed over a two-year period where the Council engaged with internal and external partners including residents, businesses, landowners, developers and statutory partners. The final draft of the DCF was presented to Programme Delivery Board in August 2015. The DCF was adopted by Cabinet in February 2016 as Haringey Council's preferred delivery framework for Tottenham Hale.

4.4 Haringey has also prepared two key delivery strategies for Tottenham Hale, which set out the interventions required to support a substantial new District Centre, and which help to make up for existing deficits in infrastructure provision. These strategies are:

- *Streets and Spaces Strategy:* setting out a public realm and movement strategy to support the creation of the District Centre with a North-South spine connecting the green and open spaces to the public realm elements and the upcoming developments to create a safer and more attractive public realm for all users
- *Green and Open Spaces Strategy*: setting out the Council's approach to enhancing our green and open spaces and the links between them, with clear objectives and projects to be progressed

4.5 The February 2016 Cabinet decision also gave overarching support for a series of enabling projects under the Capital Programme, including the Station Square – Bus Station project.

4.6 Cabinet agreed on 12th July 2016 to enter into a SDP with Argent Related, and to declare as surplus to requirements a series of sites in Tottenham Hale. It was agreed that sales receipts from disposals of these Council sites would be used to support the provision of affordable housing and towards capital projects described within the DCF.

4.7 Through negotiation on the SDP Development Agreement, it was determined that Argent Related, as part of their comprehensive redevelopment of neighbouring sites under the Development Agreement and on the basis of the Exclusive Rights

procurement position, are the only party that could feasibly deliver the realignment of the bus station (Station Square – Bus Station project). The Development Agreement dated 21 March 2017, requires both parties to use reasonable endeavours to agree terms of a funding agreement in relation to these reconfiguration works.

4.8 On 14th February 2017, the Leader agreed to the Council providing grant agreements to third parties, from Housing Zone monies received from the GLA and for interventions set out in the Housing Zone Overarching Borough Agreement. This included an allocation to Argent Related. The Council has now agreed the Borough Intervention Agreement with the GLA for this Housing Zone funding.

5 Reasons for decision

Bus Station Cost Increases

5.1 The District Centre Framework and Streets and Spaces Strategy identified the need for substantial changes to the bus station in order to reshape the District Centre and to release developable land within the Station Square West AAP site allocation. These lands and the works associated with them are a key part of the Council's Strategic Development Partnership with Argent Related. Appendix 1 shows, shaded in yellow and green, the initial proposed scope of works.

5.2 These initial works were limited to moving kerbs eastward in order to expand the site area of Station Square West, and opening up the north end of the bus station in order to facilitate entry and exit for buses at both ends, thus releasing land for a mixed use development to the works.

5.3 Throughout 2017 the Council, Argent Related and Transport for London have worked together to refine the designs for a realigned bus station and to have them signed off by the relevant parts of Transport for London, notably London Buses, TfL Surface Transport, London Taxis and others. A further key component of the approvals process is the modelling of the changes on both the bus station and the surrounding road network.

5.4 The initial modelling of the 2015 design (with minor modifications) identified substantial challenges in capacity and functionality at the newly created northern exit to the bus station. As a result, mitigations were identified, which have substantially increased the scope of required works. The revised design has resulted in substantial benefits accruing to bus operations overall, which has been a critical component in the securing the support of key decision makers within TfL.

5.5 This enhanced scope of works is shown in the map attached as Appendix 2 and includes:

- Widening of Watermead Way, west of Ashley Road to address congestion issues in the network and allow right-hand turns into the new north entrance to the bus station;
- New traffic signaling;
- Significant upgrades to the junction of Watermead Way, Ashley Road and Station Road in order to improve pedestrian and cycle safety, improve the public realm and address vehicle movements through the town centre, accommodating future growth at all local development sites;
- Widening further north on Watermead Way and on The Hale accommodating new bus laybys relocated from within the bus station itself;
- The realignment of Station Road, opening this to traffic to allow servicing and enabling the creation of important new pedestrian and cycle links from

the station, through the core of the district centre and beyond to nearby sites.

5.6 TfL have now signed off on the design of the realigned bus station, on the condition that the wider scope of works are delivered in parallel.

5.7 Argent Related have undertaken substantial work looking at how such works would be delivered. This has also added to the costs, due to need to balance the delivery of highways works on The Hale and Watermead Way with the need to keep the road network and town centre (including the bus station) functioning throughout the works. This detailed delivery work has identified a need for substantial traffic management requirements, which has impacted on cost assumptions.

Housing Infrastructure Fund

5.8 To address Bus Station cost increases the Council put forward an Expression of Interest for CLG's Housing Infrastructure Fund (HIF). However, following discussions with the GLA this was wrapped into a larger, pan-Tottenham bid which would nonetheless include a sum to support Tottenham Hale infrastructure. The outcome of this bid is currently awaited, but following advice from the GLA it seems that a determination will not be made by CLG within the originally anticipated timeframe. This risks delaying the whole delivery of the centre of Tottenham Hale, as the Station Square – Bus Station works are the first piece of enabling works required to unlock the whole central sites at Station Square West and Station Square North (ca. 800-1,000 housing units and associated retail, public realm etc.). These works are programmed to start on site in Spring 2018 and would take a little under a year to implement.

5.9 It is also far from certain that Haringey would be successful in securing this funding, as it been heavily oversubscribed and Tottenham Hale is already in receipt of significant GLA funding. Officers will continue working in order to attract as much external grant funding to Tottenham Hale as possible; however, to secure the delivery of the District Centre in, this paper assumes a scenario where HIF funding is not forthcoming.

6 Alternative Options

6.1 Some Highways works (as included in S106 ask) could be stripped out in order to value engineer Bus Station works and reduce the overall funding requirement. However, this would result in disjointed delivery of interventions on the same footprint, and would extend and increase the disruption experienced in Tottenham Hale as its development proceeds. It would also result in higher costs overall.

6.2 Funding could be withheld for the Bus Station project, with Argent Related left to find £4.665m independently. However, Argent Related have indicated to the Council that this additional cost would significantly threaten the viability of the SDP sites as a whole. There is a significant risk that the core of the District Centre would therefore not be delivered leaving a very disjointed heart to the District Centre for at least the next decade. This would result in significant retail and commercial space, and in the region of 950 homes not coming forward. The delivery of the Health Centre on the Welbourne Centre would also be put at significant risk as it is unlikely the Council could identify a replacement developer in the timeframe available.

6.3 Argent Related could also be asked to proceed with the delivery of SDP sites without the realignment of the Bus Station. This would result in a substantial loss to the Council as significant receipts flow from the disposal of the bus stand lands thus enabling the delivery of affordable housing and the infrastructure required. The non-delivery of a realigned bus station would be contrary to the Council's established policies in the form

of the Tottenham Area Action Plan and the Tottenham Hale District Centre Framework. It would also cause a significant reduction in the number of new homes brought forward.

Benefits of the Proposed Approach

6.4 The additional scope has resulted in substantial increased costs; however, they also result in significant benefits for the wider town centre. In particular, the additional crossing at the junction of Station Road (as realigned) and Ashley Road provide a key north-south link from the core of the district centre to Down Lane Park and other adjacent sites, linking to a new east-west connection through the bus station to the Tottenham Hale tube and rail station. A further crossing on the desire line between the new Ada College and the new station will provide a safe route to the station for Ada's many students and staff. The investment will include significant upgrades to road surfaces and pavements. Delivering these works in advance provides significant benefits to the Council's placemaking ambitions for Tottenham Hale.

6.5 It has also been recognised that there are logistical benefits to delivering improvements to the Bus Station and its environs ahead of the comprehensive redevelopment of local sites, as this reduces the length of time for which Tottenham Hale will experience significant disruption to its highways and public spaces.

Key Risk – non delivery of SDP sites

6.6 It should be noted also that there are significant risks to funding the Station Square – Bus Station project upfront, as both proposed funding solutions (planning obligations and SDP land receipts) depend upon the delivery of SDP sites, which lies partly outside of the Council's control. In the scenario that SDP sites do not proceed for whatever reason but Bus Station works are already carried out, the Council would not be able to recover increased project costs. However, it would be left in control of viable development sites which it could seek to develop through alternative means in order to recoup all or part of these costs.

7 Contribution to strategic outcomes

7.1 The recommendations outlined in this report will contribute towards the following strategic priority outcomes in the Corporate Plan:

- *Priority 3 – Clean and Safe: A clean, well-maintained and safe borough where people are proud to live and work*: By working through the SDP to develop an attractive and safe urban environment and by developing a management plan to bring forward a step-change in the quality of maintenance of the public realm.
- *Priority 4 – Sustainable housing, growth and employment: Drive growth and employment from which everyone can benefit. (Transport, broadband, skills, carbon reduction, strategic development):* By bringing forward quality development with 900 or more new homes and 70-80,000 sq. ft. of retail and commercial land uses.
- *Priority 5 – Sustainable housing, growth and employment: Create homes and communities where people choose to live and are able to thrive. (Housing)*: By bringing forward affordable housing in its own right and through contributing to the portfolio approach to sites which allows for additional affordable housing to be delivered on nearby sites.

8 Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 **Finance**

The substantive recommendation of this report is to increase the currently agreed £5.150m grant (funded through GLA Housing Zone programme) that is to be provided to Argent Related, under the terms of the Strategic Development Partnership between the Council and Argent Related, by £7.165m to account for the increased costs associated with the final agreed design solution for the revised bus station works. This would bring the overall grant to be awarded to Argent Related to £12.315m.

This is a significant uplift in cost and hence grant, the reasons for which are explained in the body of the report. A cost plan has been provided and reviewed and under the terms of the grant agreement there will be obligations to mitigate cost and to provide for a clear, open book accounting as well as certification of costs properly incurred by Argent Related Chief Finance Officer. This provides the normal degree of protection to the Council that, if the funds are advanced as recommended, that they will be used for the purposes for which they were advanced.

The original base case that underpins the SDP was for the Council to invest land and in return receive capital receipts of the amount indicated in Appendix C. These receipts would be indexed so that the receipts received by the Council represented best consideration. The estimated effect of this indexation is to increase the anticipated base case capital receipts. Of this sum allocations have been agreed to recompense the Council for the acquisition cost of strategic sites (the BP and McGovern) and to contribute to affordable housing on the Ashley Road site. this leaves a residual unallocated amount, from which it is proposed to allocate £2.665m to the funding gap on the bus station works. If agreed, this will leave a funding gap of £4.5m.

It is proposed that allocation of a further £2.5m of GLA Housing Zone funding is made (which has been agreed with the GLA), leaving a residual gap of £2.0m to be financed. The proposed solution is to pre-fund anticipated S106 receipts of £2.0m.

If agreed, the pre-funding of receipts and S106 contributions will place a strain on the Council's interest budget that has not been budgeted for. At this stage it is not possible to be exact as to the interest cost due to the range of uncertainties around granting of planning, build times, and achieving practical completion (which triggers most payments from Argent Related to the Council). The exact timing of payments for the works to the bus station also complicate matters. A prudent estimate of the effect of pre-funding the capital receipts and the S106 contributions is c£33.4k per annum. This level of effect is not material in the context of the Council's interest budget.

The proposed changes to the grant level, if agreed, do not increase the high level risks inherent in the base case (that the development does not conclude due to partner failure or that the anticipated receipts do not materialise due to planning/market changes). It does though increase the Council's financial exposure to the development by £4.665m.

Should the developer not be able to conclude the bus station works the Council would have step in rights whereby it would be able to conclude the works thus protecting its investment and allowing for large elements of the DCF to proceed with another developer.

8.2 **Procurement**

Strategic Procurement has been consulted in respect of the proposals contained within this report. Strategic Procurement is satisfied Exclusive Rights exist with Argent

Related and therefore the procurement process of negotiation with prior publication can be justified, as stated within the Procurement Contract Regulations 2015 Section 32.

Upon award of the contract a Voluntary Ex Anti Transparency (VEAT) Notice will be published in compliance with the Regulations.

8.3 **Legal**

The Assistant Director of Corporate Governance has been consulted on the preparation of this report;

The proposed funding solutions and risks of any shortfall have been detailed in sections 1, 6 and 8.1 above;

The Council will be required to enter into a funding agreement with TH Ferry Island Limited Partnership in a form approved by the Assistant Director of Corporate Governance and the funds detailed therein will need to be allocated in accordance with the terms and conditions set out in that agreement. Any funding must be used to solely fund the bus station works and once completed the infrastructure must not be commercially exploitable and benefit any specific users and must be used by the general public in order to comply with the State Aid rules.

The Council has now agreed the Borough Intervention Agreement with the GLA for the housing zone funding dealing with the Bus Station realignment work. It is a condition of that funding that the borough fund the difference between the housing zone allocation amount and the total costs of these works.

Further specific legal advice may be required once terms are finalised

8.4 **Equality**

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

This decision has no direct impact or disproportionate impact on any residents with protected characteristics. The additional grant funding is being drawn from existing and planned resources related to the wider SDP, including GLA Housing Zone funding and S106 contributions, to limit the need for additional Council spending that could be allocated elsewhere. Allocating the funding will facilitate the ongoing redevelopment of Tottenham Hale and contribute to the social and economic outcomes of the Tottenham Strategic Regeneration Framework, especially an increase in the provision of affordable housing.

9 Use of Appendices

Appendix A – Previous Station Square – Bus Station Project Scope
Appendix B – Current Station Square – Bus Station Project Scope
Appendix C – SDP Land Receipts [exempt from publishing]

10 Local Government (Access to Information) Act 1985

10.1 Tottenham Strategic Regeneration Framework (SRF), approved by Cabinet on 18th March 2014
10.2 Haringey Local Plan: Strategic Policies
10.3 Tottenham Area Action Plan (As adopted in July 2017)
10.4 Tottenham Hale District Centre Framework and supporting strategies, adopted by Cabinet 9 February 2016
10.5 Tottenham Hale Strategic Development Partnership, decision taken by Cabinet on 12th July 2016

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N

EXTENSION TO ON-STREET PARKING/LOADING BAYS ON HALE ROAD. USE TO BE DETERMINED

BUS STOP RETAINED FOR ALIGHTING ROUTE 192 AND BUS STAND

NEW BUS STATION ACCESS FROM WATERMEAD WAY

STATION ROAD REALIGNED TO ALLOW CAR AND SERVICING ACCESS TO FERRY ISLAND DEVELOPMENT. EXIT LEFT ONLY TO HALE ROAD

Note: If reading electronically you may see quantities associated with each area, these are incorrect and have not been used.

BUS STATION CANOPY RETAINED WITH MINOR ALTERATION TO EXISTING SHELTERS AND FLAGS

30m LONG ON-STREET LOADING BAY FOR SERVICING TO ADJACENT DEVELOPMENT

REALIGNED STATION TOAD SUBJECT TO FURTHER JUNCTION DESIGN

AREA OF BUS STANDING FOR ROUTES 76, 192 & 41 REMOVED AND INCORPORATED IN TO THE REVISED BUS STATION LAYOUT

ALIGHTING BUS STOP FOR ROUTES 76 & 192 REMOVED AND INCORPORATED IN TO THE REVISED BUS STATION

EXISTING BUS STATION ACCESS FROM FERRY LANE RETAINED

PROPOSED TOTTENHAM HALE STATION REDEVELOPMENT LAYOUT

BUS FREQUENCY (0700-0800):

41 - 12 PER HOUR
76 - 9 PER HOUR
123 - 5 PER HOUR
192 - 6 PER HOUR
230 - 6 PER HOUR
W4 - 5 PER HOUR

BUS STOP A - 20.0 BUSES PER HOUR
BUS STOP B - 17 BUSES PER HOUR
BUS STOP C - 16 BUSES PER HOUR
BUS STOP D - 6 BUSES PER HOUR

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WORK IN PROGRESS

Rev.	Date	Comments	Des	Chk	App
-	17/08/16	DRAFT GA	JZC		

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t +44 (0)20 7910 5000 e sdginfo@sdgworld.net

Client :
-

Title:
TOTTENHAM HALE
PROPOSED NEW BUS STATION AND ROAD LAYOUT

Drawing No.	Sheet No.	Rev.
SDG-22989701-SK-004	01 of 02	-

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DATE: 17/08/2016

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N

WELBORNE CENTRE

ASHLEY RD WEST

ASHLEY RD EAST

NORTH ISLAND

PREMIER INN

NORTH ISLAND

FERRY ISLAND

FERRY ISLAND

FERRY ISLAND

FERRY ISLAND

ASHLEY ROAD

HALE ROAD

THE HALE

FERRY LANE

WATERMEAD WAY

CYGNET WAY

0 12.5m 25m 37.5m 50m

NOTES:

1. THIS DRAWING IS BASED ON:
   '10381-162-2_2DT.DWG' PROVIDED BY MET GEO ENVIRONMENTAL ON 31/08/16.
   '16092_SK_006.DWG' PROVIDED BY AHMM ON 30/05/17.
   '063_SK_007_A.DWG' PROVIDED BY PTE ON 05/06/17.
2. ALL DIMENSIONS IN METRES UNLESS OTHERWISE STATED.
3. DO NOT SCALE FROM THIS DRAWING.

INFRASTRUCTURE SCOPE:

- UTILITY & DRAINAGE DIVERSIONS TO ALL PLOTS.
- NEW INCOMING SUPPLIES TO ALL PLOTS.
- ASHLEY ROAD WEST TANK REMOVAL & PETROL STATION DEMOLITION.
- ASHLEY ROAD EAST DEMOLITION.
- FERRY ISLAND DEMOLITION.
- NORTH ISLAND DEMOLITION.

KEY:

PHASE 1: BUS STATION DETAILED DESIGN BOUNDARY

PHASE 1: BUS STATION DETAILED DESIGN

Rev.	Date	Comments	Des	Chk	App
P2	17JUL17	MINOR AMENDMENTS	BBR	PVC	
P1	05JUN17	ORIGINAL ISSUE	BBR	PVC	

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Client:
ARGENT RELATED SERVICES LLP

Project Title:
TOTTENHAM HALE INFRASTRUCTURE WORKS

Drawing Title:
PHASE 1: BUS STATION DETAILED DESIGN

Status:
FIT FOR INFORMATION

Drawing Number: SDG Ref	Originator	Volume	Scale:	Suitability
23148401	SDG	HGN	1:500	S0
Location 00L	Type DR	Role D	Rev. P2	Size: A1
Number 00105		Series 100		

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Report for: **13 February 2018 Cabinet**

Title: Award of Contract for Multi-Disciplinary Professional Services under Contract Standing Order CSO 9.07.1(d), External and common parts estate based works.

Report authorised by : Helen Fisher, Interim Strategic Director of Regeneration, Planning and Development

Lead Officer: David Sherrington, Interim Executive Director of Property Services, Homes for Haringey. 0208 489 1044, david.sherrington@homesforharingey.org.

Ward(s) affected: All

Report for Key/ Non Key Decision: Key Decision

1. Describe the issue under consideration

1.1 Homes for Haringey deliver the Housing Capital programme on behalf of Haringey Council. The programme is delivered in line with priorities agreed by Cabinet in October 2016.

1.2 In order to deliver the programme, Homes for Haringey require a number of specialist construction related services. This report sets out a recommendation to appoint a long term delivery partner to provide these services and work with Homes for Haringey to deliver the capital programme.

2. Cabinet Member Introduction

2.1 Haringey Council has a corporate priority to to create homes and communities where people choose to live and are able to thrive. The winning bidder will support the delivery of essential investment and upgrades to the housing portfolio in line with priorities agreed by Cabinet in October 2016.

3. Recommendations

3.1 For Cabinet pursuant to Contract Standing Order 9.07.1(d) to approve the appointment of Ridge and Partners LLP for Multi-Disciplinary Professional Services to Homes for Haringey for a period of up to 5 years, with the option to extend, subject to satisfactory performance, for a further five years.

4. Reasons for decision

4.1 Homes for Haringey require specialist services to deliver capital works programmes. The existing consultancy arrangements for housing capital works finishes at the end of March 2018 and therefore a new arrangement is required.

4.2 The award is based on the Most Economically Advantageous Tender (MEAT) ie mixture of price and quality and that the bidder scored the highest points.

5. Alternative options considered

5.1 An alternative option would be for Homes for Haringey (HfH) to use various industry frameworks to deliver the capital programme. This option was discounted as Homes for Haringey require support to deliver external works. These contracts often extend over one year which means the contract is classed as a long term qualifying agreement. To be compliant with Section 20 legislation, long term qualifying agreements must be consulted with leaseholders before they are established. As external frameworks are already established, it is impossible to consult leaseholders in a manner which complies with Section 20 legislation and a lack of compliance with this legislation could lead to a failure to recover costs from leaseholders.

5.2 A do nothing option would mean the service is not able to deliver capital works to the housing stock and the condition of the stock would deteriorate significantly.

6. Background information

6.1 Through Homes for Haringey, Haringey Council manages 20,387 homes, 14,240 of which are tenanted general needs, 909 supported housing, 419 Community Good Neighbour and 4,819 leasehold homes. As the freeholder, the Council has a statutory and legislative duty to maintain the housing stock in a good state of repair. The standard at which the council maintains its portfolio is enhanced by the council's own investment standard, which was agreed in October 2016.

6.2 Following a strategic review of stock condition, Homes for Haringey have developed a 30 year cost plan which sets out the investment need across the portfolio for this period. Within this, HfH have developed a five-year investment programme which sets out more precisely the sequence in which investment will be delivered across the portfolio.

6.3 Since 2008 Homes for Haringey has delivered a Decent Homes programme on behalf of Haringey Council. The Decent Homes programme is narrow in scope and does not incorporate the full range of assets we are responsible for maintaining, and as noted previously, in October 2016 the Council approved a broader investment standard, incorporating elements not previously included within the Decent Homes programme.

6.4 In order to deliver this broader scope of improvements, Homes for Haringey anticipate they will require the following services:

- Project Management;
- Architecture;
- Building Surveying (including Contract Administration);
- Cost Consultancy (including Mechanical and Electrical QS);
- Mechanical, Electrical and Lift Engineering Design and Specification Writing;
- CDM 2015 (advisory and Principal Designer);
- Civil and Structural Engineering;
- Party Wall Surveying
- Clerk of Works
- Fire Risk Assessor

6.5 These services will be overseen by an internal client team within Homes for Haringey. The progress of the programme will be reported to the Council at regular intervals.

Procurement

6.6 The strategic procurement advice and technical services for this project were provided by London Borough of Waltham Forest. London Borough of Waltham forest confirm that the contract has been procured with due regard to Haringey standing Orders.

6.7 An open procedure was used to source a provider to deliver the new professional service provider. An analysis undertaken by LBWF noted that there were numerous providers in the marketplace who could deliver the scope of services and this procedure would allow for the shortlisting of providers down to five (5) from Selection Questionnaire Stage (SQ) to Invitation to Tender Stage (ITT)

Selection Questionnaire Stage

6.8 Based on the value of the procurement, this contract was advertised on the Official Journal of European Union (OJEU) giving an opportunity not only to providers in the United Kingdom but also those providers who are established within the European Union Region to express their interest and tender for the contract.

6.9 An electronic tendering portal (Pro Contract) was used to advertise the opportunity on 19th June 2017. Interested providers completed a Selection Questionnaire containing information about their economic and financial standing, technical capability and other general information. Their information was assessed to establish whether the organisation was financially viable and technically capable of undertaking a contract of this nature.

6.10 An evaluation team made up of five (5) panel members and two (2) observers were set up to conduct the assessment. A moderation meeting chaired by the procurement manager was carried out after individual assessment (evaluation) which helped with finalising the scores (consensus scoring) amongst the panel members. Fifteen (15) providers expressed their interest and five (5) providers were shortlisted to the ITT stage. Successful and unsuccessful providers were

served with letters on 24th August 2017 stating the outcome of their expression of interest.

Bidders Meeting

6.11 After shortlisting the five (5) providers to the ITT stage, bidders' meeting was organised on 3rd October 2017 that served as a platform for Homes for Haringey to meet the representatives from each company, interact, provide information on their requirement as well as information on the tendering process. The bidders also used this opportunity to ask clarification questions relating to aspects of the specification of the contract and were clarified accordingly.

ITT Stage

6.12 Following the bidders meeting, the selected providers were invited to tender for the contract on 4th October 2017 via the electronic tendering portal (Pro Contract).

The contract was based on Price (30%) and Quality (70%) submission.

Two aspect of pricing were requested;

Fixed Fee (23%) and
Time Charges (7%)

6.13 As part of the quality submission there were two interview sessions held on Friday 24th November and 27th November 2017 that required providers to complete a scenario based question and present to the evaluation panel.

Resident Involvement

6.14 A tenant representative, leaseholder representative and Broadwater Farm resident were invited to join the interview panel. The resident from Broadwater Farm was tasked with evaluating the tenant and leaseholder question that formed part of the interview questions. This part was 5% of the quality scoring.

Evaluation

6.14 Tender submission was due at **12pm on Monday 6th November 2017** and could only be submitted via the electronic tendering portal (Pro Contract)**.** All five bids were received on time.

6.15 Evaluation of tender documents commenced on **7th November to 24th November 2017.** The team consisted of 5 panel members. Each individual team member evaluated and awarded scores on the quality submission of all 5 bidders before the moderation meeting that was chaired by the Procurement Manager.

6.16 The moderation meeting was held on **30th November 2017.** At this session, the panel members deliberated on individual scores and ensured that scores

awarded were based on consensus from the majority panel members. The award of this contract is based on the most advantageous tender.

Leasehold Implications

6.17 As a result of applications made under the Right to Buy legislation, there are 4963 leaseholders living in the properties affected by the works described in this report.

6.18 Under the terms of their lease the lessee is required to make a contribution towards the cost of maintaining in good condition the main structure, the common parts and common services of the building. Such contributions are recovered by the freeholder through the lessees' service charge account.

6.19 In accordance with The Service Charges (Consultation Requirements) (England) Regulations 2003, the Notice of Intention was served on 12 May 2017 expiring on 15 June 2017

6.20 Notice of Proposal in accordance with the Regulations (incorporating a statement of the observations received and the Council's reponses) was then served on 15 December 2017 expiring on 17 January 2018.

6.21 Eleven observations were received throughout the statutory consultation period. Officers responded to these observations within the 21 day statutory period. The observations received at each stages, and the Council's responses to them, are summarised in Appendix A.

Sustainability

6.22 The contract includes specific provisions for sustainable use of materials and practices. The winning bidder's sustainability policy has been reviewed as part of the quality aspect of the evaluation process.

Budget

6.23 This project will be funded from the 2018 to 2024 Capital Programme for major Works within the Housing Capital Programme.

Health and Safety

6.24 The contract allows for HfH to instruct the winning bidder to provide services under the Construction (Design and Management) Regulations 2015.

6.25 The winning bidder's health and safety policy has been reviewed as part of the quality aspect of the evaluation process.

7. Contribution to strategic outcomes

7.1 The outcomes of this procurement relate principally to the Corporate Plan Priority 5, to create homes and communities where people choose to live and are able to thrive.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance

8.1 The contractor was chosen based on the most economically advantageous Tender and the fee is calculated based on a percentage fee of the value of construction works undertaken in any year.

8.2 The annual value of the contract is dependent on the size of the annual programme of works. It is estimated that for a 5-year programme of works of £192m will generate a maximum of £11m professional services contract cost.

8.3 The contractor's Fee is an inclusive payment for the services and all other matters relating to the project. Additional fee due to material changes in nature and scope of the Project will be negotiated; and it is subject to the approval process.

8.4 The cost of executing each element of the Project will not exceed the respective financial limit stated in the Cost Plan.

8.5 The money to fund the Multi-Disciplinary professional services contract is included within the 5-year capital programme budget. The commitment to spend will be subject to cabinet approval of the capital programme.

Procurement

8.7 Whilst the LBH Strategic Procurement team (SP) had no direct involvement in this process, it notes that the procurement advice and technical services for this project were provided by London Borough of Waltham Forest (LBWF).

8.8 SP acknowledges that the LBWF adopted an open, OJEU tender procedure.

8.9 SP acknowledges that the award to Ridge is based on the Most Economically Advantageous Tender

8.10 SP notes that this project will be funded from the 2018 to 2024 Capital Programme for Major Works within the Housing Capital Programme.

8.11 SP recognises there is limited capacity for these services within the current portfolio of frameworks readily available in the market. Therefore, SP understands and supports the rationale adopted by HfH to establish an alternate contractual arrangement. Adopting a single supplier approach has benefits as well as risks. The primary benefits revolve around potentially better value for money due to the provider having more certainty around commitment and demand, as well as developing a closer partnership type relationship. The main potential risk relates to the contractor having sufficient capacity and availability to meet the demand throughout the term of the contract.

8.12 SP is aware the LCP is currently working on a DPS solution for a suite of professional services; however this will not be available until later in 2018. Once the LCP DPS is establish, this will provide further resilience and potentially avoid the need to re-procure a similar contract in the future.

Legal

8.13 The Assistant Director Corporate Governance has been consulted in the preparation of this report and makes the following comments.

Leaseholder consultation

8.14 The terms of the Council's standard right to buy lease permit recovery of a proportion of the cost of these works from leaseholders, subject to compliance with the consultation requirements set out in the Landlord and Tenant Act 1985 and the Service Charges (Consultation Requirements) (England) Regulations 2003 ("the provisions").

8.15 The contract entry into which is to be authorised by this report is a qualifying long term agreement (QLTA). As stated above, Public Notice is required as a stage in procurement. The provisions (in Schedule 2 of the Regulations) set out a two-stage process for consultation with leaseholders.

Stage 1 – pre-tender

8.16 The Council is first required to serve a notice upon leaseholders setting out:

- (in general terms) the works or services to be provided under the QLTA
- why the Council considers it necessary to enter into the QLTA
- state that the Council is not inviting the nomination of alternative contractors because Public Notice is to be given
- inviting observations on the works or services to be provided under the QLTA

8.17 The leaseholders must be given a minimum of 30 days to respond, and the Council must have regard (in subsequent stages) to any comments made.

Stage 2 – after tenders received

8.18 The Council must prepare and serve a written proposal setting out:

- the name and address of every proposed contractor and any connection between the contractor and the Council
- an estimate of either (i) the contribution to be incurred by the leaseholder or if not available (ii) the expenditure by building or if that is not available (iii) the hourly rate payable under the agreement. If none is available the Council must say why and provide an estimated date when it will be available
- the intended duration of the agreement
- a statement of any observations received at the pre-tender stage, with the Council's response

8.19 The proposal must be served with a notice inviting observations giving a minimum of 30 days to respond.

8.20 The Council must within 21 days respond to any observations received; and, when considering award of the contract, Cabinet must have regard to any observations received.

8.21 Details of compliance with these provisions are set out in the body of this report under the heading “Leasehold Implications”. Legal Services were consulted on the notices and proposal served and at Homes for Harigney’s request sought advice from Leading Counsel, who approved each document.

8.22 This is key decision and Homes for Haringey have confirmed it is on the Forward Plan.

8.23 The London Borough of Waltham Forest (LBWF) provided procurement advice on this procurement, and Devonshires Solicitors provided legal advice. LBWF and Devonshires have confirmed the procurement was conducted in compliance with the Public Contracts Regulations 2015. Therefore the Assistant Director of Corporate Govenance sees no legal reasons preventing Cabinet from approving the recommendations in the report.

Equality

8.24 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and those people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.25 The tendering process requires the contractors to provide their Equality policy as part of their tender return to demonstrate their compliance with the equalities legislation. The services are provided to all Homes for Haringey tenants as part of their contract, in exchange for a service charge included as part of their lease. The protected characteristics of the Equality Act (2010) do not form part of the decision to provide services to each tenant.

This decision should have a positive impact for Homes for Haringey residents.

9. Use of Appendices

9.1 Appendix a – Summary of leaseholder observations

9.2 Appendix b - Tender Evaluation - Exempt report
Appendix c – Worked fee example - Exempt report

Appendices b and c are NOT FOR PUBLICATION by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.
This report is not for publication as it contains information classified as exempt under Schedule 12A of the Local Government Act 1972 in that it contains information relating to the financial or business affairs of any particular person (including the authority holding that information).

10. Local Government (Access to Information) Act 1985

No background Docuemnts are referenced.

Appendix A – Summary of leaseholder observations

Observation from a leaseholder in the building PARK LANE CLOSE 1-6
Leaseholder asked how tenders are assessed, how decision to use QLTA is cost effective, how QLTA will be supervised, what works are planned under QLTA.
Landlord Response: Outlined how tenders are assessed and how decision to use QLTA was made, confirmed how QLTA will be supervised, advised not known at this stage what works to individual buildings will use QLTA.

Observation from a leaseholder in the building CARLTON LODGE 1-46
Leaseholder asked various questions about the fees quoted in the Notice.
Landlord Response: Answered all questions about what fees relate to.

Observation from a leaseholder in the building HORNSEY LANE GARDENS 10/10A
Leaseholder advised purchasing the freehold, so didn't want to enter into QLTA.
Landlord Response: QLTA proposed between HfH and Ridge, not with LH, advised that if LH buys freehold QLTA don't apply.

Observation from a leaseholder in the building DOWDING HOUSE 1-28
Leaseholder expressed concern that Notice was hard to understand, asked if costs in QLTA will increase from previous contract, queried estimated project spend in appendix.
Landlord Response: Format of Notice set by statute, approved by QC before issue, percentage of some elements in new QLTA decreased, anticipated project costs in line with expectations.

Observation from a leaseholder in the building FISKE COURT 22-39
Leaseholder asked what proposed work is and cost.
Landlord Response: Advised proposed works not yet know, and so costs of consultancy contract not yet known.

Observation from a leaseholder in the building JOHN MASEFIELD HOUSE 1-30
Leaseholder asked why services under QLTA now required, asked if sinking fund will be used against costs.
Landlord Response: Advised that services always required, previously provided by third-parties in past, confirmed sinking fund contribtions will be required

Observation from a leaseholder in the building RAMSEY COURT 1-24
Leaseholder asked how many tenders we received, asked what RIBA Stage 1-6 in appendix refers to.
Landlord Response: Advised 5 tenders received, advised RIBA plan of work is the industry standard approach to organising a construction project into stages.

Observation from a leaseholder in the building FORSTER ROAD 21-32
Leaseholder asked what work is proposed under current contract.
Landlord Response: Advised proposed works not yet know, and so costs not yet known.

Observation from a leaseholder in the building ACACIA ROAD 40-56 (EVEN)
Leaseholder advised that summary of observations included with Notice not adequate.

Landlord Reponse: Responded that Notice invited observations on Notice itself, not summary of observations.

Observation from a leaseholder in the building BLAYDON CLOSE 1-42
Leaseholder stated that only wants to pay towards works to their building or estate.
Landlord Response: Confirmed lease only requires them to pay towads building or estate.

Observation from a leaseholder in the building ERMINE ROAD 57-76
Leaseholder stated that only wants to pay towards necessary work.
Landlord Response: Confirmed we will only carry out works that are required.

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Report for: Cabinet 13th February 2018

Title: STEM Commission – Update on Progress

Report authorised by : **Tracie Evans, Deputy Chief Executive**
Margaret Dennison, Inteirm Director for Children's Services

Lead Officer: James Page, Joint Assistant Director for Schools and Learning; james.page@haringey.gov.uk; x3424

Ward(s) affected: All

Report for Key/ Non Key Decision: Update / Non Key Decision

1. Describe the issue under consideration

1.1. This report provides an update on progress following the launch of the Haringey STEM Commission report in July 2016.

2. Cabinet Member Introduction

2.1. STEM (science, technology, engineering and maths) is increasingly at the heart of the London and UK economy. We are ambitious for Haringey's children and young people and believe that it is absolutely vital to equip them with the very best skills and links to employers across these areas, so that they can access the job and career opportunities that STEM can provide. I am delighted that there has been real and tangible progress since the Haringey STEM Commission produced its recommendations 18 months ago.

2.2. We are now in a position to see STEM thriving in our borough with an expert panel in place; five STEM hubs across our secondary schools and post-16 settings; and STEM links to nearly all of our schools and networked learning communities. Not only do we have a real wealth of expertise to draw on in the borough, but there is a clear energy and intent to work together on behalf of all of our children and young people. This report demonstrates how much progress has already been made, and sets out our plans to deliver the step change envisaged by the STEM Commission.

3. Recommendations

3.1. Cabinet is asked to note the progress made against the Haringey STEM Commission recommendations.

4. Reasons for decision

4.1. Excellent progress has been made against the Haringey STEM Commission recommendations and the Council is now in a strong position to make a step change in STEM provision in the borough. This progress report fulfils the commitment to provide an update to Cabinet made in September 2016.

5. Alternative options considered

5.1. Not applicable.

6. Background information

6.1. STEM (science, technology, engineering and maths) subjects have taken on an increasingly high profile in education over the last decade and are now widely seen as essential to accessing the high quality jobs of the future. It is for this reason that the Council is committed to enhancing STEM provision and fostering the best possible opportunities for all our children and young people to access skills and gain experience in these areas.

6.2. In Autumn 2015, the Council established the STEM Commission to consider how to make a step change in raising attainment in STEM subjects for young people in Haringey. The Commission met as an independent group, chaired by Baroness Morgan of Huyton, and gathered evidence from businesses, experts and teachers including Andy Haldane, chief economist at the Bank of England, Sir Roger Carr, chairman of BAE Systems, Google, the NHS, the Royal Society, Siemens, BT and Members of Parliament.

6.3. The STEM Commission Report was published alongside new research by the House of Commons library which found the number of pupils in England achieving A to C grades in science, maths and technology GCSEs has fallen in recent years. The Commission found that despite some “inspiring examples of teaching and learning in the Borough, attainment and participation in relevant subjects is not high enough”. To remedy this, the Commission made the case for the local authority, schools, colleges, businesses, parents and young people in Haringey to work together to open up new opportunities for all, including particularly for groups (especially young women and students from a black and minority ethnic background) who are underrepresented in STEM.

6.4. In September 2016, Cabinet received a report in response to the Haringey STEM Commission and agreed to welcome the recommendations and to there being a report back to Cabinet on further progress. This report provides an update on the work that has taken place since with very significant and positive developments well underway. As set out below, we are now in a strong position to ensure the vision of the STEM Commission is put into effect.

6.5. It is important to emphasise that, as the STEM Commission Report recognises, schools, colleges and businesses are already doing a lot to support STEM in the borough and there are huge strengths to draw on. However, deeper and more systemic gains can be made by joining up across the borough. The role of the Council is not to ‘deliver’ the outcomes, but to work with key leaders and stakeholders to support and enable a more collaborative system working on behalf of all our children and yound people.

6.6. A great deal of effort has gone into creating the groups, networks and leaders which will drive the agenda. As a result, the following is now in place:

- STEM expert panel: providing a strategic overview of progress on STEM, incorporating strategic leaders from education, business and STEM more widely. This group met in January 2018, chaired by the Lead Member for Children's Services and also included:
    - Jan Balon – Principal Designate, London Academy of Excellence
    - Jenny Holloway – Director of Fashion Enter
    - Calvin Howe – Workplace Manager, VolkerFitzpatrick
    - Tom Fogden – Chief Operating Officer and Dean of Ada College
    - Andy Forbes – Principal, College of Haringey, Enfield and North East London
    - David Hearn - Vice Principal, Teaching and Learning, Greig City Academy, Haringey
    - Professor Alan Houston - Pro-Vice-Chancellor (Education), Durham University
    - Angus Knowles-Cutler - UK Vice Chairman and London Office Managing Partner, Deloitte LLP
    - Russ Lawrence – Principal, Haringey Sixth Form College
    - Michael McKenzie – Headteacher, Alexandra Park School, Haringey
    - Sue Moss – Headteacher, Pembury Nursery School, Haringey
    - Neil Robinson – Corporate Affairs Director, Manchester Airport Group
    - Dr Ajay Sharman - Regional Network Lead – London and SE, National STEM Learning Centre and Network, STEM Learning
    - Tony Woodward – Headteacher, Tetherdown Primary School, Haringey

- Hubs / Centres of Excellence: five secondary and post-16 STEM hubs have been confirmed:
    - Alexandra Park School (overall expert hub, leading on CPD and teaching and learning)
    - London Academy of Excellence Tottenham (sixth form lead)
    - College of North East London (CONEL-careers lead)
    - Ada, The National College for Digital Skills (IT lead)
    - Greig City Academy (innovation lead)

- Overall STEM co-ordinator: this role is being played by the Director of Science and Mathematics at Alexandra Park School, who is also an Ogden Teacher Fellow

- Networked Learning Communities (NLC) STEM leads: each NLC has a STEM lead who works with the primary schools in their NLC and provide regular updates to the NLC meetings

- STEM steering group: representatives from each of the five STEM hubs, six NLCs and governors are taking forward the draft Action Plan (included in this report as Appendix 1)

- School STEM leads and governors: A strong majority of schools have a STEM lead in place and a STEM governor

- School STEM audits: each school will complete an audit and the audits will be used to decide which NLC and expert hubs will work together.

6.7. Building on this strong foundation, there has been strong progress against the 12 recommendations set out by the STEM Commission. Four recommendations have been implemented, though they will continue to evolve as this work progresses:

- Hubs / Centres of Excellence (recommendation 3)
- STEM Outstanding for All award (recommendation 4)
- STEM co-ordinator (recommendation 5)
- Annual Haringey education report (recommendation 8).

6.8. In addition, there has been significant progress in relation to:

- Developing the Haringey Diploma (recommendation 1) with consideration given by the Steering Group and Expert Panel on how best to design this and ensure primary as well as secondary STEM experience is incorporated
- A first Haringey STEM showcase (recommendation 5) took place at Greig City Academy in January 2018 with pupils and schools from across the borough presenting
- A particularly successful Careers Fair (recommendation 9) in November 2017 with strong representation from STEM employers, sixth form providers and higher education institutions. Over 1,300 young people from across Haringey attended.

6.9. There are three areas which still need further consideration in order to make more progress. Recommendation 2 - working with schools to promote science and maths. Whilst this takes place regularly in schools, there is more to do if we are to achieve some of the specifics underneath the recommendation, such as supporting all young people to study three sciences to at least 16. Recommendation 7: improving the post-16 offer is also underway with existing excellence and developing new provision through Ada and London Academy of Excellence Tottenham. Developing new vocational qualifications can support this further. Recommendation 6: building relationships with business and employers which is closely connected into education settings. The Commission and Expert Panel have helped to galvanise this, alongside existing links, though there is further to go here.

6.10. Table 1 below sets out progress in more detail against each of the 12 recommendations made in the STEM Commission Report.

Table 1 – Progress against the STEM Commission recommendations

Recommendation	Description	Progress

1.	**Haringey Diploma**	• Convene a panel of expert employers, business leaders and experts to develop and accredit a Haringey Diploma • To include a framework of skills that young people should have when leaving education • Supported with extracurricular activities and experiences	• This was presented to Post 16 and Pathways meeting for school leaders on 27th June 2017 • Feedback was very positive: there is a strong appetite for a STEM diploma (or equivalent). Ideas outlined: multi-layered approach: experiences/ competitive elements/ group projects as well as individual/ pupils as leaders and teachers • Preference is for developing a STEM experience based award and to develop an in-house model rather than use existing accreditation opportunities, e.g. CREST • It was agreed that the award should include primary as well as secondary. • The Expert Panel has been convened in line with the Commission's recommended representation and is due to hold its first meeting in January where progress against each recommendation, including the diploma/award, will be discussed. The Expert Panel has representatives from the hubs, NLCs, Headteachers, Business and Industry and senior local authority officers.
2.	**Science and mathematics promoted in schools**	• Schools to promote students studying some form of maths for as long as possible, including post-16 • Schools to consider new qualifications- i.e. core maths • Schools to develop addition provision, such as Saturday schools to supplement existing studies • All young people should study three sciences to at least 16	• Alexandra Park School (a Teaching School) has established a network to support the increased challenge of additional science and triple science and revised maths specifications • STEM hubs are to take ownership of the recommendation for all pupils to study triple science at GCSE and maths post 16 but the national changes described in the final risk section mean that these will be longer term objectives to work towards. • School Improvement team is recommending (through school termly visits) that more able pupils do at least AS maths if they are considering Russell Group/ a STEM degree or PPE (Philosophy, Politics, Economics) • Extensive action planned (see **appendix 1**, Haringey's Draft STEM Operational Action Plan) to raise the profile of STEM with staff, parents and pupils, secure a shared understanding of STEM career opportunities and the value of ongoing maths study post 16 and to increase and improve the quality of enrichment, including with support from external providers • It is still too early in the initiative to see impact of this work.

3. Two centres of STEM teaching excellence	• Establishing two centres of STEM teaching excellence to act as hubs for improvement, support and development • A centre in the west of the borough - the New River Teaching School Alliance • A centre in the east of the borough at LAE in Tottenham • They should work with existing alliances, and broker new relationships with employers and universities	• A STEM steering group has been established and has produced terms of reference and draft Action Plan (appendix 1) • Leadership, via the steering group, is being facilitated through five, rather than two, secondary and Post 16 centres of excellence: Alexandra Park School / Greig City Academy / CONEL/ London Academy of Excellence / Ada. Additionally, there are six Network Learning Community STEM Coordinators (primary) and two governor representatives involved in driving this agenda and represented on the steering group. • APS is the overall lead school due to The Ogden Trust already funding a Haringey STEM Coordinator to lead the STEM support for schools in Haringey and other North London schools • CONEL and Ada have been invited to be lead hubs specifically for business partnerships and apprenticeships.
4. STEM Outstanding for All award	• Outstanding for All Awards should specifically recognise innovation, best practice and high achievement through a specific STEM-related award	• **Implemented** and an annual process with a primary and a secondary award for outstanding STEM achievement • St Paul's RC Primary School won the primary award in 2017 for its 'Ted in Space' project. The school launched a teddy bear, with attached camera, into space to take pictures of the earth. Key learning was to control the launch and landing, as well to gain perspective of earth from space • Girls Making a Global Difference at Woodside High won the secondary award for teaming up with Oxfam to develop an App to support refugees.
5. STEM Coordinator	• Haringey schools to jointly appoint a Haringey STEM coordinator, funded by Network Learning Communities • To open up access to and coordinate STEM extracurricular provision across the borough • Should support the diploma, teacher professional development and annual an STEM	• The Ogden Trust are already sponsoring a leading STEM Coordinator (at Alexandra Park School) for 1.5 days per week to co-ordinate STEM in Haringey and North London across primary and secondary • STEM Coordinator is supporting NLC STEM leads with their role, coordinating training for primary and secondary schools and events for pupils. A current additional focus is working with a leading primary science practitioner (external to Haringey) on primary assessment and curriculum planning. • A three part programme of training has been established for STEM lead teachers in primary schools (60 CPD sessions are scheduled for 2018) • Haringey STEM Showcase taking place on 19th January 2018 at Greig City Academy

		festival	
6.	**Identify a partner organisation**	• Identify a partner organisation who can help build sustainable relationships between businesses and the local education system to support extra-curricular activities, professional development and careers advice • STEM professionals to volunteer in schools	• Schools and colleges sharing existing links with businesses and STEM professionals • Further work to be done on identifying a partner organisation and volunteering opportunities for STEM volunteers
7.	**Improved post-16 offer**	• Council, schools & colleges to build a post-16 sector that provides strong academic and vocational offer in borough • All post-16 institutions to work with the teaching schools alliances, STEM coordinator and business brokerage partner to develop teaching, build relationships with employers & collaborate.	• LAE is the hub taking the lead on developing the quality of post 16 provision • Detailed post 16 achievement and provision analysis has been carried out to inform an improved post 16 offer and to support a more collaborative approach to the Haringey offer • Eight STEM students from disadvantaged backgrounds were provided with bespoke academic support and guidance on Oxbridge interview process and exam technique. Three have been successful.
8.	**Annual Haringey Education Report**	• Council to develop and publish its own Annual Haringey Education report to monitor/drive	• **Implemented**: an end of key stage achievement report is produced annually (see **appendix 2** for the 2016 report. 2017 report is in progress.) • Detailed post 16 analysis

		improvement	
9.	**Improved information and advice to parents**	• Develop a strategy for improving information and advice to parents about post-14 and post-16 choices	• In response to the Commission recommendations, a careers fair is now scheduled on an annual basis along with a Post 16 Pathways Document. Following a successful first event in 2016, the 2017 event was held on 8th Nov with over 1,300 attendees and very positive evaluations. All secondary schools with a Sixth Form setting and other post 16 providers were represented along with Higher Education and apprenticeship providers, local businesses and public services. • The Draft Operational Action Plan includes action to further raise the profile of STEM/ pathways with parents.
10.	**Every school to have a link Governor for STEM**	• Every school in the borough should have a link governor for STEM, ideally drawn from industry • Governors to be recruited through the business brokerage partner, who should identify local residents who work in STEM industries	• The large majority of schools have identified a STEM governor and briefings have been provided through the School Bulletin and at the Haringey Governors' Association. Link School Improvement Advisors are following up with those schools that haven't yet identified a STEM governor. • Role description produced • Two governors are members of the steering group to support the operational leadership and dissemination strategy
11.	**Expert Reference Panel**	• Expert Panel should be active at a senior level in STEM industries to provide continuing advice, guidance and contacts • Haringey should recruit an 'Innovator in Residence' able to work with schools and colleges	• Expert panel formed with first meeting in January 2018 • Steering group formed to lead on operational elements of STEM agenda. Has met several times, including post-16 pathways meeting • Yet to identify an 'innovator in residence'

12.	**STEM Leaders Programme**	• Pilot a local STEM leaders programme, using young people who were involved in the STEM Commission • They should champion STEM in schools and provide insights into future work	• Existing good practice in Haringey (where post 16 pupils mentor/ support STEM enrichment in primary schools) is to be replicated as a model in other secondary settings. A target is for all post 16 settings to have this model in place by end of 2019.

Summary of risks and mitigations

6.11. There are three principal risks in relation to future progress on the STEM agenda. We believe these are limited and can be significantly mitigated.

Table 2 – Risk and mitigation

Risk	Mitigation
Potential for perception of slow progress since the Commission was launched reduces engagement and momentum	Wide stakeholder representation established to ensure ongoing momentum: secondary hubs/ NLCs/ New River Alliance/ Ogden Trust/ Governor representatives/ Expert Panel/ leading LA officers. Making progress requires working closely with all of these groups and supporting schools and colleges in particular to lead. Relationships are strong and the response to the STEM agenda is proactive and collaborative to drive improvements across the system in Haringey.
Specifically, ensuring ongoing and proactive engagement with employers in shaping STEM in Haringey	Schools already have many contacts with employers and a priority action is to collate and further extend a Haringey Directory of Business and Industry Partnerships. CONEL and Ada have been invited to be lead hubs specifically for business partnerships and apprenticeships.
Challenge where the approach has evolved from the original recommendations made by the Commission or in appointing individuals or organisations to roles	Expert Panel convened with a key role in challenging and supporting Haringey in its plans to implement the STEM Commission recommendations. All of the STEM Commission recommendations have been positively received by the steering group apart from post 16 maths study and triple science for all pupils. This is due to national changes or delays in the assessment framework. Additional national post 16 maths qualifications are still in development; schools are struggling with staffing compulsory GCSE retakes at Post 16 due to a shortage of specialist maths teachers and

Risk	Mitigation
	recruitment and retention difficulties; there is now a requirement for all pupils to take double science at GCSE and the specs have significantly increased in challenging making triple science less desirable. However, these recommendations are in the Haringey action plan and will be addressed in the longer term.

Timeline and milestones

6.12. Key timelines and milestones are set out in appendix 1: Draft STEM Operational Action Plan 2017 – 2020. This is a living document, which will continue to be updated as the work progresses.

7. Contribution to strategic outcomes

7.1. With the launch of the Commission, the STEM agenda has been central to delivering improved outcomes and opportunities for children and young people in Haringey to take advantage of future employment opportunities. As such, the STEM agenda is integral to Priority 1 / Best Start in Life in the Corporate Plan.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance

8.1. The current proposals will be contained within the existing budgets and/or partnerships arrangements.

8.2. Funding for STEM is predominantly delegated to school governing bodies. There are proposals being considered by central government on how best to promote a greater emphasis on these topics, but as yet no formal funding statement has been made.

8.3. If additional funding is provided in future, this will most likely be passported directly to schools.

8.4. There are no financial implications for the General Fund.

Procurement

8.5. Not applicable.

Legal - Assistant Director of Corporate Governance

8.6. The steps that have been taken by the Council to implement its Action Plan in response to the recommendations in STEM Commission Report, which Action Plan was agreed by Cabinet on 13th September 2016, and the implementation of the Council's draft STEM Operational Action Plan 2017-2020, will help to meet the Council's statutory duty under Section 13A of the Education Act 1996

to promote high standards and the fulfilment of learning potential in the exercise of its relevant education and training functions. Also , they will promote educational excellence for children and young people as referred to in the statutory guidance , published by the Department for Education in April 2013, on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children's Services "Working with headteachers, school governors and academy sponsors and principals, local authorities should promote educational excellence for all children and young people and be ambitious in tacking underperformance".

Equality

8.7. The Council has a Public Sector Equality Duty under the Equality Act 2010 to have due regard , in the exercise of its functions, to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
- Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

8.8. The relevant protected characteristics for the purposes of the Duty are : age, disability, gender reassignment, pregnancy/maternity, race, religion or belief , sex and sexual orientation. Marriage and civil partnership status only applies to the first part of the duty.

8.9. Children make up a quarter of the population in Haringey and are concentrated in wards in the east of the borough where deprivation is highest - over 1 in 3 children in Haringey lives in poverty and more than 70% of the borough's young people are from ethnic minority backgrounds. The Council's work in implementing the STEM Commission's recommendations aims to help all children and young people in Haringey, providing them with more and better opportunities to access skills and experience in Science, Technology, Engineering and Maths – subjects they will need to access high quality jobs in the future. Children and young people who fall within more than one protected group (for example disabled children, children from a BAME background, girls and young women) will benefit from this offer alongside other children.The STEM Commission will monitor its work to ensure that children and young people who fall within more than one protected group have an equal opportunity to benefit from the implementation of the STEM Commission's recommendations as children and young people who do not share their protected characteristics.

9. Use of Appendices

- Appendix 1: Draft STEM Operational Action Plan 2017 – 2020
- Appendix 2: Annual Haringey Education Report 2016

10. Local Government (Access to Information) Act 1985

10.1. The following documents have been used in developing this report:

STEM Commission: The Report of the Haringey STEM Commission (2016)
http://stemcommission.org.uk/wp-content/uploads/2016/07/HC-1177-STEM-Report-AWv2.pdf

Haringey's Draft STEM Operational Action Plan Autumn 2017 – Autumn 2020

Please note: this is a work in progress and will be added to and updated constantly

Summary Overview

Areas of Focus	Objectives	Quantitative Success Criteria
School and LA L+M of STEM Profile of STEM with pupils, parents and staff/ careers advice and guidance	• Ensure a shared understanding of Haringey's STEM vision and objectives: schools, governors, parents, partners • Share and further develop local authority and school leadership systems for STEM • Raise the profile of STEM with pupils and parents • Raise the profile of STEM with teachers and TAs and support/ monitor staff voice to promote STEM	12 Haringey STEM events to be held annually (each hub X5, NLCs X6 and 1 central) Targets to be set from baseline survey data (school provision/ pupil and parent perceptions) by end of autumn 18 and for first evaluation in spring 19 % choosing STEM subjects at KS4/% of girls.
Pathways , Achievement and narrowing gaps for groups of pupils	• Increase the % choosing STEM subjects at KS4 and KS5 and the uptake by girls • Ensure post 16 pathways meet the needs of all pupils • Ensure a shared understanding by school leaders, governors, staff, pupils and parents of the value of ongoing maths study at post 16 and increase uptake • Raise standards where Haringey data shows underperformance, including by pupil groups (compare against national, London and Haringey relative performance by group)	**First evaluation in summer 2020:** -% choosing STEM subjects at KS4/ % of girls -% taking triple Sc at KS4 -% choosing STEM subject at KS5/ % of girls -% studying maths post 16 -Achievement targets tbc incl by group
Teacher CPD	• Develop and share teachers' STEM subject knowledge and increase the number of specialist teachers across Haringey	-X specialist teachers by X deadline -X working groups led by Teaching Schools
Curriculum Development/ Sharing resources/ careers advice and guidance	• Develop and share curriculum plans (skills/ challenge/ real + engaging contexts/ links to the world of work/ STEM links across subjects/pathways and careers advice and guidance	-X shared units of work (for each of prim + sec) that have been quality assured and include external provider support by X deadline

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Haringey Diploma	• Develop a Haringey diploma which collates and rewards pupils' STEM experiences throughout their school life	-X% of primary schools achieve the Primary Science Award -X % of schools are making use of the diploma by X deadline -Target to be set to ensure gender balance
Transition Y6-Y7 and KS4 – KS5	• Develop STEM transition arrangements and activities between Y6+7 and KS4+5	-BME target pupils identified for ongoing transition support in secondary -X number of summer term events by X deadline
School, HE and business/industry partnerships Volunteers + opportunities in the world of work	• Develop and share partnerships and projects between primary and secondary/post 16 settings and with STEM business and industry and HE. • Develop and share partner support mechanisms (e.g. volunteering/ 1-1 or small group mentoring): governors, parents, businesses	
Pupils as ambassadors/ mentors	• Create mechanisms for pupils to act as STEM ambassadors and subject mentors across phases	-All post 16 settings to have pupils as mentors supporting other schools by end of 2019 -Target to be set (if data shows it is needed) to ensure gender balance
Enrichment: range/ inclusion	• Develop and share STEM enrichment opportunities including those that ensure the participation of all pupils and with a focus on real 'world of work' experiences (including personalised pathway visioning for targeted pupils)	-All schools monitor participation levels by end of 2020 including by group/gender.
Parental support and engagement	• Engage parents in support of school-based STEM projects / careers advice and guidance	

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Short, Medium, Long Term Planning

Objectives	Milestones for 2018	Short term actions: spring 18 – end 18	Medium term obs: spring 19 – end 19	Long term obs: spring 20 – end 20
School and LA L+M of STEM	-Role descriptions in place -Surveys produced (provision and pupil and parent perception) and used for further planning -STEM SEF and planning tool produced	-Develop and send out STEM provision survey and use findings for action planning/ evaluation methodology -Establish NLC contacts list -Develop a first stage STEM governor job description and identify1-2 Leading STEM governors to support roll out -Identify a School STEM lead (cross phase), STEMCo in each NLC and clear role descriptions, incl for hubs. -Seek SG project funding from business and industry partners -Develop a 'starter for 10' best practice STEM SEF and planning tool for use in spring 19 -Develop a pupil and parent STEM perceptions survey to support planning + evaluation methodology		
Profile of STEM with pupils, parents and staff	-STEM career doc in place -Borough wide event held	-Develop a list of innovative and exciting STEM careers with subject links + share -Plan for a borough-wide school STEM Showcase event to take place in spring 19 and to include a competitive element (to be an annual event)	-Establish school based, cross-subject STEM working group(s) -STEM showcase event spring 19	
Pathways , Achievement and narrowing gaps for groups of pupils incl girls	-Quantitative success criteria/targets established -School Improvement Advisor data template and reports revised to include entry data by group, incl for girls. -School Improvement Advisor visit programme includes a focus on STEM/girls in STEM			

Teacher CPD	-Training programme established	-Establish a number of CPD events to be delivered over year one by STEM hubs to primary and secondary STEM subject leads/ teachers -Identify 2 CPD events for each of primary and secondary to be delivered by external partners over year one -Draft plans for a borough wide CPD programme for years 2+3		
Curriculum Development/ sharing Resources	-Audit tool produced -Website produced -Target set for number of SoWs to be on website -STEM resource list produced	-Develop and maintain a STEM website/resources and agree QA mechanism. -Develop a basic STEM resourcing list + bid for funding -Subject to funding, establish some packages of ready to go transportable resources	-Carry out a mapping exercise to identify STEM links + projects across the curriculum (thematic/project based approaches). Prim + sec maps. -Produce a resourcing plan for packages for practicals (primary)	
Haringey Diploma	-Methodology agreed -Increased % of primaries with the Primary Science Award	- Hold a consultation on methodology: HT forum, NLCs, Expert Panel	-agree methodology by end of 19	-implementation
Transition Y6-Y7 and KS4 – KS5	Target pupils identified	- Link in with BME steering group to support transition for targeted pupils, using STEM as motivational strategy	-Establish STEM transition projects for summer term 2019, including summer schools (for Y6)	
School, HE and business/industry partnerships Volunteers + opportunities in the world of work	-Hub outreach events held -NLC events held -Partnership contact directories in place and gaps identified	-Plan for secondary hubs outreach work with pupils over the next 2 terms. -Establish a directory of school projects + contact details and one for business/industry (see GCA's) -Identify a local authority officer as a central contact for careers -Establish a STEM event in each NLC	- Complete partnership directories ensuring gaps are addressed	
Pupils as ambassadors/ mentors	Methodology agreed	-Agree methodology for 6th form student outreach support using existing practice	-implement 6th form student outreach support by all post 16 settings	

Enrichment: range/ inclusion	Success criteria/ targets established from provision survey		-Ensure all schools have access to external provider support for an enrichment event (post 16 mentors, hubs, other schools or business and industry)	
Parental support and engagement				

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Appendix 2: Annual Education Report 2016

2016 Summary of Strengths and Improvement

- There are no primary schools that met the 3 year coasting criteria 2014 – 2106. There are no primary schools below floor standards and no maintained secondary schools below floor standards.
- All attainment measures in all phases are now above national except for KS2 Reading, which has dropped below from being above for the first time last year.
- EYFSP, Phonics and KS1 are above national with a widening positive gap and are the best results to date in Haringey.
- KS4 has improved considerably from its dip in 2015 and GCSE results have come close to their previous best (2013). In contrast, results nationally have not yet matched their previous best.
- KS5 total point score per entry has exceeded the national for the first time and results by point score and by grade are the best to date in Haringey and are above London. On average, pupils that reside in the borough and attend Haringey post 16 centres make progress that is twice as good as that made by pupils that that reside in Haringey but are taught out of borough.
- EYFSP, KS1, KS4 and KS5 measures now exceed the London average.
- Progress of disadvantaged pupils is positive and exceeds the national 'Other' in Writing at KS1, Writing and Maths at KS2. At KS4, Progress 8 for disadvantaged pupils is in line with national 'Other'.

	Outstanding	Good	Good or Outstanding
Haringey	20%	76%	96%
London	28%	64%	93%
England	19%	69%	89%

Watchsted November 2016

- 96% of Haringey primary and secondary schools are Good or Outstanding, compared to 93% in London and 89% nationally. 100% of our Post 16 schools and colleges are good or outstanding.

Priority Areas for Improvement

- Increase the percentage of schools that are outstanding; 20% of Haringey schools are Outstanding which is lower than London (28%) but higher than nationally (19%).
- Improve outcomes for Turkish and Kurdish pupils in Early Years.
- Improve Y1 Phonics outcomes for boys, EAL, disadvantaged and SEN pupils. Improve outcomes in Y2 phonics to at least in line with national.
- Accelerate progress in Reading at KS2 to bring attainment at least in line with national. Focus groups are Black and Minority Ethnic (BME), Turkish and disadvantaged.
- Improve the achievement of BME groups generally, especially Black Caribbean Pupils, and improve the achievement of those with the highest prior attainment to a rate that is in line with White British pupils with high prior attainment.
- The progress of pupils with Special Education Needs (SEN) in Haringey is better than national SEN in all phases but a priority is to narrow the gap against national 'all'.
- Ensure schools set targets for low attainers/ low attaining disadvantaged pupils to make accelerated progress (better than other pupils) in order to narrow attainment gaps.
- Increase girls' uptake of triple science at KS4 and address the recommendations of the STEM (Science, Technology, Engineering and Maths) report.
- Improve outcomes in vocational subjects at KS5. Continue to improve the quality of careers advice and guidance. Improve collaboration between centres to ensure a robust post 16 offer in Haringey that meets the needs of all pupils, including collaboration around apprenticeships.

The Details

Context

The 2015 Indices of Multiple Deprivation (IMD) revealed that Haringey ranks as one of the most deprived in the country with pockets of extreme deprivation in the east. Haringey is the 30th most deprived borough in England and the 6th most deprived in London. This is an improvement on the 2010 IMD rankings, where Haringey was ranked 4th in London and 13th in England.

The January 2016 school census shows that 17% of Haringey primary school pupils are on Free school meals compared to 15% nationally. This increases to 26% in Haringey secondary schools compared to 13% nationally.

It also shows White Other pupils form the greatest proportion of Haringey pupils with 26%, higher than White British at 19%. Black African pupils are the third highest with 15% and Black Caribbean fourth with 8%.

56% of pupils in Haringey have English as an Additional Language, compared to 49% in London and 20% nationally. Schools' census data shows that the vast majority of Other White pupils in Haringey have English as an Additional Language (87%).

19% of pupils in Haringey secondary schools are SEN compared to 13% nationally. 14% of pupils are SEN in Haringey primary schools compared to 13% nationally.

There are more pupils with SEN needs, including with an Educational Health Care (EHC) plan or statement, in the Black and Mixed White and Black Groups than the White Other and White British groups with almost double the number of SEN in the Black Caribbean group compared to White British.

Haringey data (not included) shows that the proportion of KS4 SEN pupils in Haringey has declined from 35% in 2013 to 30% in 2015.

90% of primary school pupils who are Haringey residents attend Haringey primary schools, compared to 92% in London. Around 15% of pupils attending Haringey primary schools live outside of Haringey.

75% of secondary school pupils who are Haringey residents attend Haringey secondary schools, compared to 79% in London. Around 17% of pupils attending Haringey secondary schools live outside of Haringey.

7% of KS2 pupils in Haringey and nationally joined their school after year 5, this is the same proportion as the previous year.

In Haringey in 2015, at KS2 there were more than 3 times as many White British Pupils with High Prior Attainment (PA) than Black Pupils: 12% of Black Caribbean Pupils had High PA and 13% of Black African Pupils compared to 40% of White British. More than double the number of Black Pupils had Low PA than for White British: approximately 20% for Black Pupils compared to just 9% for White British .

At KS4, 50% of White British pupils had High PA, compared to 11% of Black Caribbean pupils and 17% of Black African pupils. Only 10% of White British had Low PA compared to 32% of Black Caribbean pupils and 27% of Black African pupils.

Early Years Foundation Stage

Children are deemed to have reached the national standard, '**Good Level of Development' (GLD)** if they achieve at least the expected level in the prime areas of learning (personal, social and emotional development; physical development; communication and language) and in the specific areas of mathematics and literacy.

% of children achieving a good level of development (GLD)

	2011	2012	2013	2014	2015	2016
Haringey	54	56	50	61	67	72

London	60	64	53	62	68	71
National	59	64	52	60	66	69

The 2016 results show the percentage of children attaining a Good Level of development is 72% in Haringey, 69% in England and 71% in London. This is the first time that results for Haringey are higher than London (+1%) as well as being 3% higher than National and the best outcome to date.

GLD by Pupil Group

2016 GLD %	All	Boys	Girls	Disadv	Non Disadv	SEN	EAL	Black Caribbean	Black African	Turkish
Haringey	72	66	78	71	72	34	67	74	72	46
National	69	62	77	54	72	23	63	67	69	NA

- 72% of pupils attained GLD in Haringey overall.
- All but one Haringey pupil groups are above their national groups; non-disadvantaged are the same as the national.
- Haringey disadvantaged pupils perform in line with national non-disadvantaged (just 1% below)
- There is a large attainment gap between Turkish and SEN Pupils and other Haringey groups. Accelerating the progress of Turkish pupils remains a high priority.

Phonics year 1

% of children achieving phonics level

	2012	2013	2014	2015	2016
Haringey	56	67	74	76	82
London	60	72	77	80	83
England	58	69	74	77	81

In 2016, 82% of Haringey pupils attained the phonics standard which is 1% above the national figure and 1% below the London figure. This is the best Haringey result to date and is above national for the first time.

Phonics by Pupil Group

2016 Year 1 Phonics %	All	Boys	Girls	Disadv	Non – Disadv Other	SEN	EAL	Black Caribbean	Black African	Turkish
Haringey	82	78	86	80	83	49	80	81	83	69
National	81	77	84	70	83	46	80	79	84	NA

- 82% of Haringey pupils attained the phonics standard.
- Groups that exceeded their national average are Boys, Girls, Disadvantaged, SEN and Black Caribbean.
- Groups in line with the national average are Non-Disadvantaged, English as an Additional Language (EAL) and Black African (just 1% below).

Key Stage 1 Attainment

The main measures used in Key Stage 1 have changed and are no longer measured in levels. The new measures report the percentage of pupils achieving the Expected Standard (EXS), which is a score of 100 in each subject, and the percentage of pupils achieving the Greater Depth Standard (GDS) which is a score of 110 or more in each subject.

KS1 Expected Standard+	Reading	Writing	Maths	Science
Haringey	78	74	78	83
London	77	70	77	83
London Top Quartile	79	74	79	86
National	74	65	73	82
KS1 Greater Depth (the higher standard)	**Reading**	**Writing**	**Maths**	
Haringey	28	19	25	
London	26	17	22	
London Top Quartile	29	19	24	
National	24	13	18	

- At both the expected and greater depth standards:
  - All subject areas are above national including Reading which was a key area of focus in 2014.
  - All subject results are above the London average but below the London top quartile, apart from Maths GDS which is just above and Science which is in line.
- Although results are not directly comparable with previous years due to the changes, we have completed a gap analysis which suggests all subjects are at their strongest in 2016 with a growing positive gap between Haringey and London, both at the Expected Standard and at greater depth.

Key stage 1 attainment by pupil group

Reading EXS+ 2016	All	Boys	Girls	Disadvantaged	Non-Disadv	SEN	EAL	Black Caribbean	Black African	Other White	Turkish
Haringey	78	74	81	72	80	34	75	77	81	72	62
National	74	70	79	62	78	29	70	73	77	67	61

Writing EXS+ 2016	All	Boys	Girls	Disadvantaged	Non-Disadv	SEN	EAL	Black Caribbean	Black African	Other White	Turkish
Haringey	74	69	80	69	77	31	72	74	79	69	61
National	66	59	73	52	69	20	64	64	71	60	53

Maths EXS+ 2016	All	Boys	Girls	Disadvantaged	Non-Disadv	SEN	EAL	Black Caribbean	Black African	Other White	Turkish
Haringey	78	78	79	71	82	39	77	69	77	76	67
National	73	72	74	60	76	30	71	66	73	71	64

KS1 Key Strengths:

- All pupil groups performed better in Haringey than the equivalent group nationally.
- The largest positive gap against the national figure is for Disadvantaged Pupils where 10% more pupils achieved the Expected Standard in Reading, 17% more in Writing and 11% more in Maths.

KS1 Key Areas for Development:

- To narrow the gap between Haringey Disadvantaged pupils and national Non-Disadvantaged pupils in Reading and Maths.
- To narrow the gap between Black Caribbean pupils and Haringey 'all' pupils in Maths.
- To narrow the gap between Turkish pupils and Haringey 'all' pupils in all subjects.

Key Stage 2

The main measures used in Key Stage 2 have also changed and are no longer measured in levels.

The main measures used in Key Stage 2 are:

(i) The average progress score in each of Reading, Writing and Maths
(ii) The percentage of pupils achieving the Expected Standard (EXS) in Reading; Grammar, Punctuation and Spelling; Maths.
(iii) The percentage of pupils achieving the Greater Depth Standard (GDS) in Reading; Grammar, Punctuation and Spelling; Maths.

Progress is the main area of focus for Ofsted when they inspect schools.

KS2 Progress

Progress score	Reading	Writing	Maths
Haringey	+0.9	+3.1	+1.6
London	+1.2	+1.3	+1.6
National	0	0	0

- Haringey pupils make better progress than children with similar starting points nationally in each of Reading, Writing and Maths. Each subject is higher than the national average '0'.

- Compared to the London average, progress rates in Reading are broadly in line (-0.3), in line for Maths and well above for Writing by +1.8
- Out of 33 London boroughs, Haringey is ranked in 19th position for progress in Reading, 3rd for Writing and 17th for Maths.

KS2 Attainment at the Expected Standard

KS2 Expected Standard %	Reading Expected	Writing Expected	Grammar Punctuation and Spelling Expected	Maths Expected	Science Expected	RWM combined Expected
Haringey	64	82	76	74	85	55
London	68	NA	77	76	NA	57
National	66	74	72	70	82	52

- 64% of pupils attained the Expected Standard in Reading, 2% lower than the national figure of 66%. Haringey's Reading attainment has dropped to below national having met the national for the first time last year.
- 76% attained the Expected Standard in Grammar Punctuation, and Spelling, 82% in Writing and 74% in Maths. These results continue to be higher than the national figures.
- 55% of Haringey pupils attained the Expected Standard in combined Reading, Writing and Maths, which is 3% higher than the national figure of 52%.
- 85% of Haringey pupils attained the Expected Standard in Science at Key Stage 2, 3% higher than the national figure. This is the first time Haringey's percentage has exceeded the national figure.
- None of Haringey's KS2 attainment figures have exceeded London figures but gaps are narrowing.

KS2 Attainment at the Greater Depth Standard

KS2 Greater Depth %	Reading Higher	Writing	Grammar Punctuation and Spelling Higher	Maths Higher	RWM combined Higher
Haringey	20	25	26	21	9
London	20	NA	29	22	7
National	19	15	23	17	5

- 20% of Haringey pupils attained the Greater Depth Standard in Reading, above the national average of 19%.
- 25% attained the Greater Depth Standard in Writing, 10% above the national.
- 26% attained the Greater Depth Standard in Grammar, Punctuation and Spelling, 3% above national.
- 21% attained the Greater Depth Standard in Maths, 4% above national.
- Maths and Grammar, Punctuation and Spelling are below the London average but the combined Reading, Writing and Maths at the higher standard is 2% above London. Gaps are narrowing for Reading and Maths but have widened for Grammar, Punctuation and Spelling.

Attainment Thresholds

- There were no Haringey schools that fell below the Floor standard in 2016 (the minimum Expected Standard).
- There are no Haringey schools that have met the three year (2014 to 2016) criteria for a 'coasting school'.

KS2 Progress by Pupil Group

Reading Progress	All	Boys	Girls	FSM	Not FSM 'Other'	SEN	EAL	Black African	Black Caribbean	Turkish	Other White
Haringey	0.8	0.5	1.1	-1.2	1.3	-1.2	0.3	-0.5	-0.8	-1.1	1.9
National	0.0	-0.4	0.3	-0.8	0.3	-1.8	0.2	0.2	-0.6	-1.0	1.2
Writing Progress	**All**	**Boys**	**Girls**	**FSM**	**Not FSM 'Other'**	**SEN**	**EAL**	**Black African**	**Black Caribbean**	**Turkish**	**Other White**
Haringey	2.9	2.2	3.7	2.4	3.0	-0.1	3.5	3.0	2.3	3.4	3.9
National	0.0	-0.9	0.8	-0.4	0.1	-2.9	1.4	1.4	0.1	1.7	1.7
Maths Progress	**All**	**Boys**	**Girls**	**FSM**	**Not FSM 'Other'**	**SEN**	**EAL**	**Black African**	**Black Caribbean**	**Turkish**	**Other White**
Haringey	1.5	2.1	1.0	0.7	1.7	-0.4	2.3	0.9	-1.0	3.0	2.7
National	0.0	0.5	-0.7	-0.7	0.2	-1.8	1.9	1.1	-0.9	2.2	2.2

KS2 Progress Key Strengths

- The large majority of groups in Haringey made better progress than the same group nationally in each of Reading, Writing and Maths.
- Disadvantaged Pupils in Haringey outperformed the national Non-Disadvantaged in Writing and Maths.

KS2 Progress Key Areas for Development

- Black African and Black Caribbean pupils underperform the same groups nationally in both Reading and Maths.
- Turkish pupils and Disadvantaged Pupils underperform the same group nationally in Reading. Disadvantaged pupils need to narrow the gap against national Non-Disadvantaged in Reading.

GCSE

In October 2013, the DFE announced that a new secondary school accountability system will be implemented from 2016. It will include two new headline measures, Attainment 8 and Progress 8.

The new performance measures are designed to encourage schools to offer a broad and balanced curriculum, with a focus on an academic core at key stage 4, and reward schools for the teaching of all their pupils. They measure performance across 8 qualifications.

The headline measures which will appear in the performance tables will be:

- Progress across 8 qualifications (the main measure used in school inspections).
- Attainment across the same 8 qualifications

- Percentage of pupils achieving the threshold in English and mathematics (currently a C grade, grade 5 when new GCSEs in English and mathematics are first reported in performance tables in 2017)
- Percentage of pupils entering the English Baccalaureate
- Percentage of pupils achieving the English Baccalaureate

The new Attainment 8 score is based on students' attainment measured across eight subjects: English; mathematics; three other English Baccalaureate (EBacc) subjects (sciences, computer science, geography, history and languages); and three further subjects, which can be from the range of EBacc subjects, or can be any other approved, high-value arts, academic, or vocational qualification.

5+ A*-C including English and Maths is no longer a key measure though it has been reported again this year which allows for a trend analysis.

The Progress 8 measure takes account of each individual pupil's progress from KS2 starting points and compares each against national performance from the same starting points. The national average progress score for 'All Pupils' is always zero. A positive score reflects progress rates that are better than the national picture.

The Progress 8 measure is also used to set the national floor standards. In 2016, if a school scores below -0.5 progress overall, then it is considered to be below the floor standard. There were no mainstream schools in Haringey that fell below with only Tottenham UTC failing to reach this standard.

KS4 Attainment Trend (using the old 5+ A*-C inc E&M measure)

The DfE published results do not yet have disapplied pupils removed, nor do they take account of re-marks. The Haringey summary data presented in this analysis takes account of disapplied pupils and is therefore different to the current unvalidated DfE figures. Data for groups does not yet have disapplied pupils removed.

GCSE 5+ A* - C (E&M)	2011	2012	2013	2014	2015	2016 provisional
Haringey schools	57	59	64	59	55	63 (estimate of validated result)
England	59	59	59	53	54	53
London	62	62	65	62	61	60

- Nationally 53% of all pupils achieved 5+ A*-C including English and Maths (a slight drop from 2015). Haringey has improved significantly to 63% (when new arrivals are disapplied) and has exceeded the unvalidated London figure.

KS4 Attainment 8

		All	Boys	Girls	Disadvantaged	Other	EAL	SEN	White British	Black Caribbean	Black African	Other White	Turkish
Attainment 8	Haringey	49.3	46.7	51.9	44.6	53.9	47.2	33.4	57.3	42.6	47.0	46.8	45.6
	National	49.8	47.5	52.1	40.9	53.1	49.7	31.0	49.6	45.2	50.2	49.3	48.2

KS4 Attainment 8 Key Strengths:

- The Attainment 8 score for Haringey disadvantaged pupils is 44.6, higher than the national disadvantaged score of 40.9.

KS4 Attainment 8 Key Areas for development:

- On average, girls score higher than boys nationally (gap 4.6) but this is slightly wider in Haringey with a gap of 5.2.).
- Black Caribbean pupils have the lowest Attainment 8 score of the ethnic groups with 42.6, followed by Turkish pupils with 45.6, Other White with 46.8 and Black African pupils with 47.0. Each group is about 3 points behind their national figures. It is expected these scores will increase once validated figures are through and the gap will be much less.

Science, Technology, Engineering and Maths (STEM) subjects

KS4 subjects A*-C 2016	Number of entries	Haringey	National
Science Core	1377	66%	55%
Additional Science	1377	73%	60%
Physics	491	94%	91%
Biology	491	96%	91%
Chemistry	490	96%	90%
Mathematics	2200	74%	72%
Statistics	289	78%	71%
ICT	155	60%	66%
Computer Studies	258	59%	59%

KS4 STEM Key Strengths:

- Pupils who took STEM subjects performed better in many of these subjects compared to the national.
- In Science Core, 66% of Haringey pupils gained A*-C grade compared to 55% nationally, and in Additional Science 73% compared to 60%.
- In the individual sciences 94-96% of pupils who took one of these subjects attained A*-C.

KS4 STEM Key Areas for development:

- About 60% of pupils who sat ICT or computing attained A* - C, lower than the 66% nationally in ICT.

	Haringey	National

Triple Science	% of entries	% of entries
All	21.7%	23.9%
Boys	23.9%	23.9%
Girls	19.5%	23.8%

- Boys uptake of Triple Science is the same as the national figure of 23.9%.
- Girls uptake of Triple Science is below the national figure by -4.3%.

KS4 Progress 8

	Progress 8
Haringey	0.30
London	0.16
National	0

		All	Boys	Girls	Disadvantaged	Other	EAL	SEN	White British	Black Caribbean	Black African	Other White	Turkish
Progress 8	Haringey	0.3	0.15	0.33	0.09	0.42	0.44	-0.23	0.14	-0.07	0.27	0.47	0.43
	National	-0.03	-0.17	0.11	-0.38	0.10	0.40	-0.55	-0.11	-0.15	0.34	0.42	0.37

KS4 Progress 8 Key Strengths:

- Overall Haringey pupils scored 0.30 in progress 8, higher than London (0.16) and national (0).
- All groups of pupils in Haringey, except for Black African Pupils, outperformed the same group nationally.

KS4 Progress 8 Key Areas for development:

- Improve progress rates for SEN and Black Caribbean pupils. Although both are above national averages for the same group, these are the only groups in Haringey to have a negative progress score.

<u>Provisional results for Post 16 level 3</u>

GCE/ A level/ Level 3 qualifications

A key measure for post 16 is the new average point score per entry. Average point score per student is no longer reported.

	National	**Haringey**	**London**

Level 3 (voc and A level)	31.5 C	32 C+ 10th in London	31.2 C
A level	30.18 C	32.11 C+ 5th in London	30.22 C
Academic	30.36 C	32.17 C+	30.32 C
Tech Level	30.82 Dist-	28.17 Merit+	31.53 Dist-
Applied General	34.67 Dist	32.72 Dist-	33.32 Dist-

Results in Haringey improved considerably between 2013 and 2015 for combined A level and level 3 vocational whereas results in England and London decreased or remained broadly similar. This trend continues into 2016 with the new measures. Haringey's average point score of 32 betters the London figure of 31.2 and the National figure of 31.5. Haringey has significantly improved the A level results which are now significantly above national and 5th in London. Vocational results are lower than national and London.

Pupils that are resident in Haringey and attend Haringey Sixth Forms perform much better, making double the amount of progress than pupils that are resident in Haringey but attend out of borough settings .

% A*-B

	2011	2012	2013	2014	2015	2016
Haringey	45%	54%	60%	55%	58%	66%
National	52%	53%	53%	52%	53%	53%

% A*-C

	2011	2012	2013	2014	2015	2016
Haringey	74%	80%	85%	82%	83%	85%
National	76%	77%	77%	77%	77%	78%

- The proportion of exams resulting in an A*-B has improved to 66% from 58% in 2015. This is 13% higher than National which is the largest positive gap to date.
- 85% of exams resulted in A*-C, higher than the national 78%, and an increase of 11% from 2011. This is the largest positive gap to date.

Higher Education (HE) Results

Recent Department for Education (DfE) data shows a rise in HE and Russell group entries with Haringey closing the gap on London for both HE and Russell Group. Haringey is above national for HE and has closed the gap with London for Russell Group entry.

All HE	2013-14	2014-15	RG	2013-14	2014-15
Haringey	52%	53% (+1)	Haringey	8%	11% (+3%)
NA	48%	48% (0)	NA	11%	11% (0)
Inner London	55%	57% (+2)	Inner London	9%	10% (+1)
Outer London	57%	58% (+1)	Outer London	14%	14% (0)
London	58%	58% (0)	London	10%	12% (+2%)

Apprenticeships

Haringey is 29th in London for numbers starting an apprenticeship (16 and 17 year olds; 2015).

September Guarantee

The September Guarantee offer of learning to Yr 11 and Yr12 continues to rise but is still behind the national and London averages.

September Guarantee (offers of learning)	2012	2013	2014	2015	2016
Haringey	41.2%	60.3%	74.4%	85%	88%
National Average	92%	92%	92.5%	94.6%	
London Average	92%	91%	94%	95%	

16-18 Participation in Education or training (March).

The participation of 16-18 year olds in education and training has risen for the last four years and is now at the national average. Although behind the London average the gap closed in 2016.

%	2013	2014	2015	2016
Haringey	78.5	80.9	81.3	83.8
National Average	81.1	82.4	83.2	83.9
London Average	84.1	85	86.4	86.6

MINUTES OF THE MEETING OF THE CABINET MEMBER SIGNING HELD ON TUESDAY, 9TH JANUARY, 2018, 2.30 pm

PRESENT:

Councillors: Ali Demirci (Chair)

214. FILMING AT MEETINGS

The Cabinet Member referred those present to agenda item 1 as shown on the agenda in respect of filming at this meeting and asked that those present reviewed and noted the information contained therein.

215. URGENT BUSINESS

None.

216. DECLARATIONS OF INTEREST

None.

217. THE APPROPRIATION OF LAND IN MONUMENT WAY N17 FOR PLANNING PURPOSES

The Cabinet Member for Corporate Resources considered the report, which sought approval for the appropriation of land in Monument Way for Planning Purposes. The Council has the power under Section 122 LGA 1972 to transfer the allocation of land from one purpose to another. This would mean that private rights of interests and restrictive covenants that affect the proposed development would be overridden and converted into a claim for damages resulting in the Council being able to overcome potential injunctable third party rights that may be presented in the construction of the Monument Way Development.

RESOLVED

That the Cabinet Member for Corporate Resources agrees:

- To appropriate the Monument Way site (outlined red in the plan attached as Appendix A) for planning purposes pursuant to Section 122 of the Local Government Act 1972 ("Section 122 LGA 1972") as it is no longer required for the purpose which it is currently held.

- And subsequently use the Council's powers under Section 203 of the Housing and Planning Act 2016 to override easements and other rights of neighbouring

properties infringed upon by the Monument Way Development, under planning permission Ref: HGY/2016/2184.

Reasons for decision

The Monument Way Site sits within the Tottenham Housing Zone. In the context of the Housing Zone Portfolio Approach to sites, and following consultation with the local community, the Monument Way Site was considered a suitable site for affordable rent housing and for larger units. The Council have been discussing with Newlon Housing Trust, as a preferred partner, the opportunity to take forward the development. The site can be delivered relatively quickly and independently of other sites in the Housing Zone and is a priority since there is an urgent demand for affordable rent homes.

This first scheme, along with other landscape projects progressed by the Council around the Chestnut Estate will result in a much improved environment for existing residents of the chestnut Estate.

Alternative options considered

The alternative option to consider would be not to appropriate the Monument Way site for planning purposes. This would put the site at risk of being injuncted and therefore put the development at risk.

The preferred option, as recommended in this report, is to appropriate the land in question for planning purposes to ensure the smooth delivery of this important regeneration and housing scheme.

218. AWARD OF CONTRACT FOR SECURE PRINT AND MAIL SERVICE

The Cabinet Member for Corporate Resources considered the report which sought approval to award a Contract for the provision of a Secure Print and Mail Service for the use of Revenues Service statutory Council Tax, Business Rates and Housing Benefit overpayment notifications (bills) and recovery notices.

RESOLVED

That the Cabinet Member for Corporate Resources approves the award of a contract for Secure Printing and Postal Services for Revenues related statutory services to DSI Billing Services Limited as permitted under Contract Standing Order 9.07.1(d) for a period of 2 years in the sum of £600,000, with an option to extend for a further 2 periods of up to 12 months each for the sum of £300,000 per annum, up to a total contract value of £1.2 Million.

Reasons for decision

The current contract for secure printing and postal services expired on 2 January 2017. A procurement waiver is in place to 10 February 2018 to ensure continuity of service until the new contract arrangements are put in place.

DSI Billing Services Limited specialise in the Revenues related work; providing secure printing and postal services for Council Tax, Business Rates and Housing Benefit overpayment bills and recovery notices. They also undertake printing for Homes for Haringey.

The award of this contract will result in an Annual saving of £17,596 per annum (£70,383 over the full call off contract term of four years).

Alternative options considered

The alternative options considered as part of this are set out below:

- Do Nothing (as is) – this is not an option as the current contract has expired.
- Shared Digital - this is a service specific contract administered in line with Local Government Finance Act 1992 legislation which would not be able to be provided through Shared Digital.

219. NEW ITEMS OF URGENT BUSINESS

None.

CHAIR: Councillor Ali Demirci

Signed by Chair ……..

Date ……

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MINUTES OF THE MEETING OF THE CABINET MEMBER SIGNING HELD ON THURSDAY, 18TH JANUARY, 2018, 3.00 pm

PRESENT:

Councillors: Elin Weston (Chair)

220. FILMING AT MEETINGS

The Cabinet Member referred those present to agenda item 1 as shown on the agenda in respect of filming at this meeting and asked that those present reviewed and noted the information contained therein.

221. URGENT BUSINESS

None.

222. DECLARATIONS OF INTEREST

None.

223. CHANGES TO HARINGEY COUNCIL'S LOCAL SCHOOLS FUNDING FORMULA FOR THE 2018-19 FINANCIAL YEAR

The Cabinet Member for Children and Families considered the report, which sought approval for changes to the Council's local schools funding formula for the 2018-2019 financial year due to the introduction of the Schools National Funding Formula by the Department for Education (DfE).

The Joint Assistant Director for Schools and Learning advised that for 2018-19 (and 2019-20), the Council retained the power and responsibility for setting the local funding formula. However, consultation with schools had been at the heart of the Council's approach. The Council conducted a full consultation based on the information available in November and at December Schools Forum and agreed the principles on which the final funding allocation should be agreed.

Since then the Education and Skills Funding Agency had updated the finance data once, which supported the recommendations in the published report. They have since acknowledged an error and updated the allocations, so the schools and learning service had remodelled the options and had updated the recommendations and alternative options considered, section of the report.

These were put forward to the Cabinet Member in the form of a tabled addendum with legal and finance comments accompanying the updated recommendation.

It was noted that the updated recommendation followed on from a second (truncated) consultation with schools between the 15th and 17th of January on the final options. 16 votes were received from Heads and Chairs of Governors in favour of the recommended option [which was what the addendum recommendations proposed} and 1 against. It was noted that at the Schools Forum, held on the 17th of January, they overwhelmingly agreed the recommended option included in the addendum .

As such the updated recommendations for agreement was as follows

The Cabinet Member was asked to agree the following changes to the local schools funding formula for the 2018-19 financial year:

(a) Minimum Funding Guarantee (MFG) to increase from -1.5% to +0.5% per pupil
(b) Operate a cap of +0.5% per pupil increase at a scaling rate of 100% on schools gaining compared with the 2017-2018 local funding formula
(c) Set 2018-2019 Growth Fund at £985,369.96
(d) No transfer from Schools Block to High Needs Block in 2018-2019
(e) Transfer £488,247.75 which is +0.25% of 2018-2019 Schools Block DSG from Schools Block DSG Reserves to High Needs Block

Due to the time restrictions imposed by the EFSA deadline of the 19th of January to return final figures, the Chair of Overview and Scrutiny had agreed for this decision to not be subject to call in.

RESOLVED

The Cabinet Member for Children & Families agreed the following changes to the local schools funding formula for the 2018-2019 financial year:

(a) Minimum Funding Guarantee (MFG) to increase from -1.5% to +0.5% per pupil
(b) Operate a cap of +0.5% per pupil increase at a scaling rate of 100% on schools gaining compared with the 2017-2018 local funding formula
(c) Set 2018-2019 Growth Fund at £985,369.96
(d) No transfer from Schools Block to High Needs Block in 2018-2019
(e) Transfer £488,247.75 which is +0.25% of 2018-2019 Schools Block DSG from Schools Block DSG Reserves to High Needs Block

Reasons for decision

The Council will be legally required to set the local schools funding formula and must submit this to the ESFA by 19th January 2018.

The recommended changes to the local funding formula follow:

(a) Consultation with schools on their preferred option (based on initial modelling from ESFA, which has since been revised) in November 2017
(b) Discussion at Schools Forum in early December 2017, where the principles underpinning how the funding formula should operate were agreed and minuted in light of the response to the consultation

(c) Once the final allocations have become clear, the modelling has been updated. This will have been sent out to all schools for comment and will be discussed at Schools Forum on 17th January 2018.

Once the final Schools Block allocation was confirmed by the ESFA in late December 2017, the following considerations have had to be taken into account:

(a) The Council is not able to deliver the promise of an increase to all Haringey's school budgets unless the MFG is changed from -1.5% to +0.5% per pupil.
(b) The change in MFG from -1.5% to +0.5% per pupil is not affordable under the available 2018-19 Schools Block Dedicated Schools Grant. A further change to the cap of 2.5% per pupil increase to 0.5% per pupil increase, at a scaling rate of 100% instead of 40%, is required in order to ensure all Haringey's schools will receive a minimum of 0.5% increase in their funding.
(c) The Council's Schools Forum has had to revise its initial allocation to Growth Fund to £1M for 2018-19 to allow the Council to continue to deliver future years' local schools funding formula within the available funding envelope.

The Council is legally required to set the local schools funding formula and must submit this to the ESFA by 19th January 2018. However, the local authority is required to consult with maintained schools and academies in the borough, and with Schools Forum, in order to determine the local funding formula. Consultation with all schools and Schools Forum has been at the heart of our approach, though this has been made significantly more difficult by the timeframe imposed by the ESFA and the constantly changing picture in relation to the Dedicated Schools Grant allocations and school's dataset. ESFA provided a minimum DSG baseline allocation on 4th August 2017; provisional National Funding Formula funding on 14th September 2017 and a final funding allocation on 19th December 2017. Indeed, ESFA have written out to local authorities with an error in the school's dataset used to determine 2018-19 schools funding allocations on 11th January 2018, after the main report was published on 10th January 2018. The final funding allocation was increased, leading to the modelling being updated and the recommended changes to the local schools funding formula being changed, as compared with those in the main report.

Alternative options considered

Five options have been modelled. These are summarised below.

Option A (i)

<table>
<tr><td colspan="2">Current formula with the following changes:
- +0.5% MFG
- +0.5% CAP 100% Scaling
- 2018-19 Growth Fund set at £497,122.21
- +0.25% transferred to High Needs Block</td></tr>
<tr><td>2018-19 Schools Block Dedicated Schools Grant allocation</td><td>£195,299,098.60</td></tr>
</table>

Transfer 0.25% from Schools Block to High Needs Block	-£488,247.75
Growth Fund for 2018-19	-£497,122.21
Funding available for Schools Block Formula	£194,313,728.64

Option A (ii) (<u>Recommended option</u>)

Current formula with the following changes: +0.5% MFG +0.5% CAP 100% Scaling 2018-19 Growth Fund set at £985,369.96 Do not transfer from Schools Block to High Needs Block in 2018-19 Transfer equivalent of 0.25% of 2018-19 Schools Block DSG from Schools Block DSG Reserve to High Needs Block	
2018-19 Schools Block Dedicated Schools Grant allocation	£195,299,098.60
Do not transfer from Schools Block to High Needs Block in 2018-19	£0
Growth Fund for 2018-19	-£985,369.96
Funding available for Schools Block Formula	£194,313,728.64
Transfer equivalent of 0.25% of 2018-19 Schools Block DSG from Schools Block DSG Reserve to High Needs Block	-£488,247.75

Option B (i)

Current formula with the following changes: - +0.25% MFG - +0.25% CAP 100% Scaling - 2018-19 Growth Fund set at £1,103,708.99 - +0.25% transferred to High Needs Block	
2018-19 Schools Block Dedicated Schools Grant allocation	£195,299,098.60
Transfer 0.25% from Schools Block to High Needs Block	-£488,247.75
Growth Fund for 2018-19	-£1,103,708.99
Funding available for Schools Block Formula	£193,707,141.87

Option B (ii)

Current formula with the following changes: - +0.25% MFG - +0.25% CAP 100% Scaling - 2018-19 Growth Fund set at £1,103,708.99 - +0.25% transferred to High Needs Block - +0.25% MFG difference to be released as cash from 2017-18 Schools Block DSG Reserves	
2018-19 Schools Block Dedicated Schools Grant allocation	£195,299,098.60
Transfer 0.25% from Schools Block to High Needs Block	-£488,247.75
Growth Fund for 2018-19	-£1,103,708.99
Funding available for Schools Block Formula	£193,707,141.87
Release cash equivalent of 0.25% difference from Option A (i) and Option B (i) from Schools Block DSG Reserves to all Schools in 2017-18	£606,586.77

Option C

Current formula without changes: - -1.5% MFG - +2.5% CAP 40% Scaling - 2018-19 Growth Fund set at £1,426,910.25 - +0.25% transferred to High Needs Block	
2018-19 Schools Block Dedicated Schools Grant allocation	£195,299,098.60
Transfer 0.25% from Schools Block to High Needs Block	-£488,247.75
Growth Fund for 2018-19	-£1,426,910.25
Funding available for Schools Block Formula	£193,383,940.70

Options A and B stick closest to the principles agreed at Schools Forum on 7th December 2017 by providing schools with a +0.5% MFG and transferring 0.25% to the High Needs Block.

Option A (ii) is recommended over Option A (i), Option B (i) and Option B (ii) because the application of +0.5% MFG preserves future years increases for individual schools whilst allowing Haringey to maintain the Growth Fund at a significant level to address growth and bulge classes in future years.

Option C is not recommended. Whilst some schools would receive higher budgets in this model because the cap is higher and scaling is lower, this does not allow all schools to benefit from a +0.5% increase and the MFG turns negative with a floor of -1.5%. This runs counter to the principles agreed at Schools Forum.

The Chair of Overview and Scrutiny has agreed that the call-in procedure shall not apply to this decision as the action being taken is urgent and time critical and any delay in implementation caused by the call-in procedure would seriously prejudice the Council's or the public's interests. This is in accordance with Part 4, Section H, Paragraph 18 (a) and (b) of the Council Constitution

224. NEW ITEMS OF URGENT BUSINESS

None.

CHAIR: Councillor Elin Weston

Signed by Chair ……..

Date ……

MINUTES OF THE MEETING OF THE CABINET MEMBER SIGNING HELD ON FRIDAY, 19TH JANUARY, 2018, 14:00

PRESENT:

Councillor Claire Kober, Leader of the Council

225. FILMING AT MEETINGS

The Leader referred those present to agenda Item 1 as shown on the agenda in respect of filming at this meeting and asked that those present reviewed and noted the information contained therein.

226. URGENT BUSINESS

None

227. DECLARATIONS OF INTEREST

There were no Declarations of Interest.

228. ALLOCATION OF RIGHT TO BUY RECEIPTS AND CAPITAL FUNDING TOWARDS THE DELIVERY OF AFFORDABLE RENTED HOUSING AND INFRASTRUCTURE AT MONUMENT WAY

The Leader considered a report which sought approval for an additional allocation of £700,000 from Right to Buy receipts for the delivery of affordable housing at Monument Way.

RESOLVED

(i) To approve the further additional allocation of a sum of up to £700,000 of RTB receipts as top up to the £5.8m of grant funding (previously approved by Cabinet on 15th March 2016 and the Cabinet Member for Housing, Regeneration and Planning on 5th October 2017) making a total grant funding from RTB receipts of up to £6.5m subject to such funding being capped at a maximum of 30% of the total development costs to be provided by Newlon Housing Trust and subject to the Council having 100% Nominations Rights for the 54 affordable rented units.

(ii) To grant delegated authority to the Director of Regeneration after consultation with the Cabinet Member for Housing, Regeneration and Planning, the Chief

Finance Officer and the Assistant Director of Corporate Governance to agree the final amount, the terms and conditions for providing the Right to Buy grant funding capped at a maximum of 30% of the verified development costs.

(iii) To note the existing authority delegated to the Director of Regeneration, Planning and Development after consultation with the Cabinet Member for Housing, Regeneration and Planning, the Chief Operating Officer and the Assistant Director of Corporate Governance to agree the final amount, the terms and conditions for providing the grant funding up to a value of £1.5m, as agreed by the Leader on 14th February 2017, and to note the allocation of a sum of £1.328m to fund infrastructure works as set out in paragraph 4 of this report, as agreed at Capital Board and subject to the Council's budget setting process being concluded within this specified budget.

Reasons for decision

Right to Buy Funding

There is an acute shortage of housing supply, particularly of affordable housing, in Haringey. The borough has engaged with Registered Providers and identified a development pipeline of sites where input of Right to Buy (RTB) receipts to grant fund up to 30% of total development costs will help address this shortage by enabling a higher proportion of affordable rented homes to be developed than may otherwise be the case.

The Monument Way site sits within the Tottenham Housing Zone. The Council considers the site suitable for affordable rented homes. The site can be delivered relatively quickly and independently of other sites in the Housing Zone.

The Council are not in a position to undertake the development themselves due to insufficient resources and have been working with Newlon Housing Trust, as a strategic Registered Provider partner, to take forward the development as they have the development capacity and expertise to efficiently deliver housing and the financial capacity to provide the necessary 70% match-funding. The Council holds the freehold of the all land within the Monument Way site and has agreed to lease the land to Newlon Housing Trust to undertake the development.

For the reasons highlighted above, the Council has agreed to provide a grant funding to Newlon Housing Trust from Right to Buy receipts subject to the parties entering into a funding agreement and the council securing 100% Nominations Rights for the 54 affordable rented units.

The Council has sufficient retained RTB receipts to part-fund this development project. RTB receipts that are retained by the Council and not used within 3 years to provide replacement affordable rented dwellings have to be returned to DCLG with interest at 4% above the Base Rate.

Infrastructure Funding

The delivery of the Monument Way scheme depends on the realignment of Fairbanks Road in order to release developable land, creating end of terrace units within the Chesnut Estate. This realignment was noted within the Council's Tottenham Hale District Centre Framework and Tottenham Area Action Plan, as a critical intervention needed to unlock comprehensive local development in Tottenham Hale. This was previously estimated as requiring a £1m infrastructural investment, however project delays and refined cost estimates following detailed design work and Newlon's submission for outline planning permission has resulted in an increased cost of £300,000 reaching a total infrastructure cost of £1.3m. Housing Zone funding for the project was initially agreed in 2015, and the GLA had agreed to cover this revised allocation of £1.3m earlier in 2017.

In November 2017, the GLA advised the Council that it could no longer provide Housing Zone funding to this infrastructural project, due to the allocation of housing outputs within their programmes. It was therefore agreed at Capital Board on 7th December 2017 that Council capital funding would be allocated to this project instead, subject to confirmation of funding sources at Full Council in February 2018. Capital Board also agreed a small increase in the amount required, according to latest cost estimates, to £1.328m.

Delegated Authority has already been granted to the Director of Regeneration, Planning and Development after consultation with the Cabinet Member for Housing, Regeneration and Planning, the Chief Operating Officer and the Assistant Director of Corporate Governance to agree the final amount, the terms and conditions for grant funding of the infrastructural element of the Monument Way scheme, at a figure up to £1.5m, by Leader's Signing on 14th February 2017. The Leader is therefore asked to note existing authorities and to note the change in funding source for this intervention.

Alternative options considered

The alternative option is to not give additional RTB funding to Newlon Housing Trust and return net RTB Receipts to DCLG with a penalty interest rate of 4% above Base Rate applicable. Newlon Housing Trust have raised the risk of not being able to deliver 54 affordable rent units if the scheme is not supported up to 30% of the cost. This would result in not achieving 54 new affordable rented residential accommodation in Tottenham Hale.

Infrastructural funding could be withheld for the Monument Way scheme, with Newlon Housing Trust left to find £1.328m independently. However, they have indicated to the Council that as the viability for this scheme is very marginal they would not be able to source this extra funding, and as a result a scheme delivering 54 much-needed affordable rent units would not proceed.

In March 2016, Cabinet agreed the Heads of Terms for the lease agreement with Newlon. This included a commitment from the Council to indemnify Newlon for their up-front costs in connection with obtaining planning consent for the Monument Way scheme, up to a maximum of £500,000, in circumstances where the Council decides to withdraw from the scheme, thereby causing a financial loss to Newlon. Without the Council working with Newlon to put in place a funding strategy that enables the scheme to proceed there is a risk that this Indemnity Agreement could be triggered.

229. MINOR VARIATIONS TO LAND TRANSACTIONS AT TOTTENHAM HALE

The Leader considered a report which sought approval for a further variation of a land disposal agreement at Tottenham Hale, which was previously agreed at Cabinet in July 2016.

RESOLVED

I. That the Leader agreed that the land within the revised Plot 9A+B site at Tottenham Hale (shown edged red on the site plan attached as Appendix B) be declared surplus to requirements and to incorporate the land shown coloured as revised Plot 9A+B as part of the 10 sites to be disposed of to TH Ferry Island Limited Partnership under the terms of the Development Agreement dated 21 March 2017, as agreed by Cabinet on 12 July 2016.

Reasons for decision

Cabinet has already approved on 15 March 2016 to dispose of Plot 9A and Plot 9B at Tottenham Hale and a Development Agreement was entered into on 21 March 2017. Both pieces of land lie within the Tottenham Hale District Centre which is the first phase of the Tottenham Housing Zone and will be key to achieving long term sustainable regeneration in the area.

Plot 9A+B at Tottenham Hale is within the Strategic Development Partnership Area, which aims to provide new mixed-use development at the heart of the District Centre.

As Argent Related have progressed designs for this site it has become clear that a variation to this plot of land is required, with 173m^2 removed towards the South of the sites, within the previous red line boundary of Plot 9A. It is proposed that an equal amount of land (173m^2) is added to the previous red line boundary of Plot 9B, creating the new, combined Plot 9A+B, with the revised area of land coloured red on the site plan attached at Appendix B. The land consisting of Plot 9A+B is currently held for highway purposes and is part of the Tottenham Hale Bus Station.

Alternative options considered

The Council could decide not to alter Plot 9A and Plot 9B and retain the site boundaries previously reported to Cabinet in July 2016. However, this would result in the delivery of a sub-optimal scheme by Argent Related.

The preferred option outlined in this Report is to amend the site boundary to the original Plots 9A and 9B, creating a new site boundary of Plot 9A+B to facilitate the optimal scheme progressing.

230. NEW ITEMS OF URGENT BUSINESS

N/A

CHAIR:

Signed by Chair ……..

Date ……

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Report for: **Cabinet 13 February 2018**

Title: Delegated Decisions and Significant Actions

Report authorised by : Zina Etheridge, Chief Executive

Bernie Ryan AD Corporate Governance

Lead Officer: **Ayshe Simsek**

Ward(s) affected: **Non applicable**

Report for Key/ Non Key Decision: **Information**

1. Describe the issue under consideration

To inform the Cabinet of delegated decisions and significant actions taken by Directors.

The report details by number and type decisions taken by Directors under delegated powers. Significant actions (decisions involving expenditure of more than £100,000) taken during the same period are also detailed.

2. Cabinet Member Introduction

Not applicable

3. Recommendations

That the report be noted.

4. Reasons for decision

Part Three, Section E of the Constitution – Responsibility for Functions, Scheme of Delegations to Officers - contains an obligation on officers to keep Members properly informed of activity arising within the scope of these delegations, and to ensure a proper record of such activity is kept and available to Members and the public in accordance with legislation. Therefore, each Director must ensure that there is a system in place within his/her business unit which records any decisions made under delegated powers.

Paragraph 3.03 of the scheme requires that Regular reports (monthly or as near as possible) shall be presented to the Cabinet Meeting, in the case of executive functions, and to the responsible Member body, in the case of non executive functions, recording the number and type of all decisions taken under officers' delegated powers. Decisions of particular significance shall be reported individually.
Paragraph 3.04 of the scheme goes on to state that a decision of "particular significance", to be reported individually by officers, shall mean a matter not

within the scope of a decision previously agreed at Member level which falls within one or both of the following:

(a) It is a spending or saving of £100,000 or more, or
(b) It is significant or sensitive for any other reason and the Director and Cabinet Member have agreed to report it.

5. Alternative options considered

Not applicable

6. Background information

To inform the Cabinet of delegated decisions and significant actions taken by Directors.

The report details by number and type decisions taken by Directors under delegated powers. Significant actions) decisions involving expenditure of more than £100,000) taken during the same period are also detailed.

Officer Delegated decisions are published on the following web pagehttp://www.minutes.haringey.gov.uk/mgDelegatedDecisions.aspx?bcr=1

7. Contribution to strategic outcomes

Apart from being a constitutional requirement, the recording and publishing of executive and non executive officer delegated decisions is in line with the Council's transparency agenda.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Where appropriate these are contained in the individual delegations.

9. Use of Appendices

The appendices to the report set out by number and type decisions taken by Directors under delegated powers. Significant actions
(Decisions involving expenditure of more than £100,000) taken during the same period are also detailed.

10. Local Government (Access to Information) Act 1985

Background Papers

The following background papers were used in the preparation of this report;

Delegated Decisions and Significant Action Forms
Those marked with ♦ contain exempt information and are not available for public inspection.

The background papers are located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect them or to discuss this report further, please contact Ayshe Simsek on 020 8489 2929.

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(DCE Directorate; Public Health team)

Significant decisions - Delegated Action - For Reporting to Cabinet on 13 February 2018

♦ denotes background papers are Exempt.

No	Date approved by Director	Title	Decision
1.	**18 Jan 2018**	E-service Inter Authority Agreement (IAA) with the City of London for contract management services	The Leader granted approval on 26th June 2017 for the Council to enter into an Inter-Authority Agreement (IAA) with the City of London and up to 30 other London Authorities in order to access a new pan-London online sexual health service under a contract awarded by the City of London to Preventx Limited. The Leader's approval also delegated authority for the Director of Public Health to agree the final terms of the IAA with the City of London and other participating authorities, including the length and cost of the Council's use of City of London's contract management services for the online service provision. For Haringey, this contribution is expected to be a maximum of £122,412 over 9 years .

Delegated Action

Type	Number

Director's Signature ..... Date.....30/01/2018.....

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(insert name of Service Area)

Significant decisions - Delegated Action - For Reporting to Cabinet on 13 February 2018

♦ denotes background papers are Exempt.

No	Date approved by Director	Title	Decision
1.			
2.			
3.			
4.			

Delegated Action

Type		Number
Specialist Financial Support for Haringey Schools	£80,000	1
10.02.1 Return to home interviews and expertise to children at risk of sexual exploitation	£72,000	1

Interim Director Signature ..... Date 31.1.18

Margaret Dennison

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DIRECTOR OF ADULT SOCIAL SERVICES

Significant decisions - Delegated Action – January 2018

♦ denotes background papers are Exempt.

No	Date approved by Director	Title	Decision
1.	-	Nil	

Delegated Action	
	Number
180104 Contract extensions for x2 interim project managers re NCL Councils Collaboration on ASC CSO 10.02.1. Contract Value 1) £9,425.00. Contract value 2) £30,680.00.	
180108 CSO 8.03 award of contract to HAIL - Children's & Adults Care Act Advocacy. Contract Value £80,625.00.	
180118 Waiver of CSO for Swiftclean to provide specific cleaning in commercial kitchen, Ermine Rd Hub. Contract value not to exceed £3,000.00.	
180125 Approval of new contract for consultant - Zanele Ltd (P2 Transformation). Contract Value £45,000.00.	
180131 Implement CSO 10.02.1a and extend contract with Whittington Health for an MDT Team. Contract value £223,258.00	

Submission authorised by: B. F Tarka

Beverley Tarka – Director of Adult Social Services

Date: 1st February 2018

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By virtue of paragraph(s) 3, 5 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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