

NOTICE OF MEETING

FULL COUNCIL

Monday, 15th July, 2019, 7.30 pm - Civic Centre, High Road, Wood Green, N22 8LE

Members: Councillors Sheila Peacock, Dana Carlin, Gina Adamou, Charles Adje, Peray Ahmet, Kaushika Amin, Dawn Barnes, Dhiren Basu, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Seema Chandwani, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Julie Davies, Mahir Demir, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Justin Hinchcliffe, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Felicia Opoku, Tammy Palmer, Reg Rice, Viv Ross, Alessandra Rossetti, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker, Sarah Williams and Matt White

1. **FILMING AT MEETINGS**

Please note 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. **TO RECEIVE APOLOGIES FOR ABSENCE**

3. **TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972**

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. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 20 MAY 2019 (PAGES 1 - 10)**
- 6. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL**
- 7. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE (PAGES 11 - 16)**

Noting an urgency decision on Outside Body appointments.

- 8. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES (PAGES 17 - 154)**
- 9. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM**
- 10. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES**
 - a) The Cabinet
 - b) Overview and Scrutiny
 - c) Standards Committee

- (a) Adoption of Community Safety Strategy
- (b) Annual report from Overview and Scrutiny
- (c) Standards Committee report on Changes to Constitution - Section K

To follow

11. **HARINGEY DEBATE - THE IMPACTS OF AUSTERITY ON COMMUNITIES IN HARINGEY**
12. **TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10**

Oral Questions

1. Cllr Hakata to Cllr Bull:

How is the New Cabinet Member for Local Investment and Economic Growth pushing forward this Community Wealth Building agenda here in Haringey?

2. Cllr da Costa to Cllr Ejiofor:

In light of the Leader's recent column in the Ham & High, does he now regret proposing an amendment to a motion on Brexit put forward by this Group, so that it no longer mentioned "remaining" in the EU?

3. Cllr Say to Cllr M Blake:

What is the Cabinet Member doing to stop young people growing up in Haringey from falling into crime?

4. Cllr Emery to Cllr Hearn:

What specific measures to combat Climate Change has the Council taken since declaring a Climate Emergency?

5. Cllr Stone to Cllr Amin:

What is the Council doing to promote healthier lifestyles in Haringey?

6. Cllr Dennison to Cllr Ejiofor:

Given the Council's strained financial situation, why doesn't it merit a stand-alone Cabinet portfolio

13. **TO CONSIDER THE FOLLOWING MOTIONS IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NO. 13**

Motion C

Proposed by: Cllr Cawley-Harrison

Seconded by: Chenot

Supporting LGBT+ inclusive education

Council notes:

1. That under the Equalities Act 2010, Haringey Council has a legal duty to combat discrimination and promote equality.
2. That the Council's Borough Plan 2019-23 establishes the principles that the Council will work *"with residents and employees to create communities which are able to come together, value diversity and challenge discrimination"*.
3. That the number of homophobic hate crimes recorded in Haringey by the Metropolitan Police increased by 24.71% in the 12 months to April 2019 compared to the previous 12 months.¹
4. That a 2017 report by Stonewall on *LGBT in Britain: Hate Crime and Discrimination* noted that their results were *"particularly alarming"* for trans people and that *"Black, Asian and minority ethnic LGBT people are also disproportionately affected, with a third having experienced a hate crime or incident in the last year compared to one in five white LGBT people"*.²
5. That the Department for Education's statutory guidance on Relationships Education, Relationships and Sex Education (RSE) and Health Education which are expected to take effect in September 2020 states that *"we expect all pupils to have been taught LGBT content at a timely point as part of this area of the curriculum"*. It says that schools should *"ensure that this context is fully integrated into their programme of study for this area of the curriculum rather than delivered as a stand-alone unit or lesson"* and that their teaching should be *"sensitive and age appropriate"*.
6. That the attempts to teach an LGBT+ inclusive curriculum at a number of Birmingham schools have been met with protests. The headteacher of one of the affected schools has reported that they had led to *"distress and harassment"* and warned that *"we cannot be a primary school if staff and children are afraid to come to school"*.³
7. That 45% of LGBT+ young people report being bullied at school because of their sexual orientation.⁴
8. That 9% of trans pupils report receiving death threats at school.⁵
9. Only 40% of LGBT+ young people report having someone at home they can talk to about their sexuality.⁶

¹ <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

² https://www.stonewall.org.uk/system/files/lgbt_in_britain_hate_crime.pdf

³ https://www.huffingtonpost.co.uk/entry/birmingham-lgbt-protests_uk_5cfe920ce4b0aab91c09c9a4?guccounter=1&guce_referrer=aHR0cHM6Ly93d3cuZ29vZ2xlLmNvLnVrLW&guce_referrer_sig=AQAAAGaWQaYuOuDX87kNePfvxUV5ZVJU7HLRopvGjFHBRd1kE56XzBilRsdruBtkewKcfwlySYC0Zf4Td6bsLdJDdEzHD2EQjG1_sJ5CCmvaJlhBhTxuh7n6XUi0pgu9dRZEYeBmtAROkx8d2pdc3IT9fuzMNCB2yD_vsXr2RG7k8Gn6
<https://news.sky.com/story/lgbt-lesson-row-school-staff-have-counselling-over-homophobic-protests-in-birmingham-11737134>

⁴ https://www.stonewall.org.uk/system/files/the_school_report_2017.pdf

⁵ https://www.stonewall.org.uk/system/files/the_school_report_2017.pdf

⁶ https://www.stonewall.org.uk/system/files/the_school_report_2017.pdf

10. Dr Mary Bousted, the general secretary of the Association of Teachers and Lecturers has stated that *“Education professionals want PSHE and RSE to become compulsory in all schools so they can help young people to become resilient, well-rounded and confident adults. Teaching young people about sex and relationships helps them to make well-informed choices. Parents support this, education professionals support this and, most importantly, young people want this. The Education Select Committee also recommends it is taught in schools.”*⁷
11. That of 810 young people aged 16-25 surveyed by the Terrence Higgins Trust 787 (or 97%) wanted Sex and Relationship lessons to be LGBT+ inclusive.⁸
12. That despite this, politicians from major parties continue to argue that it is right for children not to learn about LGBT+ relationships. For example, the Rt Hon Ester McVey (Conservative MP for Tatton) has argued that *“it is down to parents”* whether their children should participate in these lessons and the Hon Roger Godsiff (Labour MP for Birmingham Hall Green) has stated he has *“concerns about the age appropriateness of children of four and five being introduced to these ideas”*.⁹

Council believes:

1. In the equality of all people regardless of their sexual orientation or gender identity.
2. That prejudice against LGBT+ people frequently interacts with and worsens other forms of prejudice including that aimed at people on the basis of their gender, ethnicity, religion and socio-economic status. Therefore, countering anti-LGBT prejudice will help reduce other forms of hatred and discrimination.
3. That relationship education should be a compulsory part of the curriculum at all schools and for every child.
4. That the age appropriateness of sex and relationship education is not affected by recognising the existence of differing sexual orientations and gender identities.
5. It is not realistic nor desirable for any parent to expect their child’s school to keep them in ignorance of LGBT+ relationships.
6. That most of the arguments offered against LGBT+ inclusive education fails to distinguish between sex and relationship education and/or do not recognise that schools are required to ensure lessons on these topics are age appropriate.
7. That teaching an LGBT+ inclusive curriculum in schools will foster attitudes among citizens that promote an inclusive and cohesive society in which homophobic hate crimes are rarer.

Council, therefore, welcomes:

⁷ <https://www.tht.org.uk/sites/default/files/2018-07/Shh%20No%20talking%20LGBT%20inclusive%20SRE%20in%20the%20UK.pdf> p.17

⁸ <https://www.tht.org.uk/sites/default/files/2018-07/Shh%20No%20talking%20LGBT%20inclusive%20SRE%20in%20the%20UK.pdf> p.30

⁹ <https://www.birminghammail.co.uk/news/showbiz-tv/moment-ester-mcvey-doubles-down-16371454>
https://en.wikipedia.org/wiki/Roger_Godsiff

1. The inclusion of LGBT+ content in the draft guidance on Relationships Education, Relationships and Sex Education (RSE) and Health Education.
Council resolves:

1. To ask the Cabinet Member for Children, Education and Families to write to the governing bodies, proprietors, headteachers and principals of every school in the borough to offer the Council's support with delivering an LGBT+ inclusive curriculum.
2. That in the event any schools in Haringey are subject to demonstrations as a result of teaching an LGBT+ inclusive curriculum, then Haringey Council will not tolerate the disruption of children's education nor the intimidation of pupils, staff or parents. If it proves necessary in order to prevent these negative outcomes, the Council will seek Public Space Protection Orders, injunctions or other appropriate legal measures with a similar effect.

Motion D

Ending immigration detention

Proposer: Cllr Adam Jogee

Seconder: Cllr Elin Weston

This council notes:

- That the UK has one of the largest immigration detention systems in Europe, and is the only country in the region without a statutory time limit on length of detention. This means people can be held for months or years at a time, with no certainty about when they may be released or deported.
- At any one time, there may be up to 3,500 people in the eight detention centres that exist across the UK.
- Every year around 30,000 people enter immigration detention centres in the UK. Half of those in detention centres have sought asylum in the UK, fleeing conflict and persecution; others include visitors, workers, family members and students.
- That the All-Party Parliamentary Group on Refugees and Migration published a report following their inquiry into the use of immigration detention in the UK and concluded that the UK uses detention "disproportionately and inappropriately" and that detention is "expensive, inefficient and unjust".
- That the Home Office has agreed to an independent inquiry into abuse in detention facilities within the UK
This Council believes:
- Detention negatively impacts individuals' physical and mental health wellbeing and there have been reports of widespread abuse in detention centres. The majority of people held in detention are eventually released, if they are able to access the right support.
- That the government must end immigration detention now.

- Haringey has a duty to speak out against detention practices that breach basic human rights and negatively impact the mental and physical well-being of individuals subjected to it.
- That the 'hostile environment' policies are designed to make the UK an unwelcoming place for migrants, and have been condemned as 'rotten' and 'destroying the lives' of ethnic minority communities in Britain by Tendayi Achiume, a United Nations special rapporteur on racism.

This Council resolves:

- To endorse the These Walls Must Fall Campaign
- To call on the government to implement the recommendations of the All Party Parliamentary Inquiry into detention
- To ask our local MPs to support the spirit of the motion, to continue to raise the matter in the House of Commons, and to support changes in current laws and procedures to introduce alternatives to detention
- To seek further support for the motion via the Local Government Association, and by encouraging other Councils in the UK to raise the issue.

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Bernie Ryan

Assistant Director – Corporate Governance and Monitoring Officer

River Park House, 225 High Road, Wood Green, N22 8HQ

Friday, 05 July 2019

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MINUTES OF THE MEETING OF THE FULL COUNCIL HELD ON MONDAY, 20TH MAY, 2019, 7.30pm

PRESENT:

Councillors: Seema Chandwani, Gina Adamou , Charles Adje, Peray Ahmet, Kaushika Amin, Dhiren Basu, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Dana Carlin, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Julie Davies, Mahir Demir, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Justin Hinchcliffe, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Julia Ogiehor, Felicia Opoku, Tammy Palmer, Sheila Peacock, Reg Rice, Viv Ross, Alessandra Rossetti, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker, Sarah Williams and Matt White

1. FILMING AT MEETINGS

The Mayor drew attendees' attention to the notice on the summons regarding filming at meetings.

2. TO ELECT THE MAYOR FOR THE ENSUING YEAR 2019/20

The Mayor invited nominations for the office of the Mayor of Haringey for the Municipal Year 2019-20.

Councillor Ahmet nominated, and Councillor Weston seconded that Councillor Sheila Peacock be elected Mayor for the forthcoming municipal year.

There being no other nominations, the Mayor duly announced Councillor Peacock as Mayor for the forthcoming municipal year.

RESOLVED

1. That Councillor Sheila Peacock be elected Mayor for the Municipal Year 2019/20
2. The Mayor made and signed the Declaration of Acceptance of Office, which was witnessed by Councillors Ahmet and Weston.
3. The Mayor then addressed the Council, reflected on her experiences in Haringey, gave thanks for her election and outlined her objectives for her year of office.

4. The Mayor's Consort Mark Grosskopf was invested with a Badge of Office.

3. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were noted from: Councillor Barnes and Councillor Gordon.

4. TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972

The Chief Executive asked the Mayor to agree the admission of the following late items of business that could not be available earlier, and needed to be dealt with at this meeting.

- Item 10 – Appointments made by the political groups
- Item 11 - Appointments of Committees for the Municipal Year 2018/19; and
- Item 12: Appointments to outside bodies 2019/20:
- Item 13: End of the year financial statement 2018/19 of allowances paid to Members

The first three reports outlined, were not available at the time of dispatch as they included recent changes following party group meetings and the final report outlined required verification of the financial figures.

5. DECLARATIONS OF INTEREST

The Mayor asked Members to make any declarations of interest, as shown on the printed summons.

No declarations were made.

6. RECEIVE WRITTEN NOTIFICATION OF THE APPOINTMENT OF DEPUTY MAYOR

The Chief Executive reported that the Mayor had signified in writing the appointment of Councillor Dana Carlin as Deputy Mayor for the Municipal Year 2019/20.

Councillor Carlin was invested with her Badge of Office.

The Mayor announced that the Deputy Mayor's Consort would be Cllr Adam Jogee who was then invested with the Badge of Office.

7. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 18 MARCH 2019

The Chief Executive asked whether the minutes of the meeting of 18 March 2019 could be taken as read.

RESOLVED

That the minutes of the meeting of 18 March 2019 were agreed as a true record.

8. TO PASS A VOTE OF THANKS TO THE RETIRING MAYOR AND MAYOR'S CONSORTS ,AND THE RETIRING DEPUTY MAYOR AND DEPUTY MAYOR'S CONSORTS

A vote of thanks to the retiring Mayor and Consorts was moved by Councillor Ejiolor and seconded by Councillor Morris.

The retiring Mayor was presented with a badge and a framed collage in honour of her year of office. She addressed the Council, thanking the Council for the honour of being Mayor and officers and residents that had supported her in her Mayoral year, outlining some particular highlights of her year in office, and ending with a particular mention of her two charities, Ambitious for Autism and the John Dewy Specialist College, whom she hoped the Council would continue to support in their fantastic work for the community.

RESOLVED

That the Council extend its thanks and appreciation to the retiring Mayor, Gina Adamou, and her consorts Mariam Zaatri and Andreas Adamides for the services they had rendered to the Borough during the past municipal year.

9. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL

The Mayor announced her charities and chosen causes for the coming year, which were:

- Step by Step
- Parents and Friends of Pembury House Nursery school and Children's Centre
- Lymphoma Action
- The Mayors special fund for disabled and Vulnerable Children

This information was included on the Mayor's webpages along with information about forthcoming events.

The Mayor reported on the sad passing of Iris Woodger a former fellow Councillor and spoke of her wonderful character and prior excellent mayoralty of the borough.

The Mayor announced that following consultation with both Chief Whips, party political leaders and in accordance with Council standing order 3.2, she would be using her discretion as Mayor to vary the agenda to allow item 16, Leader's announcements to be considered prior to item 10. This was to allow the Leader to say a few words in memory of Narendra Makanji, a former long-standing Councillor who had recently passed away.

The Leader of the Council spoke of the sad passing of Narendra Makanji and his tireless work for the borough. He described how Narendra was always on hand to provide advice and support to people in the community. He had a strong belief in equality and was well known for his work in this area. The Leader continued to speak

on Narendra's many roles in the Council and community and had how he had remained constantly in contact for help and advice until his untimely passing.

The Annual Council meeting continued to observe a minute's silence in memory of Iris and Narendra.

10. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE, NOTING THE APPOINTMENTS MADE BY POLITICAL GROUPS, AND TO TAKE SUCH ACTION AS MAY BE APPROPRIATE

The Mayor agreed to the admittance of this item as a late report, given that it set out decisions that had been made recently at party meetings.

Councillor Rice, as Chief Whip, introduced the paper that outlined appointments made by Political Groups in their recent annual meetings.

RESOLVED

That the constitution of the political groups be noted:

The Labour Group

Leader:	Councillor Ejiofor
Deputy Leader:	Councillor Brabazon
Chief Whip:	Councillor Rice
Chair:	Councillor Williams
Vice Chair:	Councillor Carlin
Secretary:	Councillor Berryman
Assistant Whips:	Councillors , Demir, Say, Mitchell
Group Treasurer	Councillor Gordon
Non-Executive members	Councillors , Dogan, Stennett

Councillors:

Adamou
Adje
Ahmet
Amin
Basu
Bevan
M Blake
Bull
Carroll
Chandwani
Chiriyankandath
Culverwell
das Neves
Davies
Diakides
Gunes
Hakata

Hearn
Ibrahim
James
Jogee
Moyeed
Opoku
Peacock
Stone
Tabois
Tucker
Weston
White

The Liberal Democrat Group

Leader:	Councillor Morris
Deputy Leader:	Councillor Dixon
Chief Whip:	Councillor Cawley-Harrison
Deputy Whip:	Councillor Dennison
Group Chair:	Councillor Ross
Deputy Group Chair:	Councillor Palmer

Councillors:

Barnes
Chenot
Connor
Da Costa
Emery
Hare
Hinchliffe
Ogiehor

Rossetti

Independent

Councillor Barbara Blake

11. TO AGREE THE APPOINTMENTS PROCEDURE AND TO APPOINT COMMITTEES AND OTHER BODIES FOR THE MUNICIPAL YEAR 2019/20, INCLUDING THE SELECTION OF THE CHAIRS AND VICE CHAIRS

The Mayor agreed to the admittance of this item as a late report, given it set out decisions that had been made recently at party meetings.

The Chief Whip moved recommendations 1-3 as detailed in the circulated report.

Councillor Cawley-Harrison moved an amendment to Recommendation 2 and Appendix 1, seconded by Councillor Ross, to the effect that Councillor Connor be appointed Chair of the Overview and Scrutiny Committee.

Councillor Rice responded to the amendment.

On a vote, the amendment was lost. On a vote on the original motion, the motion was agreed.

The Leader of the Council highlighted a change to Cllr Hearn's Cabinet portfolio title, attached at Appendix 2, which should read Cabinet Member for Climate Change and Sustainability.

RESOLVED

That Full Council:

1. appoint to the Committees on the "slate" basis.
2. agree the membership of Committees and the appointment of Chairs as detailed at Appendix 1.
3. note the proposed membership of the Cabinet as detailed at Appendix 2, subject to the above amendment.

12. TO MAKE APPOINTMENTS TO OUTSIDE BODIES

The Mayor agreed to the admittance of this item as tabled, given it set out decisions that had been made recently at party meetings.

The Chief Whip moved the report as tabled,

RESOLVED

That the appointments to outside bodies be approved, as detailed in the schedule attached to the report.

13. TO NOTE THE END OF MUNICIPAL YEAR FINANCIAL STATEMENT FOR 2018/19

The Chief Whip moved the report.

RESOLVED

That the allowances paid to each Member, as set out at Appendix 1 of the report, be noted.

14. TO RECEIVE A STATEMENT OF COUNCILLORS' ATTENDANCE AT MEETINGS OF THE COUNCIL, COMMITTEES AND SUBCOMMITTEES IN ACCORDANCE WITH COUNCIL PROCEDURE RULES

The Mayor accepted the admittance of the tabled report as late business, given that it had been prepared to include recent meetings.

The Chief Executive introduced the report on Members' attendance, as required by the Council's Constitution.

NOTED.

15. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND ASSISTANT DIRECTOR FOR CORPORATE GOVERNANCE

The Deputy Monitoring Officer had no matters to report.

16. TO RECEIVE ANY ANNOUNCEMENTS FROM THE LEADER , AND /OR HEAD OF PAID SERVICE

As set out at item 9.

17. TO CONSIDER ANY BUSINESS SET OUT IN THE NOTICE CONVENING THE MEETING: TO CONSIDER THE FOLLOWING MOTIONS

Cllr Cawley-Harrison advised In accordance with Council Standing Order 25.1, moved the suspension of Council Standing Orders: 13.1, 15.6 b [i] and 15.6 b [iii] to allow Motion B to be jointly proposed by Cllr Ejiofor and Cllr Morris and to be jointly seconded by Cllr Chenot and Cllr Moyeed.

This Motion would also allow the proposers to have 5 minutes each to move Motion B, and remove the right of reply.

Cllr Rice seconded the motion.

Cllr Ejiofor and Cllr Morris proceeded to propose Motion B- The All Party Parliamentary Group on British Muslims definition of Islamophobia. The Leader of the Council underlined the importance of the motion, which was speaking against hate and for tolerance. The Leader spoke of the strong connections between communities and faiths in Haringey, which was to be celebrated. He highlighted the adoption of the Council motion in 2017 on the definition of anti-

Semitism that this motion followed. He emphasised the importance of challenging anti-Semitism and Islamophobia and continuing to work together as community to achieve this.

Cllr Morris continued to propose the motion by wishing the Muslim community Eid Mubarak, and further spoke about the borough's tradition for tolerance and standing up to hatred. In line with the 2016 Council motion condemning anti-Semitism, it was important to adopt this motion. She highlighted the stark figures for hate crime, which showed that 50% of hate crimes recorded were relating to Islamophobia, further demonstrating the need to oppose this bigotry. She concluded with the assurance of both political party's determination to end Islamophobia.

Cllr Moyeed and Chenot jointly seconded the motion and further spoke about the borough standing together oppose Islamophobia and referred to real-life experiences and personal accounts of Islamophobia. They spoke of the likely underreporting of hate crimes connected with islamophobia and how this situation was getting much worse for the Muslim community. They concluded by asking Councillor colleagues to adopt the motion.

Following a request made by eight Members standing in their place, the Mayor agreed that a named vote be held on the Motion.

54 in FAVOUR [Adamou, Adje, Ahmet, Amin, Basu, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Cawley- Harrison, Chandwani, Chenot, Chiriyankandath, Connor, Culverwell, da Costa, das Neves, Davies, Demir, Dennison, Diakides, Dixon, Dogan, Ejiofor, Emery, Gunes, Hakata, Hare, Hearn, Hinchliffe, Ibrahim, James, Jogee, Mitchell, Morris, Moyeed, Ogiehor, Opoku, Palmer, Rice, Ross, Rossetti, Say, Stennett, Stone, Tabois, Weston, White, Williams, and Peacock.]

NONE against and NO abstentions

The Council RESOLVED

Haringey is home to people of many faith and ethnicities. Amongst them are an estimated 36,130 Muslims. This Council is proud of that diversity and believes Haringey's Muslim residents are an important asset to the borough, have the same rights as all other groups and individuals, and are as worthy of the same respect as any other resident in, and outside of, Haringey.

Haringey has a strong history of fighting racism in all its forms, including adopting the IHRA definition of Anti-Semitism in 2017; and in its most recent Borough Plan, adopted earlier this year, pledging to "develop multi-agency approaches to tackle and reduce Hate Crime based on a zero tolerance approach".

Recent terrorist attacks against the Al Noor Mosque and Linwood Islamic Centre in Christchurch, New Zealand and the Finsbury Park Mosque in Islington have highlighted the severe Islamophobic attacks that Muslim communities around the world are faced with, and the Council wishes to offer its condolences to all those impacted by, and who lost loved ones in these attacks. The Council also acknowledges that Islamophobia is not a recent phenomenon and that we must do more as a society to tackle this rising form of intolerance and persecution.

In light of this, the Council expresses its gratitude for the work done by the All-Party Parliamentary Group on British Muslims to produce a definition of Islamophobia.

Council notes:

1. That on the 27th November 2018, the All-Party Parliamentary Group on British Muslims published a report entitled *Islamophobia Defined: the inquiry into a working definition of Islamophobia*. Amongst its conclusions are that:

- a) British Muslims “*have a strong sense of belonging to Britain and of feeling part of British society*” and are “*more likely than the British public as a whole to say that their national identity is important to their sense of who they are*”.
- b) Despite this, negative attitudes towards British Muslims are prevalent among their fellow citizens and that this contributes to multiple forms of discrimination including a “*growing number of Islamophobic hate crimes*”.
- c) That Islamophobia can negatively impact non-Muslims. For example, Sikhs have been targeted with abuse by people who misidentify them as Muslims.
- d) “*adopting a definition of Islamophobia will demonstrate to Britain’s Muslim communities that we, as politicians and we together as a society, recognise the impediments to the flourishing of Muslims in Britain and will take steps to demarcate the healthy preservation of expressions of Muslimness consistent with the law, fundamental freedoms and human rights.*”
- e) “*Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.*”

2. That *Islamophobia Defined* provides the following as examples of Islamophobia in “*public life, the media, schools, the workplace, and in encounters between religions and non-religions in the public sphere could, considering the overall context, include, but are not limited to:*

- a) *Calling for, aiding, instigating or justifying the killing or harming of Muslims in the name of a racist/ fascist ideology, or an extremist view of religion.*
- b) *Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Muslims as such, or of Muslims as a collective group, such as, especially but not exclusively, conspiracies about Muslim entryism in politics, government or other societal institutions; the myth of Muslim identity having a unique propensity for terrorism, and claims of a demographic ‘threat’ posed by Muslims or of a ‘Muslim takeover’.*
- c) *Accusing Muslims as a group of being responsible for real or imagined wrongdoing committed by a single Muslim person or group of Muslim individuals, or even for acts committed by non-Muslims.*
- d) *Accusing Muslims as a group, or Muslim majority states, of inventing or exaggerating Islamophobia, ethnic cleansing or genocide perpetrated against Muslims.*
- e) *Accusing Muslim citizens of being more loyal to the ‘Ummah’ (transnational Muslim community) or to their countries of origin, or to the alleged priorities of Muslims worldwide, than to the interests of their own nations.*
- f) *Denying Muslim populations, the right to self-determination e.g., by claiming that the existence of an independent Palestine or Kashmir is a terrorist endeavour.*

- g) *Applying double standards by requiring of Muslims behaviours that are not expected or demanded of any other groups in society, e.g. loyalty tests.*
- h) *Using the symbols and images associated with classic Islamophobia (e.g. Muhammed being a paedophile, claims of Muslims spreading Islam by the sword or subjugating minority groups under their rule) to characterize Muslims as being ‘sex groomers’, inherently violent or incapable of living harmoniously in plural societies.*
- i) *Holding Muslims collectively responsible for the actions of any Muslim majority state, whether secular or constitutionally Islamic.”*

3. That Labour, the Liberal Democrats, the Scottish National Party and Plaid Cymru have already adopted the All-Party Parliamentary Group on British Muslims’ definition of Islamophobia at a national level.

Council believes:

- 1. That Muslims are valued members of the community in Haringey and of the United Kingdom.
- 2. That Islamophobia has no place in Haringey, or in our wider society.
- 3. That fears that applying the APPG definition will constrain freedom of speech are misplaced. *Islamophobia Defined* explicitly defends the right of Muslims and non-Muslims to engage in the “criticism, debate and free discussion of Islam as a religion”, whilst setting out criteria to distinguish that from “the victimisation of Muslims through the targeting of expressions of Muslimness to deny or impair their fundamental freedoms and human rights”.

Council resolves:

- 1. To welcome, endorse and adopt the All-Party Parliamentary Group on British Muslims’ definition of Islamophobia.
- 2. To contact the Members of Parliament for Tottenham and Hornsey & Wood Green and ask them to lobby the Government to adopt the All-Party Parliamentary Group on British Muslims’ definition of Islamophobia.
- 3. To condemn all bigotry and any discrimination on the basis of ethnicity, religion, denomination or any characteristic protected by the Equality Act.

CHAIR:

Signed by Chair

Date

RECORD OF MAYOR'S URGENT ACTION

Title of Report: Appointment to Outside Bodies

Reason for urgency or

Relevant paragraph for authority under scheme of delegation

Part 3 Section E, Section 1 - Scheme of delegation section 5, indicates that where action needs to be taken on an urgent matter between meetings of the Cabinet, or any Committee or Sub Committee of the Cabinet or Council this can be taken forward by the Leader for Executive functions and in the case of non Executive functions, the director can take the decision in consultation with the Chair of the Committee.

Decision of the Chief Executive

Signature



Date

18-6-19

Concurrence of the Mayor – Chair of full Council

Sheila Peacock

Once signed by the Chief Officer this cover sheet together with the substantive report must be forwarded to Democratic Services- Level 5, River Park House - for processing.

Report for: Chief Executive

Title: Appointment to Outside Bodies

Report

Authorised by: Bernie Ryan, Assistant Director – Corporate Governance and Monitoring Officer

Lead Officer: Ayshe Simsek, Acting Democratic Services and Scrutiny Manager

Ward(s) affected: N/A

**Report for Key/ Non-Key
Non Key Decision:**

1 Describe the issue under consideration

1.1 At Annual Council on 23 May, appointments were made to Outside Bodies. The Cabinet Member for Climate Change and Sustainability and Cabinet Member for Neighbourhoods were appointed to the North London Waste Authority. In light of the potential financial implications that need to be considered in NLWA's forthcoming major procurements, it is proposed to appoint the Cabinet Member for Finance and Strategic Regeneration to the NLWA, replacing the Cabinet Member for Climate Change and Sustainability.

1.2 In addition, the Cabinet Member for Civic and Corporate Services will need to be appointed to Create, replacing the Cabinet Member for Children and Families. The portfolio for Corporate and Civic services includes responsibility for culture and this is a requirement for this outside body appointment.

2 Cabinet Member Introduction

N/A

3 Recommendations

3.1 It is recommended that:

- Councillor Adje, Cabinet Member for Finance and Strategic Regeneration be appointed to the North London Waste Authority, replacing the Cabinet Member for Climate Change and Sustainability
- Councillor Kaushika Amin, Cabinet Member for Corporate and Civic Services be appointed to Create, replacing the Cabinet Member for Children and Families

4 Reason for Decision

- 4.1 Appointments to Outside Bodies are reserved to Full Council, and making an appointment before the next meeting on 15 July would allow the Members to participate in meetings of the respective outside bodies in the interim.

5 Alternative Options Considered

- 5.1 If these appointments were not made between meetings, the members would be unable to attend key meetings. Also the NLWA will be holding its annual meeting on the 21st of June and will be appointing members from each of the 7 boroughs to its various sub committees, in particular the Programme Committee for their major construction programme is a key body and it is imperative that the changes to appointments are taken before this date to allow the appropriate cabinet members to attend these meetings.

6 Background information

- 6.1 Part 2 of the Constitution, paragraph 4.02 (p) indicates that Full council will appoint representatives to outside bodies unless the appointment is a cabinet function or has been delegated by the Council.
- 6.2 Section 10.08 of Part 2 of the Constitution advises that the Council has nomination rights to a large number of different external bodies, referred to as 'organisations'. The practice of making nominations to organisations is a benefit to the Council and the links created contribute to the social well-being of the borough.
- 6.3 These organisations can be categorised as follows:
- A. Association bodies, such as the Local Government Association or Association of London Government joint committees and panels.
 - B. Community or voluntary bodies which cover a very wide spectrum of organisations serving the community, or community groups, in various ways.
 - C. Partnership bodies which will usually involve the Council working with other agencies on local issues or projects.
 - D. Statutory bodies, where the Borough of Haringey needs to be represented by law.
 - E. Trusts and Foundations which generally have more specific and prescribed objectives.

- 6.4 As set out in section 10.08(b) the nominations to all outside bodies are made and confirmed at each Annual General Meeting. Where there is an association or partnership body exercising executive functions, then nominations of the Cabinet Member will be made by the leader of the council, or the Cabinet with the Leader's agreement and recorded in the list approved at the AGM.
- 6.5 The constitution continues to advise that future nominations to voluntary or community bodies will generally be in a non – voting, "observer" capacity only, in order to avoid the greater potential for conflicts of interest. Nominated members will not participate in management or decision – making within the organization. Their role will be to assist in the exchange of information and views between the organization and the council.
- 6.6 The North London Waste Authority is an Association Body and Create is categorised as a Partnership organisation
- 7 Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities**
- 7.1 **Finance**
N/A
- 7.2 **Legal**
The legal and constitutional implications are set out in the body of the report.
- 7.3 **Equalities**
N/A
- 9 Use of appendices**
Not used
- 10 Local Government (Access to Information) Act 1985**
N/A

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Report for: Delegated Decision – Monitoring Officer & Director for Corporate Governance

Title: Minor Constitutional updates

Report authorised by : Ayshe Simsek – Acting Democratic Services and Scrutiny Manager

Lead Officer: Ayshe Simsek Acting Democratic Services and Scrutiny Manager

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** Non Key

1. Describe the issue under consideration

The Council Constitution governs the organisation of Council decision making. The Constitution advises, in part 2 article 14.03 [changes to the Constitution] that authority is delegated to the Monitoring Officer to make any changes required as a result of legislative change. In addition, where in the reasonable opinion of the Monitoring Officer a proposed change is:

- a) a minor variation; or
- b) required in order to remove any inconsistency or ambiguity; or
- c) required so as to give effect to any decision of the Council or one of its committees or sub-committees; or the Cabinet or one of its committees or sub-committees,

the Monitoring Officer may make that change. The change will come into force immediately, but will be reported to full Council at the next available meeting. Other changes to the Constitution will take effect from the date of the decision unless a later date for implementation is specified.

The Acting Democratic Services and Scrutiny Manager has undertaken a recent review of the Constitution and minor amendments are required to the Constitution as a result of:

- The discontinuation of the Shared Digital Committee. Camden , Islington and Haringey Cabinets' agreed to the cessation of the Shared Digital services and subsequent governance arrangements in November 2018. Therefore, references to this Joint Committee need to be deleted from the Constitution.
- Changes to the Senior Officer structure implemented by the Chief Executive in March 2018 under the delegated powers allocated to the Head of Paid Service[part three section E - sub section 15]. These were noted by the Staffing and Remuneration Committee on March 26th 2018 and need to be

reflected in the section on officer delegated powers to provide clarity and understanding on levels of delegation for decision making.

- Appointment of the Director of Finance undertaken by the Staffing&
- Remuneration Committee in September 2018 and designation of the Section 151 Officer agreed by full council in November 2018. The section on the Statutory Officers needs to be updated to reflect that the Director of Finance is acting in the capacity of the Chief Finance officer and Section 151 Officer role.
- Changes to the Cabinet portfolio titles in May 2018 and January 2019 which need to be reflected in the membership of the Health and Wellbeing Board.

These changes can be agreed by the Monitoring Officer under officer delegated power in accordance with sub paragraphs a to c above. These are areas which have already been subject to decision making, by the Cabinet, Staffing and Remuneration Committee and the Chief Executive.

2. Cabinet Member Introduction

Not applicable

3. Recommendations

To note the attached changes to the Constitution.

4. Reasons for decision

To ensure that the constitution is as accurate as possible.

5. Alternative options considered

Not applicable

6. Background information

7. Contribution to strategic outcomes

7.1 The Council's Constitution supports the governance of the Council and its decision making thereby assisting the Council to meet its strategic outcomes.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 Finance and Procurement

8.2 No financial implications arise from this report.

8.3 Legal

8.4 Legal implications are contained within the body of this report.

8.5 Equality

8.6 There are no equality matters in this report

9. Use of Appendices – changes are highlighted in yellow, italics, and crossing out of words.

Council Constitution Part 2 Articles

Council Constitution Part 3 Section B

Council Constitution Part 3 Section D

Council Constitution Part 3 Section D Local Choice Functions

Council Constitution Part 3 Section E part 1

Council Constitution Part 3 Section E Part 3

Council Constitution Part 3 section E Part 4

Council Constitution Part 4 section I Financial regulations

10. Local Government (Access to Information) Act 1985

10.1 The Council Constitution which can be found at;

<http://www.haringey.gov.uk/local-democracy/about-council/council-constitution>

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Part Two

Articles

Article 1 - The Constitution

1.01 Powers of the Council

The Council will exercise all its powers and duties in accordance with the law and this Constitution.

1.02 The Constitution

This Constitution, and all its appendices, is the Constitution of the London Borough of Haringey.

1.03 Purpose of the Constitution

The purpose of the Constitution is to:

1. Enable the Council to provide clear leadership to the community in partnership with citizens, businesses and other organisations;
2. Support the active involvement of citizens in the process of local authority decision-making;
3. Help councillors represent their constituents more effectively;
4. Enable decisions to be taken efficiently and effectively;
5. Create a powerful and effective means of holding decision-makers to public account;
6. Ensure that no-one will review or scrutinise a decision in which they were directly involved;
7. Ensure that those responsible for decision making are clearly identifiable to local people and that they explain the reasons for decisions; and
8. Provide a means of improving the delivery of services to the community.

1.04 Interpretation and Review of the Constitution

Where the Constitution permits the Council to choose between different courses of action, the Council will always choose that option which it thinks is closest to the purposes stated above. The Council will monitor and evaluate the operation of the Constitution as set out in Article 15.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 2 - Members of the Council

2.01 Composition and eligibility

- (a) **Composition.** The Council will comprise 57 members, otherwise called councillors. Three members will be elected by the voters of each ward in accordance with a scheme drawn up by the Local Government Commission and approved by the Secretary of State or by the Electoral Commission.
- (b) **Eligibility.** People can hold office as councillors if they are on the electoral register or if they have lived, worked or occupied property in the Borough for 12 months.

2.02 Election and terms of councillors

Election and terms. The regular election of councillors will be held on the first Thursday in May every four years beginning in 2002. The terms of office of councillors will start on the fourth day after being elected and will finish on the fourth day after the date of the next regular election.

2.03 Roles and functions of all councillors

- (a) **Key roles.** All councillors will:
 - (i) Collectively be the ultimate policy-makers and carry out a number of strategic and corporate management functions;
 - (ii) Contribute to the good governance of the area and actively encourage community participation and citizen involvement in decision making;
 - (iii) Effectively represent the interests of their ward and of individual constituents;
 - (iv) Respond to constituents' enquiries and representations, fairly and impartially;
 - (v) Participate in the governance of the Council;
 - (vi) Maintain the highest standards of conduct and ethics; and
 - (vii) Be available to represent the Council on other bodies.
- (b) **Rights and duties**
 - (i) Councillors will have such rights of access to such documents, information, land and buildings of the Council

PART TWO – ARTICLES OF THE CONSTITUTION

as are necessary for the proper discharge of their functions and in accordance with the law.

- (ii) Councillors will not make public information which is confidential or exempt without the consent of the Council or divulge information given in confidence to anyone other than a councillor or officer entitled to know it. However, a Committee may disclose information previously treated as “exempt” where such information is within the Committee’s terms of reference and such disclosure is reasonable, in the public interest, in good faith and does not breach any other reasonable requirements of the Council. The advice of the Monitoring Officer should be sought prior to any disclosure of such information.
- (iii) For these purposes "confidential" and "exempt" information are defined in the Access to Information Procedure Rules in Part 4 of this Constitution which define councillors’ rights to information in more detail.

2.04 Conduct

Councillors will at all times observe the Member's Code of Conduct and the Protocol on Member/Officer Relations set out in Part 5 of this Constitution.

2.05 Allowances

Councillors will be entitled to receive allowances in accordance with the Members' Allowances Scheme set out in Part 6 of this Constitution.

2.06 Political Groups

The Local Government (Committees and Political Groups) Regulations 1990 require that a political group is treated as constituted when there is delivered to the Proper Officer a notice in writing signed by two or more members of the authority who wish to be treated as a political group. A political group ceases to be constituted as such if the number of members of that group is less than two.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 3 – Citizens of The Council

3.01 Citizens rights

This Article explains the rights of citizens in Haringey. The rights of citizens to information and to participate are explained in more detail in the Access to Information Procedure Rules in Part 4 of this Constitution:

- (a) **Voting and petitions.** Citizens on the electoral roll for the area have the right to vote and sign a petition to request a referendum for a change in the Council's governance arrangements.

- (b) **Information.** Citizens have the right to:
 - (i) Attend meetings of the Council and its committees except where confidential or exempt information is likely to be disclosed, and the meeting is therefore held in private;
 - (ii) Attend meetings of the Cabinet when key decisions are being made except where confidential or exempt information is likely to be disclosed, and the meeting is therefore held in private;
 - (iii) Find out from the forward plan what key decisions will be taken by the Cabinet, Cabinet Committees or individual Cabinet members and which meetings will be held in private;
 - (iv) See reports and background papers, and any records of decisions made by the Council and its committees and the Cabinet, its committees, individual Cabinet members and Officers; and
 - (v) Inspect the Council's accounts and make their views known to the external auditor.
 - (vi) Be informed in writing whether the Council holds any information as requested under the Freedom of Information Act 2000. If the information is held by the Council, citizens have the right to have that information communicated to them except where such information is the subject of an exemption under the Freedom of Information Act 2000.

- (c) **Participation.**

The Council is committed to helping people contribute to how decisions are made about local services, and will therefore support a wide range of consultations to hear residents' views.

PART TWO – ARTICLES OF THE CONSTITUTION

The Council also wants to develop more ways of working with local people and communities, particularly hard to reach groups such as young people and minority ethnic communities. In addition, individual citizens of Haringey have the following rights under this Constitution:

- (i) The right to participate in any public sessions arranged for members of the Cabinet to answer questions from Haringey residents.
 - (ii) The right to be asked to contribute to the work of the Overview and Scrutiny Committee and its scrutiny panels and reviews.
 - (iii) The right to attend as part of a deputation to the Cabinet and to Council in accordance with the relevant rules.
- (d) **Representations and Complaints.** Citizens wishing to complain may:
- (i) Make representations to their ward councillors or to members of the Cabinet;
 - (ii) Make a formal complaint about any Council service to the Council itself under its complaints scheme;
 - (iii) Complain to the Ombudsman after using the Council's own complaints scheme;
 - (iv) Make a formal complaint about a breach of the Member's Code of Conduct.
- (e) **Petitions**

People on the electoral roll for the Council's area may sign a petition to request a referendum for a change in the Council's governance arrangements. Citizens may also present petitions on other matters to the Cabinet, to Council or their ward member.

3.02 Citizens responsibilities

There are a number of ways that Haringey citizens can contribute to a flourishing democratic local authority and civic culture, which this Constitution is intended to support:

- (i) Assisting the Council with the compilation of the electoral register (by meeting their obligations to provide information about themselves) and respecting any requirements for proper use of this information;

PART TWO – ARTICLES OF THE CONSTITUTION

- (ii) Exercising their right to vote in local, regional, national and European elections;
- (iii) Respecting and valuing the diversity of communities and their views within a densely populated urban area such as Haringey;
- (iv) Behaving in socially and morally responsible ways, towards those in authority and towards each other;
- (v) Meeting their obligations in relation to the Council, such as paying their council tax, ensuring their child attends school, etc.
- (vi) Citizens must not be violent, abusing or threatening to councillors or officers and must not wilfully harm things owned by the Council, councillors or officers.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 4 - The Full Council

4.01 Meanings

- (a) **Policy Framework.** These are the plans and strategies that must be reserved to the full Council for approval:
- Annual Library Plan
 - Best Value Performance Plan
 - Crime and Disorder Reduction (community safety) Strategy
 - Development Plan documents
 - Youth Justice Plan
 - Statement of Gambling Policy
 - Statement of Licensing Policy
 - Treasury Management Strategy

Any other policies the law requires must be approved by full Council.

Such other plans and strategies that the Council agrees from time to time that it should consider as part of its Policy Framework:

- Housing Strategy

- (b) **Budget.** The budget includes the allocation of financial resources to different services and projects, proposed contingency funds, setting the council tax and decisions relating to the control of the Council's borrowing requirements, the control of its capital expenditure and the setting of virement limits. The determination of the Council Tax Base is delegated to the ~~Chief Finance Officer~~ **Director of Finance** in consultation with the Cabinet Member for Finance and the Cabinet Advisory Board.
- (c) **Housing Land Transfer.** Housing Land Transfer means the approval or adoption of applications (whether in draft form or not) to the Secretary of State for approval of a programme of disposal of 500 or more properties to a person under the Leasehold Reform, Housing and Urban Development Act 1993 or to dispose of land used for residential purposes where approval is required under sections 32 or 43 of the Housing Act 1985.

4.02 Functions of the full Council

Only the Council will exercise the following functions:

- (a) Adopting and changing the Constitution;
- (b) Approving or adopting the policy framework as set out in the appropriate schedule above;
- (c) Approving the budget and levying council tax;

PART TWO – ARTICLES OF THE CONSTITUTION

- (d) Determining the borrowing limits for the authority for each financial year and the proportions of borrowing that are to be set at variable rates;
- (e) Making or revising a Council Tax Reduction Scheme;
- (f) Approval of the Community Infrastructure Levy Charging Schedule;
- (g) Approval of Development Plan Documents (DPDs) prior to submission to the Secretary of State;
- (h) Approving any application to the Secretary of State in respect of any Housing Land Transfer as set out in Article 4.01 (c) above;
- (i) Subject to the urgency procedure contained in the Access to Information Procedure Rules in Part 4 of this Constitution, making decisions about any matter in the discharge of an Cabinet function which is covered by the policy framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the policy framework or contrary to/or not wholly in accordance with the budget;
- (j) Electing the Leader;
- (k) Agreeing and/or amending the terms of reference for committees, deciding on their composition and making appointments to them and delegating functions to them from time to time as may be appropriate;
- (l) Agreeing recommendations arising from Scrutiny Reviews of non-executive functions;
- (m) Deciding on recommendations arising from Scrutiny Reviews not accepted by the Cabinet and referred by the Chair of Overview and Scrutiny Committee;
- (n) Agreeing and/or amending the Scheme of Delegations to Officers with respect to non-executive functions;
- (o) Appointing representatives to outside bodies unless the appointment is a Cabinet function or has been delegated by the Council;
- (p) Adopting and amending the Members' Allowances Scheme;
- (q) Changing the name of the area, conferring the title of honorary alderman or freedom of the borough and establishing any new Civic Link;
- (r) Confirming the appointment or dismissal of the Head of Paid Service;
- (s) Making, amending, revoking, re-enacting or adopting bylaws and promoting or opposing the making of local legislation or personal Bills including the adoption of any legislation where the Council has a discretion;
- (t) All local choice functions set out in Part 3 of this Constitution which the Council decides should be undertaken by itself rather than the Cabinet, or any Committee, Sub-Committee or officer;
- (u) Entering into, or confirming existing, joint arrangements with other local authorities unless this only concerns either
 - i) "executive" functions when the decision is for the Cabinet;or

PART TWO – ARTICLES OF THE CONSTITUTION

- ii) the creation of joint sub-committees by the Health and Wellbeing Board pursuant to s198 of the Health and Social Care Act 2012;
- (v) Adopting the Members' Code of Conduct;
- (w) Approving Pilot Schemes for Local Elections;
- (x) To discharge all licensing functions and such other matters which must be reserved to the Council as specified in the Licensing Act 2003 (the "Act"), or any Regulations published in relation to the Act or any other legislation or any statute or regulations amending, consolidating or replacing them including approving, reviewing and revising any Statement of Licensing Policy in relation to the Licensing Act 2003;
- (y) To discharge all functions which must be reserved to full Council as specified in the Gambling Act 2005, or any other ancillary regulations or legislative provisions amending, consolidating or replacing the same, including:
 - (i) approving and revising any Statement of Licensing Policy;
 - (ii) resolving not to issue any casino premises licences in the next three years;
- (z) Adopting Standing Orders for the Council and Standing Orders as to Contracts;
- (za) Making any decisions in respect of non-Executive functions which have not been expressly delegated elsewhere;
- (zb) All matters that must be reserved to Council under the Financial Regulations including the adoption and amendment of the Treasury Management Strategy Statement and the consideration of annual, mid-year monitoring reports and an out-turn report after the close of the year on treasury management policies and practices; and
- (zc) All other matters that, by law, must be reserved to Council.

4.03 Council meetings

There are four types of Council meetings:

- (a) The Annual meeting;
- (b) The Budget Setting meeting;
- (c) Ordinary meetings;
- (d) Extraordinary meetings.

They will be conducted in accordance with the Standing Orders (Council Procedure Rules) in Part 4 of this Constitution. Council meetings will be chaired by the Mayor if he/she is present. If the Mayor is not present, Council will select another Councillor to take the Chair. The Deputy Mayor does not automatically chair the meeting in the Mayor's absence. The Council may select the Deputy Mayor if it so wishes.

4.04 Responsibility for functions

PART TWO – ARTICLES OF THE CONSTITUTION

The Council will maintain the information in Part 3 of this Constitution setting out the responsibilities for the Council's functions that are not the responsibility of the Cabinet.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 5 - Chairing the Council

5.01 Role and function of the Mayor

The Mayor will have the following roles and functions:

1. To uphold and promote the purposes of the Constitution, and to interpret the Constitution when necessary;
2. To preside over meetings of the Council so that its business can be carried out efficiently and with regard to the rights of councillors and the interests of the community;
3. To ensure that the Council meeting is a forum for the debate of matters of concern to the local community and the place at which members who are not members of the Cabinet or hold committee chairs are able to hold the Cabinet and committee chairs to account;
4. To promote public involvement in the Council's activities;
5. To be the conscience of the Council; and
6. To attend such civic and ceremonial functions as the Council and he/she determines appropriate.

5.02 First Citizen.

The Mayor shall take precedence i.e. shall be the first citizen of the London Borough of Haringey.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 6 - Overview and Scrutiny**6.01 Terms of reference**

The Council will appoint an Overview and Scrutiny Committee to discharge the functions conferred by section 9F of the Local Government Act 2000, the Health & Social Care Act 2001 and the NHS Reform & Health Professionals Act 2002.

6.02. General role

Within its terms of reference, the Overview and Scrutiny Committee may:

- (a) Exercise an overview of the forward plan;
- (b) Review or scrutinise decisions made or actions taken in connection with the discharge of any of the Cabinet's or Council's functions;
- (c) Make reports and recommendations to the full Council, the Cabinet or relevant non-Executive Committee in connection with the discharge of any functions;
- (d) Make reports or recommendations on matters affecting the area or its inhabitants;
- (e) Exercise the right to call-in, for reconsideration, key decisions made but not yet implemented by the Executive;
- (f) Receive the reports and recommendations of its commissioned Scrutiny Review Panels; and
- (g) In accordance with statutory regulations to review and scrutinise matters relating to the health service within the Authority's area and to make reports and recommendations thereon to local NHS bodies;
- (h) Enter into or appoint such joint overview and scrutiny committees that include the London Borough of Haringey and other boroughs for the purpose of responding to consultation by NHS bodies on proposals for substantial variation or development in the provision of health services as required by The Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.

6.03 Specific functions**(a) Scrutiny Review Panels.**

The Overview and Scrutiny Committee shall appoint Scrutiny Review Panels in order to discharge the Overview and Scrutiny role for designated public services and will co-ordinate their respective roles.

(b) Policy development and review.

PART TWO – ARTICLES OF THE CONSTITUTION

The Overview and Scrutiny Committee and any Scrutiny Review Panels it may establish may:

- (i) Assist the Council and the Cabinet in the development of its budget and policy framework by in-depth analysis of policy issues;
- (ii) Conduct research, community and other consultation in the analysis of policy issues and possible options;
- (iii) Consider and implement mechanisms to encourage and enhance community participation in the development of policy options;
- (iv) Question members of the Cabinet and chief officers about their views on issues and proposals affecting the area; and
- (v) Liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working.

(c) Scrutiny.

The Overview and Scrutiny Committee and any Scrutiny Review Panels it may establish may:

- (i) Review and scrutinise the decisions made by and performance of the Cabinet and Council officers both in relation to individual decisions and over time;
- (ii) Review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (iii) Question members of the Cabinet and chief officers about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or projects;
- (iv) Make recommendations to the Cabinet or relevant non-executive Committee arising from the outcome of the scrutiny process;
- (v) Review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the overview and scrutiny committee and local people about their activities and performance; and
- (vi) Question and gather evidence from any person (with their consent).

(d) Finance

Overview and Scrutiny Committee may exercise overall responsibility for the finances made available to them.

(e) Annual report.

Overview and Scrutiny Committee must report annually to full Council on their workings and make recommendations for future work programmes and amended working methods if appropriate.

6.04 Proceedings of Overview and Scrutiny Committee

The Overview and Scrutiny Committee and any Scrutiny Review Panels it may establish will conduct their proceedings in accordance with the Overview and Scrutiny Procedure Rules set out in Part 4 of this Constitution.

6.05 Votes of No Confidence

The Chair of the Overview and Scrutiny Committee or the Chair of a Scrutiny Review Panel shall cease to hold that office as a Scrutiny member if a vote of no confidence, of which notice appears on the agenda, is carried at the meeting of the relevant body. The responsibilities of that member shall be carried out by the relevant Vice-Chair until such time as a subsequent meeting of that body has been notified of the appointment of a replacement or the reappointment of the member concerned. In the event of all members of the Overview and Scrutiny Committee having been removed from office in this way at any time, Scrutiny functions shall in the interim be carried out by full Council.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 7 - The Leader and the Cabinet

7.01 The Leader

The Leader will be a councillor elected to the position of Leader by the Council. The Leader may exercise any “executive” functions of the local authority even if delegated elsewhere in this Constitution except those functions which by law must be discharged by an officer. Unless the context indicates otherwise, where there is a reference in this Constitution to a decision which may be taken by the Cabinet meeting, by a Cabinet Committee or subordinate body or by an individual Cabinet member, that decision may be taken by the Leader personally, or the Leader may choose to allocate that decision to an individual Cabinet member or to a Committee of the Cabinet.

7.02 The Leader will hold office until:

- (a) He/she resigns from the office; or
- (b) He/she is disqualified from being a councillor by order of a court;
- (c) He/she is no longer a councillor; or
- (d) He/she is removed from office by resolution of the Council under Article 7.06; or
- (e) The Annual Meeting following the Council Elections after his/her election as Leader.

7.03 The Cabinet

The Cabinet will carry out all of the local authority's “executive” functions that are not the responsibility of any other part of the local authority, whether by law or under this Constitution, unless the Leader decides to discharge them personally or allocate them to an individual Cabinet member or a Committee of the Cabinet.

7.04 Form and Composition

The Cabinet will consist of the Cabinet Leader together with between 2 and 9 other councillors ("Cabinet Members") appointed to the Cabinet by the Leader but may not include the Mayor or Deputy Mayor.

7.05 Other Cabinet members

- (i) The Leader will determine the number of Cabinet members to be appointed which will be between 2 and 9 (in addition to the Leader).
- (ii) Each Cabinet member will be appointed by the Leader to cover one of the specific portfolio responsibilities (other than those reserved to the Leader) determined by the Leader. The Leader or a Cabinet member must hold the specific statutory portfolio responsibility for Children’s Services and a separate portfolio responsibility for Adult Services.

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- (iii) One Cabinet member will be appointed as Deputy Leader with power to exercise the Leader's functions in the event that the Leader is unable to act or the office is vacant.
- (iv) Individual Cabinet members may exercise powers delegated by The Leader within their specific portfolio responsibilities as set out in Part 3.
- (v) Cabinet members shall hold office until one of the events (a) to (e) below:
 - (a) They resign from office; or
 - (b) They are disqualified from being councillors by order of a court;
 - (c) They are no longer councillors; or
 - (d) They are removed from office, either individually or collectively, by the Leader; or
 - (e) The Annual Meeting following the Council Elections after their appointment.

7.06 Votes of No Confidence

The Leader shall cease to hold office if a vote of no confidence, of which notice appears on the agenda, is carried at a meeting of the full Council by a majority of the members of the whole Council then present. The responsibilities of the Leader shall then be carried out by the Deputy Leader until such time as the election of a replacement Leader, or the re-election of the previous Leader, by full Council. The election of the new Leader may take place at the meeting when the vote of no confidence was carried or at a subsequent meeting.

7.07 Default Provisions

- (i) In the event that Leader is unable to act or the office of Leader is vacant and, at the same time, the Deputy Leader is unable to act or the office of Deputy Leader is vacant, then the other Cabinet members shall act collectively in place of the Leader until such time as a new Leader is elected by the full Council.
- (ii) In the event that no Cabinet members are able to act or remain in office then all functions of the Leader and Cabinet members shall be exercised by the Chief Executive acting so far as is practicable in consultation with the remaining Cabinet members or the Mayor, if no Cabinet members remain in office (or Deputy Mayor if the Mayor is unable to act), until such time as a new Leader is elected by the full Council.

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7.08 Proceedings of the Cabinet

Proceedings of the Cabinet, Cabinet Committees and decisions by individual Cabinet members shall take place in accordance with the Cabinet Procedure Rules set out in Part 4.

7.09 Responsibility for Functions

- (i) The Leader may discharge all the Council’s “executive” functions or may arrange for the discharge of any of those functions by:
 - (a) The Cabinet;
 - (b) A Cabinet member;
 - (c) A Committee of the Cabinet; or
 - (d) An officer

- (ii) The Leader will maintain a list in this Constitution or the appendices to it setting out which individual Cabinet members, Committees of the Cabinet or officers are responsible for the exercise of particular Cabinet functions.

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Article 8 - Non-Executive Committees

- 8.01** A number of functions such as planning control, licensing, health and safety regulation, electoral matters, local act powers, employee terms and conditions and pensions matters are not Executive functions for which the Cabinet is responsible. These matters are excluded from the Executive functions by law, regulations or the provisions of this Constitution.
- 8.02** The Council shall appoint the Committees set out in Part 3 Section B of this Constitution to discharge the functions described. These include a Committee to be called the Regulatory Committee to be responsible for planning control and licensing matters and a Committee to be called the Corporate Committee to be responsible for other non-executive functions as specified under legislation that are not reserved to full Council or delegated to any other Committee, Sub-Committee, Panel or other body described in Part 3 of this Constitution or an appendix to it. The Council's functions as statutory trustee of the Alexandra Palace and Park charitable trust are discharged by the Alexandra Palace and Park Board.
- 8.03** The Council's non-executive functions are currently set out in Statutory Instrument 2000 No. 2853, and subsequent amending Regulations.
- 8.04** The Committees described above will be established at the Annual Meeting of the Council.
- 8.05** The Committees described above will establish appropriate sub-committees, whose terms of reference are set out in Part 3 of this Constitution or an appendix to it.
- 8.06** Proceedings of the Committees and their sub committees shall take place in accordance with the Council Committee Procedure Rules in Part 4 of this Constitution.

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Article 9 - The Standards Committee

9.01 Standards Committee

The Council meeting will establish a Standards Committee to promote and maintain high standards of conduct by members and co-opted members of the Council.

9.02 Composition

The Standards Committee will be composed of councillors appointed on the basis of political balance. In addition, the Standards Committee may appoint up to six non-voting co-opted members.

Quorum. The quorum of the Standards Committee is three.

9.03 Role and Function

The Standards Committee will have the following roles and functions:

- (a) Promoting and maintaining high standards of conduct by councillors, co-opted members and representatives of religious organisations and parent governor representatives;
- (b) Assisting the Leader, councillors, co-opted members and representatives of religious organisations and parent governor representatives to observe the Members' Code of Conduct;
- (c) Advising the Council on the adoption or revision of the Members' Code of Conduct;
- (d) Monitoring the operation of the Members' Code of Conduct;
- (e) Advising, training or arranging to train councillors and co-opted members on matters relating to the Members' Code of Conduct and the ethical framework;
- (f) Granting dispensations to councillors and co-opted members from requirements relating to interests set out in the Members' Code of Conduct;
- (g) Advising the Council on codes and protocols forming the Council's ethical framework and its governance arrangements, monitoring the effectiveness of those arrangements and making reports and recommendations accordingly;
- (i) Responding to national reviews and consultations on standards related issues;
- (j) Granting exemptions for politically restricted posts and giving directions to include a post on the list of restricted posts;
- (k) Advising the Council on the appointment of independent persons and taking steps to select them;
- (l) Considering amendments to the Constitution and recommending proposals to full Council for approval

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9.04 Assessment Sub-Committee

The Standards Committee will establish an Assessment Sub-Committee to assess allegations that a member or co-opted member has failed to comply with the Members' Code of Conduct, as referred by the Monitoring Officer.

9.05 Composition

The Assessment Sub-Committee will be composed of councillors appointed on the basis of political balance.

9.06 Role and Function

The Assessment Sub-Committee will have the following roles and functions:

To consider all allegations referred to the Sub-Committee by the Monitoring Officer that a member or co-opted member has failed to comply with the Members' Code of Conduct and to determine whether the allegation:

- (a) merits no further investigation and is dismissed, or
- (b) merits further investigation.

9.07 Hearing Sub-Committee

The Standards Committee will establish a Hearing Sub-Committee to conduct hearings into allegations that a member or co-opted member has failed to comply with the Members' Code of Conduct and to determine such allegations.

9.08 Composition

The Hearing Sub-Committee will be composed of councillors appointed on the basis of political balance.

9.09 Role and Function

The Hearing Sub-Committee will have the following roles and functions:

- (a) To conduct hearings into allegations referred for investigation by the Assessment Sub-Committee that a member or co-opted member has failed to comply with the Members' Code of Conduct.
- (b) To determine whether or not the member or co-opted member did/did not fail to comply with the Members' Code of Conduct.
- (c) Where the Sub-Committee has determined that a member has failed to comply with the Members' Code of Conduct to take such action as it may lawfully take.
- (d) In consequence of the hearing and determination of any allegation to make recommendations to the Council with a view to promoting high standards of conduct amongst members.

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Article 10 Joint Arrangements

10.01 Arrangements to promote well being

The Leader, or the Cabinet with the Leader's agreement, in order to promote the economic, social or environmental well-being of its area, may:

- (a) Enter into arrangements or agreements with any person or body;
- (b) Co-operate with, or facilitate or co-ordinate the activities of, any person or body; and
- (c) Exercise on behalf of that person or body any functions of that person or body.

10.02 Joint arrangements

- (a) The Council may establish joint arrangements with one or more local authorities and/or their Executives to exercise functions that are not Executive functions in any of the participating authorities, or to advise the Council. Such arrangements may involve the appointment of a joint committee or board within these other local authorities. The Council may, where the legislation allows, also establish other joint arrangements with, for example, health service organisations. These other arrangements are called "boards" in this Constitution.
- (b) The Council may establish joint arrangements with one or more local authorities and their Executives to exercise functions that are partly Executive and partly Non-Executive ("mixed functions"). Such arrangements may involve the appointment of a joint committee or board with these other local authorities or bodies. Where the Council appoints only one member to such a joint committee, that member may be, but need not be, a Cabinet member. Where the Council appoints more than one member to such a joint committee, at least one of them shall be a Cabinet member.
- (c) The Leader, or the Cabinet with the Leader's agreement, may establish joint arrangements with the Executives of one or more local authorities or other organisations to exercise functions that are Executive functions or to advise the Cabinet. Such arrangements may involve the appointment of joint committees or boards with these other local authorities or bodies. The Leader, or the Cabinet with the Leader's agreement, may, where the legislation allows, also establish other joint arrangements with, for example, health service organisations.
- (d) Except as set out below or otherwise provided in legislation, the Leader or the Cabinet may only appoint Cabinet members to a joint committee or board and those members need not reflect the political composition of the local authority as a whole.
- (e) The Leader, or the Cabinet with the Leader's agreement, may appoint members to a joint committee or board from outside the Cabinet in the

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circumstances where the joint committee has functions for only part of the area of the authority, and that area is smaller than two-fifths of the authority by area or population. In such cases, the Cabinet may appoint to the joint committee any councillor who is a member for a ward that is wholly or partly contained within the area. The political balance requirements do not apply to such appointments.

- (f) Details of any existing joint arrangements including any delegations to joint committees will be found at the end of this Article, and their terms of reference included in Part 3 Responsibility for Functions, Section DA.

10.03 Access to information

- (a) The Access to Information Rules in Part 4 of this Constitution apply.
- (b) If all the members of a joint committee or board are members of the Cabinet in each of the participating authorities then the access to information rules relating to the Executive in the Local Government Act 2000 will apply.
- (c) If the joint committee or board contains members who are not on the Cabinet of any participating authority then the access to information rules in Part VA of the Local Government Act 1972 will apply.

10.04 Delegation to and from other local authorities

- (a) The Council may delegate non-Executive functions to another local authority or, in certain circumstances, the Executive of another local authority.
- (b) The Leader, or the Cabinet with the Leader's agreement, may delegate Executive functions to another local authority or the Executive of another local authority in certain circumstances.
- (c) The decision whether or not to accept such a delegation from another local authority shall be reserved to the Council meeting in the case of non-executive or mixed functions and to the Leader, or the Cabinet with the Leader's agreement, in the case of executive functions.

10.05 Delegation to and from other organisations

- (a) The Council may delegate non-Executive functions to other organisations or boards where legislation allows.
- (b) The Leader, or the Cabinet with the Leader's agreement, may delegate Executive functions to other organisations or boards where legislation allows.

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- (c) The decision whether or not to accept such a delegation from another organisation or board shall be reserved to the Council in the case of non-executive or mixed functions and to the Leader, or the Cabinet with the Leader's agreement, in the case of executive functions.
- (d) The Leader, or the Cabinet with the Leader's agreement, may appoint other Cabinet members to act as the Leader's representatives and to exercise executive functions at meetings of the Haringey Strategic Partnership (HSP) and its subordinate bodies. Decisions taken by a Cabinet member or members in this way will have immediate effect. For the avoidance of doubt, the same will apply where the Leader sits in person as a member of the HSP or its subordinate bodies.

10.06 Contracting out

The Council for non-executive functions, and the Leader, or the Cabinet with the Leader's agreement, for executive functions, may contract out to another body or organisation functions which may be exercised by an officer and which are subject to an order under section 70 of the Delegation and Contracting Out Act 1994, or under contracting arrangements where the contractor acts as the Council's agent under usual contracting principles, provided there is no delegation of the Council's discretionary decision-making.

10.07 London Councils Arrangements for Co-ordinating Response to Emergencies

- (a) The Council and Cabinet have resolved to delegate their powers under section 138 of the Local Government Act 1972 (power to incur expenditure to avert or alleviate the effects of an emergency or disaster) to an outside Chief Executive appointed to co-ordinate the response of London local authorities to a major incident or a lesser emergency. This "L.A. Gold" will be appointed under arrangements approved by Central Government, London Councils and the London Resilience Team.
- (b) Where an incident, emergency or other event emerges over a period of time (such as a pandemic or extreme weather), and where the Gold Co-ordination Group ("Gold Command") may not have been convened, L.A. Gold will be empowered on behalf of the London local authorities to co-ordinate any local authority response, as necessary, providing advice and guidance as required. In these circumstances L.A. Gold will not have power to incur expenditure or to exercise delegated powers unless authorised under paragraphs (c)(ii), (d)(ii) or (e) below.
- (c) The delegation of powers under section 138 of the Local Government Act 1972 to L.A. Gold will only have effect in the following circumstances:

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- (i) after the convening of Gold Command, normally led by the Police, in response to the declaration of a major incident, or
 - (i) for other disruptive events such as extreme weather which do not require the convening of Gold Command, after the convening of a London Partnership Meeting, normally led by the London Resilience Team, provided that the agreement of London Councils (under delegated powers) is also secured.
- (d) Subject to paragraph (e) below, L.A. Gold will only have power to incur expenditure once:
- (i) the Minister of State confirms that H.M. Government will reimburse expenditure reasonably incurred by L.A. Gold in taking immediate action to safeguard life or property or to prevent suffering or severe inconvenience, or
 - (ii) The Council or Councils in whose area the incident occurs confirm that it/they will reimburse expenditure incurred for the purposes in (i) above.
- (e) In the event that L.A. Gold has not been able to receive confirmation from the Council(s) in whose area the incident has occurred that expenditure will be reimbursed, and where it is absolutely essential for L.A. Gold to incur expenditure for the purposes in paragraph (d)(i) above, or to promote community cohesion and a return to normality, it has been agreed that the Council(s) affected will meet that expenditure provide it is kept to minimum levels and does not exceed £1 million in total while confirmation of reimbursement is being sought.
- (f) All Council officers are authorised to take any action in accordance with instructions issued by the appointed L.A. Gold under the arrangements described above.

10.08 Outside Bodies

- (a) Introduction
- (i) The Council has nomination rights to a large number of different external bodies (referred to as "organisations"). The practice of making nominations to organisations is a benefit to the Council and the links created contribute to the social well-being of the Borough. Some of these arrangements involve the formal delegation of the Council's powers to organisations but this is not true in most cases.
 - (ii) These organisations can be categorised as follows:

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- (A) "Association bodies" e.g. Local Government Association or Association of London Government joint committees and panels,
- (B) "Statutory bodies" i.e. where Haringey needs to be represented by law, for example, the Alexandra Park & Palace Advisory Committee,
- (C) "Partnership bodies" which usually involve the Council working with other agencies on local issues or projects,
- (D) "Trusts and Foundations" which generally have more specific and prescribed objectives, for example, the Tottenham Grammar School Foundation, and
- (E) "Voluntary/Community bodies" which cover a very wide spectrum of organisations serving the community, or community groups, in various ways.
- (F) "School Governing bodies" are independent organisations but the precise relationship to the Council varies according to the type of School.

(b) Nominations Procedure

- (i) Nominations to all organisations will be made or confirmed at each Annual General Meeting (AGM) of the Council. In the case of Association and "Partnership" bodies, which mainly exercise "executive" functions at present, nominations of Cabinet members will be made by the Leader, or the Cabinet with the Leader's agreement, and merely recorded in the complete list approved at the AGM.
- (ii) The capacity in which members are nominated, the duration of the appointment and any other relevant terms and conditions will be set out in the report to the AGM and recorded in the minutes. Nominations will be stated as being made "at the request of the Council".
- (iii) A full list of existing and newly nominated or appointed councillors will be presented to the next meeting of full Council after the AGM setting out the name of the organisation, terms of appointment and status or capacity of the councillor within the organisation.
- (iv) Future nominations to voluntary or community bodies will generally be in a non-voting, "observer" capacity only, in order to avoid the greater potential for conflicts of interest. Nominated members will not participate in management or decision-making within the organisation. Their role will be to assist in the exchange of information and views between the organisation and the Council.
- (v) Nominations to other organisations will generally be in a full, voting capacity i.e. the member should participate fully in

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management and decision making within the organisation, as appropriate, and should vote at its management committee. Exceptions would be made where the organisation so requested or its own constitution or ground rules so required. Nominations to trusts, for example, would have to be in a full, voting (not an “observer”) capacity since the purpose of the nomination would be for the member to have a decision making role.

(c) Members' Conduct

- (i) The Members' Code of Conduct, as set out in the Council's Constitution, applies to members' activities as representatives in any capacity on any outside body.
- (ii) In addition, nominated members will be required to observe the Constitution or rules of the organisation itself, except in so far as there might, unusually, be a conflict with the Council's Members' Code of Conduct. Members should seek advice from the Monitoring Officer if they think that any such conflict could arise.
- (iii) Members may also be under legal duties imposed in respect of their roles in specific types of organisation e.g. as Directors of Limited Companies or as Charity Trustees. Further Guidance will be available to members outside the text of this Constitution.

10.09 Current Joint arrangements

The Council currently has formal joint arrangements as follows;

~~Shared ICT and digital service (with Camden and Islington Councils)~~
Health and Wellbeing Board Joint sub-committee (with Islington Council)

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Article 11 – Officers**11.01 Management Structure**

- (a) **General.** The Council may engage such staff (referred to as officers) as it considers necessary to carry out its functions. For the avoidance of doubt, the words ‘staff’ ‘employees’ or ‘officers’ includes agency workers, consultants and secondees to the authority over whom the authority has managerial control.
- (b) **Senior Management.** The Council will engage the posts of Chief Executive and senior managers who have the responsibilities set out below and make up the Council’s Strategic Leadership Team *Corporate Board**.

Post	Functions and Responsibilities
Chief Executive	Chief Executive and Head of Paid Service, Corporate Governance, Legal and Democratic Services, Audit, Policy and Business Management
Deputy Chief Executive Director of Adults and Health	Children and Families, Schools, Adults, Public Health, Commissioning, Communications, Emergency Planning and Civil Contingencies
Chief Operating Officer Director of Finance	Corporate Finance, Departmental Finance, Procurement, Customer Services, Human Resources, Environmental Services and Community Safety, Housing, ICT
Director of Housing, Regeneration, Planning and Development	Planning, Regeneration, Housing Strategy, Corporate Property and Major Projects, Housing,
Director for Environment and Neighbourhoods	Procurement, Environmental Services and Community Safety, Emergency Planning and Civil Contingencies
Director for Customers Transformation and Resources	Customer Services, Human Resources, ICT
Director for Children’s Services	Children and Families, Schools,

- (c) **Statutory officers**

* A chart of the Council’s Corporate Board ~~The Council’s Strategic Leadership Team is currently subject to interim arrangements. These are reflected in the structure chart~~ appended to this Constitution.

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The Council has to appoint officers to fulfil the statutory roles identified in Part 3, Section E, Section 3.

In addition to the functions set out in Part 3 the Head of Paid Service (Chief Executive), Monitoring Officer (Assistant Director of Corporate Governance) and the ~~Director of Finance Chief Finance Officer (interim Chief Finance Officer)~~ have additional functions:

11.02 Functions of the Head of Paid Service (Chief Executive)

- (a) **Structure.** The Head of Paid Service will determine and publicise a description of the overall departmental structure of the Council showing the management structure and deployment of officers. This is set out in Appendix C to this Constitution.
- (b) **Discharge of functions by the Council.** The Head of Paid Service will report to full Council on the manner in which the discharge of the Council's functions is co-ordinated, the number and grade of officers required for the discharge of functions and the organisation of officers.
- (c) **Restrictions on functions.** The Head of Paid Service may not be the Monitoring Officer but may hold the post of ~~Chief Finance Officer~~ *Director of Finance* if a qualified accountant.

11.03 Functions of the Monitoring Officer (Assistant Director of Corporate Governance)

- (a) **Maintaining the Constitution.** The Monitoring Officer will maintain an up-to-date version of the Constitution and will ensure that it is widely available for consultation by members, staff and the public.
- (b) **Ensuring lawfulness and fairness of decision making.** After consulting with the Head of Paid Service and Chief Finance Officer the Monitoring Officer will report to the full Council or to the Cabinet in relation to an Executive function if he or she considers that any omission would give rise to unlawfulness or if any decision or omission has given rise to maladministration. Such a report will have the effect of stopping the proposal or decision being implemented until the report has been considered.
- (c) **Contributing to corporate management.** The Monitoring Officer will contribute to the corporate management of the Council
- (d) **Supporting the Standards Committee.** The Monitoring Officer will contribute to the promotion and maintenance of high standards of conduct through provision of support to the Standards Committee.
- (e) **Receiving reports.** The Monitoring Officer will receive and act on reports made by the Standards Committee.

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- (f) **Conducting investigations.** The Monitoring Officer, or investigators appointed by him/her, will conduct investigations into matters referred by the Standards Committee or one of its sub-committees and make reports on recommendations in respect of them to the Standards Committee.
- (g) **Proper officer for access to information.** The Democratic Services Manager shall ensure that Cabinet and other Executive decisions, together with the reasons for those decisions and relevant officer reports and background papers are made publicly available as soon as possible. The Monitoring Officer will advise and assist to ensure the proper performance of these functions.
- (h) **Advising whether Cabinet decisions are within the budget and policy framework.** The Monitoring Officer and the Chief Finance Officer will advise whether decisions of the Cabinet are in accordance with the budget and policy framework.
- (i) **Providing advice.** The Monitoring Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors. The Monitoring Officer will report on new and amended legislation to Council so that members can consider the effects on services and the possible need to amend the scheme of delegations.
- (j) **Restrictions on posts.** The Monitoring Officer cannot be the ~~Chief Finance Officer~~ **Director of Finance** or the Head of Paid Service.

11.04 Functions of the ~~Chief Finance Officer~~ **Director of Finance**

- (a) **Ensuring lawfulness and financial prudence of decision making.** After consulting with the Head of Paid Service and the Monitoring Officer, ~~the Chief Finance Officer~~ **Director of Finance** will report to the full Council or to the Cabinet in relation to a Cabinet function and the Council's external auditor if he or she considers that any proposal, decision or course of action will involve incurring unlawful expenditure, or is unlawful and is likely to cause a loss of deficiency or if the Council is about to enter an item of account unlawfully.
- (b) **Administration of financial affairs.** ~~The Chief Finance Officer~~ **Director of Finance** will have responsibility for the administration of the financial affairs of the Council.
- (c) **Contributing to corporate management.** ~~The Chief Finance Officer~~ **Director of Finance** will contribute to the corporate management of the Council, in particular through the provision of professional financial advice.

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- (d) **Providing advice.** ~~The Chief Finance Officer~~ *Director of Finance* will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors and will support and advise councillors and officers in their respective roles.
- (e) **Give financial information.** ~~The Chief Finance Officer~~ *The Director of Finance* will provide financial information to the media, members of the public and the community.

11.05 Duty to provide sufficient resources to the Monitoring Officer and the ~~Chief Finance Officer~~ *Director of Finance*

The Council will provide the Monitoring Officer and ~~Chief Finance Officer~~ *Director of Finance* with such officers, accommodation and other resources as are in their opinion sufficient to allow their duties to be performed.

11.06 Conduct

Officers will comply with the Officers' Code of Conduct and the Protocol on Officer/Member Relations set out in Part 5 of this Constitution.

11.07 Employment

The recruitment, selection and dismissal of officers will comply with the Officer Employment Rules set out in Part 4 of this Constitution.

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Article 12 - Decision Making

12.01 Responsibility for decision making

The Council will issue and keep up to date a record of what part of the Council or individual has responsibility for particular types of decision or decisions relating to particular areas of functions. This record is set out in Part 3 of this Constitution or an Appendix to it.

12.02 Principles of decision making

All decisions of the Council will be made in accordance with the following principles:

- (a) proportionality (i.e. the action must be proportionate to the desired outcome);
- (b) due consultation and the taking of professional advice from officers;
- (c) respect for human rights in particular, giving consideration to such issues at an early stage in the process;
- (d) a presumption in favour of openness; and
- (e) clarity of aims and desired outcomes.

Furthermore, the Council will explain what options were considered and give reasons for the decision.

12.03 Types of decision

- (a) Decisions reserved to full Council. Decisions relating to the functions listed in Article 4 and at Part 3 Section B will be made by the full Council and not delegated.
- (b) Decisions reserved to the Executive. Decisions relating to the functions listed in Part 3 Section C will be made by the Executive and not delegated.
- (c) Key decisions.

A key decision is an Executive decision which is likely:

- (i) to result in the local authority incurring expenditure which is, or the making of savings which are, significant having regard to the local authority's budget for the service or function to which the decision relates; or
- (ii) to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the area of the local authority.

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A decision taker may only make a key decision in accordance with the requirements of the Cabinet Procedure Rules set out in Part 4, the Access to Information Procedure Rules set out in Part 4 and the Protocol for Key Decisions set out in Part 5.

12.04 Decision making by the full Council

Subject to Article 4 the Council meeting will follow Procedure Rules set out in Part 4 of this Constitution when considering any matter.

12.05. Decision making by the Executive

Subject to Article 7 the Executive (the Leader, individual Cabinet members, the Cabinet, or a Committee of the Cabinet) will follow the Cabinet Procedures Rules set out in Part 4 of this Constitution when considering any matter.

12.06 Decision making by the Overview and Scrutiny Committee

Subject to Article 6, the Overview and Scrutiny Committee will follow the Overview and Scrutiny Procedures Rules set out in Part 4 of this Constitution when considering any matter.

12.07 Decision making by the other Committees and Sub-Committees established by the Council

Subject to Article 8, other Council Committees and Sub-Committees will follow those parts of the Procedures Rules set out in Part 4 of this Constitution as apply to them.

12.08 Decision making by Officers

Subject to Article 11, officers shall follow the scheme of delegation, as set out in Part 3 of this Constitution and any Appendix to it, when considering any matter.

12.09 Decision making by Council bodies acting as tribunals

The Council, a councillor or an officer acting as a tribunal or in a quasi-judicial manner or determining/considering (other than for the purposes of giving advice) the civil rights and obligations or the criminal responsibility of any person will follow a proper procedure which accords with the requirements of natural justice and the right to a fair trial contained in Article 6 of the European Convention on Human Rights.

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Article 13 - Finance, Contracts and Legal Matters

13.01 Financial management

The management of the Council's financial affairs will be conducted in accordance with the Financial Regulations set out in Part 4 of this Constitution.

13.02 Contracts

Every contract made by the Council will comply with the Contract Procedure Rules set out in Part 4 of this Constitution.

13.03 Legal proceedings

On the advice of the Assistant Director of Corporate Governance as appropriate, Officers are authorised to institute, defend or participate in any legal proceedings in any case where such action is necessary to give effect to decisions of the Council or in any case where the Assistant Director of Corporate Governance considers that such action is necessary to protect the Council's interests.

13.04 Authentication of documents

Where any document is necessary to any legal procedure or proceedings on behalf of the Council, it will be signed by the Assistant Director of Corporate Governance or other person authorised by him/her, unless any enactment otherwise authorises or requires, or the Council has given requisite authority to some other person.

Any contract shall comply with the Council's Contract Standing Orders as outlined in Part 4 of this Constitution.

13.05 Common Seal of the Council

The Common Seal of the Council will be kept in a safe place in the custody of the Assistant Director of Corporate Governance. A decision of the Council, or of any part of it, will be sufficient authority for sealing any document necessary to give effect to the decision. The Common Seal will be affixed to those documents which in the opinion of the Assistant Director of Corporate Governance should be sealed or where required by the Contract Procedure Rules in Part 4 of this Constitution. The affixing of the Common Seal will be attested by the Assistant Director of Corporate Governance, Chief Executive, ~~Chief Finance Officer~~ *Director of Finance*, Assistant Head of Legal Services or any other person authorised by him/her either in relation to a specific document or to particular categories of documents.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 14 - Review and Revision of the Constitution

14.01 Duty to monitor and review the Constitution

The Monitoring Officer will monitor and review the operation of the Constitution to ensure that the aims and principles of the Constitution are given full effect.

14.02 Protocol for monitoring and review of Constitution by Monitoring Officer

A key role for the Monitoring Officer is to be aware of the strengths and weaknesses of the Constitution adopted by the Council, and to make recommendations for ways in which it could be amended in order better to achieve the purposes set out in Article 1. In undertaking this task the Monitoring Officer may:

- (a) Observe meetings of different parts of the member and officer structure;
- (b) Undertake an audit trail of a sample of decisions;
- (c) Record and analyse issues raised with him/her by members, officers, the public and other relevant stakeholders; and
- (d) Compare practices in this authority with those in other comparable authorities, or national examples of best practice.

14.03 Changes to the Constitution

- (a) **Approval.** Changes to the Constitution, including the Scheme of Members' Allowances, will only be approved by the full Council after recommendation of the proposal by the Standards Committee and following advice from the Monitoring Officer save that authority is delegated to the Monitoring Officer to make any changes required as a result of legislative change. In addition, where in the reasonable opinion of the Monitoring Officer a proposed change is:
 - a) a minor variation; or
 - b) required in order to remove any inconsistency or ambiguity; or
 - c) required so as to give effect to any decision of the Council or one of its committees or sub-committees; or the Cabinet or one of its committees or sub-committees,the Monitoring Officer may make that change. The change will come into force immediately, but will be reported to full Council at the next available meeting. Other changes to the Constitution will take effect from the date of the decision unless a later date for implementation is specified.
- (b) **Change from a Leader and Cabinet form of Executive to alternative arrangements, or vice versa.** The Council must take reasonable steps to consult with local electors and other interested persons in the area when drawing up proposals. If the proposals were

PART TWO – ARTICLES OF THE CONSTITUTION

to change the Executive Arrangements to an alternative form of governance arrangements, then a local referendum would be required.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 15 - Suspension, Interpretation and Publication of the Constitution

15.01 Suspension of the Constitution

- (a) **Limit to suspension.** The Articles of this Constitution may not be suspended. The Rules specified below may be suspended by the full Council to the extent permitted within those Rules and the law.
- (b) **Procedure to suspend.** A motion to suspend any Rule will not be moved without notice unless at least one half of the whole number of councillors are present. The extent and duration of suspension will be proportionate to the result to be achieved, taking account of the purposes of the Constitution set out in Article 1.

15.02 Interpretation

The ruling of the Mayor (or other person presiding in the Mayor's absence) as to the construction or application of this Constitution or as to any proceedings of the Council shall not be challenged at any meeting of the Council. Such interpretation will have regard to the purposes of this Constitution contained in Article 1.

15.03 Publication

- (a) The Constitution is available on the Council's website. The Chief Executive will give on request a printed copy of this Constitution to a member of the authority.
- (b) The Chief Executive will ensure that copies are available for inspection at council offices, libraries and other appropriate locations, and can be purchased by members of the local press and the public on payment of a reasonable fee. The Chief Executive will ensure that the summary of the Constitution is made widely available within the area and is updated as necessary.

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Part Three, Section B

Responsibility for functions: Full Council & Non-Executive Bodies

SECTION 1 - THE COUNCIL

THE COUNCIL

1. Only the Council will exercise the following functions:
 - (a) Adopting and changing the Constitution;
 - (b) Approving or adopting the policy framework as set out in Article 4, above;
 - (c) Approving the budget and levying Council Tax (NB. the setting of rents and service charges for Council properties to be determined by the Cabinet);
 - (d) Determining the borrowing limits for the authority for each financial year and the proportions of borrowing that are to be set at variable rates;
 - (e) Making or revising a Council Tax Reduction Scheme;
 - (f) Approval of the Community Infrastructure Levy Charging Schedule;
 - (g) Approval of Development Plan Documents (DPDs) prior to submission to the Secretary of State;
 - (h) Approving any application to the Secretary of State in respect of any Housing Land Transfer as set out in Article 4;
 - (i) Subject to the urgency procedure contained in the Access to Information Procedure Rules in Part 4 of this Constitution, making decisions about any matter in the discharge of a Cabinet function which is covered by the policy framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the policy framework or contrary to/or not wholly in accordance with the budget;
 - (j) Electing the Leader;
 - (k) Agreeing and/or amending the terms of reference for committees,
-

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section B – Full Council & Non-Executive Bodies

deciding on their composition and making appointments to them and delegating functions to them from time to time as may be appropriate;

- (l) Agreeing recommendations arising from Scrutiny Reviews of non-executive functions;
- (m) Deciding on recommendations arising from Scrutiny Reviews not accepted by the Cabinet and referred by the Chair of Overview and Scrutiny Committee;
- (n) Agreeing and/or amending the Scheme of Delegations to Officers with respect to non-executive functions;
- (o) Appointing representatives to outside bodies unless the appointment is a Cabinet function or has been delegated by the Council;
- (p) Adopting and amending the Members' Allowances Scheme;
- (q) Changing the name of the area, conferring the title of honorary alderman or freedom of the Borough and establishing any new Civic Link;
- (r) Confirming the appointment or dismissal of the Head of Paid Service, and the dismissal of the Chief Finance Officer and Monitoring Officer;
- (s) Making, amending, revoking, re-enacting or adopting bylaws and promoting or opposing the making of local legislation or personal Bills including the adoption of any legislation where the Council has a discretion;
- (t) All local choice functions set out in Part 3 to this Constitution which the Council decides should be undertaken by itself rather than the Executive, or any of its Committees, Sub-Committees or an officer;
- (u) Entering into, or confirming existing, joint arrangements with other local authorities unless this only concerns either:
 - i) "executive" functions when the decision is for the Executive, or
 - ii) the creation of joint sub-committees by the Health and Wellbeing Board pursuant to s198 of the Health and Social Care Act 2012;
- (v) Adopting the Members' Code of Conduct;
- (w) Approving Pilot Schemes for Local Elections;
- (x) To discharge all licensing functions and such other matters which must be reserved to the Council as specified in the Licensing Act 2003 (the "Act"), or any Regulations published in relation to the Act or any other legislation or any statute or regulations amending, consolidating or replacing them including approving, reviewing and revising any Statement of Licensing Policy in relation to the Licensing Act 2003;

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- (y) To discharge all functions which must be reserved to full Council as specified in the Gambling Act 2005, or any other ancillary regulations or legislative provisions amending, consolidating or replacing the same, including:
 - (i) approving and revising any Statement of Licensing Policy;
 - (ii) resolving not to issue any casino premises licences in the next three years;
 - (z) Adopting Standing Orders for the Council and Standing Orders as to Contracts;
 - (za) Making any decisions in respect of non-Executive functions which have not been expressly delegated elsewhere;
 - (zb) All matters that must be reserved to Council under the Financial Regulations including the adoption and amendment of the Treasury Management Strategy Statement and the consideration of annual, mid-year monitoring reports and an out-turn report after the close of the year on treasury management policies and practices; and
 - (zc) All other matters that, by law, must be reserved to Council.
2. The full Council is responsible for approving certain plans and strategies in accordance with the Policy Framework. These are plans and strategies that the full Council must approve either (i) in accordance with the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) or (ii) those that the Council itself has determined shall be reserved to the full Council for approval.

A complete list of all the plans and strategies comprising the Council's Policy Framework is set out below.

- (a) Those required to be approved by Council by law:
 - (i) Annual Library Plan
 - (ii) Best Value Performance Plan
 - (iii) Crime and Disorder Reduction (community safety) Strategy
 - (iv) Development Plan documents
 - (v) Youth Justice Plan
 - (vi) Statement of Licensing Policy
 - (vii) Statement of Gambling Policy
 - (viii) Treasury Management Strategy
 - (ix) Any other policies that the law requires must be approved by full Council.
- (b) Any other plans and strategies that the Council agrees from time to time that it should consider as part of its Policy Framework:
 - (i) Housing Strategy

PART THREE – RESPONSIBILITY FOR FUNCTIONS
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SECTION 2 – COMMITTEES

The following shall be committees of the Council and they shall have the membership as described in the Appointments of Committees, Sub-Committees, Panels, etc (as approved by the Annual Meeting):

1. **The Corporate Committee**
2. **Combined Pensions Committee and Board**
3. **Staffing and Remuneration Committee**
4. **Overview and Scrutiny Committee**
5. **Standards Committee**
6. **Alexandra Palace and Park Board**
7. **The Regulatory Committee**
8. **The Health and Wellbeing Board**

The Terms of Reference of each Committee shall be as set out on the following pages:

1. The Corporate Committee

The Corporate Committee has: -

- (a) all the functions listed below in (b) and stated not to be the responsibility of the Council's Executive/Cabinet in Reg. 2 and Schedule 1 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 S.I. 2853 (as amended or further amended in any statute or subordinate legislation). References to paragraphs below are to those in the appropriate Schedule of the Regulations.
 - (b) the following Schedule 1 functions:
 - (i) Paragraph C - Health and Safety at Work; all functions discharged otherwise than in the Council's capacity as employer.
 - (ii) Paragraph D – Elections; all functions relating to Elections except the approval of pilot schemes for local elections which is reserved to full Council.
 - (iii) Paragraph I – Miscellaneous; all functions except those retained by full Council in Article 4 or reserved to the Staffing and Remuneration Committee. The Committee's functions include:
-

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- (A) all functions relating to public rights of way in Part 1 except the creation, stopping up and diversion of highways, footpaths and bridleways in connection with development control decisions which are delegated to the Planning Sub-Committee;
 - (B) making arrangements for proper administration of financial affairs under section 151 Local Government Act 1972 but the appointment or dismissal of the Chief Finance Officer is to be in accordance with the Officer Employment Procedure Rules in Part 4;
 - (C) formulating the Treasury Management Strategy Statement and amendments to it for recommendation to full Council through Overview and Scrutiny Committee and in consultation with the Cabinet Member for Finance. Receiving quarterly monitoring reports and an out-turn report after the close of the year on treasury management policies and practices;
 - (D) approving statements under The Accounts and Audit (England) Regulations 2011 and any amendment or re-enactment of the Regulations and considering the external auditor's report on issues arising from the audit of the accounts or any other concerns relating to accounting policies;
 - (E) authorising the making of payments or the provision of other benefits in cases of maladministration;
 - (F) making orders designating public places in order to confer power on the police to prevent nuisance by the consumption of alcohol.
- (c) the following "Local Choice" functions set out in Schedule 2 of the above Regulations: -
- (i) any function under a local Act other than a function specified or referred to in Reg. 2 or Schedule 1 or expressly delegated elsewhere in this Constitution;
 - (ii) the determination of an appeal against any decision made by or on behalf of the authority;
 - (iii) passing a resolution that Schedule 2 to the Noise and Statutory Nuisance Act 1993 should apply to the Council's area (consent to the operation of loudspeakers).
- (d) the Committee has the following Audit functions:
- (i) providing assurance about the adequacy of the Council's Risk Management Framework and Policy and monitoring the
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- effectiveness of systems for the management of risk across the Council and compliance with them;
- (ii) Maintaining an overview of the Council’s Local Code of Corporate Governance;
 - (iii) Monitoring the effectiveness of Council policies on “Whistleblowing” and Anti-Fraud and Corruption;
 - iv) Considering and recommending for adoption the Council’s Annual Governance Statement;
 - (v) Approving the Annual Internal Audit Plan and the Strategic Audit Plan and arrangements for the provision of internal audit services to the Council and considering reports on internal audit activity;
 - (vi) Receiving the Annual Audit Plan and the Annual Audit Letter from the external auditor and making recommendations on the latter. Considering arrangements for the appointment of the external auditor;
 - (vii) Commissioning work from the internal and external auditors and receiving reports from the Head of Audit & Risk Management on any matter; and
 - (viii) Questioning officers and Cabinet members on matters relevant to audit and to financial and non-financial performance and making recommendations on these matters to Cabinet and full Council.
 - (ix) The Head of Audit’s Annual Report
- (e) the power to make recommendations to the Council on any of its functions set out in Article 4, and the power to establish Sub-Committees to consider and report on any such functions but this does not include recommendations to amend the Council’s Constitution nor does it prevent the Council from making decisions on any matter when necessary without a prior recommendation from the Committee.
- (f) there is a Protocol outside this Constitution setting out how the Corporate Committee is to operate. The Protocol shall be applied in a manner consistent with Committee Procedure Rules in Part 4 and any issue on procedure at the meeting shall be subject to the ruling of the Chair. The Protocol can be amended by the written agreement of the Leaders of the Political Groups on the Council.

2. Combined Pensions Committee and Board

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The Committee Procedure Rules and Access to Information Rules apply to this Committee and Board except where this would be inconsistent with either these Terms of Reference or the legislation relating to the Committee and Board.

1. Responsibilities

The Pensions Committee and Board has the following functions and responsibilities:

- (a) all the functions which are stated not to be the responsibility of The Executive in Regulation 2 and Schedule 1 paragraph H of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any Statute or subordinate legislation further amending these Regulations relating to those matters concerning the Local Government Pension Scheme.
- (b) Exercising all the Council's functions as "Administering Authority" and being responsible for the management and monitoring of the Council's Pension Fund and the approval of all relevant policies and statements. This includes:
 - (i) Selection, appointment and performance monitoring of investment managers, AVC scheme providers, custodians and other specialist external advisers;
 - (ii) Formulation of investment, socially responsible investment and governance policies and maintaining a statement of investment principles and funding strategy statement;
 - (iii) Determining the allocation of investments between each asset class;
 - (iv) Reviewing specialist external advisers performance;
 - (v) Publicising statements and policy documents as required by legislation, government directives and best practice.
- (c) Monitoring and as appropriate to decide upon Pensions Administration issues.
- (d) Monitoring the Pension Fund Budget including Fund expenditure and actuarial valuations; and to receive the Pension Fund Budget annually.
- (e) Agreeing the admission of bodies into the Council's Pension scheme.
- (f) Receiving actuarial valuations.
- (g) Ensuring that members of the Committee and Board receive appropriate training to undertake their responsibilities.
- (h) Approving the Annual Accounts of the Local Government Pension Scheme and consider recommendations from the Auditor.

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- (i) To secure, and to assist in securing compliance with:
 - i) the Regulations,
 - ii) and any other legislation relating to the governance and administration of the Scheme and any connected scheme,
 - iii) any requirements imposed by the Pensions Regulator in relation to the Scheme and any connected scheme, and
- (j) To ensure, and to assist in securing the effective and efficient governance and administration of the Scheme and any connected scheme.

For the avoidance of doubt, none of the functions set out above entail the committee in regulating or controlling the finances of the Council or its area.

2. Membership

2.1 The Committee and Board shall consist of 10 members and be constituted as follows:

Councillors

- (a) Six Councillors appointed by the administering authority

Employer Representatives (co-optees)

- (b) Two representatives from scheduled and admitted employers,

Employee Representatives (co-optees)

- (c) Two scheme membership representatives, one being appointed by local trade unions and the other selected from scheme member nominations.

2.2 The Chair and vice chair of the Committee and Board will be Council representatives. The Chair will be appointed by full Council, and the vice chair will be appointed by the Joint Committee and Board.

2.3 The Chair will ensure that meetings are properly conducted, decision making is clear and professional advice is followed. The Chair will monitor the performance and attendance of Committee and Board members and if appropriate make recommendation to terminate appointments in accordance with Section 3 below.

2.4 All members of the Committee and Board will have equal voting rights. The Chair will have a casting vote.

2.5 The Committee and Board may nominate advisers to support them. These nominees are not Committee and Board members and do not

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have voting rights.

3. Appointment and removal of Committee and Board Members

a) Council Members:

3.1 The administering authority will appoint and replace as it sees fit, the six councillor members of the Committee.

b) Employer representatives:

3.2 The employer representatives will be nominated by employers other than the Council. If there are more than two nominations a panel consisting of the Chair of the Committee and Board and Chief Financial Officer to the Council will select the representatives to be appointed.

3.3 Employer representatives will serve for a period of four years and will be eligible to be re-appointed in accordance with the above processes, subject to compliance with the conditions of appointment.

3.4 Employer representatives will remain as members of the Committee and Board during their appointed term of office unless in the opinion of the administering authority they are not adequately performing their role (including non-attendance at two consecutive meetings), they become incapable of acting, they cease to represent their constituency, they resign or a replacement member is nominated by their relevant nominating body. If an appointment is terminated a new process will commence for the remainder of the term.

c) Employee representatives:

3.5 The employee representatives will be appointed as follows:

- i) one active scheme member representative will be appointed jointly by trade unions who represent working scheme members.
- ii) one pensioner and deferred member representative will be selected through an open invitation to apply.

3.6. If there is more than one nomination for these positions a panel consisting of the Chair of the Committee and Board and Chief Financial Officer to the Council will select the representatives to be appointed.

3.7 Employee representatives will serve for a period of four years and will be eligible to be re-appointed in accordance with the above processes, subject to compliance with the conditions of appointment.

3.8 Employee representatives will remain as members of the Committee and Board during their appointed term of office unless in the opinion of the administering authority they are not adequately performing their role

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(including non-attendance at two consecutive meetings), they become incapable of acting, they cease to represent their constituency, they resign or a replacement member is nominated by their relevant nominating body. If an appointment is terminated a new appointment process will commence for the remainder of the term.

All appointed members:

3.9 Prospective members of the Committee and Board will be required to demonstrate to the panel consisting of the Chair of the Committee and Board and the Chief Financial Officer that they have the capacity to represent other employers and employees (as appropriate) and that they do not have a conflict of interest. The decision of the panel will be final.

3.10 Each Committee and Board member should endeavour to attend all meetings during the year.

3.11 Other than by ceasing to be eligible as set out above, a Committee and Board member may only be removed from office during a term of appointment by full Council on a recommendation from the panel.

4. Quorum, voting and substitutes

4.1 The Committee and Board shall have a formal quorum of five comprising at least three Council and two employer or employee representatives. Advisers and other nominees do not count towards the quorum. All decisions will be taken by majority of votes, with the Chair having a casting vote when the votes are initially tied unless stated otherwise in these terms, although it is expected that the Committee and Board will, as far as possible, reach a consensus.

4.2 No substitutes shall be permitted for employer and employee representatives.

5. Meetings

5.1 The Committee and Board shall meet sufficiently regularly to discharge its duties and responsibilities. There will be at least four meetings a year, with additional meetings if the Committee and Board so agrees.

5.2 Notice of all meetings will be provided to Committee and Board members at least 30 days in advance, unless agreed otherwise by Committee and Board members.

5.3 The agenda for each meeting will be agreed by the Chair and all papers will be circulated to members in accordance with the Access to Information Procedure Rules.

5.4 A formal record of Committee and Board proceedings will be maintained.

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Following the approval of the minutes by the Chair, they shall be circulated to all members and published in accordance with the Access to Information Procedure Rules.

5.5 The Committee and Board has the power to set up working groups on whatever terms that it determines and will prepare terms of reference for these entities.

6. Standards of Conduct and Conflicts of Interest

6.1 All members of the Committee and Board, councillors and others, are expected to act at all times within these terms of reference and will be required to comply with both the Members' Code of Conduct and the provisions of the Localism Act relating to Standards. In accordance with section 108 of the Regulations, Committee and Board members must not have a financial or other interest that could prejudice them in carrying out their duties. This does not include a financial or other interest arising merely by virtue of membership of the LGPS.

6.2 Each Committee and Board member must provide the Council with such information as is reasonably required for the purpose of complying with the Members' Code of Conduct and demonstrating that there is no conflict of interest.

7. Budget and Business Plan

7.1 The Committee and Board will prepare a Business Plan and Budget each year.

8. Committee and Board Review Process

8.1 The Committee and Board will undertake each year a formal review process to assess how well it and the members are performing with a view to seeking continuous improvement in performance.

9. Advisers to the Committee and Board

9.1 The Committee and Board may be supported in its role and responsibilities through the appointment of advisers, and shall, subject to any applicable regulation and legislation from time to time in force, consult with such advisers on such terms as it shall see fit to help better perform its duties. Advisers may include:

- i) Officers from the Council's Finance, Human Resources, Legal and other teams as needed;
- ii) An independent Advisor;
- iii) The Fund's Actuary;
- iv) The Fund's Investment Managers and Custodian;
- v) The Fund's Investment Consultant; and
- vi) Any other appointed advisers.

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9.2 Any remuneration to advisors appointed by the Committee and Board must be in accordance with the Budget.

9.3 The Committee and Board shall ensure that the performances of the advisors are reviewed on a regular basis.

10. Knowledge and Skills

10.1 Every member of the Committee and Board must be conversant with –

- i) The rules of the LGPS.
- ii) Any document recording policy about the administration of the LGPS which is for the time being adopted by the LB Haringey Pension Fund.

10.2 It is for individual Committee and Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them to properly exercise their functions.

10.3 Committee and Board members are required to be able to demonstrate their knowledge and understanding and to keep these up to date and to maintain a written record of relevant training and development.

10.4 The Council will provide a training programme, which all Committee and Board members must attend. Training undertaken will be reported at each meeting.

11. Expense Reimbursement

11.1 Remuneration for Employee and Employer Representatives who are not councillors will be limited to a refund of actual expenses incurred in attending meetings and training. Remuneration for councillors will be via the Members Allowances Scheme.

11.2 The expenses of the Committee and Board are a part of the costs of administering the Pension Fund.

12. Publication of Committee and Board Information

12.1 The Council will publish up to date information on the Council's website including:

- The names and information of the Committee and Board members.
- The Committee and Board's terms of reference.
- Papers, agendas and minutes of meetings.

PART THREE – RESPONSIBILITY FOR FUNCTIONS
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3. Staffing & Remuneration Committee

The Staffing & Remuneration Committee has the following functions and responsibilities: -

- (a) To exercise the functions which are stated not to be the responsibility of the Executive in Regulation 2 and Schedule 1 paragraphs H and I of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any Statute or subordinate legislation further amending these Regulations as follows:
 - (i) Paragraph H – Pensions; Determining the Council’s policy statement of discretions as “Employing Authority” under the Local Government Pension Scheme Regulations 2013 and the Teachers’ Pension Regulations 2010
 - (ii) Paragraph I – Miscellaneous; Determining the terms and conditions of service for all staff, including procedures for dismissal. The Committee agrees the terms and conditions of employment, and the pay structure for all posts with the exception of pay and other terms and conditions for teachers which are fixed under statute by the Schoolteachers’ Pay and Conditions Documents.
- (b) To make recommendations to Council on the appointment and dismissal of the Head of the Paid Service; and the dismissal of the Chief Finance Officer and Monitoring Officer, in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001.
- (c) To consider matters relating to the conduct and capability of the Head of the Paid Service, in accordance with the provisions of the Local Authorities (Standing Orders) (England) Regulations 2001.
- (d) To determine whether or not the Head of the Paid Service, Chief Finance Officer and Monitoring Officer should be suspended pending investigation into allegations of misconduct or incapability, in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001.
- (e) To exercise functions in respect of the appointment and dismissal (including the terms of release) of Chief and Deputy Chief Officers in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001.
- (f) To approve the remuneration levels (other than those associated with National Pay Awards) for the Head of Paid Service and Chief and Deputy Chief Officers.

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- (g) To approve procedures for appointment and dismissal of staff.
- (h) To consider and approve any remuneration or severance payments to Chief and Deputy Chief Officers of £100,000 or more, in accordance with guidance issued under section 40 of the Localism Act 2011 and with the Local Authorities (Standing Orders) (England) Regulations 2001.
- (i) To consider policies, procedures and schemes relating to employment matters including pay and grading structure and changes to employee terms and conditions of employment.
- (j) To approve all human resources policies including pay and grading structures, and changes to employees terms and conditions of employment and to approve policies on how the Council exercises its functions under the Local Government Pension Scheme and the Teachers' Pension Scheme.
- (k) To approve those human resources policies and procedures that the Council recommends to school governing bodies for adoption in respect of school based employees.

Membership

The Committee will be made up of 5 members of the authority. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 the Committee must include at least one member of the Cabinet. When carrying out the function of appointment or dismissal of Chief and Deputy Chief Officers, the relevant Cabinet member is invited and entitled to sit and vote as a substitute member for one of the substantive members of their Group on the Committee. The quorum of the Committee shall be a minimum of three members.

4. Overview and Scrutiny Committee

The Overview and Scrutiny Committee may:

- (a) exercise an overview of the forward plan;
- (b) review or scrutinise decisions made or actions taken in connection with the discharge of any of the Cabinet's or Council's functions;
- (c) make reports and recommendations to the full Council, the Cabinet or relevant non-Executive Committee in connection with the discharge of any functions;
- (d) make reports or recommendations on matters affecting the area or its inhabitants;

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- (e) exercise the right to call-in, for reconsideration, key decisions made but not yet implemented by the Cabinet;
- (f) receive the reports and recommendations of its Scrutiny Review Panels;
- (g) in accordance with statutory regulations to review and scrutinise matters relating to the health service and all NHS funded services within the Authority's area and to make reports and recommendations thereon to local NHS and NHS funded bodies;
- (h) enter into or appoint such joint overview and scrutiny committees that include the London Borough of Haringey and other boroughs for the purpose of responding to consultation by NHS bodies on proposals for substantial variation or development in the provision of health services as required by The Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013;
- (i) review or scrutinise decisions made, or other action taken, in connection with the discharge by the responsible partner authorities of their crime and disorder functions;
- (j) make reports or recommendations to the Cabinet or full Council where appropriate with respect to the discharge of the crime and disorder functions by the responsible partner authorities;
- (k) make arrangements which enable any councillor who is not a Committee member to refer any crime and disorder matter to the Committee under the Councillor Call for Action procedure; and
- (l) make arrangements which enable any councillor who is not a Committee member to refer to the Committee any local government matter which is relevant to the functions of the Committee under the Councillor Call for Action procedure.
- (m) there is a Protocol outside this Constitution setting out how the Overview and Scrutiny Committee is to operate. The Protocol shall be applied in a manner consistent with the Committee Procedure Rules in Part 4 and any issue on procedure at the meeting shall be subject to the ruling of the Chair. The Protocol can be amended by the written agreement of the Leaders of the Political Groups on the Council.
- (o) to appoint two representatives to the standing Joint Health Overview and Scrutiny Committee for North Central London. (Since this appointment is for only two members to the Joint Committee, the "political proportionality" rules in the Local Government and Housing Act 1989 do not apply.)

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5. Standards Committee

The Standards Committee will have the following roles and functions:

- (a) Promoting and maintaining high standards of conduct by councillors, co-opted members and representatives of religious organisations and parent governor representatives;
- (b) Assisting the Leader, councillors, co-opted members and representatives of religious organisations and parent governor representatives to observe the Members' Code of Conduct;
- (c) Advising the Council on the adoption or revision of the Members' Code of Conduct;
- (d) Monitoring the operation of the Members' Code of Conduct;
- (e) Advising, training or arranging to train councillors and co-opted members on matters relating to the Members' Code of Conduct and the ethical framework;
- (f) Granting dispensations to the Mayor, councillors and co-opted members from requirements relating to interests set out in the Members' Code of Conduct;
- (g) Advising the Council on codes and protocols forming the Council's ethical framework and its governance arrangements, monitoring the effectiveness of those arrangements and making reports and recommendations accordingly;
- (h) Assessing, hearing and determining allegations of failure to comply with the Members' Code of Conduct by councillors and co-opted members.
- (i) Responding to national reviews and consultations on standards related issues;
- (j) Granting exemptions for politically restricted posts and giving directions to include a post on the list of restricted posts;
- (k) Advising the Council on the appointment of independent persons and taking steps to select them;
- (l) Considering amendments to the Constitution and recommending proposals to full Council for approval.

6. Alexandra Palace and Park Board

To fulfil the functions, powers and duties of the Council as Trustee of Alexandra Palace and Park under the Alexandra Park and Palace Acts and

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Order 1900 to 1985 and, without prejudice to the generality of this, these functions include:

- (a) The duty to uphold, maintain and repair the Palace and to maintain the Park and Palace as a place of public resort and recreation and for other public purposes.
- (b) Acting as the employing body for employees engaged in the working of the Trust at Alexandra Palace, and to be responsible for the setting of staffing policies, conditions of service and terms of employment of those employees.
- (c) In relation to the Trust, being responsible for developing and monitoring the implementation of effective policies and practices to achieve equality of opportunity both for employment and service delivery.

7. The Regulatory Committee

The Regulatory Committee has functions either (1) as the statutory Licensing Committee of the Council under the Licensing Act 2003, which also exercises functions under the Gambling Act 2005, or (2) as a non-statutory Committee exercising other non-executive functions relating to Licensing, Town Planning and other regulatory matters generally. At the beginning, and at other appropriate stage(s) in each meeting, the Chair will make a short announcement indicating whether the Committee is operating in its capacity as “statutory Licensing Committee” or as a “non-statutory Committee”.

Membership

The Regulatory Committee must have between 10 and 15 members in order to comply with the legislation as statutory Licensing Committee.

Protocol

There is a Protocol outside this Constitution setting out how the Regulatory Committee is to operate. The Protocol shall be applied in a manner consistent with Committee Procedure Rules in Part 4 and the relevant Licensing Procedure Rules when the Committee is conducting a formal hearing. Any issue on procedure at the meeting shall be subject to the ruling of the Chair. The Protocol can be amended by the written agreement of the Leaders of the Political Groups on the Council.

- (1) In its capacity as the statutory Licensing Committee the Committee has all the functions referred to it by law under the Licensing Act 2003 and the Gambling Act 2005. These include:
 - (a) To be responsible for monitoring the operation of the Acts licensable activities and gambling in the Borough;

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- (b) To establish the Licensing Sub-Committees and to agree the delegation of functions to the Sub-Committees and to officers;
 - (c) To receive reports on the matters in (a) above and on the functions delegated to the Licensing Sub-Committees and to officers. To call for a report on any individual case;
 - (d) To determine the procedures to be followed in handling applications, notices, representations and all hearings, subject to the relevant Regulations;
 - (e) Subject to Regulations, to determine the fees payable for applications for premises licences and related matters under the Gambling Act 2005;
 - (f) In a Council Election Year when there is a need to hold a hearing in the period between Election day and the Annual Meeting of the Council, those members of the Committee who are re-elected as councillors shall meet as the Committee (subject to there being a quorum of 3 members) in order to exercise any of the functions of the Licensing Sub-Committees, or of the Committee under (f) above, and shall elect a Chair for the meeting.
- (2) In its capacity as the non-statutory Committee exercising other non-executive functions the Committee has the following functions:
- (a) Exercising the functions which are stated not to be the responsibility of The Executive/Cabinet In Regulation 2 and Schedule 1, Paragraph B (Licensing and Registration) of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any Statute or subordinate legislation further amending these Regulations. The Committee's functions are to determine all policy issues, procedures and standard terms and conditions relating to the non-executive licensing functions but exclude decisions in individual cases which are delegated to the Licensing Sub-Committees. The Sub-Committee's remit includes the licensing of street trading, scrap metal dealing, special treatment premises, sex establishments and dog breeding establishments;
 - (b) Formulating, reviewing and approving for consultation the Statement of Licensing Policy under the Licensing Act 2003 and recommending it, and any revisions to it, to full Council for adoption;
 - (c) Being consulted informally on the review and determination of the Statement of Gambling Policy, including procedures for Council consultation with external stakeholders, and making

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recommendations on these matters to the Cabinet;

- (d) Making informal recommendations to the Cabinet and full Council on local development documents, development plan documents, the local development framework, the statement of community involvement and any other planning policy matter;
- (e) Reviewing all Council plans and policies on any licensing, planning or regulatory matters, exercising an overview in relation to common themes and making informal recommendations on these matters to Cabinet and full Council;
- (f) Making informal recommendations to the Cabinet and other bodies on service delivery, grant aid, commissioning and procurement matters when these involve or relate to licensing, planning, conservation or regulatory issues.

8. The Health and Wellbeing Board

8.1 Health and Wellbeing Board functions

The Health and Wellbeing Board will have the following functions:

- (a) To carry out the Board's statutory duties as set out in the Health and Social Care Act 2012, in particular:
 - (i) for the purpose of advancing the health and wellbeing of the people in its area, to encourage persons who arrange for the provision of any health or social care services in its area to work in an integrated manner;
 - (ii) to provide advice, assistance or other support as it thinks appropriate for the purpose of encouraging arrangements under section 75 of the NHS Act 2006. These are arrangements under which, for example, NHS Bodies and local authorities agree to exercise specified functions of each other or pool funds;
 - (iii) to encourage persons who arrange for the provision of any health-related services in its area to work to closely with the Health and Wellbeing Board;
 - (iv) to encourage persons who arrange for the provision of any health or social care services in its area and persons who arrange for the provision of any health-related services in its area to work closely together;
 - (v) to discharge the functions of CCGs and local authorities in preparing joint strategic needs assessments (JSNA) and joint Health Wellbeing Strategy (HWB strategy);
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- (vi) to inform the local authority of its views on whether the authority is discharging its duty to have regard to the JSNA and joint HWS in discharging its functions;
- (vii) to discharge any other function as the Council may from time to time choose to delegate to the Board;
- (viii) to collaborate across borough boundaries and with other London HWBs in respect of its responsibilities and to secure better health outcomes, quality of services, use of resources and value for money for the local population;
- (ix) to arrange for any of its functions to be exercised by the joint sub-committee of the Haringey and Islington HWBs;
- (x) to enter into joint arrangements including formal joint sub-committees with other London HWBs and delegate any of its functions to those joint sub committees.

8.2 Health and Wellbeing Board operating principles

The Health and Wellbeing Board will have the following operating principles:

- (a) To provide collective leadership and enable shared decision-making, ownership and accountability;
- (b) To achieve democratic legitimacy and accountability, and empower local people to take part in decision-making in an open and transparent way;
- (c) To ensure the delivery of the Health and Wellbeing Strategy;
- (d) To reduce health inequalities;
- (e) To promote prevention and early help.

8.3 Health and Wellbeing Board roles and responsibilities

The Health and Wellbeing Board will have the following roles and responsibilities:

- (a) The Board will set a strategic framework for the authority's statutory duties and have a key role in promoting and coordinating joint commissioning and integrated provision between the NHS, social care and related children's and public health services in Haringey;
- (b) The Board has a duty to develop, update and publish the JSNA and related needs assessments, and the HWB Strategy;

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- (c) The Board has a duty to develop, update and publish the local pharmaceutical needs assessment as set out in section 128A of the NHS Act 2006;
- (d) The Board will advise on effective evidence based strategic commissioning and decommissioning intentions for children and adults based on the JSNA's robust analysis of their needs. It will ensure that commissioning plans are in place to address local need and priorities, in line with the HWB Strategy, and will deliver an integrated approach to the planning and delivery of services;
- (e) The Board expects, and seeks assurance from, partners that the views of children, adults and their carers about the services they receive are taken into account in the commissioning, decommissioning and delivery of those services;
- (f) The Board expects, and seeks assurance from, partners that the views of patients and the public have a voice through Healthwatch in the commissioning, decommissioning and delivery of those services;
- (g) The Board will collaborate with and involve local stakeholders to secure better health outcomes, quality of services, a more focussed use of resources and value for money for the local population;
- (h) The Board will promote the strengthening of working relationships between professionals and organisations which support people in Haringey, ensuring effective sharing and use of information and best practice; including collaborating with the CCG in the development of its plan;
- (i) The Board will lead commissioning for particular services with pooled budgets and joint commissioning arrangements where commissioning plans are delegated to them;
- (j) The Board will oversee the delivery of the authority's strategic outcomes for local health and wellbeing targets, holding those responsible to account;
- (k) The Board will work with the local health scrutiny process and the local Healthwatch to improve outcomes for communities and people who use services.

8.4 Membership of the Board

Meetings of the Board will be chaired by a member of the local authority:

- Local authority councillor(s), who will be (as nominated by the Leader of the Council):
 - (i) The Leader of the Council

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- (ii) The Cabinet Member for Children, and Families
- (iii) The Cabinet Member for Finance Adults and Health

- Chair, Clinical Commissioning Group (Vice Chair of HWB)
- Chair of Healthwatch
- Director of Adults and Housing Health Services
- Director of Children's and Young People's Services
- Director of Public Health
- Deputy Chief Executive
- Chief Officer, Clinical Commissioning Group
- Lay Board Member, Clinical Commissioning Group
- GP Board Member, Clinical Commissioning Group
- Bridge Renewal Trust representative
- Representative for the NHSCB (as required)
- Chair - Haringey Local Safeguarding Children Board (when appropriate)
- Chair - Haringey Safeguarding Adult Board (when appropriate)

The local authority may appoint others to the Board as it deems appropriate, following consultation with the Board. The Board may itself also appoint such additional members to the Board as it deems appropriate.

The Board may invite additional officers to attend on an ex-officio basis, who will not be voting members of the Board, to advise and guide on specific issues when appropriate. Attendance by non-members is at the invitation of the Chair.

8.5 Public Meetings

- (a) A minimum of four formal public decision-making business meetings a year will be held. The Board will have the ability to call special meetings as and when required.
- (b) A meeting of the Board will be considered quorate when at least three voting members are in attendance, including one local authority elected representative and one of either the Chair, Clinical Commissioning Group or the Chair, Healthwatch (or their substitutes).
- (c) The Chair of the meeting will have a casting vote.
- (d) All voting members of the Board, (to include any substitutes), will be required to comply both with the Members' Code of Conduct and the provisions of the Localism Act 2011 relating to Standards. In particular, voting members will be required to complete a register of interests which must be kept up to date. Voting members must also declare any disclosable pecuniary interest or prejudicial interest in any matter being considered and must not take part in any discussion or decision with respect to these items.

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- (e) Board members will agree protocols for the conduct of members and meetings.
- (f) The Board will determine its sub groups/committees.
- (g) Only the following members of the Board will have voting rights:
 - Local authority councillor(s), who will be (as nominated by the Leader of the Council):
 - (i) The Leader of the Council
 - (ii) The Cabinet Member for Children, and Families
 - (iii) The Cabinet Member for Finance Adults and Health
 - Chair, Clinical Commissioning Group (Vice Chair of HWB)
 - Chair, Healthwatch
 - Lay Member Haringey Clinical Commissioning Group
- (h) Any additional persons appointed to the Board either by the local authority or the Board will be appointed on a non-voting basis.
- (i) The full Council may at any time make a direction to alter the voting right of Board members, following consultation with the Board.

8.6 Committee procedures

- (a) The Board will be accountable to full Council in its capacity as a committee of the local authority. The Board will be subject to health scrutiny as set out in the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.
- (b) The Access to Information Procedure Rules in Part 4 of this Constitution apply to the Board. The Committee Procedure Rules in Part 4 apply to the Board except where this would be inconsistent with either these Terms of Reference or the legislation governing this board.

8.7 Facilitating the work of the Health and Wellbeing Board

- (a) Workshop meetings will be held to cement links with partners including the Community Safety Partnership, the Children's Trust, and regeneration partners, to facilitate co-ordination and focus on priority issues relevant to all parties.
- (b) In addition to formal board meetings, the Board will hold informal, non-decision making seminars as and when required with attendees specifically invited by the Board. These seminars will be held in private in order to ensure the ongoing organisational development of the Board and to provide a forum in which complex and sensitive issues can be fully aired and discussed to manage potential blockages to effective

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delivery of the strategy.

8.8 Representatives and substitutes

- (a) Representatives will provide a link with their own organisation, reporting back and instigating partner action, being responsible for disseminating decisions and actions within their own organisation, ensuring compliance with any actions required and reporting back progress.
- (b) Partner bodies are responsible for ensuring that they are represented at an appropriate level (either equivalent to the core member they are representing and no more than one tier below).
- (c) If a representative is absent for three consecutive meetings the organisation/sector will be asked to re-appoint/confirm its commitment to the Board.
- (d) Substitutes for voting members will not be permitted with the exception the Chair of the CCG and the Chair of Healthwatch. In their absence, the Deputy Chair of the CCG and the Deputy Chair of Healthwatch may attend in their place. All substitutes must be declared in name at the beginning of each municipal year.

SECTION 3 - SUB-COMMITTEES AND PANELS

The following bodies shall be created as Sub-Committees of the relevant Committee of the Council under which they are listed. Bodies described as "Panels" are Sub-Committees unless otherwise stated. Sub-Committees shall report to their parent bodies and they shall have the membership as described in the Appointments of Non-Executive Committees, Sub-Committees, Panels, etc as approved by the Annual Meeting.

1. Under the Staffing and Remuneration Committee

1.1 Dismissal Appeals Sub Committee

To hear and determine appeals against dismissal from employment in respect of all staff employed by the Council, save where the continued employment of the employee would contravene the law and subject to the limitation that the Sub-Committee will hear and determine appeals resulting from posts becoming redundant only where these affect Chief and Deputy Chief Officers. Members who sit on this Committee must not have had any prior involvement in any decision upon which the appeal is made.

2. Under the Overview and Scrutiny Committee

2.1 Scrutiny Review Panels

- (a) To carry out scrutiny processes relevant to particular services as

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determined by Overview and Scrutiny Committee and within the parameters, protocols and procedures agreed by Overview and Scrutiny Committee for all Scrutiny Review Panels.

- (b) Within these scrutiny processes to request and receive submissions, information and answers to questions from Cabinet members, officers and other senior employees of the Council, service users, external experts and relevant members of the public.
- (c) To refer the findings/recommendations in the form of a written report, with the approval of the Overview and Scrutiny Committee, to The Cabinet and/or the Council as appropriate.

3. Under the Standards Committee

3.1 Assessment Sub-Committee

To consider all allegations referred to the Sub-Committee by the Monitoring Officer that a member or co-opted member has failed to comply with the Member's Code of Conduct and to determine whether the allegation:

- (a) Merits no further action and is dismissed; or
- (b) Merits further investigation.

The quorum of the Assessment Sub-Committee is three.

3.2 Hearing Sub-Committees

- (a) To conduct hearings into allegations referred for investigation by the Assessment Sub-Committee that a member or co-opted member has failed to comply with the Members' Code of Conduct.
- (b) To determine whether or not the member or co-opted member did / did not fail to comply with the Members' Code of Conduct.
- (c) Where the Sub-Committee has determined that a member has failed to comply with the Members' Code of Conduct to take such action as it may lawfully take.
- (d) In consequence of the hearing and determination of any allegation to make recommendations to the Council with a view to promoting high standards of conduct amongst members.

The quorum of the Hearing Sub-Committee is three.

4. Under The Regulatory Committee

4.1 Licensing Sub-Committees

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Introduction

The Licensing Sub-Committees have functions either (1) as Sub-Committees of the Regulatory Committee in its capacity as the statutory Licensing Committee of the Council under the Licensing Act 2003, which also exercises functions under the Gambling Act 2005, or (2) as Sub-Committees of the Regulatory Committee in its capacity as a non-statutory Committee exercising non-executive licensing and regulatory functions. At the beginning, and at other appropriate stage(s) in each meeting, the Chair will make a short announcement indicating whether the Sub-Committee is operating in its capacity as “statutory Licensing Sub-Committee” or as a “non-statutory Sub-Committee”.

Membership

The membership of each Sub-Committee shall be drawn from the Regulatory Committee. In the event that an appointed member or members of a Sub-Committee is unable or unwilling to take part in a hearing for any reason a Special Licensing Sub-Committee may be appointed from among the remaining members of The Regulatory Committee. When operating in its capacity as “statutory Licensing Sub-Committee” there must be a membership and quorum of 3 present at all times.

- (1) General Provisions Relating to the Statutory Licensing Sub-Committees
- (a) Licensing Sub-Committees have the power to make final decisions on behalf of the Council on matters within their terms of reference and there is no right of appeal to the Regulatory Committee;

Functions under both the Licensing Act 2003 and the Gambling Act 2005

- (b) To determine applications for premises licences where relevant representations have been made;
- (c) To determine applications for provisional statements where relevant representations have been made;
- (d) To determine valid applications for review of premises licences where relevant representations have been made;
- (e) To decide on any other matter where it is necessary or desirable for members to make that decision;

Functions under the Licensing Act 2003 alone

- (f) To determine applications for variations of premises licences where relevant representations have been made except in the case of minor variations;

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- (g) To determine applications to vary designated premises supervisors following police objections;
- (h) To determine applications for transfer of premises licences following police objections;
- (i) To consider police objections made to interim authority notices;
- (j) To determine applications for club premises certificates where relevant representations have been made;
- (k) To determine applications to vary club premises certificates where relevant representations have been made except in the case of minor variations;
- (l) To determine valid applications for review of club premises certificates where relevant representations have been made;
- (m) To decide whether to give counter notices following police objections to temporary event notices;
- (n) To determine applications for grants of personal licences following police objections;
- (o) To determine applications for renewals of personal licences following police objections;
- (p) To decide on revocation of personal licences where convictions come to light after grant;
- (pa) To determine the review of a premises license following a closure order where relevant representations have been made

Functions under the Gambling Act 2005 alone

- (q) To determine applications for variations of premises licences where relevant representations have been made;
- (r) To determine applications for transfers of premises licences following representations by the Gambling Commission or others;
- (s) To determine applications for the re-instatement of premises licences where relevant representations have been made;
- (t) To decide whether to give counter notices following objections to temporary use notices;
- (u) To determine applications for the grant or renewal of club gaming

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permits and club machine permits where valid objections have been received;

- (v) To determine proposals to cancel club gaming permits and club machine permits where the licence holder requests a hearing;
 - (w) When the licence holder requests a hearing, to determine officer proposals: (i) to make an order removing the entitlement of an on-premises alcohol licence holder to have one or two gaming machines, or (ii) to cancel or vary a licensed premises gaming machine permit;
 - (x) To determine applications for the grant or variation of licensed premises gaming machine permits for 5 or more machines or in any case where the Chair of the Regulatory Committee considers that there is cause for concern about the proper management of the premises;
- (2) General Provisions Relating to the Non-Statutory Licensing Sub-Committees
- a) The Sub-Committees have all the functions which are stated not to be the responsibility of the Council's Executive/Cabinet in Regulation 2 and paragraph B (Licensing and Registration) of Schedule 1 of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 S. I. 2853, as amended, or further amended, in any statute or subordinate legislation. The Sub-Committee's remit includes the licensing of street trading, scrap metal dealing, special treatment premises, sex establishments and dog breeding establishments.
 - (b) The Sub-Committees make decisions in all individual licensing or registration cases where a hearing is required because of an objection to an application or to a proposed revocation or because of an officer recommendation for refusal.
 - (c) The Sub-Committees have the power to make final decisions on behalf of the Council in relation to its functions in (b).
 - (d) Excluded from the Sub-Committees' terms of reference are decisions on all policy issues, procedures and standard terms and conditions which are within the remit of The Regulatory Committee.

4.2 Planning Sub-Committee

There is a Protocol setting out how members of the Planning Sub-Committee will exercise those functions, including behaviour in relation to applicants, residents and other third parties, to ensure the probity of planning transactions and the highest standards expected in public office. This protocol is supplementary to the Members' Code of Conduct at Part 5 of the Constitution.

The Sub-Committee has all the functions which are set out below and which

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are stated not to be the responsibility of the Executive in Regulation 2 and Schedule 1 of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any statute or subordinate legislation further amending those Regulations (references to paragraphs are to those in Schedule 1):

- (a) paragraph A - Town Planning Functions
 - (A) planning applications for the erection of 10 or more dwellings and where the officer recommendation is for approval;
 - (B) planning applications for changes of use of 1000 sq. metres or more of gross internal floor space and where the officer recommendation is for approval;
 - (C) planning applications for the erection, or extension of non-residential buildings where the new build is 1000 sq metres or more of gross internal floor space and where the officer recommendation is for approval;
 - (D) unless otherwise agreed with the Chair of the Planning Sub-Committee, planning applications either:
 - (i) for major development as defined by the Town and Country Planning (Development) Management Procedure (England) Order 2015 (or any replacement legislation) and where the officer recommendation is for approval; or
 - (ii) where a legal agreement relating to that development is required; or
 - (iii) where the recommended decision would be contrary to the development plan;
 - (E) unless otherwise agreed with the Chair of the Planning Sub-Committee, applications submitted by, or on behalf of the Council;
 - (F) planning applications on Council owned land, where the Council is not the applicant, where significant material planning objections are received during the consultation process and which the Director, in consultation with the Chair of the Planning Sub-Committee, determines should be subject to members' consideration;
 - (G) planning applications submitted by or on behalf of members; or employees within the Planning Service or senior employees elsewhere in the Council; or their spouses, parents or children;
 - (H) any planning application to amend an application or vary conditions or a legal agreement previously decided/imposed by Planning Sub-Committee and which the Director, in consultation with the Chair of the Planning Sub-Committee, considers to constitute a major or significant
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change;

- (l) any planning application where there have been objections from a single councillor of the Ward within which the application site is situated and/or a local community body and/or a local residents' association, and a written request setting out the planning reasons for the matter to be referred to the Planning Sub-Committee has been made before the expiry of the consultation period, and which the Director in consultation with the Chair of the Planning Sub-Committee considers should be referred to the Planning Sub-Committee for determination;
- (b) paragraph B - Power to amend;

For the avoidance of doubt, the Director is authorised after a Planning sub-committee determination to make any alterations, additions or deletions to the recommended heads of terms and/or recommended conditions (and to authorise any such changes requested by the GLA or government body) (and to further sub-delegate this power) provided this authority shall be exercised after consultation with the Chair (or in their absence the vice-Chair) of the sub-committee.

SECTION 4 - UNDER ALEXANDRA PALACE AND PARK

Arising from the Council's role as trustee of Alexandra Palace and Park the following additional bodies shall be established. Membership of the additional bodies is as described in the Appointments of Non Executive Committees, Sub-Committees, as approved by the Annual Meeting. The Terms of Reference of the additional bodies shall be as follows:

1. Alexandra Palace and Park Panel

To consider and take decisions upon urgent matters arising between ordinary meetings of the Alexandra Palace and Park Board. The Panel is composed of four members, selected with reference to political balance.

2. Alexandra Palace and Park Consultative Committee

Alexandra Palace and Park Consultative Committee 7 members and up to 30 community representatives.

- (a) To give representatives of appropriate local and national organisations the opportunity of full discussion with members of the Alexandra Palace and Park Board on general matters affecting Alexandra Palace and Park.
- (b) To give members of the Alexandra Palace and Park Board the opportunity of discussing and explaining to the organisations matters affecting the overall policy and efficient management of Alexandra Palace and Park.

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- (c) To promote better understanding between members of the Alexandra Palace and Park Board, the Palace Management and local organisations.
- (d) To enable appropriate local (and national) organisations to be fully consulted on decisions of direct concern to them.
- (e) To promote the best interests of the Alexandra Palace and Park as a conservation area.

3. Alexandra Palace and Park Consultative Forum

Alexandra Palace and Park Consultative Forum 4 members plus 4 Trade Union representatives

- (a) To be a forum for consultation and negotiation between the Alexandra Palace and Park Board and its employees, on issues in relation to Conditions of Employment.
- (b) To consider issues referred directly by Management or by the Trade Unions in consultation with the Employer's Side Secretary.
- (c) To provide a means whereby the Alexandra Palace and Park Board can consult Union representatives on policies and strategies and provide an arena for discussion of matters of mutual interest.
- (d) To provide a means of effective communication, in order to prevent or eliminate friction and misunderstanding.

The Consultative Forum may not consider any matter concerning an individual employee, nor any issues that fall within the scope of other existing procedures, e.g. dismissal appeals, individual grievances and individual salary issues; such matters may only be raised as a matter of principle/policy.

Note:

The Alexandra Palace and Park Board also receives advice from the Alexandra Park and Palace Statutory Advisory Committee, an external body established under the terms of the Alexandra Park and Palace Act 1985. Its functions, as laid down by the Act are as follows:

'The powers and duties of the Advisory Committee shall be to promote the objects of the charity and assist the Trustees In fulfilling the trusts by considering and advising the Trustees on the following matters:

- (a) the general policy relating to the activities and events arranged or permitted in the Park and Palace;
- (b) the effects of such activities and events upon the local inhabitants

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- and local environment;
- (c) the frequency of activities and events attracting more than 10,000 people at any one time and maximum number to be permitted on such occasions;
- (d) the adequacy of car parking arrangements within the Park and Palace so as to avoid overflow into adjoining residential streets;
- (e) any proposals which require planning permission;
- (f) the establishment and maintenance of the Park as a Metropolitan Park;
- (g) the furtherance of recreation and leisure in the Alexandra Park and Palace.

SECTION-5 – UNDER THE HEALTH AND WELLBEING BOARD

Arising from the Council's Health and Wellbeing Board the following additional bodies shall be established. Membership of the additional bodies is to be determined by the Health and Wellbeing Board(s). The Terms of Reference of the additional bodies shall be as follows:

Haringey and Islington Health and Wellbeing Board - Joint sub-committee

The Joint sub-committee will:

- a) encourage and promote partnership working in health and social care within and across the two boroughs;
- b) encourage joint consideration and co-ordination of health and care issues that are of common interest or concern to the population of the two boroughs;
- c) encourage and promote integrated working between health and care commissioners and providers within and across the two boroughs;
- d) prepare and produce the Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy for the two boroughs;
- e) provide strategic oversight for the Wellbeing Partnership and any future partnership models for joined up and integrated approach in health and care across the two boroughs;
- f) provide a mechanism to enable joint decision-making in relation to future joint initiatives, service transformation and co-commissioning arrangements in health and care in the two boroughs;
- g) give effect to the boroughs stated intentions to foster collaboration in health and social care between commissioners and providers within and across the two boroughs;

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- h) consider and where necessary contribute to the development of the North Central London (NCL) Sustainability and Transformation Plan; and
- i) where appropriate, and in so far as it relates to integrated working, represent the collective interests of the two boroughs to national and local government and other bodies.

SECTION 6 - EMERGENCY PROCEDURES IN ELECTION YEAR

In the year of the ordinary election of Borough councillors, between the day after the election and the day of the Annual Meeting, the Chief Executive may, so far as is lawful, exercise any of the functions of the Council or its non-executive bodies in cases of urgency in consultation with the Mayor. Decisions made by the Chief Executive in accordance with this paragraph shall be reported to the next meeting of the appropriate body.

SECTION 7 – DEFAULT PROVISIONS

If at any time no members are appointed to, or able to act on, any non-executive body of the Council, and a decision has to be taken in a case of urgency, then the decision may be taken by the Chief Executive acting so far as is practicable in consultation with the Mayor, or Deputy Mayor if the Mayor is unable to act.

SECTION 8 - GROUP MEETINGS

In recognition of the role of Group Meetings in the consideration of Council business and of the fact that the supply of advice, reports, information and other material to Group Meetings is generally conducive to the due process of Council business, the following facilities shall be made available for the conduct of Group Meetings and for any Group Committees which may be established for the consideration of Council business:

- (a) suitable accommodation for meetings;
- (b) assistance with the production and distribution of agenda and minutes;
- (c) where the Majority Group makes arrangements for the discussion of items prior to their submission to a committee or sub-committee or Panel, arrangements shall be made through the Leader of the Council or the appropriate Cabinet member to ensure that official information, advice and reports are available to the Group Meetings;
- (d) where a Minority Group makes similar arrangements for the consideration of Council business, arrangements shall be made through the Leader of the Minority Group, or the appropriate spokesperson, to make available information from published sources and advice on Council procedures but not official advice as to the policies which that Minority Group should pursue. The Majority Group Leader or the

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section B – Full Council & Non-Executive Bodies

appropriate Cabinet member shall be made aware of information provided to a Minority Group unless it is of routine or trivial nature.

Part Three, Section DA

Responsibility for functions: Joint Committees and arrangements

The Council and Cabinet currently has the following joint committees established to discharge certain functions:

SECTION 1 – Non-Executive functions

THE HEALTH AND WELLBEING BOARD

1.A) Haringey and Islington Health and Wellbeing Board - Joint sub committee

The joint sub-committee has been established pursuant to s198(b) of the Health and Social Care Act 2012. The Terms of Reference can be found under Part Three, Section B Section 5.

SECTION 2 – Executive functions

2.A) Shared ICT and Digital Service Joint Committee

The Joint Committee shall be known as the 'Shared ICT and Digital Service Joint Committee'.

The Joint Committee is established under section 101(5) of the Local Government Act 1972, as applied by section 9EB of the Local Government Act 2000 and Part 4 of the Local Authorities (Arrangements for the Discharge of Functions) (England) Regulations 2012 by the Executives of each of the Councils and the delegations to Cabinet and Cabinet members are subject to this delegation.

Terms of Reference:

The Camden/Islington/Haringey Joint Committee will:

1. Provide democratic oversight over the strategic delivery of the joint digital service (the Joint Service) provided to the Councils through powers delegated to it by their Executives/Cabinets.
2. Approve the strategic service and financial plan for the service and the performance measures to ensure services are delivered to the agreed

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section DA – Joint Committees and arrangements

~~standard and within the resources provided by the Councils.~~

- ~~3. Receive updates on the Business Plan and the performance of the Joint Service.~~
- ~~4. Agree the procurement strategy for contracts relating to the Joint Service the estimated value of which exceeds £2m revenue or £5m capital and to award such contracts.~~
- ~~5. Suggest revisions to the terms of reference of the Camden/Islington/Haringey Joint Committee to be referred back to the Leaders and/or Executive/Cabinet of each of the Councils for approval.~~
- ~~6. Receive and consider a detailed report, within twelve months of the creation of the Joint Committee [by October 2017] that considers the options for the Shared Digital and ICT Service to be delivered via a public services company rather than a Joint Committee structure and make recommendations to the Cabinet/Executive of each of the Councils in respect of the report.~~
- ~~7. Delegate all matters not specified at 1-6 to the Chief Digital and Information Officer and may delegate any other matters within its terms of reference to an officer of any of the Councils. The Joint Committee shall not delegate a function to or create any sub-committees.~~
- ~~8. Notwithstanding delegation of any matters to an officer the Joint Committee may itself make decisions on any such matters.~~

Part Three, Section D

Responsibility for functions: Local Choice Functions

Local Choice Functions

All functions of the Council are “executive”, and the responsibility of the Executive (the Leader, individual Cabinet members and the Cabinet), unless in law they are prevented from being exercised by the Executive. The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) set out which functions are “non-executive” and which cannot in law be the responsibility of the Executive.

In addition, there are a few “Local Choice” functions set out in Regulations where the local authority is free to choose in its constitution whether the function is, basically, “executive” or “non-executive”. The Leader may delegate or allocate any executive functions to an individual Cabinet member, the Cabinet, a Committee of the Cabinet or an officer and the Council may delegate any of the “non-executive” functions to a Committee, Sub-Committee or an officer. The list below shows where these “Local Choice” functions are allocated in this Constitution and the body or person expected to exercise the delegated decision-making powers. In the event that a Member body or an officer post has its name changed, the allocation/delegation in the list below will continue in force provided that there is no material change to the terms of reference of the body or the responsibilities of the post

Function	Whether Executive or Non-Executive	Where allocated or delegated
1. Any Function under a Local Act (except a function specified or referred to in Reg. 2 or Schedule 1)	Non-Executive	Corporate Committee except for functions under the Alexandra Park & Palace Acts & Order 1900-1985 which are delegated to the Alexandra Park & Palace Board and the General Manager AP&P
2. The determination of an appeal against any decision made by or on behalf of the authority	Non-Executive	Corporate Committee (for the avoidance of doubt this does not include internal reviews of homelessness decisions)
3. The appointment of review boards under sub-section 34(4) of the Social Security Act 1998 (determination of claims and reviews re: Housing Benefit and Council Tax Benefit)	Non-Executive	The full Council

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section D – LOCAL CHOICE FUNCTIONS

Function	Whether Executive or Non-Executive	Where allocated or delegated
4. The making of arrangements for appeals against exclusion of pupils	Executive	Democratic Services Manager
5. Making arrangements for admission appeals	Executive	Democratic Services Manager
6. Making arrangements for appeals by governing bodies	Executive	Democratic Services Manager
7. Any function relating to contaminated land	Executive	Cabinet member for the relevant portfolio within his/her delegated powers, otherwise to the Cabinet Meeting
8. Discharge of any function relating to the control of pollution or the management of air quality	Executive	Interim Assistant Director for Environment and Neighbourhoods and Head of Community Safety
9. Service of an abatement notice in respect of a statutory nuisance	Executive	Interim Assistant Director for Environment and Neighbourhood and Head of Community Safety
10. Passing a resolution that Schedule 2 to the Noise and Statutory Nuisance Act 1993 should apply to the Council's area (resolution to require Council consent to operating loudspeakers in streets)	Non-Executive	Corporate Committee
11. Inspection of the Council's area to detect any statutory nuisance	Executive	Interim Assistant Director for Environment and Neighbourhoods and Head of Community Safety . Assistant Director for Environment and Community Safety
12. Investigating any complaint as to the existence of a statutory nuisance	Executive	Interim Assistant Director for Environment and Neighbourhoods and Head of Community Safety Assistant Director for Environment and Community Safety
13. Obtaining information as to interests in land under section 330 Town and Country Planning Act 1990	Executive	Assistant Director of Corporate Governance
14. Obtaining particulars of persons interested in land under section 16 of the Local Government (Misc. Prov.) Act 1976	Executive	Assistant Director of Corporate Governance
15. Making agreements for the execution of highway works under section 278 of the Highways Act 1980	Non-Executive	Interim Assistant Director for Environment and Neighbourhoods and Head of Community Safety except where referred to the Planning Sub-Committee in connection with the determination of a planning application- Assistant Director for Environment and

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section D – LOCAL CHOICE FUNCTIONS

Function	Whether Executive or Non-Executive	Where allocated or delegated
16. The appointment (and revocation of such appointment) of any individual (a) to any office other than his normal employment by the Council (b) to any body other than (i) the Council or (ii) a joint committee of two or more authorities or (c) to any committee or sub-committee of such a body	Executive	Community Safety The full Council in the case of member appointments relating to non-Executive functions and the Leader in respect of appointments relating to executive functions. The Chief Executive makes officer appointments.
17. Making agreements with other local authorities for placing staff at the disposal of other local authorities	Executive	Chief Executive

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Part Three, Section E

Officer Scheme of Delegation

Section 1	INTRODUCTION AND GROUND RULES
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1. What is the Officer Scheme of Delegation?

- 1.01 Part Three of the Constitution describes the overall areas of responsibility for the Council, the Executive and for Committees and Sub-Committees. However, to ensure that the Council runs efficiently, it is necessary for some decisions to be taken by officers. Certain types of decision must by law be delegated to an officer rather than being determined by Members. These include the appointment and dismissal of officers below Deputy Chief Officer level, discharge of the duties of the Returning Officer in elections and the Proper Officer functions. Other Council functions must by law be determined by Members, for example, setting the Council Tax and adopting the plans or strategies constituting the Council's Policy Framework. For the great majority of local authority functions, it is a matter of local choice for the Council whether they are exercised by Members or delegated to officers.
- 1.02 This Section describes the functions, powers and duties delegated to the most senior officers of the Council within their areas of responsibility. All functions and decisions not reserved to Members - either the Executive or the Full Council or one of their Committees or Sub-Committees (and as listed in Part Three Sections B – D above) are delegated to officers.
- 1.03 In understanding the Officer Scheme of Delegation it is important to recognise the respective roles of Members and officers. Members and officers are servants of the public and they are indispensable to one another, but their responsibilities are distinct. Members are responsible to the electorate and serve until their term of office expires. As elected Members, they are responsible for determining Council Policy and Strategy. Officers are employed by, and are responsible to, the Council and as such are responsible for implementing policy and delivering services. Their job is to give advice to members and the Council, and to carry out the Council's work under the direction and control of the Council, the Executive, their committees and the management of the Chief Executive and relevant Director.
- 1.04 This scheme operates from the date approved by the full Council.

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section E – Scheme of Delegation – Section 1 Introduction

2. General Principles of the Officer Scheme of Delegation

2.01 For the purposes of officer delegated powers, both within this part and any other part of the Constitution, the term “Director” shall include the following officers:

- The Chief Executive
- ~~Members of the Corporate Board * Strategic Leadership Team*~~
- All Directors and Assistant Directors
- The General Manager of Alexandra Palace & Park (as appropriate)

For the purposes of officer delegated powers, the term “Corporate Board” means¹:

- ~~• The Deputy Chief Executive~~
- ~~• The Chief Operating Officer~~
- ~~• The Director of Regeneration, Planning and development~~
- The Director for Environment and Neighbourhoods
- The Director for Housing, Regeneration and Planning
- The Director for Children’s Services
- The Director for Adults and Health
- The Director for Customers, Transformation and Resources
- The Director of Finance

For the purposes of officer delegated powers, the term “Statutory Officers²” means:

- The S151 Chief Finance Officer (This role is held by *the Director of Finance*)
- The Monitoring Officer (This role is held by the Assistant Director of Corporate Governance)
- The Director of Adult’s Services
- The Director of Children’s Services
- The Director of Public Health

Any functions delegated to Directors shall be exercised by Directors in respect only of the specific services for which they are responsible. These officer delegated powers shall be exercised in accordance with the following general principles.

2.02 Functions delegated to officers are to be exercised taking into account:

4

~~NB. The Council’s Strategic Leadership Team is currently subject to interim arrangements. These are reflected in the structure chart appended to the Constitution. The Chief Executive and Head of Paid Service is a member of the Strategic Leadership Team-Corporate Board- and is a Statutory Officer of the Council in law, however for the purposes of the Constitution, the Chief Executive and Head of Paid Service is extracted from these terms and addressed individually~~

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section E – Scheme of Delegation – Section 1 Introduction

- All other parts of the Constitution in particular the Financial Regulations and the Contract Procedure Rules at Part 4 of the Constitution
 - The Budget and Policy Framework
 - The approved Budget
 - Any instructions given by the Chief Executive
 - Any advice given by the Council's Chief Finance Officer (S151 officer) or the Monitoring Officer
 - All legal requirements and any statutory codes of conduct or statutory guidance
 - All codes, policies and protocols as may be approved by the Council or the Executive or one of their Committees or Sub-Committees
 - Any relevant decisions of the Council or the Executive or one of their Committees or Sub-Committees
- 2.03 Any function delegated to an officer may also be exercised by any officer who has been so authorised by the officer to whom the function is delegated, or by the Chief Executive. Such authorisations shall be recorded and held by the officer making the authorisation. Officers authorised under this provision to exercise a power delegated to another officer should be either fully or generally under the supervision and control of the authorising officer. This does not apply to functions delegated to the officers acting in the statutory capacity of the Council's Chief Finance Officer (s151 officer) or the Monitoring Officer. These functions may only otherwise be exercised by the Assistant Director for Finance or Deputy Monitoring Officer as named in writing by the post holder.
- 2.04 Functions delegated by reference to job titles or posts which have changed will continue in force and shall be exercised by officers whose duties include or most closely correspond to the duties of the post originally referred to.
- 2.05 Where a Director's post is vacant, or the officer is absent or otherwise unable to act, and no officer has been appointed in an 'acting capacity', any functions delegated may be exercised by the Director whose duties include or most closely correspond to the function in question; save in relation to the Council's Chief Finance Officer (s151 officer) or the Monitoring Officer where functions may only be exercised in accordance with arrangements that have been authorised in writing by the post holder.
- 2.06 Any reference to legislation in this scheme shall include any act, statutory instrument or subordinate legislation by which it is applied, extended, amended, consolidated, repealed or replaced.
- 2.07 It shall always be open to an officer to consult with the Committee or with appropriate Members on the exercise of delegated powers; or not

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 1 Introduction

to exercise delegated powers but to refer the matter to the Cabinet, the Leader, relevant Cabinet Member or to a Committee of the Council.

2.08 In the event of a “catastrophic incident”, declared by the Secretary of State to be imminent or to have occurred, all Council officers are authorised to take any action in accordance with the instructions of the Chief Executive or any external Chief Executive appointed to co-ordinate the actions of some or all London local authorities.

3. Requirements to record and report on decisions taken under the Officer Scheme of Delegation

3.01 This scheme includes the 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 area of responsibility which records any decisions made under delegated powers. Written statements of officers’ exercise of delegated powers must be completed and where appropriate published and made available for public inspection at the Civic Centre and on the Council’s website.

3.02 Regular reports (at least quarterly) shall be presented to the Cabinet Meeting, in the case of executive functions, and to the Corporate Committee, in the case of non-executive functions, summarising all decisions taken under urgency provisions as provided for at paragraph 5 below. These reports will be sent to the next full Council for noting. There should be no abuse of urgency provisions especially since this would undermine proper forward planning.

3.03 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.

3.04 In paragraph 3.03 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.

3.05 The Council may require an officer to consult a Cabinet Member before exercising the delegation in specific circumstances. In this event the

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section E – Scheme of Delegation – Section 1 Introduction

signed agreement of the Cabinet Member must be obtained. If there is disagreement, the officer must report the matter to the Cabinet Meeting for decision.

4. General Limitations:

4.01 This scheme does not delegate to officers:

(a) Any matter reserved that is reserved to Members - either the Executive or the Full Council or one of their Committees or Sub-Committees and as listed in Part Three Sections B – D above. This includes key decisions; the making, changing or departure from Council policy and the setting of fees and charges;

(b) Any matter which by law may not be delegated to an officer

4.02 Officers shall not be authorised by virtue of these provisions to incur any capital or revenue expenditure in excess of the estimates allocated to a function under the relevant head of expenditure, but subject to such modifications as may be made in accordance with the Financial Regulations at Part 4 Section I.

5. Urgent decisions and Officer Powers:

5.01 Where action needs to be taken on any urgent matter between meetings of the Cabinet, or any Committee or Sub-Committee of the Cabinet or the Council and such action would not be authorised within these provisions, the following rules shall apply:

(a) in the case of executive functions, the Leader may take any executive decision in place of, or between meetings of, the Cabinet, including decisions that have become urgent, in accordance with the Access to Information Procedure Rules at Part 4 Section D of this Constitution. The Leader may also allocate any executive decision whether urgent or not to the Cabinet Member having the relevant portfolio responsibilities, or to a Committee of the Cabinet. The Protocol for Decision-Making in Part 5 shall be followed

(b) in the case of non-executive functions, a report will be prepared so that the Director having operational responsibility can take the decision in consultation with the Chair of the Committee or Sub-Committee having the matter within its terms of reference. The Protocol for Decision-Making in Part 5 shall be followed.

6. Responsibility for maintaining and updating the Scheme of Delegation

6.01 The delegations in this document are necessary for officers to perform their duties in order to discharge the Council's functions and

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 1 Introduction

responsibilities and to demonstrate if called upon to do so that they have the necessary authority to act. It is essential therefore that the contents of this document are kept up to date.

- 6.02 Each Director must ensure that there is a nominated officer in their Directorate who takes responsibility for considering changes to the Scheme of Delegation. This officer must ensure that changes to existing legislation, proposed new legislation affecting their service area and new operational or policy developments are discussed with the Monitoring Officer. The Monitoring Officer will be responsible for preparing any necessary reports to full Council recommending amendments to the Scheme.
- 6.03 In cases where there is an immediate or urgent need to amend the Scheme of Delegation with respect to any Non-executive function before a report can be considered by full Council, amendments may be authorised by the Chief Executive, acting in consultation with the Chair of the Standards Committee. Any such urgent amendments to the Scheme will only be effective for six months unless they are formally adopted as amendments to the Constitution by full Council before the expiry of that period.
- 6.04 Amendments to the Scheme of Delegation with respect to any Executive function may be authorised at any time by the Leader or the Cabinet and will have immediate and continuing effect. Such amendments will be reported to the full Council but only for noting and inclusion within the Council's Constitution.

7. Protocol for Officers Taking Decisions under Delegated Powers

- 7.01 There is no prescribed form for officers taking delegated decisions. Different types of report or record appropriate to the circumstances may be used provided the essential details are recorded in writing in every case. These are:
- (a) the post title of the officer taking the decision,
 - (b) the substantive facts, including what is being decided,
 - (c) the reasons for the decision,
 - (d) the expenditure authorised (if any),
 - (e) the date the decision was taken.
 - (f) details of any alternatives considered and rejected by the officer taking the decision,

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 1 Introduction

- (g) details of any conflict of interest declared by any Cabinet Member who is consulted by the officer which relates to the decision, and
- (h) in respect of any officer's declared conflict of interest, a note of dispensation granted by the Head of Paid Service.

7.02 The officer taking the decision is responsible for ensuring that all relevant points are recorded which may include, but are not limited to, the following:

- (a) any financial implications (beyond stating the expenditure)
- (b) any legal implications
- (c) any environmental implications
- (d) any equalities implications
- (e) any relevant Council policies
- (f) any relevant national or regional guidance
- (g) any consultations undertaken and the views of consultees
- (h) any other implications for service delivery in the relevant service area
- (i) any implications for other Council services outside the service area
- (j) and any comments from other affected service areas
- (k) any staffing implications
- (l) any background documents relied upon
- (m) any information in the report or background documents that could or should be restricted from public disclosure as confidential or exempt information under the Freedom of Information Act 2000
- (n) any alternative options to the recommended decision
- (o) any consultation with Members (whether Cabinet Members, Chairs or Ward Members).

7.03 Officers taking delegated decisions should always consider carefully whether there are any factors that would make it advisable to consult

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 1 Introduction

the relevant Cabinet Member(s) or Chair of Committee in advance, for example, the sensitive or controversial nature of the decision.

- 7.04 The officer exercising delegated powers is responsible for ensuring that all decisions taken are properly recorded in accordance with the procedure for the relevant service area or function concerned. Each Director will keep their own central record of all delegated decisions taken within their constituent services.

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief Executive and Statutory Officers

Section 3 DELEGATIONS TO THE CHIEF EXECUTIVE AND STATUTORY OFFICERS
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Introduction

The Council is required to designate a number of officers to discharge statutory functions. The legal provisions and the officer designated by the Council to discharge each function are listed in the table below. Further detail about the responsibilities of the Chief Executive and each Statutory Officer then follows.

Legislation	Statutory Power the Council must designate to an officer	Officer Designated as the Statutory Officer
S4 Local Government and Housing Act 1989	Designate one of their officers as the Head of Paid Service	Chief Executive
S151 Local Government Act 1972	Appoint an officer responsible for the administration of the authority's financial affairs	Chief Finance Officer Director of Finance
S5 Local Government and Housing Act 1989	Designate one of their officers as the Monitoring Officer	Assistant Director of Corporate Governance
S36 Freedom of Information Act 2000	Qualified person in relation to s36 of the Act.	Assistant Director of Corporate Governance
S6 Local Authority Social Services Act 1970	To appoint an officer known as the Director of Social Services	Director of Adult Social Services Director of Adults and Health
S18 Children Act 2004	To appoint an officer to carry out the functions listed under s18(2) of the Act (education functions; functions conferred on the authority under ss 10-12 and 17 of the 2004 Act, social services functions relating to children, functions under s75 of the Children Act 1989 and the National Health Service Act 2006 and those conferred on the authority under Part 1 of the Childcare Act 2006	Director of Children's Services
S73 National Health Service Act 2006	To appoint a Director of Public Health	Director of Public Health
S72 Weights and	To appoint a chief	Senior Trading

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief

Executive and Statutory Officers

Measures Act 1985	Inspector of Weights and Measures	Standards Officer (or other suitably qualified Trading Standards Officer in the absence of a STSO in post)
S9FB Local Government Act 2000	To designate an officer as the Scrutiny Officer	Director for Customers Transformation and Resources

Functions delegated to the Head of Paid Service (Chief Executive)

1. To act as the Council's statutory Head of Paid Service pursuant to section 4 Local Government and Housing Act 1989 and carry out the responsibilities assigned to the Head of Paid Service under the Council's Constitution generally
2. Where he or she considers it appropriate to do so, to prepare a report to the authority setting out their proposals as to:
 - (a) the manner in which the discharge by the authority of their different functions is co-ordinated;
 - (b) the number and grades of staff required by the authority for the discharge of their functions;
 - (c) the organisation of the authority's staff;
 - (d) the appointment and proper management of the authority's staff.
3. To be responsible for and take action in relation to Corporate strategy, policy initiatives and integrated planning and service delivery.
4. The corporate management of the Council and, specifically:
 - (a) Advice to the Council on the Policy Framework.
 - (b) Preparation of, and consultation on, the draft of the Forward Plan on a monthly basis.
 - (c) The responsibility for the discharge of the Council's functions in implementation of statutory and non-statutory plans including the modernisation, collation, indexation and publication of policies and practices of the Council within the evolving Policy Framework as the Council and the Cabinet shall determine.
5. As required to exercise any function delegated to any other officer of the Council, with the exception of those functions delegated exclusively to the Council's Chief Finance Officer (s151 officer) or the Monitoring Officer. Further, in the event of any dispute or doubt as to the

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief

Executive and Statutory Officers

delegated powers of any other Director, the Chief Executive shall have the authority to determine which Director is to exercise that power.

6. To provide the 'certificate of opinion' for an employee on SCP44 or above making application to the Standards Committee for exemption of his/her post from political restriction under section 3 of the Local Government and Housing Act 1989 (opinion as to whether the duties of the post involve regularly giving advice to members or speaking to journalists/broadcasters).
7. The authority to institute, defend or settle any legal proceedings or arbitration where urgent action is needed to protect the interests of the Council.
8. The power to determine that an "emergency" has occurred, namely, an event or situation which threatens serious damage to human welfare or to the environment in the Borough or war or terrorism which threatens serious damage to the security of the United Kingdom.
9. The power to incur expenditure and take any necessary action within local authority statutory functions, including jointly with other authorities, in the event of an emergency.
10. To nominate other senior officers of the Council, whether orally or in writing, to take administrative decisions in the event of an emergency.
11. In the event that the Chief Executive is absent or unable to act for any reason, the powers in paragraphs 8, 9 & 10 above may be exercised by any other Chief Officer who is available to act.
12. The powers listed above relating to emergencies are granted subject to the provisions of Article 11.07 of this Constitution which set out the London Councils Arrangements for Co-ordinating the Response Emergencies.
13. In the event that all members of the Cabinet are removed from office under Article 7, to exercise all Cabinet functions in consultation with the Mayor until a new Cabinet has been appointed.
14. To discharge the functions of Electoral Registration Officer, electoral Returning Officer in local elections and Acting Returning Officer in parliamentary elections.
15. Taking all decisions relating to changes to the establishment for all staff including the ~~Strategic Leadership Team~~ Corporate Board and Statutory Officers, such changes to be contained within existing budgets and in accordance with agreed procedures and legislative requirements.

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief Executive and Statutory Officers

16. To take disciplinary action, not including dismissal, against any members of the Strategic Leadership Team or any Statutory Officer. In the case of the Monitoring Officer and Chief Finance Officer to act in accordance with Part 4 Section K of the Constitution and agreed procedures.

Functions delegated to the S151 Chief Finance Officer (Director of Finance)

1. To act as the Council's statutory Chief Finance Officer pursuant to section 114A Local Government Finance Act 1988 and carry out the responsibilities assigned to the Chief Finance Officer under the Council's Financial Regulations and under the Constitution generally, including carrying out all Treasury Management activities
2. To make arrangements for the proper administration of the Council's financial affairs in accordance with section 151 Local Government Act 1972
3. To contribute to the corporate management of the Council, in particular through the provision of professional financial advice
4. To approve the detailed format of the financial plan and the revenue budget prior to approval by the Council
5. To approve the annual calculation of the Council's Council Tax requirement in accordance with section 31A Local Government Finance Act 1992
6. To report annually to Council on the robustness of the budget and adequacy of reserves as required by section 25 Local Government Act 2003
7. To provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to Council officers and members
8. To report to members, in consultation with the Monitoring Officer, if there is or there is likely to be unlawful expenditure or an unbalanced budget as required by sections 111-116 Local Government Finance Act 1988
9. To establish and maintain the general fund and collection fund of the authority in accordance with the provisions of the Local Government Act 1988
10. To manage the Capital Programme flexibly and to make adjustments to the phasing of approved projects within the limits of available capital resources

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief Executive and Statutory Officers

11. To approve the draft Council's Accounts and Accounting Policies and the draft Pension Fund Accounts by 30 June each year in accordance with the Accounts and Audit (England) Regulations 2011
12. To exercise all responsibilities as Pension Fund Administrator for the LGPS not reserved to the Pensions Committee
13. To approve the terms of release of staff aged 55 or over and made redundant or retired early with a claim on the pension scheme, in accordance with agreed procedures, save in relation to Chief and Deputy Chief Officers which is reserved to the Staffing and Remuneration Committee
14. To exercise the functions of the duly authorised representative of the Council as the corporate member of Alexandra Palace Trading Limited
15. To provide financial information to the media, members of the public and the community

Functions delegated to the Monitoring Officer (Assistant Director of Corporate Governance)

1. To act as the Council's statutory Monitoring Officer pursuant to section 5 and 5A Local Government and Housing Act 1989 and carry out the responsibilities assigned to the Monitoring Officer under the Council's Constitution generally
2. To ensure that the Council, its officers and its elected members maintain the highest standard of conduct
3. To contribute to the corporate management of the Council, in particular through the provision of professional legal advice
4. To establish and maintain the Members' Code of Conduct, dealing with the conduct that is expected of members and co-opted members of the authority when they are acting in that capacity
5. To establish and maintain a register of interests of members and co-opted members of the authority in accordance with the provisions of the Localism Act 2011
6. To contribute to the promotion and maintenance of high standards of conduct through provision of support to the Standards Committee
7. To receive and act on reports made by the Standards Committee
8. To consider complaints against members referred to him including conducting investigations into matters as appropriate and the making of

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief

Executive and Statutory Officers

reports or recommendations in respect of them to the Standards Committee

9. To provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to Council officers and members
10. To report to members on any actual or potential breaches of the law or maladministration as required by section 5 Local Government Housing Act 1989
11. To advise whether decisions of the Cabinet are in accordance with the budget and policy framework
12. To be responsible for the maintenance and operation of the Council's Constitution
13. To advise and assist the Democratic Services Manager with the proper performance of the Access to Information requirements
14. To fulfil the requirements of the 'qualified person' in relation to section 36 of the Freedom of Information Act 2000.

Functions delegated to the Director of Children's Services

1. To act as the Council's statutory Director of Children's Services
2. To carry out all functions as set out in s18(2) of the Children Act 2004 including:
 - (a) All education and children's social care functions conferred on or exercisable by the Council
 - (b) Making arrangements to promote co-operation between the authority and partners to improve the well-being of children
 - (c) Making arrangements for ensuring that functions are discharged having regard to the need to safeguard and promote the welfare of children
 - (d) The establishment of a Local Safeguarding Children Board
 - (e) The preparation and publication of a Children and Young People's Plan
 - (f) Improving preventative services and delivering earlier intervention
 - (g) Any functions exercisable by the authority under s75 the National Health Service Act 2006 on behalf of an NHS body and any

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief

Executive and Statutory Officers

functions exercised pursuant to an arrangement made under s10 of the Children Act 2004 to include making arrangements for the management of services provided

3. To provide strategic management and direction for Children's Services across the Council
4. To secure that there are sufficient youth justice services available in the Borough
5. To appoint an interim executive board to a school which is eligible for intervention subject to the agreement of the Secretary of State
6. Education services will be led by the Assistant Director of Schools and Learning who is responsible for education services functions on behalf of the Council. Commissioning within Children's Services will be led by the Assistant Director of Commissioning who is responsible for the commissioning of children's and adult social care functions on behalf of the Council. The Accountability Protocol for the Director of Children's Services sets out the arrangements in place to enable the Director of Children's Services to meet all statutory responsibilities and ensure the effective integration of all services for children and young people in the borough
7. Commissioning in common with the Director of Adult Social Services to meet relevant care needs in the borough.

Functions delegated to the Director of Adults ~~Services~~ and Health Services

1. To act as the Council's statutory Director of Adult's Social Services in accordance with s 6 Local Authority Social Services Act 1970
2. To be accountable for the delivery of local authority social services functions as set out in Schedule 1 Local Authority Social Services Act 1970 in respect of adults and other than those which the Director of Children's Services is statutorily responsible, including:
 - (a) Accountability for assessing local needs and ensuring availability and delivery of a full range of adult social services
 - (b) Responsibility for assessing, planning and commissioning adult social care and wellbeing services to meet the needs of all adults with social care needs in the borough
 - (c) Making arrangements for ensuring that functions are discharged having regard to the need to safeguard and promote the welfare of vulnerable adults

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief Executive and Statutory Officers

- (d) Professional leadership including workforce planning
 - (e) Leading the implementation of standards
 - (f) Managing cultural change
 - (g) Promoting local access and ownership and drive partnership working
 - (h) Delivering an integrated, whole system approach to supporting communities
 - (i) Promoting social inclusion and well being
 - (j) Improving preventative services and delivering earlier intervention
 - (k) Any functions exercisable by the authority under S75 National Health Service Act 2006 on behalf of an NHS body to include making arrangements for any services provided
 - (l) Commissioning in common with the Director of Children’s Services to meet relevant care needs in the borough
3. To provide strategic management and direction for Adult’s Services across the Council

Functions delegated to the Director of Public Health

1. All functions of the statutory Director of Public Health to take steps to improve health in accordance with section 73A and 73B National Health Services Act 2006 including:
- (a) the responsibility for mandated public health functions of the local authority
 - (b) planning for and responding to emergencies that present a risk to public health
 - (c) the cooperation of the authority with the police, probation service and prisons service to assess the risk posed by sexual and violent offenders
 - (d) to give views on licensing applications and on the statement of licensing policy in accordance with the Licensing Act 2003
 - (e) the provision of healthy start vitamins, oral health promotion programmes and oral health surveys

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief

Executive and Statutory Officers

- (f) to prepare and publish an annual report on the health of people in the area
2. To provide leadership, expertise and advice on all aspects of the Public Health Service including advice on outbreaks of disease and emergency preparedness
3. To promote health and wellbeing to reduce health inequalities
4. Preparation of the joint strategic needs assessments and joint Health Wellbeing Strategy
5. To provide the public with advice on health matters
6. To promote action across the 'life course', working together with local authority colleagues such as the Director of Children and Young People's Services, the Director of Adults and Housing Services and with NHS colleagues
7. To work through local resilience fora to ensure effective and tested plans are in place for the wider health sector to protect the local population from risks to public health
8. To work with local criminal justice partners and police and crime commissioners to promote safer communities
9. To work with wider civil society to engage local partners in fostering improved health and wellbeing
10. To play a full part in the Council's action to meet the needs of vulnerable children, for example by linking effectively with the Local Safeguarding Children Board
11. To contribute to and influence the work of NHS commissioners, ensuring a 'whole system' approach across the public sector
12. To have regard to the NHS Constitution in exercising public health functions

Functions delegated to the Chief Inspector of Weights and Measures (Senior Trading Standards Officer)

1. To be responsible to the local weights and measures authority for the custody and maintenance of the local standards, working standards and testing and stamping equipment provided for the area for which he was appointed and generally for the operation of the arrangements made to give effect in that area to the purposes of this Act and the packaged goods regulations.

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 3 Delegations to the Chief Executive and Statutory Officers

Functions delegated to the Statutory Scrutiny Officer (~~Assistant Director~~ for Customers, Transformation and Resources)

1. To promote the role of the authority's overview and scrutiny committee or committees,
2. To provide support to the authority's overview and scrutiny committee or committees and the members of that committee or those committees,
3. To provide support and guidance to—
 - (i) members of the authority,
 - (ii) members of the executive of the authority, and
 - (iii) officers of the authority,in relation to the functions of the authority's overview and scrutiny committee or committees.

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

Section 4 PROPER OFFICER AND SPECIFIED OFFICER FUNCTIONS**Introduction**

- (a) The law may specify that the Council must appoint one or more of its officers to be the specified or proper officer in relation to a particular function of the Council. The tables below identify the relevant legislation and the officer(s) that have been appointed to carry them out;
- (b) Any reference to “the Clerk of the Council” or “the Town Clerk of the Borough” contained in any enactment, passed before, or during, the 1971/72 sessions of Parliament (other than the Local Government Act 1972) or in any instrument made before 26th October 1972 is taken to mean the Chief Executive;
- (c) The Chief Executive may discharge any statutory function of a Proper Officer, or other specified officer, contained in any legislation, whenever made, whether or not expressly listed or delegated to any other officer(s) in this Constitution;
- (d) any new statutory function of a Proper Officer which falls to be discharged by the Chief Finance Officer or the Monitoring Officer may be discharged by them, subject to an amendment to the Constitution being reported to the next available Council meeting.
- (e) Any reference to the function of a Proper Officer in relation to any legislation is to be taken as including subordinate legislation and any enactment for the time being amending or replacing such legislation;
- (f) If the office of any of the officers referred to in this Section is vacant or the officer is absent or otherwise unable to act, his/her deputy, or, failing that deputy, the most suitable senior officer, is hereby authorised to act as the Proper Officer.

1. Head of Paid Service (Chief Executive)

The Chief Executive is appointed Proper Officer in relation to:

Local Government Act 1972	
S83 (1)-(4)	Witness and receipt of declarations of acceptance of office of Mayor, Deputy Mayor and councillors
S84 (1)	Receipt of Notice of Resignation of elected member
S88 (2)	Convening of meeting for the election of Mayor in the event of a casual vacancy
S89 (1)	Receipt of notice of casual vacancy by two local government electors

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

S225	Deposit of documents relating to any enactment, instrument or parliamentary standing order
S234(1)	Authentication of documents.
Schedule 12	Provisions in relation to meetings and proceedings of the authority
Representation of the People Act 1983	
*NB The Returning Officer for Parliamentary Elections is the Mayor of the borough. This is an honorary position, with the duties of Returning Officer being performed by the Acting Returning Officer.	
S8	Electoral Registration Officer
S28	Acting Returning Officer for Parliamentary Elections
S35	Returning Officer at an election of borough councillors
s89	Receipt of election expenses declarations and making them available for public inspection
Local Authorities (Conduct of Referendums) (England) Regulations 2012	
Regulation 4	Restriction on publication of promotional material
Local Government and Housing Act 1989	
S3A	Considering exemptions from political restriction under s2
Regulation of Investigatory Powers Act 2000	
Regulation 22, 23, 23B, 28 and 29	Designated person to authorise persons to use the provisions of the Act, and to service notices to postal or telecommunications operators
Prevention of Social Housing Fraud (Power to require information) (England) Regulations 2014	
Regulation 3	Authorise officers for the purposes of the Act

In addition to the proper officer functions listed above the Chief Executive is empowered to:

- (a) Make notifications pursuant to sections 15-17 and Schedule 1 and regulations made under the Local Government and Housing Act 1989 (political balance)
- (b) To authorise any officer to attend any conference, seminar, or symposium etc. after consultation with the appropriate Cabinet member, where the conference, seminar or symposium etc. is outside Great Britain;
- (c) To authorise any member to attend any conference, seminar, symposium etc. after consultation with the Leader, where the conference, seminar or symposium etc. is outside Great Britain.

2. Chief Finance Officer

The Director of Finance is appointed Proper Officer in relation to:

PART THREE – RESPONSIBILITY FOR FUNCTIONS
Section E – Scheme of Delegation – Section 4 Proper Officer and Specified
Officer Functions

Local Government Act 1972	
S115(2)	Receipt of money due from officers
S146 (1)(a) and (b)	Declarations and certificates as to securities on alteration of local authority area or name
S234(1)	Authentication of documents
Local Government Act 1974	
S30(5)	Give notice that copies of an Ombudsman Report are available
Non domestic rating (Collection and Enforcement) (Local Lists) Regulations 1989	
Regulation 23	To certify a local non domestic rating list or extract to be used in legal proceedings
Regulation of Investigatory Powers Act 2000	
Regulation 22, 23, 23B, 28 and 29*	Designated person to authorise persons to use the provisions of the Act, and to service notices to postal or telecommunications operators
Prevention of Social Housing Fraud (Power to require information) (England) Regulations 2014	
Regulation 3	Authorise officers for the purposes of the Act

In addition to the proper officer functions listed above the interim Chief Finance Officer is empowered in relation to:

- (a) Budget calculations and budget monitoring under Part 2 of the Local Government Act 2003.

3. **Monitoring Officer (Assistant Director of Corporate Governance)**

The Assistant Director of Corporate Governance is appointed Proper Officer in relation to:

Local Government Act 1972	
S100F and I	Decision on additional rights of access to information for councillors and whether information is exempt
S222 and 223(1)	Authorising officers to appear on behalf of the Council in proceedings before a magistrates court and country court
S234(1)	Authentication of documents
S238	Certification of by laws
County Courts Act 1984	
S60	Authorise officers to appear in court
Local Authorities (Conduct of Referendums) (England) Regulations 2012	
Regulation 16, 20	Decisions about exempt documents in relation to rights of access to documents by members of the Council
Local Authority (Contracts) Regulations 1997	

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

Regulation 7	Signing on behalf of the Council to certify a contract under the Contracts Act 1997
Localism Act 2011	
S(33)(1)	Receipt of requests for dispensation for members with discloseable pecuniary interests

4. **Democratic Services Manager**

The Democratic Services Manager is appointed Proper Officer in relation to:

Local Government Act 1972	
S100 B, D	All references to proper officer in relation to admission of public and press to meetings; compiling list of background papers for reports and make copies available for public inspection
S225	Receiving and custody of documents
S229(5)	Certification of photographic copies of documents
S248	Officer keeping the roll of Freeman
Schedule 14 Para 25	Certification of Resolution concerning the Public Health Acts 1875-1925
Local Government (Miscellaneous Provisions) Act 1976	
S41	Certification of Minutes, resolutions, orders and reports of the Council
Local Government (Committees and Political Groups) Regulations 1990	
Regulation 8	To receive notice of the composition of political groups
Local Authorities (Executive Arrangements) (Meetings and Access to Information) Regulations 2012	
Regulation 7, 10, 12, 13, 14, 15,	Access to agenda and reports for meetings which is likely to be a private meeting Notices and publication in relation to key decisions to be taken under general exception Ensure record of every Executive decision Ensure record of every executive decision made by an individual Ensure records of all executive decisions are open to inspection after the meeting/decision is made Ensure all background papers listed on reports are available for public inspection
Local Authorities (Referendums) (Petitions) (England) Regulations 2011	
Regulation 4, 5, 7, 8, 11, 13, 14	To publish the verification number each year, manage petitions submitted after a referendum is called, amalgamation of petitions, manage statutory procedure for petitions, publicise petitions
Local Authorities (Standing Orders) (England) Regulations 2001	
(Sched. 1 part 2)	To receive from Staffing and Remuneration

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

	Committee the recommendation to Council for the appoint of X individual as CE, and/or the intention to appoint X individual as the MO/CFO/statutory chief officers/non statutory chief officers and deputy chief officers in order to notify members of the Cabinet and receive any objections
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In addition to the proper officer functions listed above, the Democratic Services Manager is empowered:

- (a) To determine the appointment of outside members to the “pool” from which the membership of School Admissions Appeals Panels and School Exclusions Appeals Panels are drawn;
- (b) To determine the membership of individual Appeals Panels (under (a) above) and the selection of Chairs of these Panels;
- (c) To make appointments of representative School Governors as notified by the Cabinet Member for Children or the Opposition Spokesperson, as appropriate;
- (d) To make appointments to vacancies on the Standing Advisory Council on Religious Education and Conference Committees;
- (e) To make appointments to the membership of Special Licensing Sub-Committees from among the members of the Regulatory Committee;
- (f) To appoint an additional member or members to any scheduled meeting of a Licensing Sub-Committee from among the members of the Regulatory Committee whenever the appointment of a substitute member under the Committee Procedure Rules (Part 4, Section B) would be impracticable and the meeting would otherwise be inquorate;
- (g) The exercise of the delegated powers in (j) and (k) above shall be, so far as practicable, in consultation with the Chair of the Regulatory Committee and the Chief Whip of each Group and with a view to achieving political balance in the membership of Licensing Sub-Committees.
- (h) To appoint the membership of Assessment Sub-Committees, and Hearing Sub-Committees in accordance with the arrangements for dealing with allegations that a member or co-opted member has failed to comply with the Members’ Code of Conduct and the decisions of the Standards Committee and in consultation with the Chair of the Standards Committee and the Monitoring Officer.

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

5. **Business Manager, Legal Services**

The Business Manager Legal Services is appointed Proper Officer in relation to:

Registration Services Act 1953	
Ss 6, 8,13,14	Appointment of registrars and deputy registrars, functions relating to making of local schemes

6. **Director of Housing, Regeneration and Planning**

The Director of Housing, Regeneration, Planning is appointed Proper Officer in relation to:

Local Government Act 1972	
S191	Officer to whom an application under s1 of the Ordnance Survey Act 1841 will be sent
Highways Act 1980	
S205	Certification of proposed works, estimated costs and provisional apportionment under the private street works code

7. **Director for Commercial and Operations Environment and Neighbourhoods**

The Director for **Commercial and Operations** Environment and Neighbourhoods is appointed Proper Officer in relation to:

Public Health (Control of Disease) Act 1984	
	Any proper officer function listed within the Act
Health Protection (Notification) Regulations 2010	
Regulation 2, 3 and 6	to receive notifications of notifiable diseases, or infections or contaminations that could significantly harm human health, and make specific notifications
Food Safety Act 1990	
S49(3)(a)	Authentication of documents required under the Act
Environmental Protection Act 1990	
S149	To appoint an officer for the purpose of discharging functions for dealing with stray dogs found in the area of the authority
Regulation of Investigatory Powers Act 2000	
Regulation 22, 23, 23B, 28 and 29	Designated person to use the provisions of the Act, and to service notices to postal or telecommunications operators

8. **Head of Building Control**

The Head of Building Control is appointed Proper Officer in relation to:

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

Building Act 1984	
S93	Authentication of documents

9. Head of People Human Resources and Organisational Development

The Head of Human Resources and Organisational Development is appointed Proper Officer in relation to:

The Local Government and Housing Act 1989	
S 2*	Maintain the list of politically restricted posts

In addition to the proper officer functions listed above, the Head of Human Resources and Organisational Development is empowered:

to amend, following consultation with the Chair of the Staffing and Remuneration Committee, with the Chief Executive, the Monitoring Officer and 151 Officer, any guidance relating to employment not previously agreed by members.

10. Head of Community Safety and Enforcement

The Head of Community Safety and Enforcement is appointed Proper Officer in relation to:

Regulation of Investigatory Powers Act 2000	
Regulation 22, 23, 23B, 28 and 29*	Designated person to authorise persons to use the provisions of the Act, and to service notices to postal or telecommunications operators

11. Investigation Officer (Audit and Risk Management)

The Investigation Officer (Audit and Risk Management) is appointed Proper Officer in relation to:

Prevention of Social Housing Fraud (power to require information) (England) Regulations 2014	
Regulation 4	Power to require information

12. Regulatory Services Manager

The Regulatory Services Manager is appointed Proper Officer in relation to:

Public Health (Control of Disease) Act 1984	
	Any proper officer function listed within the Act
Health Protection (Notification) Regulations 2010	
Regulation 2,	to receive notifications of notifiable diseases, or infections

PART THREE – RESPONSIBILITY FOR FUNCTIONS

Section E – Scheme of Delegation – Section 4 Proper Officer and Specified Officer Functions

3 and 6	or contaminations that could significantly harm human health, and make specific notifications
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13. The Consultants in Communicable Disease Control (CCDCs)

The Consultants in Communicable Disease Control (CCDCs) and other equivalently medically qualified deputising Officers are appointed Proper Officers in relation to:

Public Health (Control of Disease) Act 1984	
	Any proper officer function listed within the Act
Health Protection (Notification) Regulations 2010	
Regulation 2, 3 and 6	to receive notifications of notifiable diseases, or infections or contaminations that could significantly harm human health, and make specific notifications

14. General Provisions

All Directors have been appointed Proper Officers in relation to the functions of their respective enactment), save that the authentication of documents necessary for any legal procedure or proceedings is reserved to the Assistant Director of Corporate Governance in accordance with Article 14.04.

15. Attestation of Seal

The Seal on documents shall be attested by any one of the following officers:

Chief Executive, Director of Finance , Assistant Director of Corporate Governance, Assistant Head of Legal Services or any officer authorised by the Assistant Director of Corporate Governance either in relation to a specific document or particular categories of documents.

Part Four, Section I

Financial Regulations

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PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

Part 1 - Status of Financial Regulations

1. Status

1.1. Our Financial Regulations provide the framework for managing the Council's financial affairs and for resources that the Council or its employees manage on behalf of others. They apply to every **Councillor** and **Officer** of the Council and to the ALMO in respect of debt write off.

1.2. All Members and staff have a general responsibility for taking reasonable action to provide for the security of the assets under their control and for ensuring that the use of these resources is legal, is properly authorised, provides value for money and achieves best value.

1.3. The regulations identify the financial responsibilities of:

- the **full Council**;
- the **Cabinet**;
- the **Overview and Scrutiny Committee**;
- the **Head of the Paid Service (Chief Executive)**;
- the **Monitoring Officer (Assistant Director of Corporate Governance)**;
- the **Section 151 Officer (interim Chief Finance Officer) Director of Finance** and **Directors**;
- **Budget Holders** within service areas.

1.4. **The Section 151 Officer (Chief Finance Officer) Director of Finance** is responsible for maintaining a continuous review of these Financial Regulations and submitting any additions or changes necessary to **full Council** for approval in accordance with article 15.03(a) of the Constitution.

1.5. **The Section 151 Officer** is responsible for issuing advice and guidance to underpin these Financial Regulations that **Councillors, Officers and others acting on behalf of the Council** are required to follow. This advice and guidance will generally be based on CIPFA Standards of Professional Practice, which are available on www.cipfa.org.uk.

1.6. **The Section 151 Officer** is also responsible for reporting, where appropriate, breaches of these Financial Regulations to the **Council** and/or to the **Cabinet Members**.

1.7. These Financial Regulations are supported, where appropriate, by detailed procedure notes, setting out how these Financial Regulations will be implemented.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

- 1.8. **Directors** are responsible for ensuring that all staff in their service areas are aware of the existence and content of the Council's Financial Regulations and other internal regulatory documents and that they comply with them.
- 1.9. It is a disciplinary offence to breach these Financial Regulations. A breach of these regulations should be reported to the **Section 151 Officer** as soon as is practicable to do so.
- 1.10. All staff are required to conduct themselves to the highest standards. The involvement of staff in any form of bribery, corruption, fraud or deception will not be tolerated.
- 1.11. For any aspect of finance relating to schools the Haringey Schools Financial Regulations, which are designed to give detailed assistance to schools, should be referred to.

2. Recording delegations

- 2.1. **Directors** should maintain written records where financial decision making has been delegated to members of their staff, including seconded or temporary staff. Where decisions have been delegated or devolved to other responsible officers references to **Directors** in the regulations should be read as referring to them.

3. Financial Control Framework

- 3.1. The financial administration framework of the Council is organised in accordance with Section 151 of the Local Government Act 1972, requiring that every Local Authority in England and Wales should '**make arrangements for the proper administration of their financial affairs and shall secure that one of their Officers has responsibility for the administration of those affairs.**' The framework comprises:

- **Constitution:** The principal rules governing the Council's affairs, including financial affairs, and the delegation of authority to **Councillors** and **Officers**;
- **Financial Regulations:** This document is part of the Constitution, created by the Council;
- The **Scheme of Financial Delegation** and specific delegations by **Directors** to officers in their service area;
- **Contract Standing Orders**;
- **Guide to Procurement**;
- **Medium Term Financial Plan.**

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

4. Devolution of Financial Management and Accounting

- 4.1. The Council seeks to unite operational and financial responsibility to empower managers to give them the tools to deliver high quality services. Part of that empowerment is to give them control of the resources needed to deliver the service so that they can plan and use these resources to obtain the maximum benefit for the service.

- 4.2. The Council also needs to balance responsibilities with accountability and protection for Officers so that they know their authorisation levels and the limit to those authorities.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

Part 2 – Financial Management

5. Financial Management (including virement rules)

Introduction

5.1. Financial management covers all financial accountabilities in relation to the running of the Council, including the policy framework and budget. The Financial Regulations are not an exhaustive document and proper financial management should be applied in all circumstances even if not specifically referred to.

The Full Council and the Cabinet

5.2. The **full Council** is responsible for adopting the Council's Constitution and Members' code of conduct and for approving the policy framework and budget within which the **Cabinet** operates. It is also responsible for approving and monitoring compliance with the Council's overall framework of accountability and control. The framework is set out in this Constitution. The **full Council** is also responsible for monitoring compliance with the agreed policy and related **Cabinet** decisions.

5.3. The **Leader** has powers to take any decision, including a key decision, which the **Cabinet** could have taken. This is set out in Part 3 Section C of the Council Constitution. When **Members** take decisions on reports, the reports must comply with the Protocol for Decision-making in Part 5 Section D and this must include the provision of the **Chief Finance Officer's** comments on the financial implications.

5.4. The **Cabinet** is responsible for proposing the policy framework and budget to the **full Council** and for discharging Executive functions in accordance with the policy framework and budget.

5.5. **Cabinet** decisions can be delegated, in accordance with the delegation arrangements set out in Part 3 of this Constitution.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

Committees of the Council

Overview and Scrutiny Committee

5.6. The **Overview and Scrutiny Committee** is responsible for scrutinising key decisions (decisions of the **Cabinet, the Leader, or Cabinet** members) before or after they have been implemented and for holding the **executive** (the **Cabinet, the Leader and Cabinet** members) to account. The **Overview and Scrutiny Committee** is also responsible for making recommendations on future policy options and for reviewing the general policy and service delivery of the Council.

Corporate Committee

5.7. The **Corporate Committee** is established by the **full Council**. It has right of access, through the officer acting as Chief Internal Auditor (currently the Head of Audit and Risk Management) from time to time, to all the information it considers necessary and can consult directly with internal and external auditors. The **Corporate Committee** is responsible for reviewing the external auditor's reports and the Annual Audit and Inspection Letter and internal audit's annual report. The **Corporate Committee** also monitors responses to audit reports.

Standards Committee

5.8. The **Standards Committee** is established by the **full Council** and is responsible for promoting and maintaining high standards of conduct amongst **Councillors** as Members. In particular, it is responsible for advising the Council on the adoption and revision of the Members' code of conduct, for monitoring the operation of the code, and for recommending proposals for any changes to the Constitution to full Council for approval.

The Pensions Committee

5.9. The **Pensions Committee** acts as the quasi-trustee of the Local Government Pension Scheme for the Council.

Alexandra Palace and Park Board

5.10. Alexandra Palace and Park Board is a Committee of the Council with responsibility for discharging a specific statutory charity trustee role. It has its own Financial Regulations and governance but is, nonetheless, subject overall to the Section 151 Officer who has responsibility for its financial affairs. It is also subject to charities law and accounting practice.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

The Statutory officers

Head of Paid Service (Chief Executive)

5.11. The **Chief Executive** as Head of Paid Service is responsible, in relation to these Financial Regulations, for the corporate and overall strategic management of the Council as a whole. The **Chief Executive** must report to and provide information for the **Cabinet**, the **full Council**, the **Overview and Scrutiny Committee** and **other committees**.

5.12. The **Chief Executive** is responsible for establishing a framework for management direction, style and standards and for monitoring the performance of the organisation. The **Chief Executive** is also responsible, together with the **Monitoring Officer**, for the system of record keeping in relation to all the **full Council's** decisions.

Monitoring Officer (Assistant Director of Corporate Governance)

5.13. The **Monitoring Officer** is responsible, in relation to these Financial Regulations, for promoting and maintaining high standards of financial conduct and therefore provides support to the **Standards Committee**. The **Monitoring Officer** is also responsible for reporting any actual or potential breaches of the law or maladministration to the **full Council** and/or to the **Cabinet**.

5.14. The **Monitoring Officer** (together with the **Section 151 Officer**) is responsible for advising the **Cabinet** or the **full Council** about whether a decision is likely to be considered contrary to, or not wholly in accordance with the budget. Actions that may be 'contrary to the budget' include:

- (a) initiating a new policy;
- (b) committing expenditure in future years above the budget level;
- (c) incurring inter-service area transfers above virement limits; and
- (d) causing the total expenditure financed from Council tax, grants and corporately held reserves to increase.

5.15. The **Monitoring Officer** is responsible for maintaining an up-to-date Constitution.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

The Section 151 Officer (interim Chief Finance Officer)

5.16. The **Section 151 Officer** has statutory duties in relation to the financial administration and stewardship of the Council. This statutory responsibility cannot be overridden. The statutory duties arise from:

- (a) Section 151 of the Local Government Act 1972;
- (b) The Local Government Finance Act 1988;
- (c) The Local Government and Housing Act 1989;
- (d) The Accounts and Audit (England) Regulations 2011;
- (e) The Local Government Act 2003.

5.17. The **Section 151 Officer** is responsible, in relation to these regulations for:

- (a) the proper administration of the Council's financial affairs, including the determination of the appropriate staffing level to ensure proper administration;
- (b) setting and monitoring compliance with financial management standards;
- (c) ensuring these Financial Regulations are fit for purpose and proposing any necessary amendments;
- (d) advising on the corporate financial position and on the key financial controls necessary to secure sound financial management;
- (e) providing financial information;
- (f) preparing the revenue budget and capital programme;
- (g) treasury management;
- (h) internal audit;
- (i) anti-fraud;
- (j) risk management; and
- (k) insurance.

5.18. The Section 151 Officer may from time to time delegate responsibility to a Head of Finance/officer reporting to him, as the Section 151 Officer deems appropriate.

5.19. Section 114 of the Local Government Finance Act 1988 requires the **Section 151 Officer** to report to the **full Council**, the **Cabinet** and external auditor if the Council or one of its officers:

- (a) has made, or is about to make, a decision which involves incurring unlawful expenditure;
- (b) has taken, or is about to take, an unlawful action which has resulted or would result in a loss or deficit to the Council; or
- (c) is about to make an unlawful entry in the Council's accounts.

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Section 114 of the 1988 Act also requires:

- (a) the **Section 151 Officer** to nominate a properly qualified member of staff to deputise should he or she be unable to perform the duties under Section 114 personally. This is currently the **Head of Finance**; and
- (b) the Council to provide the **Section 151 Officer** with sufficient staff, accommodation and other resources, including legal advice where this is necessary, to carry out the duties under Section 114.

5.20. The Section 151 Officer will:

- (a) respond to annual expenditure proposals submitted by the following bodies (if applicable):-

Greater London Authority
London Pension Fund Authority
Lee Valley Regional Park Authority
North London Waste Authority
London Councils
Greater London Magistrates Courts Authority
Environment Agency

- (b) Consult with Ratepayers in accordance with Section 65 of the Local Government Finance Act 1992;
- (c) Authorise redundancy and early termination costs in relation to officers of the Council;
- (d) Authorise redundancy and early termination costs in relation to education staff giving consideration to the Education Act 2002.

Directors

5.21. **Directors** are responsible for the financial affairs of their service area including any financial staff, processes and systems. They must equally report financial issues to the **Section 151 Officer**. The responsibilities include:

- (a) ensuring that **Cabinet** Members are advised of the financial implications of all proposals and that the financial implications have been agreed by the **Section 151 Officer** including:
 - Non-Domestic Rating Discretionary Rate Relief;
 - the annual review of the Council Tax Reduction Scheme;
- (b) ensuring compliance with Contract Standing Orders;

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- (c) leading the production of revenue and capital programme budgets for their service area as appropriate and ensuring all plans have appropriate and necessary approved budgetary provision in place;
- (d) ensuring that detailed plans and realistic prudent profiled budgets exist for the delivery of the Medium Term Financial Plan and to report variances and forecast outturn adverse or favourable variances immediately they exist;
- (e) control of income and expenditure within the approved budget and ensuring that expenditure is not incurred without an appropriately approved budget in place;
- (f) reporting known and potential variances from the service area cash limit in excess of £100,000 to the **Section 151 Officer**, through the formal budget management procedures;
- (g) providing appropriate financial information to the **Section 151 Officer** and their respective teams in a timely, accurate and appropriate form and level of detail. e.g. to permit final accounts to be prepared at year end in accordance with appropriate accounting codes of practice as necessary and the Council's accounting procedure notes;
- (h) appointing budget holders for all areas of their own budget;
- (i) monitoring performance levels with budget performance in accordance with published timescales;
- (j) adherence to the budget management procedures contained within service area Schemes of Financial Delegation including virement management;
- (k) ensuring records, systems and appropriate financial controls are up to date and available for audit. Any loss or deficiencies are to be reported to the **Section 151 Officer** immediately;
- (l) actively seeking additional income or savings opportunities, including grant and new financing opportunities, and reporting them to the **Section 151 Officer**. All grant applications are to be notified to the **Section 151 Officer** prior to submission, to consider any potential future resourcing issues and incorporate into the Grant Register which will be maintained by Corporate Finance;
- (m) ensuring that the necessary systems and controls are in place to ensure that all the Council's cash is paid into its bank accounts quickly and efficiently;
- (n) ensuring all assets are appropriately protected, accounted for and reconciled. Any significant loss of stock or concerns should be reported to the **Section 151 Officer** immediately;
- (o) advise the **Section 151 Officer** and/or the **Head of Audit and Risk Management** of any fraudulent activity and other losses through error and mismanagement by any party connected with or employed by the Council.

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- (p) liaise with the **Head of Audit & Risk Management** in agreeing the annual audit plan of the service area. To report to the **Section 151 Officer** any concerns where an audit is considered necessary but is not being undertaken.
 - (q) ensure that appropriate timely arrangements are in place to sign off the financial implications of all reports including comments from the **Section 151 Officer** where appropriate, prior to their submission to the full Council, Cabinet, a Committee, Council Management Teams or other bodies within and external to the Council.
 - (r) ensure that all appropriate financial controls and systems are in place where not specified above, in particular adequate separation of duties and accurate and timely reconciliations.
 - (s) report to the **Section 151 officer** any other matter of financial significance.
- 5.22. It is the responsibility of **Directors** to consult with the **Section 151 Officer** and seek approval on any matter liable to affect the Council's finances materially, before any commitments are incurred.
- 5.23. **Directors and Budget Holders** are supported in the completion of their financial responsibilities by a Head of Finance. Heads of Finance are part of the Corporate Finance service area and report directly to the **Section 151 Officer**. They have a link, therefore, to the **Section 151 Officer** and a functional relationship to their **Directors**.

Budget Holders

- 5.24. The **Budget Holder** is responsible for the management of the budget for which he/she is allocated by the **Director**. The responsibilities of the role include:
- (a) leading the production of revenue and capital programme budgets for the service area ensuring all plans have appropriate and necessary budget provision;
 - (b) ensuring plans and realistic prudent profiled budgets exist for the delivery of the Medium Term Financial Plan and to report year to date variances and forecast outturn adverse or favourable variances on the financial management system immediately they exist;
 - (c) ensuring that appropriate financial controls exist and are maintained properly within the service area and report on any deficiencies to **Directors**;

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- (d) providing appropriate financial information to **Directors** and their respective teams in a timely, accurate and appropriate form and level of detail;
- (e) actively seeking additional income or savings opportunities, including grant and new financing opportunities, and reporting to **Directors**;
- (f) ensuring that appropriate financial controls and systems exist, are applied within the service area and report on any deficiencies to **Directors**;
- (g) ensuring that the appropriate financial controls are in place to ensure that all the Council's cash is paid into its bank accounts quickly and efficiently;
- (h) ensuring value for money is obtained for the whole Council when undertaking any procurement activity;
- (i) reconciling all cash received by the service area on a regular basis (at least monthly);
- (j) ensuring all monies due to the council are recorded accurately and recovered promptly; and
- (k) ensuring that all accounts payable are settled within 30 days unless special terms have been agreed by the **Section 151 Officer**.

5.25. The **Budget Holder** should report to **Directors**:

- (a) any unlawful or inappropriate expenditure immediately it is realised that it is about to take place or has taken place;
- (b) any area where a loss or deficiency is about to occur;
- (c) budget variances by forecasting all variations on the financial management system;
- (d) any occasions where the overall service budget is projected to be overspent or where any individual budget (cost centre) is projected to be overspent by more than £50,000;
- (e) any concerns as regards the slow or non-banking of cash immediately;
- (f) any significant loss of stock or concerns immediately; and
- (g) any other matter of financial significance.

5.26. The **Budget Holder** should:

- a) advise the **Section 151 Officer** and/or the **Head of Audit and Risk Management** of any fraudulent activity and other losses through error and mismanagement by any party connected with or employed by the Council;
- b) ensure that all financial implications of all reports are agreed and approved with **Directors** and the Section 151 Officer prior to their submission to the **full Council, Cabinet**, a Committee, Council Management Teams or other bodies within and external to the Council.

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Other Financial Accountabilities

Virements – Revenue and Capital

- 5.27. The Council controls approved budgets and transfers of budgetary provision (i.e. virements) giving consideration to gross expenditure and income, net expenditure and service area cash limits.
- 5.28. The **Section 151 Officer** may authorise virements between service areas for technical reasons, e.g. central support cost allocation, capital charges such as depreciation, FRS17 adjustments. Such adjustments will be reported in the budget monitoring reports to **Cabinet**.
- 5.29. **Directors** must submit appropriately completed virement pro-formas to Corporate Finance for formal ratification and subsequent adjustment of approved cash limits.
- 5.30. All virements must be recorded on the Council's main accounting system.

Virements – Revenue

- 5.31. All changes in gross expenditure and/or income budgets, between or within service areas are to be approved as a virement in accordance with the below thresholds:
- (a) Up to £100,000 by the relevant **Director(s)**, and reported to the relevant **Head of Finance**;
 - (b) £100,000 up to £250,000 by the **Section 151 Officer** following referral from the relevant **Director(s)** and where it has been determined by the **Section 151 Officer** that there is no change to Council policy;
 - (c) £100,000 and above involving a policy change; or any other virement of £250,000 and above, by the **Cabinet**.

Virements – Capital

- 5.32. All changes in gross expenditure and/or income budgets within service areas, including additions, are to be approved as a virement in accordance with the below thresholds:
- (a) Up to £250,000 by the **Section 151 Officer** following referral from the relevant **Director(s)**;
 - (b) £250,000 and above, by the **Cabinet**

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5.32A Any changes between service areas are to be approved by Cabinet and are a Key Decision in accordance with Part 5 Section C of the Constitution

Treatment of year-end balances

5.33. The **Section 151 Officer** will consider requests to carry forward underspends at year-end before approval by the **Cabinet**. The **Section 151 Officer** will also consider whether any overspends at the year-end on service budgets should be carried forward before approval by the **Cabinet**.

Accounting policies

5.34. The **Section 151 Officer** is responsible for selecting accounting policies and ensuring that they are applied consistently. The **Directors** are responsible for adhering to these policies.

Accounting records, procedures and returns

5.35. The **Section 151 Officer** is responsible for determining the accounting procedures and records for the Council and has a duty to ensure accounting procedures meet statutory duties. Such procedures may include procedures and timetables for the preparation of the budget and the Council's financial statements. **Directors** have a responsibility to:

- (a) comply with the procedures and timetables determined by the **Section 151 Officer**;
- (b) regularly monitor, reconcile and clear the control accounts;
- (c) supply information to comply with statutory timetables;
- (d) complete grant claims etc. by due dates; and
- (e) retain appropriate financial records as required by the **Section 151 Officer**.

The Annual Statement of Accounts

5.36. The **Section 151 Officer** is responsible for ensuring that the annual statement of accounts is prepared in accordance with the *Code of Practice on Local Authority Accounting in the United Kingdom: A Statement of Recommended Practice* (CIPFA/LASAAC). The **Section 151 Officer** has the authority to make such amendments to the treatment of the Council's transactions as are in the overall interest of the Council including the optimisation of the capital financing position and the management of earmarked reserves. The **Corporate Committee** and **Pensions Committee** are responsible for approving their respective parts of the annual statement of accounts.

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5.37. Each **Director**:

- (a) has a responsibility to supply budget monitoring information on time.
- (b) are accountable for the income and expenditure in their budgets and for the service area budgets.
- (c) must supply required information and produce appropriate documents on time as requested by the **Section 151 Officer**.
- (d) need to protect against the risks of creating contingent liabilities and to keep the **Section 151 Officer** informed of any new contingent liabilities as they arise.

Bribery, Corruption and Financial Irregularities

5.38. All employees shall conduct themselves to the highest standards. Any employee involved in bribery, corruption, fraud or deception will be subject to disciplinary action and in certain circumstances criminal prosecutions.

5.39. It is a criminal offence for any person to use their position with the Council to accept or ask for any gift, reward or other advantage from work done in an official capacity. In addition such acts seriously undermine the public image of the Authority and its staff. As a result the Council will discipline staff on the grounds of gross misconduct if they breach this regulation.

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Financial Irregularities

- 5.40. Staff must act with absolute honesty when dealing with the assets of the Council, and any other assets for which the Council is responsible. The Council will rigorously enforce sanctions laid down in the Disciplinary Code of Practice if staff are found to have acted dishonestly. The Code gives examples of financial irregularities that are considered to be gross misconduct.
- 5.41. All staff must ensure that any irregularity or suspected irregularity involving Council funds, property or any other assets for which the Council is responsible is reported immediately to the **Head of Audit and Risk Management**. This also applies to the misuse of computer passwords, misuse of information obtained in any other way, the deliberate malicious damage to information assets and the disclosure to unauthorised individuals of information obtained by their use.
- 5.42. The Council has an approved Anti-Fraud and Corruption Policy and Fraud Response Plan which set out the Council's expectations in relation to standards of behaviour and how it will respond in cases where fraud is suspected. The Anti-Fraud and Corruption Policy is supported by the Council's Whistleblowing Policy, which sets out how the Council will support anyone who wishes to report cases where they suspect fraud.
- 5.43. The **Head of Audit and Risk Management** will decide how such matters should be investigated. Service officers should not undertake any investigation or interview those involved unless prior agreement has been given by the **Head of Audit and Risk Management**.

The Role of Internal Audit

- 5.44. The statutory responsibility for internal audit derives from the **Section 151 Officer's** responsibilities under the 1972 Local Government Act, the Local Government Finance Act 1988 and the specific duties detailed in the Accounts and Audit (England) Regulations 2011. In accordance with these and the Auditing Practices Board guidelines the **Head of Audit and Risk Management** will provide a continuous audit of the accounting, financial and other operations of the Authority.

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- 5.45. The **Head of Audit and Risk Management** has authority to:
- (a) enter at any time all Council premises or land;
 - (b) have unrestricted access to all records, documents, and correspondence relating to any financial and other transactions;
 - (c) remove and/or secure any computer equipment, record, document, and correspondence of the Council as considered necessary;
 - (d) require and receive such explanations as s/he considers necessary concerning any matter being examined; and
 - (e) obtain from Council employees cash, stores or any other property owned, hired, leased or borrowed by the Authority.
- 5.46. The decision to report financial irregularities to the Police shall be made by the **Head of Audit and Risk Management**. Where employees are involved, the **Head of Audit and Risk Management** will inform the **Chief Executive** and appropriate **Directors**.
- 5.47. The **Head of Audit and Risk Management** has authority to report to any body of the Council matters which are considered to adversely affect the efficient/proper use of the Council's resources.

Unofficial Funds

- 5.48. The **Section 151 Officer** shall be notified of any funds arising from unofficial sources, including school funds, and shall approve audit and accounting arrangements for these funds:
- (a) that come under the control of any **Committee, Sub-Committee** or **Panel** of the Council;
 - (b) where a member of staff is involved as a result of their employment with the Authority.

6. Financial Planning

Introduction

- 6.1. **Full Council** is responsible for agreeing the Council's policy framework and budget, which will be proposed by the **Cabinet**. The Council uses the the Council Plan as its framework for determining priorities and is delivered through the business planning process. In terms of financial planning, the key elements are:

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- (a) the medium term financial plan;
- (b) the budget; and
- (c) the capital programme.

Policy framework

- 6.2. The **full Council** is responsible for approving the policy framework and budget. The policy framework comprises the statutory plans and strategies set out in the Constitution and the budget. Pensions Committee approves the policy framework for the Pension Fund; namely the investment strategy, Funding Strategy Statement, the Statement of Investment Principles and Responsible Investment policy.

Preparation of the Council Plan

- 6.3. The **Assistant Director for Corporate Programme Office and Chief Information Officer** is responsible for producing an updated Council Plan annually and reporting this to the **Cabinet** for consideration before its submission to the **full Council** for approval.

Budgeting

Budget format

- 6.4. The general format of the budget will be proposed by the **Cabinet** and approved by the **full Council** on the advice of the **Section 151 Officer**. The draft budget should include allocation to different services and projects, proposed taxation levels, adequacy of the proposed financial reserves and contingency funds.

Budget preparation

- 6.5. The **Section 151 Officer** is responsible for ensuring that a revenue budget is prepared on an annual basis and a financial plan over three years for consideration by the **Cabinet**, before submission to the **full Council**. The **Section 151 Officer** also has responsibility to confirm budget pressures, robustness of estimates and adequacy of reserves in accordance with Section 25 of the Local Government Act 2003. The **full Council** may amend the budget or ask the **Cabinet** to reconsider it before approving it.

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- 6.6. It is the responsibility of **Directors** to ensure that realistic budget estimates reflecting agreed service plans are submitted to the **Cabinet** and that these estimates are prepared in line with guidance issued by the **Cabinet**, through the **Section 151 Officer**. The Budget risk is managed through the Council's budget management process in which the variances are analysed and decisions made accordingly.

Budget management and control

- 6.7. The **Section 151 Officer** is responsible for providing appropriate financial information to enable budgets to be monitored effectively. The **Section 151 Officer** must monitor and control expenditure against budget allocations and report to the **Cabinet** on the overall position on a regular basis. There will be a monthly budget management process determined by the **Section 151 Officer**. Any decision to alter or increase any of the existing services of the Council in such a way as may result in a material increase in the expenditure to be provided for in the budget for the current and future financial years will be subject to the approval of the **Cabinet**.

Resource allocation

- 6.8. The **Section 151 Officer** is responsible for developing and maintaining a resource allocation process that ensures due consideration of the full Council's policy framework.

Preparation of the capital programme

- 6.11. The Section 151 Officer is responsible for ensuring:
- (a) the preparation of the Council's medium-term capital programme on an annual basis, for consideration by the **Cabinet** before submission to **full Council**;
 - (b) that the Council's Capital Strategy is kept up-to-date;
 - (c) financial monitoring of the capital programme;
 - (d) the Capital Programme is managed flexibly and to make adjustments to the phasing of approved projects within the limits of available capital resources;
 - (e) preparation of an Asset Management Plan;
 - (f) value for money objectives are met;
 - (g) adherence to CIPFA Prudential guidelines;
 - (h) adherence to the Council's Treasury Management Strategy Statement;
 - (i) maximisation of external funding opportunities; and
 - (j) financial appraisal/evaluation of proposed capital schemes and options.

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- 6.12. The medium-term capital programme models income and expenditure and resource requirements (both internal and external financing) over a minimum of three years and is reviewed and updated at least annually.
- 6.13. The Capital Strategy sets out strategic guidance on the Council's approach to capital investment. It provides clear objectives and priorities which are informed by overall corporate and service objectives, the Haringey community and other stakeholders including central government.
- 6.14. Capital expenditure will only be incurred when the appropriate **Directors** and **Section 151 Officer** have jointly reported the financial implications to the **Cabinet** for approval. All such reports requesting financial provision must be supported by a professionally prepared estimate of the costs of the project. Once financial approval has been obtained the specifications and assumptions upon which the written appraisal of costs was based cannot be substantially altered without the further approval of the **Cabinet**.

Guidelines

- 6.15. Guidelines on budget preparation may be issued to **Members** and **Directors** by the **Cabinet** following agreement with the **Section 151 Officer**. The guidelines will take account of:
- (a) legal requirements;
 - (b) medium-term planning prospects;
 - (c) available resources;
 - (d) spending pressures;
 - (e) best value/value for money and other relevant government guidelines;
 - (f) other internal policy documents; and
 - (g) cross-cutting issues (where relevant).

Maintenance of Reserves

- 6.16. It is the responsibility of the **Section 151 Officer** to advise the **Cabinet** and the **full Council** on prudent levels of general reserves for the Council. When fixing the level of reserves an assessment is made of the key financial risks facing the Council.

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7. Risk Management and Control of Resources

Introduction

- 7.1. It is essential that robust, integrated systems are developed and maintained for identifying and evaluating all significant operational risks to the Council. This should include the proactive participation of all those associated with planning and delivering services. The effective identification and management of risks is a responsibility that sits with all **Directors**

Risk Management

- 7.2. The **Corporate Committee** is responsible for approving the Council's risk management policy statement and strategy and for reviewing the effectiveness of risk management. The **Section 151 Officer** is responsible for and has delegated authority to ensure that proper insurance exists where appropriate.
- 7.3. The **Monitoring Officer** is responsible for preparing the Council's risk management policy statement and for promoting it throughout the Council.
- 7.4. At a service area level **Directors** should ensure that the Council's risk management strategy is complied with. The Management of Risk Policy and Strategy specifies that **Directors** must align the assessment of their risks and the actions to manage these to the Council's business planning processes. This must be done so that the Council is able to identify any significant risks that could jeopardise delivery of business plans in the following year and for which appropriate actions will need to be taken.

Internal control

- 7.5. Internal control refers to the systems of control devised by management to help ensure the Council's objectives are achieved in a manner that promotes economical, efficient and effective use of resources and that the Council's assets and interests are safeguarded. The Council prepares an Annual Governance Statement each year. **Directors** have a role to provide assurances to support the production of the Annual Governance Statement and to maintain appropriate systems of governance and internal control.

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- 7.6. The **Section 151 Officer** is responsible for advising on effective systems of internal control. These arrangements need to ensure compliance with all applicable statutes and regulations, and other relevant statements of best practice. They should ensure that public funds are properly safeguarded and used economically, efficiently, and in accordance with the statutory and other authorities that govern their use.
- 7.7. It is the responsibility of **Directors** to establish sound arrangements for planning, appraising, authorising and controlling their operations in order to achieve continuous improvement, economy, efficiency, propriety, regularity and effectiveness and for achieving their financial performance targets.

Audit requirements

- 7.8. The Accounts and Audit (England) Regulations 2011 require every local authority to maintain an adequate and effective internal audit. The rights of the internal audit function are set out in Regulation 6.
- 7.9. The Audit Commission is responsible for appointing external auditors to each local authority. The basic duties of the external auditor are governed by section 15 of the Local Government Finance Act 1982, as amended by section 5 of the Audit Commission Act 1998.
- 7.10. The Council may, from time to time, be subject to audit, inspection or investigation by external bodies such as HM Revenues and Customs who have statutory rights of access.

Preventing fraud and corruption

- 7.11. The **Monitoring Officer** is responsible for the development and maintenance of an anti-fraud and anti-corruption policy. **Directors** shall notify the **Head of Audit and Risk Management** immediately of any suspected fraud, theft or misuse of the authority's assets or resources. Further guidance can be found in the Haringey Anti-fraud and Corruption Strategy and the Whistleblowing Policy.

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Assets

- 7.12. **Directors** should ensure that records and assets are properly maintained and securely held. They should also ensure that contingency plans for the security of assets and continuity of service in the event of disaster or system failure are in place. Any disposal of any asset no longer required by the Council shall be for the best available consideration. Inventories of the Council's assets, other than stores, must be kept by the **Budget Holder** concerned. The inventories must be in a form approved by, and include the items defined by, the **Section 151 Officer**. Any write off of stocks must be in accordance with the Council's stock write off policy.

Treasury Management

- 7.13. The Council has adopted the Code of Practice contained within The Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes (CIPFA, 2011). The Council will create and maintain, as cornerstones for effective treasury management:
- (a) a Treasury Management Strategy Statement (TMSS) which states the Council's policies, objectives and approach to risk management with respect to its treasury management activities;
 - (b) suitable treasury management practices setting out how the Council will achieve those policies and objectives and prescribing how it will manage and control its treasury management activities;
 - (c) the TMSS and treasury management practices will follow the recommendations in Sections 6 and 7 of the CIPFA Code of Practice. They may be subject to amendment where necessary to reflect the particular circumstances of Haringey Council but will not deviate materially from the Code's key principles.
- 7.14. The **Corporate Committee** will formulate the TMSS and amendments to it. The Cabinet Member for Finance will be consulted on the draft TMSS because of the budget implications. The **Overview and Scrutiny Committee** will scrutinise the draft TMSS annually before its adoption by **full Council**. The **full Council** is responsible for approving and adopting the TMSS setting out the matters detailed in The Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes (CIPFA, 2011). The **Section 151 Officer** has delegated authority for implementing and monitoring the TMSS. The Council sets its TMSS in line with the indicators required under the Prudential Code for Capital Finance in Local Authorities introduced by CIPFA 1 April 2004 and subsequently revised in 2011.

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- 7.15 All decisions on borrowing, investment, leasing or financing shall be delegated to the **Section 151 Officer**, who is required to act in accordance with the TMSS and The Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes (CIPFA, 2011).
- 7.16 The **Section 151 Officer** is responsible for reporting to the **Corporate Committee** each quarter, or as near as practicable, on the implementation and regular monitoring of the treasury management policies and practices and on the exercise of his/her delegated treasury management powers.
- 7.17 The **Section 151 Officer** is responsible for consulting the Cabinet Member for Finance on the annual and mid-year monitoring reports and an out-turn report after the close of the year concerning treasury management policies and practices before these reports are considered by the **Corporate Committee** and **full Council**.

Arrangements for Cash and Banking

- 7.18. All money in the hands of the Council is controlled by the officer designated for the purposes of section 151 of the Local Government Act 1972, in the Council's case the **Section 151 Officer** and save as allowed in the Financial Regulations for Schools where, in any case, arrangements shall be made for the **Section 151 Officer** to be able to exercise control upon the withdrawal of delegation or otherwise, no officer other than the **Section 151 Officer** may:
- (a) open a bank or credit/purchase card account ;
 - (b) agree to or sanction the arrangements for the handling of any liquid resource, cash or instrument of payment;
 - (c) make payments, save through imprest accounts; or
 - (d) authorise direct debits.
- 7.19. The **Section 151 Officer** makes imprest advances to certain officers for giving out petty cash disbursements on behalf of the Council. The value of any advance is subject to the agreement of the **Section 151 Officer**. The officer named as responsible for each imprest is accountable for the full value of the sum advanced at any time. Imprest accounts must be operated in accordance with the procedures set down by the **Section 151 Officer**. Detailed imprest account procedure rules are available from Corporate Procurement Division.

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Amenity, Trust and Other Unofficial Funds

7.20. Funds held by the Council on behalf of other bodies or persons must be dealt with in accordance with procedures set down by the **Section 151 Officer**. **Directors** must ensure such funds are held securely and in such a way that they can be identified, accounted for and reconciled, at any time, separately from Council monies. **Directors** are accountable for the appropriate expenditure from such funds or repayment thereof.

Staffing

7.21. **Full Council** is responsible for determining how officer support for Executive and non-Executive roles within the Council will be organised.

7.22. The Head of Paid Service (**Chief Executive**) is responsible for providing overall management to staff. The **Chief Executive** is also responsible for ensuring that there is proper use of the evaluation or other agreed systems for determining the remuneration of a job.

7.23. **Directors** are responsible for controlling total staff numbers by:

- (a) advising the **Cabinet** on the budget necessary in any given year to cover estimated staffing levels;
- (b) adjusting the staffing to a level that can be funded within approved budget provision, varying the provision as necessary within that constraint in order to meet changing operational needs; and
- (c) the proper use of appointment procedures.

8. Systems and Procedures

General

8.1. The **Section 151 Officer** is responsible for the operation of the Council's accounting systems, the form of accounts and the supporting financial records. Any changes made by **Directors** to the existing financial systems or the establishment of new systems must be approved by the **Section 151 Officer**. However, **Directors** are responsible for the proper operation of financial processes in their own service area in line with overall procedures set by the Council and the **Section 151 Officer**.

8.2. Any changes to agreed procedure notes by **Directors** to meet their own specific service needs should be agreed with the **Section 151 Officer**.

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- 8.4. **Directors** should ensure that their staff receive relevant financial training that has been approved by the **Section 151 Officer**.
- 8.5. **Directors** must ensure that staff are aware of their responsibilities under data protection, freedom of information legislation and the Computer Misuse Act.
- 8.6. **Directors** must ensure that proper business continuity planning is in place for the delivery of financial services in the event of any incident that affects systems.

Income and expenditure

- 8.7. It is the responsibility of **Directors** to ensure that a proper scheme of delegation in respect of financial matters has been established within their area and is operating effectively. The **Section 151 Officer's** Scheme of Financial Delegation provides detailed procedures for:
- (a) expenditure;
 - (b) income including grants, fees & charges, cash and banking;
 - (c) control of assets, stocks and stores;
 - (d) human resources.

Payments to employees and members

- 8.8. The **Section 151 Officer** should approve any amendments to the approval processes for the payment of all salaries, wages, pensions, compensation, other emoluments and any ex-gratia payments. **Directors** and **Business Unit Heads** must supply such certificates relating to the employment of staff as the **Section 151 Officer** deems necessary. The **Assistant Director for Human Resources** is responsible for all payments of salaries and wages to all staff, including payments for overtime, and for payment of allowances to Members.

Taxation

- 8.9. The **Section 151 Officer (and the Assistant Director for Human Resources)** for PAYE and NI) are responsible for advising **Directors**, in the light of guidance issued by appropriate bodies and relevant legislation as it applies, on all taxation issues that affect the Council. **Directors** should discuss with the **Section 151 Officer** potential tax implications of any new initiatives. **Directors** have a responsibility for the proper application of tax rules as advised.

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Section I – Financial Regulations

- 8.10. **Directors** are responsible for ensuring that the appropriate controls and procedures are operated within the relevant service area in relation to taxation issues.
- 8.11. The **Section 151 Officer (and the Assistant Director for Human Resources)** for PAYE and NI) are responsible for maintaining the Council's tax records, making all tax payments, receiving tax credits and submitting tax returns by their due date as appropriate.
- 8.12. **All staff and Councillors** should adhere to VAT rules & regulations and also guidance issued by the **Section 151 Officer**.

Trading accounts/business units

- 8.13. It is the responsibility of the **Section 151 Officer** to advise on the establishment and operation of trading accounts and business units. **Directors** have a responsibility to advise the **Section 151 Officer** on any plans to utilise trading arrangements.

Debt Write Off

- 8.14. Arrears of housing rents and other housing income administered by the ALMO (Homes for Haringey) may be written off in accordance with procedure notes issued by the **Section 151 Officer** with the below authorities:
- a) up to £100, the approval of **Chief Executive of the ALMO** and reported to the **Section 151 Officer**.
 - b) £100 and up to £25,000, the approval of the **Section 151 Officer** upon the advice of the **Chief Executive of the ALMO**.
 - c) £25,000 or above, the approval of the **Cabinet Member for Resources** upon the advice of the **Chief Executive of the ALMO** and the **Section 151 Officer**.

The ALMO shall keep a record of all such sums written off.

- 8.15. All other debts which remain unpaid may be written off in accordance with the below authorities:
- a) Up to £25,000 on the approval of the Section 151 Officer upon the advice of the relevant Director;
 - b) £25,000 or above on the approval of the Cabinet Member for Resources upon the advice of the relevant Director and the Section 151 Officer.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

Corporate Finance shall keep a record of all such sums written off.

- 8.16. All debts written off will be reported in summary to the **Cabinet** in the regular budget monitoring reports.
- 8.17. It is important that Council income is maximised and therefore to ensure that systems and procedures are in place to collect income promptly and to minimise the level of any bad debts.

Procedure Notes

- 8.18. From time to time the **Section 151 Officer** may issue procedure notes pursuant to these Financial Regulations or his statutory duties or otherwise. Failure to comply with a lawful instruction is a disciplinary offence.

9. External Arrangements

Introduction

- 9.1. The Council provides a distinctive Leadership role for the community and brings together the contributions of the various stakeholders. It must also act to achieve the promotion or improvement of the economic, social or environmental well-being of its area.
- 9.2. The Council works closely with other agencies and private service providers. Other Government funding streams also provide additional resources to enable the Authority to deliver services to the local community.

Partnerships

- 9.3. The **Cabinet** is responsible for approving delegations, including frameworks for partnerships. The **Cabinet** is the focus for forming partnerships with other local public, private, voluntary and community sector organisations to address local needs.
- 9.4. The **Cabinet** can delegate functions – including those relating to partnerships to officers. These are set out in the scheme of delegation that forms part of the Council's Constitution. Where functions are delegated, the **Cabinet** remains accountable for them to the **full Council**.
- 9.5. The Head of the Paid Service (**Chief Executive**) represents the Council on partnership and external bodies, in accordance with the scheme of delegation.

PART 4 – RULES OF PROCEDURE
Section I – Financial Regulations

- 9.6. The **Section 151 Officer** is responsible for promoting and maintaining the same high standards of conduct with regard to financial administration in partnerships that apply throughout the Council.
- 9.7. The **Section 151 Officer** must ensure that the accounting arrangements to be adopted relating to partnerships, pooled budgets and joint ventures are satisfactory.
- 9.8. The **Monitoring Officer** must also consider the overall corporate governance arrangements and legal issues when arranging contracts with external bodies. He or she must ensure that the risks have been fully appraised before agreements are entered into with external bodies.
- 9.9. **Directors** are responsible for ensuring that appropriate approvals both internal and external are obtained before any negotiations are concluded in relation to work with external bodies.

External Funding

- 9.10. **The Section 151 Officer** is responsible for ensuring that all funding noted by external bodies is received and properly recorded in the Council's accounts.

Work for Third Parties

- 9.11. The **Cabinet** is responsible for approving the contractual arrangements for any work for third parties or external bodies. Advice should be obtained from the **Section 151 Officer** and the **Monitoring Officer** before entering into a contract for supply to others.

10. Retention of Records

- 10.1 Records held locally in establishments shall be retained in accordance with the approved guidance, which in turn must meet the Council's standards.
- 10.2 **Directors and Budget holders** shall be responsible for ensuring that financial records are carefully and systematically filed and retained for inspection by the **Section 151 Officer** or agencies (e.g. HM Revenue & Customs) in line with the approved local management information schemes that meets relevant statutory requirements.

PART 4 – RULES OF PROCEDURE

Section I – Financial Regulations

- 10.3 The list is not exhaustive and, where there is uncertainty, the advice of the **Section 151 Officer** and the Council's **Assistant Director of Corporate Governance** must be sought. Periods referred to are in addition to the current year of account, which ends at the conclusion of the annual external audit of the Council's accounts (i.e. 30 September following the end of the financial year).
- 10.4 The **Section 151 Officer** or his representative shall have access to documents as deemed necessary.
- 10.5 The information governance framework assists services to meet the requirements of the Data Protection Act, the Freedom of Information Act and other statutory requirements.

REPORT OF CABINET

FULL COUNCIL 15 July 2019

Cabinet Member Communities and Equalities

INTRODUCTION

The Cabinet considered the attached report, strategy and action plan which sets out the partnership approach and priorities to achieving a reduction in crime and anti-social behaviour in Haringey up to 2023.

The Community Safety Strategy is a Policy Framework Strategy, as set out in Part three Section B, paragraph 2 a(iii). It is a constitutional requirement that Full Council approve the Community Safety Strategy. Part 4 Section 2[Developing Budget and Policy Framework] of the Constitution advises that Overview and Scrutiny and Cabinet will develop budget and policy framework proposals and recommend these to full council for adoption.

SUMMARY OF CONSIDERATIONS

We noted that the corporate response was at the heart of the strategy, which considered all of the Council's areas of powers in order to achieve the priorities. This involved considering ways of planning out crime including particular trades and licenses and working with wider partners such as health, education and the police. We agreed the importance of having a civic community response to tackling crime and in particular youth violence was vital.

We considered the six outcome areas to be focused on, in the strategy, and noted the activities to be taken forward, which were as follows:

- Targeting police resources at violent hotspots - this had received a positive reception from the new community borough commander and work was underway to ensure that there was a visible police presence in these areas at key times on the day.
- Stafford Scott would be commissioned to take forward a mediation role with young people potentially involved in gang retribution. A scoping paper was being compiled on this planned role and it was likely that the mediation work would take place at a local community centre.
- Increasing the confidence of young women to report sexual offences. This needed a greater focus on attitudes and behaviour of young men.
- There would be a seminar in the autumn on exploitation and reducing the criminalisation of children.

We acknowledged the concerns from scrutiny panel on current levels of public confidence for the borough tackling crime; this needed to be addressed but there would not be overnight change. Assurance was provided that the Council and

partners were focused on increasing public confidence together with acknowledging the issues behind the survey findings such as the historical negative experiences in the community with stop and search. We noted that there would be themed meetings with officers going through the data, looking at how policy changes have been implemented and communicated across the borough.

We agreed with the ongoing need to tackle anti-social behaviour which was a battle with the reduction of resources. We further agreed the need to reduce re-offending by supporting initiatives that work. We noted that the UK had the worst record in Western Europe on re-offending which demonstrated the urgent need for better support when prisoners were leaving prison. There was some good working initiatives to replicate for offenders leaving prison. We welcomed the Home Office decision to bring the Probation service back in house.

In response to questions from Councillors at the cabinet meeting we noted:

- That there was an issue to tackle with under age sale of alcohol in the borough and its connection to crime. The Assistant Director for Stronger Communities referred to the number of other strategies, including enforcement, which would be contributing to the delivering the priorities of the Community Safety Strategy. There was also a Haringey Stat meeting being organised to explore the impact of alcohol on offending.
- The current national stance on tackling knife crime, which was having more 'stop and search'. We noted that this was not the full answer to this issue and austerity had had an impact on the recent increases of knife crime. At regional level there has some engagement at City Hall and the recommendation from the Scrutiny Panel to meet with the Deputy Mayor for Policing and Crime, as well as with the Head of the Violence Reduction Unit (VRU) at MOPAC would be taken forward.
- In discussion on young people's involvement in crime, that often-young people were drawn into this situation through fear and coercion and there were more ruthless methods at play. We noted how staff in Children's services had been to coastal towns and were seeing these issues, first hand, where young vulnerable people were being targeted. In the main, poverty and ruthless criminals working in more organised crime drove this situation occurring. We noted that it would be useful to refer to the Young People at Risk strategy which focussed on the complex issues around stabbings and the complicated menu of issues at play when these situations occurred.
- That in relation to performance monitoring, the Community Safety Partnership would monitor the strategy on a yearly basis.
- That Scrutiny's input and future review of the strategy was welcome

- That schools had a critical role to play in tackling exclusions .The safety net provided by schools in terms of pastoral support and after school care was suffering following the consistent funding cuts.
- That too many women were imprisoned and this situation had not improved over the last 10 years. There was a link between the care system and people going into care and big impact locally.
- There was a need for properly funded services to support initiatives and there was, currently, not the level of resource funding from the government that was required. There had been a lot of focus enforcement related activities but there equally needed to be prevention services funded by government as ultimately these services would save the local authorities money in the long run.
- Accountability between partners was a strong priority and there was a good culture of challenge. In terms of getting wider trust from the community, this included getting community organisations involved and, crucially, community advocacy working with young people and families and advocating on their behalf, as this will support better outcomes.
- There were monthly monitoring meetings with partners considering current data on criminal activities where ward and area specific issues were looked at.
- The levels of community confidence in policing, and that this was part of the London pattern and not Haringey specific issues. There had also been regional discussion on this. It was also noted that the significant reductions in safer neighbourhood policing and the lack of more visible policing on the street was a factor. The Council and partners would be working hard to address this issue.
- With regards to ensuring achievement of the strategy outcomes, this could only be achieved through a whole system approach with partners to tackle the response.
- That hate crime had to be addressed and at the last meeting with the borough commander there had been consideration of case studies to understand some current issues and challenge the process. The Council were further working with partners in a specific hate crime delivery group police, which included strategic lead and Homes for Haringey and senior police officers.

- The increase in the reporting of crime should not be seen fully in a negative light, as it was important for crimes to be reported so that appropriate resources and focus in a policy area could be taken forward.

WE RECOMMEND TO FULL COUNCIL:

Approval of the Community Safety Strategy 2019-23 attached at Appendix 2, having regard to the Community Safety Strategy Equality Impact Assessment at Appendix 3.

Report for: Cabinet 18th June 2019

Title: Community Safety Strategy 2019-23

Report authorised by : Stephen McDonnell, Director of Environment and Neighbourhoods

Lead Officer: Eubert Malcolm, 0208 489 5520, eubert.malcolm@haringey.gov.uk.

Ward(s) affected: All Wards

**Report for Key/
Non Key Decision:** Key Decision

1. Describe the issue under consideration

1.1 The Community Safety Strategy presents the Community Safety Partnership's approach and priorities to achieving a reduction in crime and anti-social behaviour in Haringey up to 2023.

1.2 The strategy is supported by a comprehensive strategic assessment that draws on data from across the partnership to identify trends, patterns, and drivers relating to crime and anti-social behaviour.

1.3 The strategy is informed by extensive consultation and engagement with partners across the system, with community groups, and with Haringey residents and businesses. The outcomes that the Community Safety Partnership seeks to achieve through the strategy are a reflection both of the data and what we have heard through this engagement activity.

1.4 The Community Safety Strategy is a Policy Framework Strategy, as set out in Part three Section B, paragraph 2 a(iii). It is a constitutional requirement that Full Council approve the Community Safety Strategy. Part 4 Section 2[Developing Budget and Policy Framework] of the Constitution advises that Overview and Scrutiny and Cabinet will develop budget and policy framework proposals and recommend these to full council for adoption. The Overview and Scrutiny Committee have delegated authority to the Environment and Community Safety Scrutiny panel for putting forward comments on this proposed strategy and these are set out at appendix 4.

2. Cabinet Member Introduction

2.1 A fundamental duty for local authorities, working with partners and communities, is to help build safe places where residents can live fulfilling lives without fearing or experiencing crime. Haringey Council is committed to working with the police, public sector partners, voluntary and community groups, and neighbouring boroughs to help make Haringey safe for all residents, businesses, and visitors to the borough. The Community Safety Strategy sets out an ambitious plan to tackle the most pressing issues in our borough including serious violence, violence against women and girls, exploitation, anti-social behaviour, and reoffending, while building public confidence in public services.

We want to celebrate the good work being done in Haringey's communities to keep our borough safe. Youth projects such as Project Future in Northumberland Park, which supports young men on the estate to take positive pathways in their lives; the Multi-Faith Forum, consisting of leaders from Haringey's diverse faith communities committed to increasing community cohesion; and a diverse range of VCS organisations, including our partners in Haringey Community Gold, that work to galvanise communities around local solutions to crime and anti-social behaviour.

We cannot ignore the challenges we face, however. Haringey, like London more widely, has experienced an increase recently in serious youth violence and continues to see far too many robberies, cases of exploitation, and instances where women and girls are victimised. We are dealing with these issues in a severely restrained financial context. We need to work differently with our partners and our communities to have a greater impact with fewer resources.

We value community engagement and we are committed to delivering this strategy in partnership with Haringey's communities. I look forward to taking this work forward in the coming years alongside our partners and Haringey residents.

3. Recommendations

3.1 Cabinet is asked to

- a) Note the comments of the Environment and Community Safety Scrutiny Review Panel at appendix 4.
- b) Note the Community Safety Action Plan attached at Appendix 2

Recommend to Full Council

- c) Approval of the Community Safety Strategy 2019-23 attached at Appendix 1, having regard to the Community Safety Strategy Equality Impact Assessment at Appendix 3.

4. Reasons for decision

- 3.1 Community Safety Partnerships are required under the Crime and Disorder Act to put in place a strategic assessment and strategy. As a partnership document listed in the Constitution, the Community Safety Strategy is reserved for final decision by full Council subject to prior approval by Cabinet.
- 3.2 The Community Safety Strategy 2013-17 was extended to 2019 to allow alignment with the Borough Plan 2019-23. The Community Safety Strategy 2019-23 aligns fully with the Borough Plan, and like the Borough Plan it is a partnership plan that reflects the outcomes that partners and communities across Haringey wish to achieve.
- 3.3 This Community Safety Strategy represents a significant commitment by partners including the Council, Police, Fire, Probation and Health authorities as well as local voluntary groups to working together to improve the lives of Haringey residents.
- 3.4 The Community Safety Partnership has a clear vision: to make Haringey one of the safest boroughs in London. We want Haringey to be a safe borough for everyone who lives and works here and to remain a safe and pleasant environment for all. The Community Safety Strategy provides the partnership with an opportunity to set out how it will achieve that vision by ensuring that:
- Levels of crime and antisocial behaviour are reduced
 - Children, young people, families, vulnerable adults, and residents feel safe in their homes and in public spaces
 - Those committing crime do not continue to reoffend
 - The public has confidence in all members of the Community Safety Partnership, particularly the Police and local authority.
- 3.5 The Community Safety Strategy 2019-23 represents a significant contribution to the collective effort across Haringey to achieve the visions of the People and Place priorities in the Borough Plan 2019-23:
- Place – Stronger, connected communities where together we improve our environment by making it safer, cleaner and greener.
 - People – A Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential
- 3.6 A comprehensive overview of the alignment of the Community Safety Strategy 2019-23 with the Borough Plan 2019-23 is set out in para.7.1.
- 3.7 As well as the high profile issues around serious violence this Strategy also addresses crime, disorder and anti-social behaviour that are less well reported but impact the lives of many people including all forms of violence against women and girls and issues of exploitation including child sexual exploitation, County Lines, extremism and hate crime.
- 3.8 The Community Safety Strategy aims to improve the quality of life in the borough by focussing partnership action on six outcome areas:
1. Violence and high harm crimes
 2. Violence against women and girls
 3. Exploitation (including child sexual exploitation, child criminal exploitation, County Lines, trafficking, extremism, and modern slavery)
 4. Public confidence
 5. Victims of crime and anti-social behaviour
 6. Reoffending

- 3.9 An Action Plan, attached at Appendix 2, sets out the specific actions that community safety partners will take forward in order to address the issues identified in the strategy corresponding to the six outcome areas.

5. Alternative options considered

5.1 Do nothing

- 5.1.1 The Community Safety Strategy is a statutorily required document so this option has been discounted.

6. Background information

- 6.1 Addressing crime and anti-social behaviour is one of the top priorities for Haringey residents. The Haringey Residents Survey 2018 found that:
- When asked in an open response question what makes the biggest difference to quality of life on a day to day basis, safety and security issues were most commonly mentioned (13%)
 - Crime /ASB was the most commonly identified neighbourhood 'dislike' (34%)
 - Although four in five residents said they felt Haringey is a good place to bring up children, the most common reason for saying it wasn't was crime/safety
 - Perceptions of neighbourhood safety during the day are high and are in line with the LGA benchmark. After dark the 69% who feel safe is below the LGA benchmark of 76%. Perceptions of safety are significantly lower in North Tottenham and among groups that are most often victims of hate crimes such as LGBT+ residents, members of minority religious groups, and disabled residents.
- 6.2 The overarching objective of the Community Safety Strategy is to reduce and prevent crime and anti-social behaviour in Haringey, thereby creating a safer borough for residents and businesses, increasing public confidence, and reducing fear of crime. It articulates how the Community Safety Partnership will work together to do this by seeking to address issues relating to the six outcome areas noted in para.3.8. The nature and scale of the issues corresponding to those six areas is detailed in the strategy document, drawing on data from across the Community Safety Partnership as well as the results of engagement and consultation.
- 6.4 It is notable that there is considerable overlap between the six outcome areas due to the complex nature of the issues and the types of crime that this strategy is seeking to address.
- 6.5 We know from extensive engagement with our partners and with parents and young people that there is high demand for action to tackle issues relating to serious youth violence. We have set out our approach to tackling these issues in the Young People at Risk Strategy, which was approved by Cabinet in March 2019. The Community Safety Strategy is in alignment with the Young People at Risk Strategy and the action plans for both are cross-referenced in order to prevent duplication.
- 6.6. Similarly, eliminating violence against women and girls is a priority for the Community Safety Partnership. Accordingly, the Community Safety Strategy aligns fully with the Council's Violence against Women and Girls Strategy 2016-26.
- 6.7. The Community Safety Strategy is being brought forward shortly following several changes in local policing. These include the formation of the North Area Metropolitan Police BCU, which covers Haringey and Enfield; the establishment of the North Area

Violence Reduction Group, which acts as a forum for MPS, LB Enfield, and LB Haringey colleagues to work together to increase community safety; the agreement of the North Area Knife Crime and Serious Violence Plan 2018/19 among community safety partners; and the establishment of the Mayor of London's Violence Reduction Unit. The Community Safety Strategy takes account of these developments and sets out a course of action for the Community Safety Partnership that builds on the potential for these developments to enable positive outcomes for Haringey residents.

- 6.8 The Community Safety Strategy notes that it is being brought forward during a time of considerable financial pressures. Haringey has been successful in securing funds from central and London government to address community safety priorities. Nonetheless, the strategy takes account of the need to need to adapt in order to deliver for Haringey residents in a constrained financial context.

7. Contribution to strategic outcomes

- 7.1 The Community Safety Strategy 2019-23 supports meeting objectives within the People and Place priorities of the Haringey Borough Plan.

- 7.2 In terms of the People priority, the strategy supports the following objectives:
- Children and young people will be physically and mentally healthy and well
 - Children will grow up free from violence and fear of violence in the community wherever they live in the borough
 - Reduce the number of young people entering the criminal justice system
 - Adults will feel physically and mentally healthy and well
 - Caring and cohesive communities which can offer support
 - Levels of violence against women and girls will be significantly reduced

- 7.3 In terms of the Place priority, the strategy supports the following objectives:
- Improve community confidence and reduce the fear of crime using our relationships with partners and communities as well as our physical assets including the built environment and CCTV stock
 - Reduce the number of victims and perpetrators of crime and reduce the serious harm experienced by victims
 - Reduce the number of young people entering the criminal justice system

- 7.4 As noted in paras 6.5 and 6.6, the Community Safety Strategy also aligns with and supports the delivery of the Young People at Risk Strategy and the Violence against Women and Girls Strategy, which have been separately approved by Cabinet.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 Finance

- 8.1.1 There are no direct financial implications arising from the strategy. Subsidiary plans and commissioning decisions will be assessed individually as they arise.

8.2 Procurement

- 8.2.1 There are no direct procurement decisions arising from the strategy. Subsidiary plans and commissioning decisions will be assessed individually as they arise.

8.3 Legal

- 8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report and comments as follows. .
The Community Safety Strategy at Appendix 1 complies with the Community Safety Partnership's statutory duty under section 6 of the Crime and Disorder Act 1998 to formulate and implement a strategy for reducing crime and disorder in the borough .

In accordance with The Local Authorities (Functions and Responsibilities) Regulations 2000 and the Council's Constitution, the Community Safety Strategy is not to be approved solely by the Cabinet but it is part of the Council's policy framework and requires Cabinet approval and adoption by Full Council.

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 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.
- 8.4.2 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.
- 8.4.3 The strategic aim of the Community Safety Strategy is to foster a safer borough. It seeks to do so by tackling specific community safety issues, including violent crime, domestic abuse, exploitation, low public confidence, repeat victimisation, and reoffending.
- 8.4.4 Individuals and groups with protected characteristics are overrepresented among those affected by these issues. For instance, young BAME men are disproportionately affected by violent crime, individuals with disabilities are disproportionately affected by exploitation and repeat victimisation, and women and girls are disproportionately affected by domestic abuse. A full impact assessment of the ways in which the strategy relates to individuals and groups who share protected characteristics has been carried out and is an Appendix to the Strategy.
- 8.4.5 Delivery of the strategy will help the Council and partners to address known inequalities relating to community safety, including overrepresentation of particular groups among victims and perpetrators of crime. In so doing it will ensure the Council meets its Public Sector Equality Duty to have due regard for the need to eliminate discrimination, harassment, and victimisation, and advance equality of opportunity.

9. Use of Appendices

- 9.1 Community Safety Strategy 2019-23 – Appendix 1
9.2 Community Safety Strategy 2019-23 Action Plan – Appendix 2
9.3 Community Safety Strategy Equalities Impact Assessment –Appendix 3
9.4 Comments of Environment and Community safety Scrutiny Panel – to follow – Appendix 4

10. Local Government (Access to Information) Act 1985

- 10.1 None.

Haringey Community Safety Strategy

2019 – 2023

Contents

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- 6. Priorities, Outcomes and Key Activity**
- 7. Implementation and Monitoring**
- 8. Equalities Impact Assessment**

1. Foreword

This Community Safety Strategy represents a significant commitment by partners including the Council, Police, Fire, Probation and Health authorities as well as local voluntary groups to working together to improve the lives of our residents.

We know we face some significant challenges. London has a problem with serious violence, particularly with knife crime. While most people in Haringey are happy with their area as a place to live, crime and anti-social behaviour is the issue that people talk about most when asked what makes them unhappy about living here. We will continue to work together with local people to bring the perpetrators of crime to justice and to divert children, young people, adults, and families away from criminality.

As well as the high profile issues around serious violence this Strategy also addresses crime, disorder and anti-social behaviour that are less well reported but impact the lives of many people including all forms of violence against women and girls and issues of exploitation including child sexual exploitation, County Lines, extremism and hate crime.

Our diverse communities are key partners in helping us tackle crime and disorder. Therefore this Strategy also recognises the importance of addressing fear of crime and increasing public confidence and satisfaction with policing.

We look forward to driving significant improvement in the lives of our residents arising from this plan and will report back annually on our achievements via our annual Strategic Assessment of Crime and Disorder.

Signed:

Councillor Mark Blake

Chief Superintendent Treena Fleming

Cabinet Member for Community Safety

North Area BCU Commander

Joint Chairs of the Community Safety Partnership

2. Introduction: Purpose and scope of the strategy

The Community Safety Partnership has a clear vision: to make Haringey one of the safest boroughs in London. We want Haringey to be a safe borough for everyone who lives and works here; a place with strong, resilient and connected communities where people can lead active and healthy lives in a safe environment. As the borough continues to grow, becomes better connected and continues to be a destination for many Londoners, we will need to ensure Haringey remains a safe and pleasant environment for all. The Community Safety Strategy provides the partnership with an opportunity to set out how it will achieve that vision.

The Crime and Disorder Act 1998, as amended by section 97 and 98 of the Police Reform Act 2002, places a requirement on Community Safety Partnerships (CSP) to develop a Community Safety Strategy. This document sets out how crime, anti-social behaviour and the fear of crime will be reduced and resolved.

In collaboration with all partners Haringey Council has produced a comprehensive strategic assessment. The purpose of the assessment is to understand the trends, patterns and drivers relating to crime and anti-social behaviour so that the partnership can set clear priorities, develop intelligence-led activity and deploy resources effectively. The strategy has been informed to a great extent by this strategic assessment.

In developing this strategy, we have taken account of extensive consultation with residents, community groups, and partners, including most recently that which has supported the development of the Borough Plan and also our Young People at Risk Strategy. This has included a series of partner workshops, community forums and targeted consultation directed at those most at risk of becoming either victims or perpetrators of crime.

Decisions about our priorities have been informed by the findings from our strategic assessment and our consultation. We have consulted/engaged the community, stakeholders and agencies via various methods one of which included the 2018 Resident Survey which captured the views of a representative sample of 1,900 residents, including views relating to the perception crime and disorder in the borough. In addition, reached out to other bodies and sectors of the public for feedback, including:

- Safer Neighbourhood Board (SNB) – Resident and Police led board meeting with the role of scrutinising and holding the borough police to account to promote a high

standard of policing and the reduction of crime.

- Children and young people, through the Godwin Lawson Foundation's report on Youth at Risk as well as further consultation undertaken in schools and youth settings
- Bridge Renewal Trust (BRT) - Provides a collective voice for voluntary and community groups within Haringey.
- Members/Councillors – elected members who work closely with the residents/public, receiving feedback around concerns within the borough.

Our priorities address the types of crime and offending behaviour which most affect residents, businesses and visitors to the area, and which local community safety partners are able to influence, with a focus on the lived experience of children, young people, vulnerable adults and families. Partners have agreed to continue the effective approach of engaging with and strengthening communities by coordinating co-designed preventative and frontline activity. There are many specialist teams and strategies which overlap with this agenda and an important part of the Community Safety Partnership's work is to remain aware of these and co-ordinate activity.

The strategy links with the [Mayor's Policing and Crime Plan 2017 -2021](#) as well as a number of strategies across the partnership. It is a commitment at a time of reduced resources to work together to maximise the impact on work to address safety in the agreed areas of priority; and to provide value for money for residents and businesses. MOPAC has changed the way projects are funded and local authorities are required to work together to develop projects that are cross cutting, innovative, reduce duplication in order to tackle the drivers of crime and safeguard all vulnerable residents. Haringey works closely with our neighbouring authorities and London Councils to achieve this.

MOPAC continues to be the responsible body and funder for Community Safety Partnerships. Haringey will continue to work closely with MOPAC in its capacity as joint deliverers, commissioners and as critical friends. Delivery is supported by the London Crime Reduction Board (LCRB) made up of the Mayor and Deputy Mayor for Policing and Crime, Leaders from three London authorities and the Metropolitan Police Commissioner who acts as an advisor to the group.

3. The Context

National

In March 2016 the Government published a Modern Crime Prevention Strategy. The strategy set out the national approach and activity to prevent crime. The Government states in the strategy that crime has fallen rapidly over the last twenty years despite economic shocks, changes in levels of employment, and evolving behaviours around drug and alcohol use, technology and social norms. It provides a variety of reasons for this sustained fall, but attributes the reduction in large part to better preventative action to stop crimes from happening in the first place. The government view is that where law enforcement, businesses and the public work together on prevention, significant and sustained reductions in certain crimes can be delivered.

The government's approach to crime prevention is based on targeting what the evidence suggests are the six key drivers of crime opportunity, character, effectiveness of the criminal justice system, profit, drugs, and alcohol.

In April 2018 the Home Office launched a national Serious Violence Strategy. This strategy identified changes in the drugs market and set out a range of actions to tackle the issues of County Lines, serious youth violence, and exploitation of vulnerable people.

Regional

MOPAC's Police and Crime Plan for London "A Safer City for All Londoners 2017 - 2021" sets out the Mayor of London's priorities for safety in the capital. These priorities include:

- Commit to tackling violence against women and girls
- Work closely with public and voluntary organisations on developing better support for victims of sexual and domestic violence
- Helping to prevent and detect crime
- Identify the spread of extremism
- Tough knife crime strategy that focuses resources on the city's gangs
- Work closely with local authorities, schools and youth services to develop anti-gang strategies
- Working with community organisations to further youth engagement
- Tougher community payback for those caught with knives
- Improve the experiences of victims of crime
- Zero tolerance approach to hate crime

The Plan includes measures to tackle these issues, reduce crime and disorder in London and improve police services across the city.

MOPAC consulted with local police leaders, Chief Executives and elected Leaders in every Borough and developed a new system of agreeing local priorities that reflect local need. This means that local police teams are focusing on local priorities, backed up by data and evidence and local strategic assessments.

Under this system, each Borough has selected two local priority crimes (non-domestic violence with injury and Robbery –personal property), based on local knowledge, crime data and police intelligence, along with antisocial behaviour (every Borough identified this as an important issue in the consultation).

In addition, crimes that cause high harm to Londoners - sexual violence, domestic abuse, child sexual exploitation, weapon-based crime and hate crime - are mandatory priorities for every Borough, to ensure that the most vulnerable Londoners are protected, right across the city.

All boroughs were informed of a reduction in MOPAC funding by approximately 30% from 2018/19 onwards. Haringey remains one of the higher funded boroughs, reflecting its levels of need but funding has nonetheless reduced. MOPAC also initiated funding for co-commissioned projects for two years from 2018/19. These projects must involve at least three boroughs but in practice are larger sub-regional or pan-London approaches. Haringey has contributed to and benefitted from a number of these projects in the first tranche of commission during 2017/18. Further tranches of commissioning have been promised. They are expected to create innovation, identify gaps, and work effectively with the voluntary sector, joint police areas and health areas.

Under its Strengthening Local Policing Programme MOPAC introduced a functional-based approach to local policing; coupled with merging Borough Commands to create larger, more resilient Basic Command Units (BCUs); improved strategic leadership; and incorporate a focused safeguarding capability integrated with local services. This mean that the Haringey Command Unit merged with Enfield to form the North Area Basic Command Unit.

In September 2018 the Mayor of London announced the establishment of a Violence Reduction Unit, modelled on a similar unit in Glasgow that was successful in driving a reduction in violent crime in the city. The Violence Reduction Unit's mission is to bring together specialists from health, police, local government, probation and community organisations to tackle violent crime and the underlying causes of violent crime. The Mayor has committed to ensuring that the VRU works in an with local communities.

Local Context

Haringey is an exceptionally diverse and fast-changing borough. We have a population of 272,864 (2015 mid-year estimates). This is the 17th most populated

borough in London (out of 33). Almost two-thirds of our population, and over 70% of our young people, are from ethnic minority backgrounds, and over 100 languages are spoken in the borough. Our population is the eighth most ethnically diverse in the country.

The borough ranks among the most deprived in the country with pockets of extreme deprivation in the east. Haringey is the 21st most deprived borough in England and the 7th most deprived in London.

The population of Haringey is growing. Under the 2015 GLA round Strategic Housing Land Availability Assessment population projection method, the population is estimated to reach 286,900 by 2020, an increase of 5.9% from 2015. By 2025, Haringey's population is estimated to reach 300,600, an increase of 10.9% from 2015. Population growth locally is due to higher annual births than annual deaths and net migration gain driven by international migration. The top three countries for new international migrant national insurance number allocations are Romania, Bulgaria and Italy.

Like all local authorities, Haringey has had to transform its services due to reduced government funding. The organisational change required to deliver a new future for Haringey Council is huge and should not be underestimated. Since 2010 government grant funding to Haringey has reduced by £122million, the council's workforce has been reduced by 45% and demand for our services continues to rise. In 2019/20 the council must cut a further £19.6million from the budget. Our partners in the Metropolitan Police, London Fire Brigade, Probation Service and Clinical Commissioning Group and across the public sector all face similar financial challenges.

Haringey's Borough Plan 2019-23 sets out five priorities for the borough. The Community Safety Strategy draws directly from the Borough Plan's Place and People priorities to deliver the outcomes below:

Place Priority:

- A Safer Place
- A Cleaner, Accessible and Attractive Place
- A Healthier, Active and Greener Place
- A Proud, Resilient, Connected and Confident Place

People Priority:

- Best Start in Life: the first few years of every child's life will give them the long-term foundations to thrive
- Happy Childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks, and communities
- Every young person, whatever their background, has a pathway to success in the future

- All adults are able to live healthy and fulfilling lives with dignity, staying active and connected to their communities
- Strong communities where people look out for and care for each other

Linked and cross cutting priorities

The CSP will work closely with partners to address substance use, poor mental health, deprivation, and other drivers of offending. The following strategies seek to address these underlying factors:

- Borough Plan 2019-2023
- Health and Wellbeing Strategy 2015-18
- Young People at Risk Strategy 2019-29
- VAWG Strategy 2016-2026
- North Area BCU Knife Crime and Serious Violence Plan 2018/19
- Economic Development Strategy
- Local Plan 2013-26
- Tottenham Strategic Regeneration Framework
- Housing Strategy 2017-21
- Homelessness Strategy
- Rough Sleeping Strategy

We will commission and co-commission projects that help to prevent crime, working closely with other Boroughs, across departments, and with the voluntary sector and external agencies.

There is no doubt that the challenges we face in Haringey are complex. We are facing significant budgetary challenges, new forms of criminality, and complex regional and national social contexts. Nonetheless we continue to adapt, introducing new service delivery and bringing in new ways of working such as our new joint Command Unit with Enfield. We have brought in over £3m of funding to help deliver our Young People at Risk Strategy. We have decided to invest £4.1m in CCTV to detect and deter crime and increase public confidence. We will continue to find creative ways of meeting new challenges and a commitment to deliver good outcomes for our residents, businesses and those who visit the borough. We have detailed action plans to deliver our six outcomes and will report back on these to the Community Safety Partnership and annually through our Strategic Assessment.

Key Achievements Over the Last Four Years

Some of our achievements which we intend to build on are:

- Multi-agency place-based approach to tackling crime and anti-social behaviour in partnership with communities in Northumberland Park through Operation Marlin
- Establishment of a Partnership Problem-Solving Group with police and community safety partners to enable a joined-up approach to prevention and enforcement
- Securing funding from the Mayor of London to establish Haringey Community Gold, a programme designed to support young people in the borough to stay safe and thrive
- Roll-out of Violence Against Women and Girls training for professionals and practitioners across Haringey
- Establishment of the Exploitation Panel, taking a contextual safeguarding approach to supporting vulnerable young people
- Set up of the North Area Violence Reduction Group, working in partnership with the Metropolitan Police and LB Enfield.
- Agreement and delivery of the London Borough of Haringey and MPS North Area Serious Violence Action Plan
- Allocating £4m to invest in new CCTV systems.

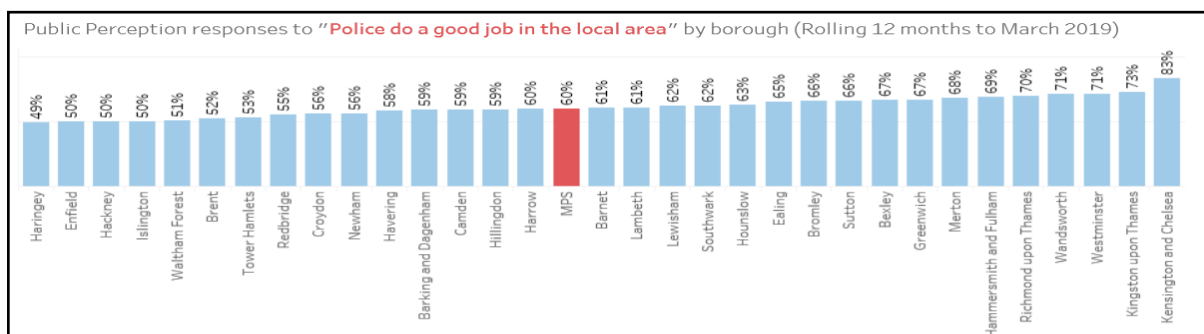
4. Crime in Haringey

The table below shows performance against various crime types and overall crime.

Crime Type	April 2017 - March 2018	April 2018 - March 2019	Haringey Change	London Change
Arson and Criminal Damage	2094	1994	-5%	-7%
Burglary	2468	3321	35%	5%
Drug Offences	1407	1393	-1%	4%
Possession of Weapons	360	324	-10%	-3%
Public Order Offences	1804	1728	-4%	1%
Robbery	1878	1991	6%	4%
Sexual Offences	671	808	20%	2%
Other Sexual Offences	390	429	10%	1%
Rape	281	379	35%	5%

Theft	7593	6862	-10%	3%
Vehicle Offences	4271	5077	19%	10%
Theft from a Motor Vehicle	2632	3287	25%	14%
Theft or Taking of a Motor Vehicle	1086	1180	9%	0%
Violence Against the Person	7668	7872	3%	7%
Homicide	8	5	-38%	-25%
Violence with Injury	3187	2976	-7%	1%
Violence without Injury	4473	4891	9%	11%
Domestic Abuse VWI	1015	976	-4%	1%
Gun Crime Lethal Barrelled Discharged	47	32	-32%	-3%
Knife Crime	794	764	-4%	1%
Knife Crime With Injury	229	179	-22%	-9%
Grand Total (including other miscellaneous crime types)	30555	31751	4%	4%

Confidence in policing and authorities generally remains an issue for our residents.



MOPAC has identified the following priorities for Haringey for 2017-21:

- High harm crimes: Sexual Violence, Domestic Abuse, Child Sexual Exploitation (CSE), Weapon Based Crime, Hate Crime

- Anti-Social Behaviour
- Robbery
- Non-Domestic Violence with Injury

An in-depth strategic assessment is carried out annually and brings together a broad range of information about crime and disorder in the borough. While analysis of data takes place throughout the year and is intelligence led, this annual snapshot provides an opportunity for the Community Safety Partnership to enrich its understanding of the key issues, the connections between these, and the underlying causes. The aim is to enable the partnership to target its activities effectively through shared information and agreed outcomes.

The annual [Strategic Assessment 2017-18](#) provides an overview of crime, disorder and anti-social behavior (ASB) in the borough. Total notifiable offences recorded by Metropolitan Police in Haringey increased by 25% over the past five years (6,054 more offences) and by 7% over the past 12 months (2,096 more offences). London overall, saw an 8% increase in 2017/18. The Strategic Assessment shows that the key focus for Haringey should be serious youth violence reduction, including knife crime, firearms and gang related activities, vulnerability and all forms of exploitation. The full strategic assessment is at https://www.haringey.gov.uk/sites/haringeygovuk/files/haringey_strategic_assessment_2017-18_final_-_redacted.pdf

5. Vision

The vision and priorities have been guided by the findings of the strategic assessment 2017/18, by workshops held since November 2016, and by engagement undertaken in the course of developing the Haringey Borough Plan and the Young People at Risk Strategy.

Community Safety Partnership Vision: To make Haringey one of the safest boroughs in London.

In order to achieve this vision we will ensure that:

- Levels of crime and antisocial behaviour are reduced
- Children, young people, families, vulnerable adults, and residents feel safe in their homes and in public spaces
- Those committing crime do not continue to reoffend
- The public has confidence in all members of the Community Safety Partnership, particularly the Police and local authority.

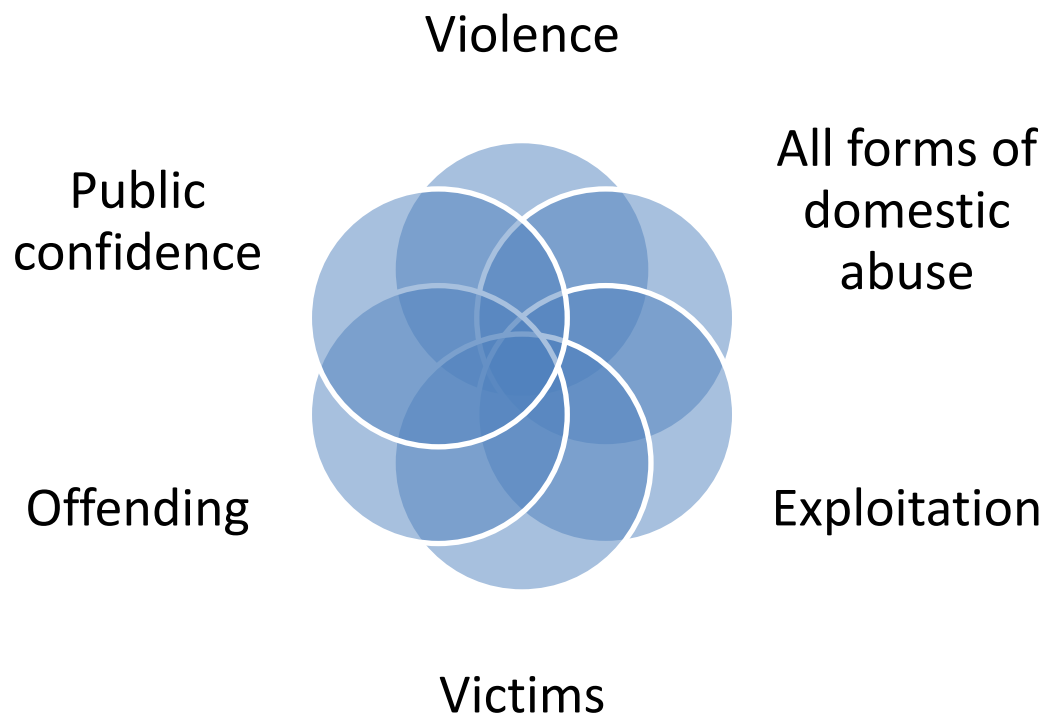
Partners will be guided by the following set of principles which will underpin our approach to delivery over the next four years:

- Robust risk management.
- Open and timely sharing of data and information.
- An early approach to intervention and prevention.
- Safeguarding of both adults and children.
- The Mental Health Framework.
- Designing out crime through social and physical place-shaping.
- Co-commissioning of projects with other authorities to ensure the best possible outcomes for residents of Haringey
- Ensuring Value for Money, integrated services, and reduced duplication.
- High quality evaluation.

6. Priorities, Outcomes and Activity

There is considerable overlap between each of the six outcomes due to the complex nature of the issues and the types of crime that the strategy is seeking to address. Where particular issues or types of crime may be considered to cross over more than one outcome, they are restricted to one in this strategy for clarity.

- Child sexual exploitation (CSE) is dealt with under Outcome 3, which deals with exploitation. However, work under Outcomes 1 and 2 will also help to tackle CSE.
- Domestic and sexual violence will be addressed primarily under Outcome 2, but work to tackle high harm crimes under Outcome 1 will also overlap with the work to prevent these types of crime.
- Victims of crime and exploitation are primarily considered under Outcome 5, though meeting the needs of victims is an underlying principle that the partnership will embed in all of its work across the six outcomes.
- Reoffending will be considered exclusively under Outcome 6, though there are overlaps with Outcomes 1, 2, and 3.
- Hate crime is considered under Outcome 3, but there is considerable overlap with Outcome 2 in terms of hate crime perpetrated against women and with Outcome 1 where hate crime takes the form of violent crime.



Outcome One: Violence – Reduce High Harm Crimes	
<p>Why this is a priority:</p> <p>Violence is on the increase in Haringey. It is concentrated in areas of the borough with multiple socio-economic challenges, including higher levels of deprivation and it affects all communities. MOPAC have also highlighted this as an issue across London.</p> <p>What we know about Haringey:</p> <ul style="list-style-type: none"> • Haringey is currently 8th highest in London for Violence with injury. • 80% of offences related to knife crimes are classified in the most serious categories of GBH or murder, Haringey is slightly above the London Average of 77%. • 8 out of 10 serious youth violence offences are committed by males. • 65% of SYV offenders (according to Police categorisations) are African-Caribbean. • Total knife crime has reduced by 8% in the past year (29 fewer offences) • Haringey has experienced an increase of +45% in hate crime in the past 12 months. Haringey has seen a particularly notable increase in homophobic hate crime. Hate crime has significant implications for affected communities and individuals, who are known to suffer more serious harm than a victim of a similar, non-targeted offence. 	<p>What we plan to do:</p> <p>Reduce high harm crimes, including:</p> <ul style="list-style-type: none"> • Serious youth violence • Gang-related offending • Weapon-enabled crime • Robbery • Non-Domestic violence with injury • Violence against women and girls • Hate crime <p>Actions the Community Safety Partnership will take forward are set out in the appended Action Plan.</p> <p>Delivery Mechanisms</p> <ul style="list-style-type: none"> • The Young People at Risk Action Plan 2019-23 • Hate Crime Delivery Group, to drive multi-agency work and deliver improvements in the prevention and handling of instances of hate crime • The Integrated Gangs Unit, to provide and co-ordinate the tactical approach to enforcement and early intervention, delivered in partnership with a focus on 8-25 year-olds • MOPAC Co-Commissioned Pan-London Services, such as the Advance Minerva (Female wraparound Services), and the Response and Rescue Service (CSE and County Lines interventions) • London Crime Prevention Funding 2019-2021, to effectively target resources across to address issues impacting the borough • The North Area Violence Reduction Delivery Group,

	<p>working with colleagues in LB Enfield.</p> <ul style="list-style-type: none">• The MOPAC Violence Reduction Unit, to enhance local provision and expertise. <p>The outcomes will include:</p> <ul style="list-style-type: none">• Reduced number of Non-Domestic Violence with Injury offences• Reduced number of robbery offences• Fewer knife injury victims• Reduced number of offences related to the nighttime economy• Reduced number of weapon-enabled offences• Reduced number of victims of serious youth violence
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Outcome Two:

All forms of domestic abuse and wider forms of violence against women and girls

Why this is a priority:

The Haringey Borough Plan sets out our commitment to ensuring that levels of violence against women and girls are significantly reduced and to fostering caring and cohesive communities.

What we know about Haringey

- The incidence and rate of domestic abuse with injury is higher in Haringey than the London average. In 2017/18 Haringey had the second highest rate of all London boroughs (46.9 per 10,000 residents), and the fourth largest number of incidents (1,018).
- Over two-thirds of all reported domestic violence occurs in the East of the borough.
- Haringey is consistently among the top ten highest volume of repeat domestic abuse victims in London
- We have 38 recorded cases of FGM and so-called 'honour-based' violence but we believe this is under-reported.
- There was a **20% increase in** sexual offences across Haringey in the year to March 2019 compared to the previous year.

What we plan to do:

- Work with the Health and Wellbeing Board to deliver the Violence Against Women and Girls Strategy to reduce Domestic Abuse, Sexual Violence, and Child Sexual exploitation.
- Improve on our limited data on "hidden" strands of domestic abuse, including Female Genital Mutilation (FGM), and Honour Based Violence.

Actions the Community Partnership will take forward are set out in the appended Action Plan

Delivery Mechanisms

- VAWG Action Plan
- Young People at Risk Action Plan

The outcomes will include:

- Reduced domestic abuse: violence with injury
- Reduced number of sexual offences
- Reduced number of repeat female victims
- Increased number of professionals trained to recognize and respond to VAWG
- Increased number of women accessing support services

<p>Outcome Three:</p> <p>Exploitation (including CSE, Child Criminal Exploitation, County Lines, Trafficking, Extremism, and Modern Slavery)</p>	
<p>Why this is a priority:</p> <ul style="list-style-type: none"> • Qualitative information on gangs, CSE, County Lines, and modern slavery suggests that exploitation is a widespread cross-border issue that affects a significant number of vulnerable children, families, and adults in Haringey. • Each Local Authority has a statutory duty to prevent people from being drawn into extremism. Our implementation of the Prevent strategy recognises the need to provide people with safeguarding and support before any crime is committed. <p>What we know about Haringey:</p> <ul style="list-style-type: none"> • Haringey accounts for 4% of the London total sexual offences with a child victim (slightly higher than the London average of 3%). • CSE offences have low sanction detection rates in Haringey, approximately 10% compared to 17% for London. • A number of children missing from Haringey are suspected of being involved in county lines criminality during missing episodes. • Haringey has experienced an increase of +45% in hate crime in the past 12 months. Haringey has seen a particularly notable increase in homophobic hate crime. Hate crime has significant 	<p>What we plan to do:</p> <ul style="list-style-type: none"> • Engage with young people and parents to better understand and address issues and concerns and work with them to design and deliver services that will make a difference. • Provide youth services that help young people feel safe and confident, build healthy relationships, and raise their aspirations for their futures. • Actively secure external funds to support initiatives that help young people to flourish • Pursue innovative work to improve young people’s first contact with police officers, including stop and search • Carry out statutory safeguarding duties for adults through the Multi-Agency Safeguarding Adults Board, and children through the Multi-Agency Safeguarding Hub • Undertake preventative and proactive work to support those subjected to modern slavery/ human trafficking/forced labour/criminal exploitation/ domestic servitude and continue to raise public awareness • Make sure all agencies are operating to the same risk rating levels. • Work across the partnership to ensure the criminal justice system works swiftly to secure convictions against perpetrators of exploitation. • Develop a stronger multi-agency response to hate crime, focusing on prevention and victim support

<p>implications for affected communities and individuals, who are known to suffer more serious harm than a victim of a similar, non-targeted offence.</p>	<ul style="list-style-type: none"> • Tackle extremism through our discharge of the Prevent duty in order to ensure no community feels threatened. • Work with all communities across the borough to ensure that everyone has the language to describe, and has an understanding about, what healthy relationships are and ensure that there is no tolerance of exploitation in Haringey. <p>Actions the Community Partnership will take forward are set out in the appended Action Plan.</p> <p>Delivery Mechanisms</p> <ul style="list-style-type: none"> • Haringey Exploitation Panel, which takes a contextual safeguarding approach to vulnerable young people • Channel Panel, which deals with individuals at risk of radicalization • Rescue and Response Service • Team around the School, focused on solutions and intervention at the earliest point • Hate Crime Delivery Group • Integrated Gangs Unit <p>The outcomes will include:</p> <ul style="list-style-type: none"> • Greater awareness of extremism, radicalization, and referral pathways within statutory partners and community groups • Improved reporting of Hate Crime offences in comparison with London averages • Increased percentage of Prevent referrals who engage with the offer • Increased percentage of residents agreeing their local area is a place where people from different backgrounds get on well together
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	<ul style="list-style-type: none">• More sophisticated data and intelligence on exploitation and associated issues.• Increase in CSE sanction detection rates• Increase in Child Criminal Exploitation sanction detection rates
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<p>Outcome four:</p> <p>Public Confidence.</p>	
<p>Why this is a priority:</p> <p>A lack of confidence in authorities in the community can jeopardise safety and community cohesion. Reluctance to report incidents to police or to act as a witness can perpetuate cycles of violence in the community. At a national level, when the public's trust in government and its elected officials goes down, violence goes up. Community confidence levels remain low, particularly in the North and East of the borough.</p> <p>What we know about Haringey:</p> <ul style="list-style-type: none"> • Data for September 2018 from MOPAC's Public Voice Dashboard indicates a low level of trust in the police among the wider community. The indicator shows that 49% of Haringey residents believe that the police do a good job in the local area, compared to the London-wide average of 64%. This is the lowest level in London. • Haringey Council's 2018 Residents Survey found that 15% of residents say they feel unsafe when outside in their local area after dark. Residents of North Tottenham (49%) and West Green & Bruce Grove (24%) are most likely to say they feel unsafe after dark. • The Godwin Lawson Foundation report on Youth at Risk found that many young people view reporting 	<p>What we plan to do:</p> <ul style="list-style-type: none"> • Continue to empower faith leaders and religious communities to address key neighbourhood issues. • Use the Community Safety Partnership to actively work with partners in statutory, community, voluntary and business sectors to promote community resilience and confidence. • Support and challenge all partners to hold each other to account where confidence is low and to establish stronger relationships with our local communities, especially young people in how we work together in reducing crime and improve confidence. • Work across the partnership to ensure the criminal justice system works swiftly to secure convictions against perpetrators of crime. • Work with neighbouring boroughs and partners to secure funding for confidence building measures across borough boundaries. • Work with local communities to co-design solutions to local issues. <p>Delivery Mechanisms</p> <ul style="list-style-type: none"> • Community Safety Partnership • Partnership Problem-Solving Group • Young People at Risk Action Plan <p>The outcomes will include:</p> <ul style="list-style-type: none"> • Increased percentage of residents who agree the police do

<p>an incident to the police as representing a risk to their own safety and their standing among their peers.</p>	<p>a good job in their local area</p> <ul style="list-style-type: none">• Increased percentage of residents feeling very safe or fairly safe when outside in the local area during the daytime/after dark
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<p>Outcome Five:</p> <p>Victims</p>	
<p>Why this is a priority:</p> <ul style="list-style-type: none"> ▪ Haringey currently has the 6th highest volume of repeat victims (across all crime types) of all London boroughs <p>What we know about Haringey:</p> <ul style="list-style-type: none"> ▪ Women and girls living in Haringey are disproportionately likely to be repeat victims of VAWG, compared to the female population of London. 26.6% of domestic abuse victims in Haringey experienced more than one incident in the past 12 months (London 25.1%) ▪ ASB calls to Haringey Anti-Social Behaviour Action Team (ASBAT) and Police combined total approx. 10,000 per year 	<p>What we plan to do:</p> <ul style="list-style-type: none"> • Ensure the victims of crime are fully supported • Work to address the vulnerabilities that may otherwise lead individuals to become repeat victims • Develop appropriate restorative justice approaches to hold perpetrators to account and meet the needs of victims (not for VAWG offences). • Facilitate and upskill build the capacity of organisations supporting victims and survivors. <p>Delivery Mechanisms</p> <ul style="list-style-type: none"> • VAWG Action Plan • Young People at Risk Action Plan • Victim Support Service • IDVA Service <p>The outcomes will include:</p> <ul style="list-style-type: none"> • Fewer victims of all crime types • Fewer repeat victims across all crime types • Lower proportion of all victims who are repeat victims • Fewer ASB calls to Haringey Anti-Social Behaviour Action Team

Outcome six: Reoffending	
<p>Why this is a priority:</p> <p>Prolific offenders continue to commit a high proportion of the total volume of crime in the borough. Reducing reoffending is critical in order to reduce crime levels overall.</p> <p>What we know about Haringey:</p> <ul style="list-style-type: none"> ▪ The highest numbers of offenders live in Northumberland Park (10%), Tottenham Green (8%), Bruce Grove (8%), Tottenham Hale (8%) and Noel Park (7%) wards. ▪ Common offences committed by most prolific offenders include burglary, theft from motor vehicle and theft. ▪ Known prolific offenders have in excess of 70 previous convictions and continue to actively offend. ▪ The top 1% prolific offenders are responsible for 4% of all crime in Haringey. ▪ The top 10% prolific offenders are responsible for 20% of all crime in Haringey. ▪ 26% of Haringey offenders cited alcohol as a direct link to their criminality, compared to 33% for London. ▪ 32% of Haringey offenders cited drugs as a direct link to their criminality, compared to 37% for London. 	<p>What we plan to do:</p> <ul style="list-style-type: none"> • Use the full range of tools available to prevent offending and re-offending. • Stop reoffending by providing support that is proven to work. • Review the effectiveness of our current Integrated Offender Management (IOM) model. • Develop intelligence and joint working opportunities with other local authorities • Tackle crime hotspots through effective partnership tasking • Design out crime in the public realm • Work with local business and residents to reduce their vulnerability to crime • Address the underlying needs of repeat offenders through positive and proactive multi-disciplinary interventions • Prevent young people becoming involved in crime and reduce the likelihood of inter-generational criminality. <p>Delivery Mechanisms</p> <ul style="list-style-type: none"> • Young People at Risk Action Plan • Integrated Offender Management Service • Integrated Gangs Unit • Partnership Problem Solving Group • Advance Minerva • From the Inside Out • Drug Intervention Programme <p>The outcomes will include:</p> <ul style="list-style-type: none"> • Reduced volume of acquisitive reoffending • Reduced volume of violent

	<p>reoffending</p> <ul style="list-style-type: none">• Improved targeting of enhanced interventions to reduce criminogenic needs.• Increased number of successful DIP interventions• Reduced number of first time entrants to the youth justice system• Reduced number of females entering the criminal justice system• Reduced number of young black men entering the criminal justice system
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7. Implementation and Monitoring

The delivery plan will be monitored annually and all relevant indicators will be overseen quarterly by the Commissioning and Client Management Team, reporting to the CSP

8. Equalities Impact Assessment (EQiA)

A full equality impact assessment has been carried out. The Community Safety Strategy will have a positive impact on protected groups. The assessment is at the annex.

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 between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

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	Community Safety Strategy
Service area	Council-wide
Officer completing assessment	Ian Kershaw/Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	July 2019
Director/Assistant Director	Eubert Malcolm, Assistant Director for Stronger Communities

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 assessment is of the Borough's new Community Safety Strategy 2019-2023. Community Safety Partnerships are required under the Crime and Disorder Act to put in place an annual strategic assessment and strategy.

The Strategy sets out how the Community Safety Partnership (CSP), comprised of the Council, Police, Fire, Probation and Health authorities plus other local stakeholders, will work together collectively to prevent and reduce crime, anti-social behaviour, substance misuse and re-offending in collaboration with statutory partners and key stakeholders.

Outcome areas that the strategy addresses are violence against women and girls, serious violence (where young black men are disproportionately represented), Exploitation including Child Sexual exploitation, County Lines and Prevent (Tackling Radicalisation and Extremism); victims; offenders; and public confidence. The strategy recognises that fear of crime and confidence in policing vary by protected group and also geographically across the borough. There is a strong correlation between deprivation and confidence, with confidence in Policing being lower in areas of highest deprivation.

All Haringey residents, but particularly residents who are more likely to be affected by crime or antisocial behaviour, will be affected by the strategy.

The strategy is being presented to Cabinet in February 2019.

The strategy is underpinned by a number of other plans and strategies that will have their own EQIAs. Specifically it references the following:

- [Health and Wellbeing Strategy 2015-18 - Summary Version](#)
- [Health and Wellbeing Strategy 2015-18 \(PDF, 8MB\)](#)
- [Borough Plan 2019-2023](#)
- [MOPAC Knife Crime Strategy June 2017](#)
- [Early Prevention Strategy](#)
- [VAWG Strategy 2016-2026](#)
- [Youth at Risk Strategy](#)
- [Economic Development and Growth Strategy](#)
- [A 20 year plan for Tottenham](#)

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	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community	N/A

	Safety Partnership Strategic Assessment.	
Gender Reassignment	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Age	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Disability	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Race & Ethnicity	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Sexual Orientation	Police crime reports, third party reporting, resident consultation, 2011 census, ONS Integrated Household Survey	N/A
Religion or Belief (or No Belief)	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Pregnancy & Maternity	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment, NHS.	N/A
Marriage and Civil Partnership	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	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 Strategy aims to improve outcomes for all groups by reducing crime and anti-social behaviour and the fear of crime. The strategy recognises that different groups have different experiences of crime and the fear of crime.

Sex

There is a relatively equal gender split in Haringey, just over half of the population is female (50.5%), in line with England and London.

Women comprise 47% of victims of all crime in Haringey and 17% of suspects, indicating underrepresentation relative to the borough population. However:

- Women comprise the vast majority of victims of sexual offences, of which there were 642 in Haringey in the year to February 2018, with offences spread through the entire borough but clustering towards the East
- Women comprise the majority of victims of domestic violence, of whom there were 1,017 in the year to February 2018
- Women comprise the totality of victims of female genital mutilation (FGM).

More than 8 out of 10 (83%) of suspects are male, with only 17% being described as female.

Girls with gang links is an emerging, but hidden issue with hidden harms. Current knowledge of the issue is limited, with most intelligence being generated following arrests of young girls. Girls are known to be used to run County Lines, as young people believe they are less likely to be stopped by police. The most common age of these girls ranges between 13 to 18. Approximately a dozen young girls are known to the Haringey Missing/CSE Girls & Gangs Panel, but this is believed to be a small proportion of the true number.

Fear of crime is higher among women than among men. The Haringey Residents Survey found that 19% of women felt unsafe when outside in their local area after dark, compared to 11% of men.

Gender Reassignment

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to gender reassignment. The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who identify as a different gender to the one they were assigned at birth. However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

Age

Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England).

The largest age group of victims were between 25 and 34 years, forming 28% of all victims (13% female, 15% male). 35 to 44 year olds were the second largest group, followed by 16 to 24 year olds. Younger residents appear to be overrepresented among victims of crime.

Young people are known to be disproportionately impacted by certain forms of crime.

- During 2017-18, 137 reports were recorded by the Metropolitan Police in Haringey with a Child Sexual Exploitation (CSE) flag. The peak age of victims was 14 to 15 years, with a number of victims also aged 16.
- There were 347 victims of serious youth violence in Haringey in the year to September 2018. This consists of a combination of robbery and violence, with victims aged 10 to 19. The age profile of SYV suspects, according to reports to police, show that the highest proportion of offenders are aged between 15 and 18, with particular peaks at ages 16 and 18.
- In 2017/18 there were 83 knife injury victims in Haringey aged under 25.

- Young people are known to be vulnerable to recruitment into and exploitation within County Lines operations

The largest group of suspects in Haringey in 2017/18 were described as being aged between 16 and 24 years old, forming almost 1 in 3 of all suspects. The next largest suspect group was described as being aged between 25 and 34 years old (28%), followed by 35 to 44 year olds (17%).

Fear of crime is disproportionately high among older people. The Haringey Residents Survey found that 55% of residents aged 75+ felt safe outside in their local area after dark, compared to an overall borough average of 69%.

Disability

There is no universal definition of disability. Here we use the Census data on long term health problem or disability and self-reported health as a proxies. This shows that 14% of residents have a long term health problem that limits their day to day activity, lower than England but in line with London.

Some individuals are specifically targeted as victims of crime on the basis of prejudice relating to disability. In the year to December 2017 Haringey recorded 14 instances of disability hate crime. Moreover, individuals with long-term conditions and disabilities are known to be more vulnerable to exploitation within County lines operations.

Fear of crime is higher among residents with long-term illnesses and disabilities. Perceptions of safety after dark for these Haringey residents stand at 49% compared to the Haringey average of 69%.

Race and Ethnicity

Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England and 55% in London.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to race. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime.

Crime in Haringey is more prevalent in local areas with higher BAME populations. Notably, relatively high levels of offences have been recorded in Noel Park, Northumberland Park, Tottenham Hale, Tottenham Green, and Bruce Grove wards, in which BAME residents form a larger proportion of the population relative to the Haringey and London averages.

According to police categorisations, the most common ethnicity of victims is White North European (IC1), forming 46% of all victims. This is followed by Black (IC3) victims (27%) and White South European (IC2) (16%). This indicates that Black residents are over-represented among victims, relative to the proportion of Black Haringey residents (19%).

According to police categorisations, the most common ethnicity of suspects was Black (IC3), forming 48% of all suspect descriptions. This is followed by White North European (IC1), forming 32% of all suspects and White South European (IC2) forming 13%. This indicates that Black residents are over-represented among suspects, relative to the proportion of Black Haringey residents (19%).

During 2017-18, 137 reports were recorded by the Metropolitan Police in Haringey with a Child Sexual Exploitation (CSE) flag. The largest victim group was listed according to Police classifications as 'Afro-Caribbean' (42%), followed by 'White European' (32%). This indicates that young people from BAME communities are over-represented among victims of CSE.

Some groups are disproportionately represented in the criminal justice system. Young black African and Afro-Caribbean men are particularly likely to be over-represented in our criminal

justice system.

Fear of crime is highest among residents from White Other, Asian, and Black communities, with perceptions of safety after dark ranging from 62 to 64% compared to a Haringey average of 69%.

Overall satisfaction within the BAME community with the service provided by the police stands at 71%. This compares to 73% for the white community in Haringey

Sexual Orientation

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to sexual orientation. In the year to December 2017, Haringey recorded 94 instances of homophobic hate crime

Religion or Belief

Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to religion. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime. 37 instances were recorded as anti-Semitic hate crime and 52 were recorded as islamophobic hate crime

Fear of crime is higher among religious minority groups than the Haringey average. 53% of Muslim residents, and 64% of Jewish and Hindu residents feel safe outside in their local area after dark, compared to a borough average of 69%.

Pregnancy and Maternity

The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who are pregnant or care for small children. NHS guidance notes that pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth.

However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

Marriage and Civil Partnership

Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

The council does not have local data regarding levels of victimisation or fear of crime among individuals who are married or in a civil partnership. However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

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 EqlA guidance

At an overarching level the community safety strategy is informed by quarterly telephone surveys carried out by the Metropolitan Police Service that measure the confidence and satisfaction of residents; by recorded Police crime statistics; and by Council surveys that measure residents' fear of crime and satisfaction with their neighbourhood. This data can be broken down by age, ethnicity, gender, religion, sexuality and disability.

Additionally the strategy is supported by various plans and strategies as listed above. We have and will continue to undertake bespoke consultation to inform this work. For example we commissioned the Godwin Lawson Foundation to carry out consultation with young people at risk of becoming either victims or perpetrators of serious violent crime, interviewing young people from the youth offending service, looked after, through our gang exit projects, our youth projects and our Youth Council.

The strategy has been further informed by an extensive range of partnership events and community forums supporting its development and the development of the Council's Borough Plan.

Our annual surveys and [statutory strategic assessment](#) will continue. We have established engagement mechanisms and user groups beyond the statutory Community Safety Partnership to inform the development of our work.

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?

Our consultation has specifically informed the selection of our outcome areas for the strategy. By focussing on the following outcomes we will address both the crime and the fear of crime but also the underlying risk factors that contribute to the disproportionate prevalence of some of the protected groups as both victims and/or perpetrators of crime:

- Reducing high harm violent crime;
- Reducing all forms of domestic abuse and violence against women and girls;
- Tackling exploitation including child sexual exploitation, County Lines and Prevent;
- Reducing fear of crime and increasing public confidence;
- Reducing the number of repeat victims; and
- Reducing the number of repeat offences

For example the consultation we commissioned to inform our work on serious violent crime, which is culminating in our Young People at Risk Strategy, highlighted the differential experience of young black men not only as victims and perpetrators but also in exhibiting risk factors that correlate with the likelihood of becoming victims and/or perpetrators. Consequently our Young People at Risk Strategy will look to address the high prevalence of young black boys who experience risk factors such as permanent exclusion from school.

We understand from our consultation violence against women and girls can take place regardless of gender, class, income levels, ethnicity, faith, ability, sexuality or age although some

people are at greater risk of some of the forms of violence including disabled women, young women, LGBT women and men and older women. Our strategy recognises and addresses this disproportionality.

We understand from our consultation that different communities and groups have differing experience of and fear of crime and ASB. We know that young men are the most likely to become a victim of crime but that fear of crime is higher among women and older people. We know that confidence in policing is lower among black African and Afro-Caribbean communities and in areas of greater deprivation. Our strategy will have greater focus in these areas.

In seeking to reduce repeat victims and repeat offending we will address the disproportionate way in which some groups are over-represented in these categories.

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)*

Our data analysis indicates that women and girls are over-represented among victims of certain forms of crime, including sexual offences, CSE, FGM, and domestic abuse. One of the priority outcomes of the Community Safety Strategy is to reduce violence against women and girls in all forms. The delivery of the strategy can therefore be anticipated to have a positive outcome in relation to this protected characteristic.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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 Community Safety Strategy sets out to tackle all forms of hate crime. While we do not have local data regarding transphobic hate crime, a focus on hate crime can be reasonably expected to positively impact residents who identify as a gender different to the one they were assigned at birth.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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)*

Our data analysis indicates that young people are disproportionately represented among victims and suspects of certain forms of crime, most notably violent crime. Tackling violent crime is a primary outcome of the Community Safety Strategy, and it can therefore be expected to have a positive impact on children and young people in this respect.

The Community Safety Strategy also sets out to tackle exploitation in Haringey. Young people are known to be particularly vulnerable to exploitation, for instance through CSE and County Lines operations. Addressing these issues will have a positive impact on children and young people.

The Community Safety Strategy aims to reduce fear of crime. Our data analysis indicates that this disproportionately felt by older people, and so the strategy can be expected to have a positive impact in this respect.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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)*

The Community Safety Strategy aims to tackle all forms of hate crime, which individuals with disabilities are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy aims to increase perceptions of safety, which are lower on average among disabled individuals than the borough average according to survey data. It will have a positive impact in this regard.

Positive	X	Negative		Neutral impact		Unknown Impact	
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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)*

Our data analysis indicates that BAME individuals, and individuals from Black communities in particular, are over-represented among both victims and suspects of crime in Haringey as well as the residents of communities most affected by crime and anti-social behaviour. Young black people are also known to be particularly over-represented among victims of violent crime and exploitation. The Community Safety Strategy aims to reduce crime, tackle exploitation, and prevent victimisation, and so it can be expected that it will have a positive impact with regard to this protected characteristic.

The Community Safety Strategy aims to increase confidence in policing and increase perceptions of safety, both of which are lower among BAME communities according to survey data.

The Community Safety Strategy aims to tackle all forms of hate crime, which BAME individuals and groups are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

Positive	X	Negative		Neutral impact		Unknown Impact	
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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)*

The Community Safety Strategy aims to tackle all forms of hate crime, which LGBT individuals and groups are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy also aims to tackle all forms of violence against women and girls. LGBT groups are disproportionately represented among victims of this form of crime and so the strategy can be expected to have a positive impact.

Positive	X	Negative		Neutral impact		Unknown Impact	
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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)*

The Community Safety Strategy aims to tackle all forms of hate crime, which individuals and groups from religious minorities and faiths including Judaism and Islam are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy aims to increase perceptions of safety, which are lower among minority religious communities according to survey data. It will have a positive impact in this regard.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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 Community Safety Strategy aims to tackle violence against women and girls. Pregnancy and maternity increase women's risk of being victims of violence, and so it will have a positive impact in this regard.

Positive	x	Negative		Neutral impact		Unknown Impact	
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9. Marriage and 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	
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10. Groups that cross two or more equality strands e.g. young black women

The cross cutting nature of the Community Safety Strategy means it will be positively supporting many groups that cross two or more equality strands. Where this occurs it will be addressed within distinct strategies or the supporting action plan. For example our work on serious violence has directly led to the formulation of our Young People at Risk Strategy. A key area of focus of that strategy is the various risk factors that increase the likelihood of becoming either a victim

and/or perpetrator of serious violence. We are aware that young black men are disproportionately represented in this cohort.

Particular groups who have been identified as being more vulnerable to becoming victims of crime include:

- Young black men (violent crime)
- Young women (CSE, FGM, sexual offences, and other forms of exploitation)
- BAME individuals from minority religious communities (hate crime)

Particular groups who have been identified as having a disproportionately high fear of crime include:

- Older women
- BAME women
- Women with disabilities
- BAME individuals from minority religious communities
- Women from minority religious communities
- Older people from minority religious communities
- Older people with disabilities
- BAME individuals with disabilities

The priority outcomes in the Community Safety Strategy to reduce crime, reduce violence against women and girls, tackle exploitation, and reduce fear of crime will help address these disproportionalities.

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 relevant protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a relevant 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 relevant protected characteristic and those who do not?**

For all the reasons set out above we anticipate that the community Safety Strategy will have a positive impact on protected groups. We will monitor this through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.

We do not anticipate that there will be any direct or indirect discrimination for any group, the Strategy will help advance equality of opportunity by helping to ensure that all residents are able to live in Haringey without fear or experience of crime, and it will help foster good relations between groups by increasing perceptions of safety among all groups and thereby facilitating greater community cohesion.

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 EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>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.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> 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 relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Not applicable	Not applicable	Not applicable	Not applicable

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.

Not applicable

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

We will monitor the success of our strategy and its positive equalities impact through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.

7. Authorisation

EqlA approved by (Assistant Director/ Director)	Date
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8. Publication
Please ensure the completed EqlA is published in accordance with the Council's policy.

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Please contact the Policy & Strategy Team for any feedback on the EqlA 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 the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

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 protected 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	Community Safety Strategy
Service area	Council-wide
Officer completing assessment	Ian Kershaw/Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	June 2019
Director/Assistant Director	Stephen McDonnell, Director for Environment and Neighbourhoods

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 assessment is of the Borough's new Community Safety Strategy 2019-2023. Community Safety Partnerships are required under the Crime and Disorder Act to put in place an annual strategic assessment and strategy.

The Strategy sets out how the Community Safety Partnership (CSP), comprised of the Council, Police, Fire, Probation and Health authorities plus other local stakeholders, will work together collectively to prevent and reduce crime, anti-social behaviour, substance misuse and re-offending in collaboration with statutory partners and key stakeholders.

Outcome areas that the strategy addresses are violence against women and girls, serious violence (where young black men are disproportionately represented), Exploitation including Child Sexual exploitation, County Lines and Prevent (Tackling Radicalisation and Extremism); victims; offenders; and public confidence. The strategy recognises that fear of crime and confidence in policing vary by protected group and also geographically across the borough. There is a strong correlation between deprivation and confidence, with confidence in Policing being lower in areas of highest deprivation.

All Haringey residents, but particularly residents who are more likely to be affected by crime or antisocial behaviour, will be affected by the strategy.

The strategy is being presented to Cabinet in February 2019.

The strategy is underpinned by a number of other plans and strategies that will have their own EQIAs. Specifically it references the following:

- [Health and Wellbeing Strategy 2015-18 - Summary Version](#)
- [Health and Wellbeing Strategy 2015-18 \(PDF, 8MB\)](#)
- [Borough Plan 2019-2023](#)
- [MOPAC Knife Crime Strategy June 2017](#)
- [Early Prevention Strategy](#)
- [VAWG Strategy 2016-2026](#)
- Youth at Risk Strategy
- [Economic Development and Growth Strategy](#)
- [A 20 year plan for Tottenham](#)

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	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Gender Reassignment	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Age	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Disability	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Race & Ethnicity	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Sexual Orientation	Police crime reports, third party reporting, resident consultation, 2011 census, ONS Integrated Household Survey	N/A
Religion or Belief (or No Belief)	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Pregnancy &	Police crime reports, third party	N/A

Maternity	reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment, NHS.	
Marriage and Civil Partnership	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	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 Strategy aims to improve outcomes for all groups by reducing crime and anti-social behaviour and the fear of crime. The strategy recognises that different groups have different experiences of crime and the fear of crime.

Sex

There is a relatively equal gender split in Haringey, just over half of the population is female (50.5%), in line with England and London.

Women comprise 47% of victims of all crime in Haringey and 17% of suspects, indicating underrepresentation relative to the borough population. However:

- Women comprise the vast majority of victims of sexual offences, of which there were 642 in Haringey in the year to February 2018, with offences spread through the entire borough but clustering towards the East
- Women comprise the majority of victims of domestic violence, of whom there were 1,017 in the year to February 2018
- Women comprise the totality of victims of female genital mutilation (FGM).

More than 8 out of 10 (83%) of suspects are male, with only 17% being described as female.

Girls with gang links is an emerging, but hidden issue with hidden harms. Current knowledge of the issue is limited, with most intelligence being generated following arrests of young girls. Girls are known to be used to run County Lines, as young people believe they are less likely to be stopped by police. The most common age of these girls ranges between 13 to 18. Approximately a dozen young girls are known to the Haringey Missing/CSE Girls & Gangs Panel, but this is believed to be a small proportion of the true number.

Fear of crime is higher among women than among men. The Haringey Residents Survey found that 19% of women felt unsafe when outside in their local area after dark, compared

to 11% of men.

Gender Reassignment

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to gender reassignment. The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who identify as a different gender to the one they were assigned at birth. However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

Age

Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England).

The largest age group of victims were between 25 and 34 years, forming 28% of all victims (13% female, 15% male). 35 to 44 year olds were the second largest group, followed by 16 to 24 year olds. Younger residents appear to be overrepresented among victims of crime.

Young people are known to be disproportionately impacted by certain forms of crime.

- During 2017-18, 137 reports were recorded by the Metropolitan Police in Haringey with a Child Sexual Exploitation (CSE) flag. The peak age of victims was 14 to 15 years, with a number of victims also aged 16.
- There were 347 victims of serious youth violence in Haringey in the year to September 2018. This consists of a combination of robbery and violence, with victims aged 10 to 19. The age profile of SYV suspects, according to reports to police, show that the highest proportion of offenders are aged between 15 and 18, with particular peaks at ages 16 and 18.
- In 2017/18 there were 83 knife injury victims in Haringey aged under 25.
- Young people are known to be vulnerable to recruitment into and exploitation within County Lines operations

The largest group of suspects in Haringey in 2017/18 were described as being aged between 16 and 24 years old, forming almost 1 in 3 of all suspects. The next largest suspect group was described as being aged between 25 and 34 years old (28%), followed by 35 to 44 year olds (17%).

Fear of crime is disproportionately high among older people. The Haringey Residents Survey found that 55% of residents aged 75+ felt safe outside in their local area after dark, compared to an overall borough average of 69%.

Disability

There is no universal definition of disability. Here we use the Census data on long term health problem or disability and self-reported health as a proxies. This shows that 14% of residents have a long term health problem that limits their day to day activity, lower than England but in line with London.

Some individuals are specifically targeted as victims of crime on the basis of prejudice relating to disability. In the year to December 2017 Haringey recorded 14 instances of disability hate crime. Moreover, individuals with long-term conditions and disabilities are known to be more vulnerable to exploitation within County lines operations.

Fear of crime is higher among residents with long-term illnesses and disabilities. Perceptions of safety after dark for these Haringey residents stand at 49% compared to the Haringey average of 69%.

Race and Ethnicity

Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England and 55% in London.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to race. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime.

Crime in Haringey is more prevalent in local areas with higher BAME populations. Notably, relatively high levels of offences have been recorded in Noel Park, Northumberland Park, Tottenham Hale, Tottenham Green, and Bruce Grove wards, in which BAME residents form a larger proportion of the population relative to the Haringey and London averages.

According to police categorisations, the most common ethnicity of victims is White North European (IC1), forming 46% of all victims. This is followed by Black (IC3) victims (27%) and White South European (IC2) (16%). This indicates that Black residents are over-represented among victims, relative to the proportion of Black Haringey residents (19%).

According to police categorisations, the most common ethnicity of suspects was Black (IC3), forming 48% of all suspect descriptions. This is followed by White North European (IC1), forming 32% of all suspects and White South European (IC2) forming 13%. This indicates that Black residents are over-represented among suspects, relative to the proportion of Black Haringey residents (19%).

During 2017-18, 137 reports were recorded by the Metropolitan Police in Haringey with a Child Sexual Exploitation (CSE) flag. The largest victim group was listed according to Police classifications as 'Afro-Caribbean' (42%), followed by 'White European' (32%). This indicates that young people from BAME communities are over-represented among victims of CSE.

Some groups are disproportionately represented in the criminal justice system. Young black African and Afro-Caribbean men are particularly likely to be over-represented in our criminal justice system.

Fear of crime is highest among residents from White Other, Asian, and Black communities, with perceptions of safety after dark ranging from 62 to 64% compared to a Haringey average of 69%.

Overall satisfaction within the BAME community with the service provided by the police stands at 71%. This compares to 73% for the white community in Haringey

Sexual Orientation

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to sexual orientation. In the year to December 2017, Haringey recorded 94 instances of homophobic hate crime

Religion or Belief

Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to religion. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime. 37 instances were recorded as anti-Semitic hate crime and 52 were recorded as islamophobic hate crime

Fear of crime is higher among religious minority groups than the Haringey average. 53% of Muslim residents, and 64% of Jewish and Hindu residents feel safe outside in their local area after dark, compared to a borough average of 69%.

Pregnancy and Maternity

The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who are pregnant or care for small children. NHS guidance notes that pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth.

However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

Marriage and Civil Partnership

Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

The council does not have local data regarding levels of victimisation or fear of crime among individuals who are married or in a civil partnership. However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

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

At an overarching level the community safety strategy is informed by quarterly telephone surveys carried out by the Metropolitan Police Service that measure the confidence and satisfaction of residents; by recorded Police crime statistics; and by Council surveys that measure residents' fear of crime and satisfaction with their neighbourhood. This data can be broken down by age, ethnicity, gender, religion, sexuality and disability.

Additionally the strategy is supported by various plans and strategies as listed above. We have and will continue to undertake bespoke consultation to inform this work. For example we commissioned the Godwin Lawson Foundation to carry out consultation with young people at risk of becoming either victims or perpetrators of serious violent crime, interviewing young people from the youth offending service, looked after, through our gang exit projects, our youth projects and our Youth Council.

The strategy has been further informed by an extensive range of partnership events and community forums supporting its development and the development of the Council's Borough Plan.

Our annual surveys and [statutory strategic assessment](#) will continue. We have established engagement mechanisms and user groups beyond the statutory Community Safety Partnership to inform the development of our work.

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?

Our consultation has specifically informed the selection of our outcome areas for the strategy. By focussing on the following outcomes we will address both the crime and the fear of crime but also the underlying risk factors that contribute to the disproportionate prevalence of some of the protected groups as both victims and/or perpetrators of crime:

- Reducing high harm violent crime;
- Reducing all forms of domestic abuse and violence against women and girls;
- Tackling exploitation including child sexual exploitation, County Lines and Prevent;
- Reducing fear of crime and increasing public confidence;
- Reducing the number of repeat victims; and
- Reducing the number of repeat offences

For example the consultation we commissioned to inform our work on serious violent crime, which is culminating in our Young People at Risk Strategy, highlighted the differential experience of young black men not only as victims and perpetrators but also in exhibiting risk factors that correlate with the likelihood of becoming victims and/or perpetrators. Consequently our Young People at Risk Strategy will look to address the high prevalence of young black boys who experience risk factors such as permanent exclusion from school.

We understand from our consultation violence against women and girls can take place regardless of gender, class, income levels, ethnicity, faith, ability, sexuality or age although some people are at greater risk of some of the forms of violence including disabled women, young women, LGBT women and men and older women. Our strategy recognises and addresses this disproportionality.

We understand from our consultation that different communities and groups have differing experience of and fear of crime and ASB. We know that young men are the most likely to become a victim of crime but that fear of crime is higher among women and older people. We know that confidence in policing is lower among black African and Afro-Caribbean communities and in areas of greater deprivation. Our strategy will have greater focus in these areas.

In seeking to reduce repeat victims and repeat offending we will address the disproportionate way in which some groups are over-represented in these categories.

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)*

Our data analysis indicates that women and girls are over-represented among victims of certain forms of crime, including sexual offences, CSE, FGM, and domestic abuse. One of the priority outcomes of the Community Safety Strategy is to reduce violence against women and girls in all forms. The delivery of the strategy can therefore be anticipated to have a positive outcome in relation to this protected characteristic.

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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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 Community Safety Strategy sets out to tackle all forms of hate crime. While we do not have local data regarding transphobic hate crime, a focus on hate crime can be reasonably expected to positively impact residents who identify as a gender different to the

one they were assigned at birth.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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)*

Our data analysis indicates that young people are disproportionately represented among victims and suspects of certain forms of crime, most notably violent crime. Tackling violent crime is a primary outcome of the Community Safety Strategy, and it can therefore be expected to have a positive impact on children and young people in this respect.

The Community Safety Strategy also sets out to tackle exploitation in Haringey. Young people are known to be particularly vulnerable to exploitation, for instance through CSE and County Lines operations. Addressing these issues will have a positive impact on children and young people.

The Community Safety Strategy aims to reduce fear of crime. Our data analysis indicates that this disproportionately felt by older people, and so the strategy can be expected to have a positive impact in this respect.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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)*

The Community Safety Strategy aims to tackle all forms of hate crime, which individuals with disabilities are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy aims to increase perceptions of safety, which are lower on average among disabled individuals than the borough average according to survey data. It will have a positive impact in this regard.

Positive	X	Negative		Neutral impact		Unknown Impact	
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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)*

Our data analysis indicates that BAME individuals, and individuals from Black communities in particular, are over-represented among both victims and suspects of crime in Haringey as well as the residents of communities most affected by crime and anti-social behaviour. Young black people are also known to be particularly over-represented among victims of

violent crime and exploitation. The Community Safety Strategy aims to reduce crime, tackle exploitation, and prevent victimisation, and so it can be expected that it will have a positive impact with regard to this protected characteristic.

The Community Safety Strategy aims to increase confidence in policing and increase perceptions of safety, both of which are lower among BAME communities according to survey data.

The Community Safety Strategy aims to tackle all forms of hate crime, which BAME individuals and groups are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

Positive	X	Negative		Neutral impact		Unknown Impact	
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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)*

The Community Safety Strategy aims to tackle all forms of hate crime, which LGBT individuals and groups are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy also aims to tackle all forms of violence against women and girls. LGBT groups are disproportionately represented among victims of this form of crime and so the strategy can be expected to have a positive impact.

Positive	X	Negative		Neutral impact		Unknown Impact	
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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)*

The Community Safety Strategy aims to tackle all forms of hate crime, which individuals and groups from religious minorities and faiths including Judaism and Islam are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy aims to increase perceptions of safety, which are lower among minority religious communities according to survey data. It will have a positive impact in this regard.

Positive	x	Negative		Neutral impact		Unknown Impact	
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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 Community Safety Strategy aims to tackle violence against women and girls. Pregnancy and maternity increase women’s risk of being victims of violence, and so it will have a positive impact in this regard.

Positive	x	Negative		Neutral impact		Unknown Impact	
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9. Marriage and 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	
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10. Groups that cross two or more equality strands e.g. young black women

The cross cutting nature of the Community Safety Strategy means it will be positively supporting many groups that cross two or more equality strands. Where this occurs it will be addressed within distinct strategies or the supporting action plan. For example our work on serious violence has directly led to the formulation of our Young People at Risk Strategy. A key area of focus of that strategy is the various risk factors that increase the likelihood of becoming either a victim and/or perpetrator of serious violence. We are aware that young black men are disproportionately represented in this cohort.

Particular groups who have been identified as being more vulnerable to becoming victims of crime include:

- Young black men (violent crime)
- Young women (CSE, FGM, sexual offences, and other forms of exploitation)
- BAME individuals from minority religious communities (hate crime)

Particular groups who have been identified as having a disproportionately high fear of crime include:

- Older women
- BAME women
- Women with disabilities
- BAME individuals from minority religious communities
- Women from minority religious communities
- Older people from minority religious communities
- Older people with disabilities
- BAME individuals with disabilities

The priority outcomes in the Community Safety Strategy to reduce crime, reduce violence against women and girls, tackle exploitation, and reduce fear of crime will help address these disproportionalities.

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 relevant protected characteristics?

- Will the proposal help to advance equality of opportunity between groups who share a relevant 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 relevant protected characteristic and those who do not?

For all the reasons set out above we anticipate that the community Safety Strategy will have a positive impact on protected groups. We will monitor this through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.

We do not anticipate that there will be any direct or indirect discrimination for any group, the Strategy will help advance equality of opportunity by helping to ensure that all residents are able to live in Haringey without fear or experience of crime, and it will help foster good relations between groups by increasing perceptions of safety among all groups and thereby facilitating greater community cohesion.

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. <u>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.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> 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 relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Not applicable	Not applicable	Not applicable	Not applicable
<p>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.</p>			
Not applicable			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>We will monitor the success of our strategy and its positive equalities impact through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.</p>			

7. Authorisation	
EqlA approved by (Assistant Director/ Director)	Date

8. Publication
<p><i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i></p>

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

Haringey Community Safety Action Plan

Priority 1: Violence – Reduce High Harm Crimes

Performance Measures
Number of violence with injury offences
Number of robbery offences
Number of gun crime offences
Number of lethal-barrelled firearm discharges
Number of knife crime offences
Number of knife injury victims
Number of victims of serious youth violence

Action Plan		
Action	Lead Officer	Strategic Links
Continue to utilise the Integrated Gangs Unit to provide and co-ordinate the tactical approach to enforcement and early intervention, delivered in partnership with statutory agencies and the voluntary sector, with a focus on 8-25 year olds.	-Superintendent, Metropolitan Police Service (MPS) -Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19 -Borough Plan-2019-23
Explore piloting place-based interventions with partners at specific times to more effectively deal with serious youth violence, beginning with outreach through Haringey Community Gold.	-Assistant Director for Stronger Communities, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Identify the most effective locations for knife bins through analysis of crime patterns and install where appropriate	-Superintendent, MPS -Intelligence Analyst, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Undertake weapon sweeps with communities in areas affected by knife crime, building on the success of previous sweeps in North Tottenham.	- Chief Inspector - Neighbourhoods, MPS -Head of Community Safety, Haringey Council - Community Safety Engagement	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19

	Officer, Haringey Council	
Carry out targeted knife and corrosive substances test purchase operations and prosecute or review licences of businesses that sell knives and corrosive substances	-Head of Community Safety and Enforcement, Haringey Council -Food safety & Trading Standards Team Leader, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Deliver universal awareness programmes on topics including knife crime and exploitation, across all education establishments, mapped to avoid duplication	-Assistant Director for Early Help, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23 -North Area Violence Reduction Plan 2018/19
Deliver workshops on Knife Crime Awareness and Personal Safety, targeting vulnerable Year 6 pupils and supporting successful transfer to secondary school	-Assistant Director for Early Help, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23 -North Area Violence Reduction Plan 2018/19
Enhance the YJS Weapons Awareness Program with the use of Street Doctors intervention.	-Head of Early Help and Targeted Response, Haringey Council	-North Area Violence Reduction Plan 2018/19 -Haringey Young People at Risk Strategy 2019-29
Share intelligence and data with partners to generate a consistent picture of criminal activity in the borough that drives strategy and operational delivery to target lawbreakers	-Intelligence Analyst, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Pilot a street-based rapid response violence mediation service, beginning in neighbourhoods most affected by criminal activity.	-Assistant Director for Stronger Communities, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19 -Borough Plan-2019-23
Continue to work with Project Future in delivering trauma based interventions to at risk YP involved in or at risk of perpetrating or being victims of criminality and SYV	- Detective Superintendent, MPS - Assistant Director for Stronger Communities, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19 -Borough Plan-2019-23
Participate in operations with the North Area Metropolitan Police and local communities to tackle crime in known hotspots, building on the success of Operation Marlin in Northumberland Park	-Chief Inspector – Neighbourhoods, MPS –Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23 -North Area Violence Reduction Plan 2018/19
Four new specialist detached and outreach youth workers will reach young people at risk in communities most affected by youth crime and anti-social behaviour, build strong relationships, link those young people into youth provision, and coordinate more specialist support.	-Assistant Director for Stronger Communities, Haringey Council	-Haringey Young People at Risk Strategy 2019-29
Multi-Agency Safeguarding Hubs will ensure all young victims of	-Assistant Director, Safeguarding &	Haringey Young People at Risk Strategy 2019-29

knife crime have referral to victim support services and/or CAMHS.	Social Care, Haringey Council	North Area Violence Reduction Plan 2018/19
Reduce the harm caused by gangs and serious violence in partnership by addressing vulnerability and by empowering gang members to exit gangs through London Gang Exit	-IGU Operational Manager -Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23 -North Area Violence Reduction Plan 2018-19
Work with colleagues in London Borough of Enfield to deliver place-based interventions to reduce high harm crimes through the North Area Violence Reduction Delivery Group.	-Assistant Director for Stronger Communities, Haringey Council	North Area Violence Reduction Plan 2018/19
Deliver the Rescue and Response service to support young people affected by county lines	-Assistant Director, Safeguarding & Social Care -Safer London	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23
Undertake an annual Community Safety Strategic Assessment, including serious youth violence, and weapon-enabled crime	-Intelligence Analyst, Haringey Council	
Develop a local drugs profile	-Assistant Director Public Health, Haringey Council -Intelligence Analyst, Haringey Council	
Develop an initiative to improve young people's first contact with police officers, including during stop and search	-Director of Children's Services -Borough Commander, MPS	Haringey Young People at Risk Strategy 2019-29 North Area Violence Reduction Plan 2018/19
Trial trauma-informed approaches to professional development within the Metropolitan Police Service	-Director of Children's Services -Borough Commander, MPS	Haringey Young People at Risk Strategy 2019-29 North Area Violence Reduction Plan 2018/19

Priority 2: All forms of Domestic Abuse and wider forms of Violence against Women and Girls

Performance Measures
Number of domestic abuse violence with injury offences
Number of sexual offences
Number and percentage of repeat victims
Number of professionals trained to recognise and respond to VAWG
Number of young people engaged in peer training
Number of women accessing support services

Action Plan		
Action	Lead Officer	Strategic Links
Develop training standards and programmes to assist all professionals across the statutory and voluntary services to recognise and respond to VAWG.	-Violence against Women and Girls Strategic Lead, Haringey Council	-Haringey Violence against Women and Girls Strategy 2016-26 -Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23
Develop a bystander campaign to support people to intervene where safe to do so.	Violence against Women and Girls Strategic Lead, Haringey Council	-Haringey Violence against Women and Girls Strategy 2016-26 -Borough Plan-2019-23
Co-design tools and resources with local organisations to engage with business, sporting organisations, faith and community groups to promote action against violence	Violence against Women and Girls Strategic Lead, Haringey Council	-Haringey Violence against Women and Girls Strategy 2016-26 -Borough Plan-2019-23
Provide leadership and peer training to young people from culturally and linguistically diverse backgrounds to drive attitudinal change in their communities	Violence against Women and Girls Strategic Lead, Haringey Council	-Haringey Violence against Women and Girls Strategy 2016-26 -Borough Plan-2019-23
Develop a range of communications to local residents and businesses to support prevention and early intervention messages	Violence against Women and Girls Strategic Lead, Haringey Council	Haringey Violence against Women and Girls Strategy 2016-26 -Borough Plan 2019-23

Promote specialist support services that provide therapeutic, emotional and psychological support to young people across the borough	Violence against Women and Girls Strategic Lead, Haringey Council	-Haringey Violence against Women and Girls Strategy 2016-26 -Haringey Young People at Risk Strategy 2019-29 -Borough Plan-2019-23
Increase support to women who may face additional barriers to accessing support	Violence against Women and Girls Strategic Lead, Haringey Council	Haringey Violence against Women and Girls Strategy 2016-26
Trial intensive, recovery-focused support programmes for women from culturally and linguistically diverse backgrounds who have experienced violence	Violence against Women and Girls Strategic Lead, Haringey Council	Haringey Violence against Women and Girls Strategy 2016-26
Work with cross-borough partners to commission services for VAWG that work across the London and North Central London region	Violence against Women and Girls Strategic Lead, Haringey Council	Haringey Violence against Women and Girls Strategy 2016-26
Develop preventative programmes aimed at men	Violence against Women and Girls Strategic Lead, Haringey Council	Haringey Violence against Women and Girls Strategy 2016-26
Develop service standards and working protocols for front line staff and between police and substance misuse to focus on evidence-based practice.	Violence against Women and Girls Strategic Lead, Haringey Council -Assistant Director Public Health -Superintendent Luke Marks	Haringey Violence against Women and Girls Strategy 2016-26 -Borough Plan 2019-23
Continue to commission RESPECT accredited perpetrator programmes	Violence against Women and Girls Strategic Lead, Haringey Council	Haringey Violence against Women and Girls Strategy 2016-26

Priority 3: Exploitation

Performance Measures
Number of referrals received by the Haringey Exploitation Panel
Number of Child Sexual Exploitation disruptions
CSE sanction detection rate
Number of Child Criminal Exploitation offences
Number of children and young people persistently missing
Number of Prevent referrals received by the Channel Panel
Number of professionals trained to raise their awareness of Prevent
Number and percentage of Prevent referrals who engage with the offer
Number and percentage of Prevent referrals who are at reduced risk of radicalisation after the intervention

Action Plan		
Action	Lead Officers	Strategic Links
Deliver the Rescue and Response service to support young people affected by county lines	-Detective Superintendent, MPS -Assistant Director, Safeguarding & Social Care -Safer London	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Continue to deliver activities at Bruce Grove Youth Space that young people want in order to make this a safe, attractive space to young people in the evenings and school holidays	-Head of Targeted Response, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19 -Borough Plan 2019-23
Deliver Team Around a School (TAAS), a multi-agency response to support schools reporting concerns about issues of gangs, substance misuse, and CSE.	-Head of Early Help, Haringey Council -Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19 -Borough Plan 2019-23
Expand the Exploitation Panel's scope to become a Contextual Safeguarding Panel with a remit across North London, working with colleagues from neighbouring London boroughs	Head of Service SQIP, Safeguarding & Social Care; Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19

Establish a network of the providers of education programmes around gangs, exploitation, and criminal activity to prevent duplication and foster good practice.	Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Develop multi-agency approaches to tackle and reduce Hate Crime based on a zero-tolerance approach	Strategic Lead for Communities, Haringey Council	
Establish a multi-agency panel to scrutinise hate crime cases where there have been negative outcomes at criminal justice levels	Strategic Lead for Communities, Haringey Council	
Deliver interventions which will increase the safety of hate crime victims and reduce their chances of repeat victimisation	Strategic Lead for Communities, Haringey Council	
Develop a Modern Slavery Strategy	Assistant Director for Strategy and Communications, Haringey Council	
Deliver Work to Raise Awareness of Prevent Training (WRAP) to staff in statutory partner and voluntary sector organisations	Strategic Lead for Communities, Haringey Council	
Deliver Hate Crime awareness training to staff in statutory partner and voluntary sector organisations	Strategic Lead for Communities, Haringey Council	
Chair the Channel Panel and ensure that the panel puts in place multi-agency support for vulnerable adults who are referred to it	Strategic Lead for Prevent, Haringey Council	
Develop a better understanding of the issues of online and far-right radicalisation and raise awareness among frontline professionals	Strategic Lead for Communities, Haringey Council	
Develop a whole systems approach to improving sanction detection rates and convictions	Director of Children's Services	

Priority 4: Fear of Crime and Public Confidence

Performance Measures
Percentage of residents who feel safe in their local area after dark
Percentage of residents who agree the police do a good job in the local area

Action Plan		
Action	Lead Officers	Strategic Links
The Council and the North Area Metropolitan Police will embed community engagement and multi-agency problem solving in neighbourhood policing, beginning with a professional development programme in Spring 2019, in order to foster good relationships between the police service and Haringey's communities	-Assistant Director for Stronger Communities, Haringey Council -Detective Superintendent, MPS	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23
Engage with school pupils through programmes designed to drive anti-violence messages and build trusting relationship between civic authorities and young people, delivered in partnership with specialist organisations	-Chief Inspector, MPS -Assistant Director Schools and Learning, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Establish place-based advisory groups of young people to build trust and ensure young people's views inform community safety practice	-Assistant Director for Stronger Communities, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Introduce Youth IAG to ensure voices of young people are clearly heard both to increase confidence in policing and to better understand causes of violent crime and potential solutions.	-Borough Commander North Area BCU, MPS -Assistant Director for Stronger Communities, Haringey Council	-Haringey Young People at Risk Strategy 2019-29
Review and refresh Haringey's CCTV stock, investing in a new CCTV control room and increasing the number of cameras across the borough	-Client and Commissioning Manager, Haringey Council -Assistant Director for Stronger Communities	-Borough Plan 2019-23 -Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Facilitate the Haringey Multi-Faith Forum, supporting faith leaders to	-Assistant Director for	Haringey Community Strategy

address and respond to key issues	Commissioning, Haringey Council	
Work swiftly to secure convictions against perpetrators of crime	-Borough Commander North Area BCU, MPS	
Work with Wood Green Business Improvement District to improve safety and perceptions of safety in Wood Green, focusing on the retail area on and adjacent to Wood Green High Road	-Assistant Director for Stronger Communities, Haringey Council -Head of Community Safety and Enforcement, Haringey Council	-Borough Plan 2019-23 -Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19 -Wood Green Bid
Use enforcement powers and assets to target hotspot locations to prevent and reduce environmental crime and anti-social behaviour	-Assistant Director for Stronger Communities, Haringey Council -Head of Community Safety and Enforcement Haringey Council	-Borough Plan 2019-23 -Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Embed secure by design principles in regeneration, planning, and new housing development	-Director of Housing, Regeneration, and Planning, Haringey Council	-Haringey Housing Strategy 2017-22 -Haringey Local Plan 2013-26
Deliver communications about successes in community safety and enforcement, highlighting partnership work with communities and celebrating individuals and groups who help increase community safety	-Head of Communications, Haringey Council -Head of Community Safety and Enforcement, Haringey Council	-Borough Plan 2019-23 -Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Refresh and promote City Safe Havens scheme	Assistant Director for Stronger Communities, Haringey Council	-North Area Violence Reduction Plan 2018/19 -Borough Plan 2019-23 -Haringey Young People at Risk Strategy 2019-29

Priority 5: Victims

Performance Measures
Number of victims of all offences
Number of repeat victims
Percentage of all victims who are repeat victims
Number of ASB calls to Haringey Anti-Social Behaviour Team

Action Plan		
Action	Lead Officers	Strategic Links
Work in partnership with MOPAC and Victim Support to deliver the North London Victim Assessment and Referral Service	-Head of Community Safety and Enforcement, Haringey Council	- Haringey Young People at Risk Strategy 2019-29 - Borough Plan 2019-23 - North Area Violence Reduction Plan 2018/19
Multi-Agency Safeguarding Hubs will ensure all young victims of knife crime have referral to victim support services and/or CAMHS.	-Assistant Director for Safeguarding and Social Care, Haringey Council -Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Provide direct support to victims of ASB, carrying out Vulnerability Risk Assessments to monitor and reduce victims' risk and co-developing support plans to enable their needs to be met.	-Head of Community Safety and Enforcement, Haringey Council -Victim Support Service	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Develop appropriate restorative justice approaches in the Youth Justice Service to hold perpetrators to account and meet the needs of victims	-Head of Targeted Response, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Continue to work with OASIS Hadley victims outreach service based at North Middlesex A&E	-Head of Community Safety and Enforcement, Haringey Council	-North Area Violence Reduction Plan 2018/19 -Haringey Young People at Risk Strategy 2019-29

Priority 6: Reoffending

Performance Measures
Number of offenders
Number of first-time entrants into the criminal justice system
Percentage of offenders who are proven reoffenders
Number of reoffences that are violent offences
Number of reoffences that are acquisitive offences
Average number of proven reoffences among reoffenders

Action Plan		
Action	Lead Officers	Strategic Links
Implement clear offender management processes to minimise opportunities for offenders to re-offend.	-Head of Community Safety and Enforcement, Haringey Council -Area Manager London Community Rehabilitation Company -Assistant Chief Officer- National Probation Service	-Borough Plan -Haringey Young People at Risk Strategy 2019-29 -North Area Violence Reduction Plan 2018/19
Deliver Advance Minerva, wraparound support for female offenders aged from 15 years old	Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23
Deliver From the Inside Out, restorative and holistic resettlement for young people in custody	-Head of Targeted Response, Haringey Council -Head of Community Safety and Enforcement, Haringey	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan-2018/19

	Council	
Deliver the Drug Intervention Programme, with rapid access into services for adult drug users in custody	Senior Public Health Commissioner, Haringey Council	Borough Plan 2019-23
Work in partnership with What Works through Haringey Community Gold to deliver targeted employment and training support to 300 young offenders and re-offenders	-Assistant Director for Stronger Communities, Haringey Council -Head of Community Safety and Enforcement, Haringey Council -Head of Targeted Response, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Build the capacity of young incarcerated parents to be able to fulfil their roles as parents upon release and work with the mothers of young people in HMP Pentonville to reduce the risk of their children re-offending.	-Assistant Director for Stronger Communities, Haringey Council -Head of Community Safety and Enforcement, Haringey Council -Head of Targeted Response, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Tackle crime hotspots through effective place-based partnership tasking, building on the success of Operation Marlin in Northumberland Park	-Head of Community Safety and Enforcement, Haringey Council	-Haringey Young People at Risk Strategy 2019-29 -Borough Plan 2019-23 -North Area Violence Reduction Plan 2018/19
Tackle mental ill health amongst offenders through effective referral mechanisms to mental health services and support for Project Future	Head of Community Safety and Enforcement, Haringey Council	-North Area Violence Reduction Plan 2018/19 -Borough Plan 2019-23

Deliver support, guidance and signposting to young people in the Youth Justice cohort to education, employment and training opportunities

-Head of Targeted Response, Haringey Council

-North Area Violence Reduction Plan 2018/19
-Borough Plan 2019-29
-Haringey Young People at Risk Strategy 2019-23

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LATE BUSINESS SHEET

Report Title: Community Safety Strategy

Appendix 4 – Comments of the Environment and Community Safety Scrutiny Panel

Committee/Sub etc. Cabinet

Item 9

Date: 18 June 2019

Reason for lateness and reason for urgent consideration

This appendix is considered urgent pursuant to section 100B (4) (b) of the Local Government Act 1972. That provision states *“An item of business may not be considered at a meeting of a principal council unless ... by reason of special circumstances, which shall be specified in the minutes, the chairman of the meeting is of the opinion that the item should be considered at the meeting as a matter of urgency”*.

The Community Safety Strategy is a Policy Framework Strategy, as set out in Part three Section B, paragraph 2 a (iii) it is a constitutional requirement that Full Council approve the Community Safety Strategy. Part 4 Section 2[Developing Budget and Policy Framework] of the Constitution advises that Overview and Scrutiny and Cabinet will develop budget and policy framework proposals and recommend these to full council for adoption. The Overview and Scrutiny Committee have delegated authority to the Environment and Community Safety Scrutiny Panel for commenting on this proposed strategy. The Panel met on 11th of June 2019 to consider and comment on this strategy and this was after the publication of the cabinet agenda and therefore these comments could not be available at the time of publication. They have now been compiled and are included below as Appendix 4 to the report and are to be considered with recommendation 3.1a)

Concurrence of the Acting Democratic and Scrutiny Services Manager to the submission of this late item of business in accordance with Part 5 Section D – Protocol for Decision-Making - Paragraph 1.4.

Appendix 4 – Comments from Environment and Community Safety Scrutiny Panel.

Chair: Councillor Adam Jogee.

SUMMARY

- 1.1 We considered a report on the draft Community Safety Strategy 2019-23, which set out the Community Safety Partnership's approach and priorities to achieving a reduction in crime and anti-social behavior in Haringey to 2023. The Community Safety Strategy set out six outcome areas in which partnership action would be focused upon:
 - Violence and high harm crimes
 - Violence against women and girls
 - Exploitation (including child sexual exploitation, child criminal exploitation, County Lines, trafficking, extremism, and modern slavery)
 - Public confidence
 - Victims of crime and anti-social behaviour
 - Reoffending
- 1.2 We expressed deep concern about Haringey having the lowest score in relation to public confidence in the Police of any of the 33 London Boroughs. The Cabinet Member acknowledged that they were at a low ebb but reassured the Panel that the Partnership was working hard to improve this. We noted that confidence was a tricky issue, as it was based on perception as much as reality, as well as the need to ensure that interactions between the police and young people on the streets build confidence. We emphasised the role of the Safer Neighbourhood Teams in building community confidence and the importance of routine joint activities in terms of visibility and building relationships. We requested that we are kept fully briefed on what is being done to improve public confidence levels in Haringey.
- 1.3 We felt that a multi-agency approach was needed to improve confidence in policing. We requested that the Cabinet Member meet with the Deputy Mayor for Policing and Crime, as well as with the Head of the Violence Reduction Unit (VRU) at MOPAC at the earliest opportunity to agree the best way forward. The Cabinet Member agreed to this request and the AD for Stronger Communities advised that officers from the VRU had come to the Community Safety Partnership and officers had also met with them on a number of other occasions, including someone from the VRU working in Haringey for a few days. We were pleased to hear that the VRU was using Haringey's Youth at Risk Strategy as an exemplar.
- 1.4 We acknowledged the six outcome areas and agreed that these were key areas of concern. We sought clarification around what role officers played in setting the MOPAC priorities. In response, the AD for Stronger Communities advised the priorities were all data-informed and there had been significant engagement across the Partnership in setting these. We noted that the priorities had remained fairly consistent over recent years.
- 1.5 In response to a question around some of the underlying causes of youth crime, we noted that the needs assessment for the Youth at Risk Strategy set out a number of

these issues. We were concerned with the fact that a number of young people at risk were also excluded from school. We also expressed concern with a high correlation with factors such as childhood trauma, mental illness and abuse.

- 1.6 We advocated that the Strategy should clearly set out how residents could engage with partners around community safety. We emphasised the role of ward panels and suggested that these needed to be higher up the agenda for the police and at a political level.

WE RECOMMEND

- I. That Cabinet note the comments of the Environment and Community Safety Panel; and
- II. Refer the Community Safety Strategy to Full Council for adoption.

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Report for: Full Council, 15 July 2019

Item number:

Title: Overview and Scrutiny Annual Report 2018/19

Report authorised by: Bernie Ryan, Assistant Director, Corporate Governance

Lead Officer: Robert Mack, Principal Scrutiny Officer,
020 8489 2921, rob.mack@haringey.gov.uk

Ward(s) affected: All

**Report for Key/
Non Key Decision:** N/A

1. Describe the issue under consideration

- 1.1 The Overview and Scrutiny Committee is required by the Council's Constitution to produce an annual report.

2. Cabinet Member Introduction

N/A

3. Recommendations

- 3.1 That Full Council notes the Overview and Scrutiny Annual Report 2018/19.

4. Reasons for decision

- 4.1 The Council's Overview and Scrutiny Committee must report annually to full Council as set out in Part 2 (Article 6) of the Constitution.

5. Alternative options considered

N/A

6. Background information

- 6.1 The Overview and Scrutiny Annual Report (Appendix A) details the work of the five scrutiny bodies in Haringey, and the North Central London Joint Health OSC.

7. Contribution to strategic outcomes

- 7.1 The issues included within the 2018/19 scrutiny work programme were prioritised following consideration of corporate priorities and those within the new Borough Plan.

8. Statutory Officers comments

Finance

8.1 There are no financial implications arising from this report.

Legal

8.2 As set out in Part 2 (Article 6) of the Constitution, the Overview and Scrutiny Committee must report annually to full Council on their workings and make recommendations for future work programmes and amended working methods if appropriate.

Equality

8.3 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.

8.4 Overview and Scrutiny has addressed these duties by considering them in work plan development, as well as individual pieces of work. This has included looking at:

- How policy issues impact on different groups within the community, particularly those that share the nine protected characteristics;
- Whether the impact on particular groups is fair and proportionate;
- Whether there is equality of access to services and fair representation of all groups within Haringey;
- Whether any positive opportunities to advance equality of opportunity and/or good relations between people, is being realised.

9. Use of Appendices

Appendix A – Overview and Scrutiny Annual Report 2018/19

10. Local Government (Access to Information) Act 1985

N/A

Overview and Scrutiny

Annual Report 2018/19

Foreword

The Overview and Scrutiny Committee is proud to have worked alongside the community to formulate and begin to deliver on a two year work programme and we are grateful for all your support and input.

Oversight and questioning of the decisions we make as an authority is a key aspect of our work in Scrutiny. We have sought this year to also increase the role of pre-scrutiny, which means engaging with decisions early so that members can inform our policy making, using their expertise and that of their communities. For me, inclusive decision making, that has taken account of a wide range of issues, makes for better decision-making.

Formulating our programme of work and reporting back on what has been done with each and every item the community suggested to us has been an important bedrock of transparency, accountability and engagement for the Committee. Residents can see what happened to the things they told us they wanted us to review on our web page, and those who wanted to, have received email updates too.

In this last year, we have discussed many of the issues our community tells us are barriers and concerns: housing and regeneration, customer services, fairness, our budget, the environment, parks and rubbish, and provision for special educational needs, to name a few things. It will always be difficult to decide what to cover, but undoubtedly, we must focus on where we can make the most impact and affect change for our residents.

Our role as critical friends of the executive continues to be all important, especially as local government continues to face the challenge of less and less funds from central government, but increasing local demand for our intervention. In engaging with our community, and being open about how we make our decisions, we can at least face our challenges in partnership with the Haringey community.

Councillor Lucia das Neves
Chair, Overview and Scrutiny Committee

Haringey's Overview and Scrutiny Committee 2018/19



Cllr Lucia das Neves (Chair)



Cllr Pippa Connor
(Vice Chair)



Cllr Mahir Demir



Cllr Ruth Gordon



Cllr Adam Jogee

Co-opted Members of the Overview and Scrutiny Committee:

Church Representative

- Yvonne Denny

Parent Governor Representatives

- Mark Chapman
- Luci Davin

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7. Environment and Community Safety Scrutiny Panel
8. Housing and Regeneration Scrutiny Panel
9. North Central London Joint Health OSC
10. Budget Scrutiny
11. How to get involved

Appendix 1: The functions and service areas covered by scrutiny (2018/19)

Scrutiny in Haringey

1. What is scrutiny?

“**Scrutiny** is based on the principle that someone who makes a decision...should not be the only one to review or challenge it. **Overview** is founded on the belief that an open, inclusive, member-led approach to policy review...results in better policies in the long run.”

Jessica Crowe, former Executive Director, Centre for Public Scrutiny

- 1.1 Overview and Scrutiny was brought into being by the Local Government Act 2000. A requirement of the act is for a local authority with executive arrangements to have one or more overview and scrutiny committees.
- 1.2 These are able to scrutinise the decisions or actions taken by the Council or partner organisations or, indeed, consider any matter that affects people living in the borough. Effective overview and scrutiny should:
 - Provide constructive “critical friend” challenge;
 - Amplify the voices and concerns of the public;
 - Be led by independent people who take responsibility for their role; and
 - Drive improvement in public services.
- 1.3 Given these functions, Overview and Scrutiny plays an important role in local democracy through enhancing local accountability of services, improving transparency of decision making and enabling councillors to represent the views of local residents.
- 1.4 An effective scrutiny work programme should reflect a balance of activities:
 - Holding the Executive to account;
 - Policy review and development – reviews to assess the effectiveness of existing policies or to inform the development of new strategies;
 - Performance management – identifying under-performing services, investigating and making recommendations for improvement;
 - External scrutiny – scrutinising and holding to account partners and other local agencies providing key services to the public; and
 - Public and community engagement – engaging and involving local communities in scrutiny activities and scrutinising those issues which are of concern to the local community.
- 1.5 It should also;

- Reflect local needs and priorities;
 - Prioritise issues that have most impact or benefit to residents;
 - Involve local stakeholders; and
 - Is flexible enough to respond to new or urgent issues.
- 1.6 Scrutiny is a flexible process and can be carried out in a variety of ways, using various formats. In accordance with the scrutiny protocol, areas of enquiry have been drawn from the following:
- Performance Reports;
 - One off reports on matters of national or local interest or concern;
 - Issues arising out of internal and external assessment;
 - Reports on strategies and policies under development;
 - Issues on which Cabinet or officers would like scrutiny views or support; and
 - Progress reports on implementing previous scrutiny recommendations.
- 1.7 In addition, in-depth scrutiny reviews are an important aspect of Overview and Scrutiny and provide opportunities to thoroughly investigate topics and to make improvements. Through the gathering and consideration of evidence from a wide range of sources, this type of work enables more robust and effective challenge as well as an increased likelihood of delivering outcomes.

2. The structure of scrutiny in Haringey

- 2.1 In Haringey there is one over-arching Overview and Scrutiny Committee. This is supported in its work by four standing scrutiny panels which scrutinise the following service areas: Adults and Health; Children and Young People; Environment and Community Safety; and Housing and Regeneration. The Overview and Scrutiny Committee is responsible for developing an overall scrutiny work programme, including the work done by the four standing panels.

Overview & Scrutiny Committee and Scrutiny Panels

- 2.2 The Overview and Scrutiny Committee is made up of five councillors who are not members of the Council's Cabinet. Membership of Overview & Scrutiny Committee is proportional to the overall political makeup of the Council. The scrutiny panels are made up of between 3 and 7 councillors who are also not members of the Cabinet. Scrutiny panels are chaired by members of the Overview and Scrutiny Committee and membership is politically proportionate as far as possible.
- 2.3 Both the Overview and Scrutiny Committee and scrutiny panels oversee discrete policy areas and are responsible for scrutinising services or issues that fall within these portfolios.

- 2.4 A number of scrutiny functions are discharged by both the Overview and Scrutiny Committee and the individual panels. These include: Questioning Cabinet members on areas within their portfolio; Monitoring service performance and making suggestions for improvement; Assisting in the development of local policies and strategies (e.g. through local project work); Monitoring implementation of previous scrutiny reports; and Budget monitoring.
- 2.5 As the 'parent' committee, the Overview and Scrutiny Committee is required to approve work programmes and to ratify reports and recommendations developed by scrutiny panels. The Overview and Scrutiny Committee also retains a number of distinct scrutiny functions not undertaken by panels. This includes:
- Call-ins: where there is a challenge to decision taken by the Cabinet or individual Cabinet member or a key decision taken by an officer under delegated authority.
 - Councillor call for action: where local councillors can refer matters of genuine and persistent concern which have not been possible to resolve through usual council processes.
- 2.6 A list of service areas covered by the Overview and Scrutiny Committee and scrutiny panels during 2018/19 is provided at Appendix 1.

The Work of Overview and Scrutiny in 2018/19

3. Developing a Work Plan for 2018-20

- 3.1 At its first meeting of the year, the Overview and Scrutiny Committee decided to develop a two-year work plan for the Committee and its panels, to allow the committee to have a longer view of issues to address. It was particularly keen to ensure that the views of residents and stakeholders were taken into account in the development of this. An online survey was therefore set up and circulated amongst local community organisations and contacts. In addition, a “Scrutiny Café” event was also arranged.
- 3.2 The survey went live on 20 August and ran until 14 September. 191 responses were received. Suggestions within this for potential areas to be looked at in detail were combined with those from the Committee and its panels and discussed at the Scrutiny Café. This took place on 13 September and attracted over 50 people, including a large number of people from voluntary sector and community organisations. This was by far the largest level of participation scrutiny in Haringey has had in recent times.
- 3.3 The issues raised by both of these processes as well as feedback from relevant Cabinet Members and officers were considered by the Overview and Scrutiny Committee and each of its panels. Work plans were developed for each scrutiny body and approved by the Overview and Scrutiny Committee. Progress reports of the response by overview and scrutiny to the issues raised as well and action arising has been shared with all of those who attended the Scrutiny Café.
-

4. Overview and Scrutiny Committee

Councillors: Lucia das Neves (Chair), Pippa Connor (Vice-Chair), Mahir Demir, Ruth Gordon and Adam Jogee

Co-optees: Mark Chapman, Luci Davin and Yvonne Denny

Overview

- 4.1 There were fourteen meetings of the Overview and Scrutiny Committee in 2018/19. This included one call-in and four evidence sessions as part of the reviews that the

Committee was undertaking as well as budget scrutiny. In addition to the issues set out below, the Committee continued to monitor the Council's performance as set out in the Corporate Plan Priority Dashboards, and held a Question and Answer session with the Leader of the Council and the Chief Executive on their priorities for the year ahead.

- 4.2 Cabinet members from were invited to share their plans and thinking for their respective areas and answered questions on progress of their work areas. The Cabinet briefs covered in the year were:
- The Leader;
 - Finance;
 - Civic Services;
 - Insourcing and Corporate Services; and
 - Communities and Equality.

Fire Safety in High Rise Blocks

- 4.3 In March, the Committee published an interim report as part of its review on Fire Safety in High Rise Blocks. The review was set up in the aftermath of the Grenfell Tower fire and began under the last Council administration. Many local authorities have high rise blocks and there was serious concern that many of the issues that led to the tragedy might not be unique to Grenfell Tower.
- 4.4 The Committee was pleased by the level of response that was made to the fire in Haringey, particularly by Homes for Haringey. The review nevertheless performed the important function of examining closely the response to the fire as well as looking how other local authorities had responded for the purpose of learning. It identified a number of areas where it felt that additional action was necessary or improvements required. The review was also able to contribute to the development of the response to Grenfell as it went along and the Committee found Homes for Haringey and other parties keen to take on board its feedback.

Local Business, Employment and Growth

- 4.5 Growth and small business was selected by the Committee as an area for in-depth review. In order to assist the Committee in finalising the scope of this, an overview was received on the action this is undertaken by the Council and its partners to promote local business, employment and growth. This covered Haringey's economy, how economic development was delivered and relationships with business. The Committee emphasised the role of place making in economic development and the need to build places that worked for everyone. It felt that how the Council thought about its places should be a key consideration when developing the borough's new economic strategy.
- 4.6 In the light of this overview, the Committee agreed to focus its in-depth review in respect of business support on procurement and the local supply chain. This was felt to be an area where the Council was well placed to make a difference to local businesses. The first meeting of the review took place on 9 April. It will be conclude its work during 2019/20.

Borough Plan

- 4.7 The Committee received an outline of the new Borough Plan 2019-23, which had been developed with local partners. It heard that the three key purposes of the Borough Plan were to direct Council resources, galvanise ownership of outcomes and objectives with partners and communicate the Council's priorities to residents.
- 4.8 It also noted the five new priorities within the Plan. These were Housing, People, Place, Economy and Your Council. It heard that the next steps were the development of a "Plan on a Page" and the development of the delivery plans for each year, which would include links to the MTFS and savings. The Chair encouraged Panel Chairs to bring the discussion on the development of the Plan into individual panels.
- 4.9 The Committee provided some very specific feedback on the section of the Plan relating to communication, engagement and consultation that was incorporated in the final draft and that will influence specific action plans relating to these areas.

Ombudsman Annual Report 2017/2018 and Complaints and Member Inquiries Annual Report.

- 4.10 The Committee received a report on complaints, including response times. Reassurance was sought that the Council was learning from them, particularly in light of the rising number that were upheld. Officers acknowledged the need to get better at learning from complaints across the organisation and stated they were working to develop learning points from each case on the Council's Respond system.
- 4.11 It was also noted that the Council had failed to meet its target in responding to complaints and sought assurances that the target would be met in the current year. Officers advised that the current year to date score was around 90% and the target would not be met this year. This was a challenging performance area and the number of staff had been reduced. Officers welcomed the opportunity to have a discussion about how the service could meet the target of 95% and how the service could respond better to enquiries first time. Officers shared their plans for improvements and elicited input from the Committee.

Front Office, Back Office (FOBO) Transformation Process

- 4.12 At its meeting on 30 April 2019, the Committee considered the Council's FOBO process, which aims to rationalise how the Council communicates with the public, service users and local businesses. Whilst the prime objective was to improve the way that the Council worked, there was nevertheless the potential to make significant savings, particularly through the better use of IT. The intention was to create the capacity to increase the number of direct interactions with service users and particularly those who were vulnerable or had difficulty dealing with IT.
- 4.13 The Committee requested that a further report be made to the Committee in July and that this include details of how staff were informing the process, support

provided to those who wished to remain, clarity on the number of staff required to cover workloads and arrangements for providing assistance in accessing services for people whose first language is not English. They also agreed to visit the Council's Contact Centre.

Broadwater Farm Blocks Call-In

- 4.14 The Committee considered a Call-In regarding the proposed demolition of the Tangmere and Northolt blocks. The view of those who had initiated the Call-In was that there should have been a GLA compliant ballot before demolition of the blocks. The Committee noted the Council's position that an exemption from a GLA complaint ballot could be granted in cases where there were health and safety concerns. It was satisfied that consultation had been rigorous and thorough.
- 4.15 The Committee referred the issue back to Cabinet for greater clarification over issues that were highlighted by residents as areas of concern, such as the governance of the Discretion Panel and leaseholder rights. In addition, it felt strongly the master plan should entail a fully participative process. Cabinet accepted the recommendations around strengthening residents' rights through greater governance around the Discretion Panel and agreed to a participative process.

5. Adults and Health Scrutiny Panel

Chair's Introduction

"Every year throws up new challenges in addition to the longstanding areas of concern. As a Scrutiny panel, we listen to the public's concerns, incorporating them into our panel meetings - one of the main issues was related to mental health provision within our community, as a result of which we now have an information sheet to better educate Councillors about the different Council services so they can inform residents who approach them for help; recommendations on suicide prevention are being taken to the Haringey Construction Partnership to embed suicide prevention strategies within the building industry, and we are learning from other care providers across London, to improve our community mental health services in Haringey.

The recent closures of our day care centres is another major area of concern; this year is the start of a year-long review into Adult Social Care, so our panel fed in recommendations that focus on what the Service Users and their relatives actually want from any future day opportunities provision.

These recommendations reflect the crucial role of community centres in providing support and care for those who need it: respite for carers, allowing those in work to keep their jobs and keep the family home going; transport for those with high levels of need; access to care assessments and reviews, and the provision of information at the appropriate time.

There is a clear need for specialist Day Opportunity Centres; this panel will champion the message that the council must provide the best possible quality of life through expert care providing support for those who need it.”

Cllr Pippa Connor, Chair

Councillors: Pippa Connor (Chair), Nick da Costa, Eldridge Culverwell, Mike Hakata, Felicia Opoku, Sheila Peacock and Yvonne Say.

Co-optee: Helena Kania

Overview:

- 5.1 There were five formal meetings of the Adults and Health Scrutiny Panel in 2018/19, one of which was dedicated to scrutiny of the budget proposals for Priority 2. These meetings involved Q&A sessions with the Cabinet Member for Adults & Health and discussions with senior Adults & Health officers and a range of external witnesses on key issues of concern. In addition, there were a number of site visits and oral evidence sessions held by the Panel to gather evidence in support of a Scrutiny Review on Day Opportunities in Haringey.

Key issues of concern

- 5.2 The Panel scrutinised several topics throughout the year at its formal meetings. The Panel heard from the Independent Chair of Haringey’s Safeguarding Adults Board, who presented the Board’s annual report for 2017/18, and the Panel made a number of recommendations on the Board’s future work. The Panel held discussions at its meetings with officers about Local Area Co-ordinators, which is a pilot scheme aiming to improve health and wellbeing by building local community connections, to follow up on progress made towards recommendations of a previous Scrutiny Review on Physical Activity for Older People and with the CCG about plans to improve primary care services in the borough.
- 5.3 The Panel has taken a particular interest in mental health this year hearing from officers and the Chair of the Independent Haringey Suicide Prevention Group at a session on suicide prevention and at another meeting received an overview of mental health services in Haringey at which the Panel heard from senior representatives of the CCG, the Council, the Police and Barnet, Enfield & Haringey Mental Health Trust. Recommendations from the meeting on suicide prevention have been fed into the Haringey Construction Partnership to improve suicide prevention in the building industry. An information sheet about the various mental health initiatives in the Borough has been circulated to all Members of the Council to improve their awareness and enable them to better inform local residents.

Day Opportunities

- 5.4 The Panel undertook a detailed piece of work into Day Opportunities in the Borough following the closure of a number of day centres in 2016 and 2017. This involved a substantial number of site visits to day centres in Haringey and in neighbouring boroughs, meeting with service users, carers and staff. Panel members also met with several carers' forums and an external facilitator assisted the Panel in carrying out one-to-one interviews with service users to ensure that their voice was heard about the services that they receive. The Panel expects to publish its report on the Day Opportunities Scrutiny Review early in 2019/20.

Financial Scrutiny

- 5.5 As part of the Council's formal budget scrutiny process the Panel examined proposals for the 2019/20 budget and the Medium Term Financial Strategy in January 2019 with recommendations subsequently made to Cabinet.

Cabinet Member Q&A

- 5.6 The Panel held an Adults & Health Cabinet Member Q&A session with Cllr Peray Ahmet in September 2018 and, following a change in the Cabinet Member, with Cllr Sarah James in January 2019. Topics covered included the future of Osborne Grove Nursing Home, care assessments and the Adult & Social Care Review.

Joint Scrutiny

- 5.7 The Panel held a joint meeting with the Children & Young People's scrutiny panel about the transitions project which aims to help prepare young people with Special Educational Needs and Disabilities for adult life. Both Panels will continue to monitor progress on this issue.

6. Children and Young People Scrutiny Panel

Chair's Introduction

"The Children and Young People's Scrutiny Panel covers, amongst other things, safeguarding and education improvement, which are high priorities for both residents and the Council. The Panel has aimed to focus on the key issues in these areas and the following were included within its work during the year."

Cllr Mahir Demir, Chair

Councillors: Mahir Demir (Chair), Josh Dixon, Tammy Palmer, James Chiriyankandath, Julie Davies and Khaled Moyeed

Co-optees (Voting): Ms Y. Denny (Church of England representative), Mr M. Chapman (Parent Governor) and Ms L. Davin (Parent Governor)

Review on Special Needs and Disability

- 6.1 The Panel undertook a review that looked in detail on the effectiveness of the care pathway for SEMH and autistic children, where blockages occur and how outcomes might be improved. It received evidence for the Children and Young People's Service, NHS partners, parents and carers, schools and the Council's Commissioning Service. It will be finalising this work in the next Municipal Year, including agreeing recommendations.

Haringey Local Safeguarding Children's Board (LSCBB): The Transition to New Safeguarding Partnership Arrangements

- 6.2 The Panel considered the new arrangements for the LSCB were being implemented on the basis of the new Working Together to Safeguard Children 2018 guidance. The new guidance incorporated recommendations from the 2016 Alan Wood Review which had concluded that there were deficiencies in the LSCB system. The new arrangements will involve three statutory safeguarding partners – the CCG, the Borough Commander and the local authority. The statutory partners are required to set out their local arrangements by 29th September 2019 so a lot of transition work was taking place in order to achieve this.

Joint Targeted Area Inspection Action Plan

- 6.3 The Panel kept a watching brief on progress with the implementation of the Action Plan in respect of the Joint Targeted Area Inspection (JTAI) that took place in December 2017. This looked at the response of statutory safeguarding partners to children aged 7 to 15 who had been neglected. The inspectors had provided a non-judgment inspection finding, highlighting areas where improvements could be made. The plan had led to improvements in areas such as the Multi Agency Safeguarding Hub (MASH) and in training for partners.

School Exclusions

- 6.4 A report was received by the Panel on the review of exclusions that had been undertaken by the Council's Corporate Delivery Unit. This had begun in the autumn and the final report of this was due shortly. Findings had so far shown that the rate of exclusions in Haringey was increasing and was above that of neighbouring boroughs. Disproportionate numbers of children and young people with Special Educational Needs and Disabilities (SEND) and from Black and Minority Ethnic (BAME) communities were being excluded. The Council had a statutory duty to ensure that children and young people who had been excluded received an education. A review of alternative provision would take place once the review on exclusions had been completed. The Panel noted that the number of fixed term exclusions was now going down. However, it took time for relevant data to filter through.

Educational Attainment and Performance

- 6.5 A detailed report on educational attainment and performance data for children taking tests and exams within Haringey schools in 2018 was received by the Panel. This focussed on a number of areas, including performance for different groups, including ethnicity and children with SEND, and sought to identify any under achieving groups.

Ofsted Inspection - Action Plan

- 6.6 The Panel considered an overview of the actions that would be taken in response to the recent OFSTED inspection. There would be an annual engagement meeting with OFSTED to consider progress with the action plan. A self-evaluation process would be used to help inform this. The Council's self-evaluation had been found by OFSTED to be consistent with its own findings. Improvement would need to be multi-factorial. Consistency needed to be achieved in social work practice and this required staff to stay for a long time and for social workers to be well trained. There needed to be a reduced turnover in staff as there was a higher number of agency staff than she would like.

Scrutiny of the Draft Medium Term Financial Strategy (MTFS)

- 6.7 The Panel looked in detail at proposals within the MTFS plan affecting services for children and young people and commented that the proposals appeared to be realistic and achievable.

7. Environment and Community Safety Scrutiny Panel

Chair's Introduction

“This Panel has a wide portfolio that includes the environment, crime, litter collections, refuse and recycling. The Panel has aimed to continue to focus on the issues that are most important to Haringey residents and, through this, help to improve our environment by providing evidenced based projects which can help inform the debate about how to make this a clean and safe borough to live.”

Cllr Adam Jogee, Chair

Councillors: Adam Jogee (Chair), Barbara Blake, Scott Emery, Julie Ogiehor, Reg Rice and Matt White

Co-optee: Ian Sygrave (Haringey Association of Neighbourhood Watches)

Update on the recommendations from reviews on Fear of Crime, Cycling and Parks

- 7.1 The Panel received updates on the implementation of recommendations from previous Scrutiny Reviews into Fear of Crime, Cycling and Parks. The panel noted that the vast majority of these recommendations had been agreed and the Panel would continue to monitor this going forward.

Disabled Parking Services and Blue Badges

- 7.2 The Panel received an update from the Cabinet Member for Environment around disabled parking services and are undertaking a piece of in-depth work looking at the barriers faced by disabled people in getting and using a blue badge. The review will also examine issues with accessing parking services and where could improvements be made.

Parks and Green Flags

- 7.3 The Panel have received a number of updates from the Cabinet Member and officers around the Council's response to the inspections carried by Keep Britain Tidy of the Council's Green Flag parks. The Panel received an update on the new systems and staff that have been put in place in response to these inspections. The Panel have agreed to work with Cabinet Member and undertake some detailed scrutiny to examine future options for parks transformation.

Police Priorities in Haringey

- 7.4 The Panel received a presentation on performance against MOPAC performance indicators, as well a presentation from the Police Service on their priorities for tackling crime in the Borough. The Panel noted that there had been an overall reduction in the number of Stop and Searches in the Borough. The Panel also noted that lethal barrelled firearm discharges in Haringey increased by 15%. This rate of increase was however below the London average over the same period.

Waste, Recycling and Street Cleansing Performance

- 7.5 The Panel received regular updates on performance levels in respect of waste, recycling and street cleansing performance.

Reducing the Criminalisation of Children

- 7.6 The Panel received a report which set out series of measures being undertaken in partnership with a range of stakeholder organisations, to reduce the criminalisation of Young People in the borough. The Panel noted a 17% reduction of first time entrants into to the Criminal Justice System from the previous year.

Youth at Risk Strategy, Community Safety Performance Update and the Gangs Matrix

- 7.7 The Panel received an update on performance as well the Metropolitan Police Gangs Matrix, an update on a number of incidents of serious youth violence in

Haringey, work to build community capacity space for young people and funding streams to address serious youth violence. The Panel also received an update on a variety of projects being progressed as part of the Youth at Risk Strategy.

Air Quality

- 7.8 The Panel received an update on air quality as well as a copy of the draft Air-Quality Action Plan which outlines proposed actions to improve air quality in Haringey for 2018-2022.

Green Waste Charges, Fly-Tipping Strategy and Bulky Waste Collection

- 7.9 The Panel received an update on the implementation of charges for replacement bins and garden waste collection as well as extended charges for bulky collections. The Panel also received an update on the Fly Tipping Strategy, which sets out a targeted approach to 'hot spot' locations and focuses on three strands:
- Education, communication and early intervention;
 - Prevention of recurrence;
 - Targeted enforcement

8. Housing and Regeneration Scrutiny Panel

"Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this." Nolan Principle of Public Life.

It has been a great privilege to serve as Chair of the Housing and Regeneration Scrutiny Panel. Over the course of the year the panel was able to raise questions of cabinet members and officers and topics under discussion included housing strategy; temporary accommodation, CIL, landowner forums; Broadwater Farm, area action plans and scrutiny of the priorities within the Panel's remit of the Council budget and Medium Term Financial Strategy.

The Panel's work programme reflected a broad range of areas of concern raised by residents in the scrutiny survey carried out at the beginning of the Council year, at the Scrutiny Café event and in correspondence to the Panel. As such, we undertook a major scrutiny review of the Development at Seven Sisters in relation to the market at Wards Corner. The Panel is grateful for the participation of stakeholders, residents, officers, traders and other expert witnesses in helping to review this topic, the work for which is still underway.

I would like to thank panel members and scrutiny officers for their support and hard work over a year which has confirmed my commitment to the positive role scrutiny plays in Local Government."

Cllr Ruth Gordon (Chair)

Councillors: Ruth Gordon (Chair), Dawn Barnes, Isidoros Diakides, Bob Hare, Yvonne Say, Daniel Stone and Sarah Williams

Overview

- 8.1 There were six formal meetings of the Housing and Regeneration Scrutiny Panel in 2018/19, one of which was dedicated to scrutiny of the budget proposals for Priorities 4 & 5. These meetings involved Q&A sessions with the Cabinet Member for Housing & Estate Renewal and the Cabinet Member for Strategic Regeneration and discussions with senior Housing & Regeneration officers and external witnesses on key issues of concern. In addition, there was a site visit to Seven Sisters Market and oral evidence sessions held by the Panel to gather evidence in support of a Scrutiny Review on the Wards Corner redevelopment site.

Key issues of concern

- 8.2 The Panel scrutinised several topics throughout the year at its formal meetings. These included discussions with officers and Cabinet Members on the Housing Strategy, temporary accommodation, the Community Infrastructure Levy (CIL), the Broadwater Farm Estate, progress towards recommendations made in a previous Scrutiny Review on social housing, the Tottenham and Wood Green Area Action Plans (AAPs) and ensuring transparency of the Tottenham and Wood Green landowner forums.
- 8.3 The Panel took up concerns from local campaigners about possible underestimates arising from the child yield calculator used by the Council to assess the infrastructure needs for new developments such as schools, play areas and youth centres, based on the number of children expected to live there. Following correspondence between the Chair of the Panel and the Leader of the Council, the way that the calculations are made are now expected to be revised. The Panel will continue to monitor progress on this issue. The Panel also received deputations from the Temporary Accommodation Group at the Love Lane estate, the traders at Peacock Industrial Estate and the traders from Seven Sisters Market.

Wards Corner

- 8.4 The Panel undertook a detailed piece of work into the proposed redevelopment of the Wards Corner site in the Seven Sisters area of the Borough. The site, which currently includes an indoor market, a number of other retail units and residential properties, is subject to a Compulsory Purchase Order (CPO) that was approved by the Secretary of State for Communities and Local Government in January 2019.
- 8.5 The Panel carried out a site visit of the Seven Sisters market at the outset of the Scrutiny Review and then conducted an extensive programme of oral evidence sessions that heard from market traders, local residents, the developer, the market manager, Council officers and representatives of the alternative 'Community Plan' scheme. The Panel expects to publish its report on the Wards Corner Scrutiny Review early in 2019/20.

Financial Scrutiny

- 8.6 As part of the Council's formal budget scrutiny process the Panel examined proposals for the 2019/20 budget and the Medium Term Financial Strategy in December 2018 with recommendations subsequently made to Cabinet.

Cabinet Member Q&A

- 8.7 The Panel held two Q&A sessions with Cllr Emine Ibrahim, Cabinet Member for Housing & Estate Renewal. Topics covered included Temporary Accommodation, the decant of residents from the Tangmere block on the Broadwater Farm Estate and the Wholly Owned Company for Housing Development.
- 8.8 Another two Cabinet Member Q&A sessions were held with Cllr Charles Adje, Cabinet Member for Strategic Regeneration. Topics covered included the Wood Green Area Action Plan, the sub-regional economic partnerships that the Council is involved with, the Tottenham and Wood Green landowner forums and the High Road West and Wards Corner redevelopment schemes.

9. North Central London Joint Health OSC

North Central London Joint Health Overview & Scrutiny Committee (JHOSC)

- 9.1 Haringey is a part of a joint health overview and scrutiny committee covering the boroughs of Barnet, Enfield, Camden, Haringey and Islington. Each borough has two representatives on the Committee. Haringey's representatives were Cllrs Pippa Connor (Vice-Chair) and Lucia das Neves. The Committee was established to scrutinise health issues common to all of the five boroughs. Amongst the issues discussed this year at the JHOSC were the following:

Estates Strategy

- 9.2 Consideration was given to the estates strategy for north central London. The Committee queried the quantity of the surplus made from asset sales that realised more than their book valuation and noted that trusts were able to spend this money as part of their general budget. Concern was expressed that one-off capital receipts from disposals were being used for meeting the current costs of health services which they felt that this was not prudent.

Joint Working Between North Middlesex and Royal Free Hospitals

- 9.3 The Committee considered outline proposals to develop the strategic partnership between the North Middlesex and Royal Free hospitals. The Royal Free was performing well and the North Middlesex hoped to learn from their best practice. Clinical practice groups had been formed which included staff from both organisations and there had been improvements in performance flowing from this. The Committee were of the view that the case for change had not currently been demonstrated, given the evidence before them. They asked to see a further report on the case for change as soon as it was ready.

Whittington LUTS Clinic

- 9.4 The Committee continued to work with patients from the Lower Urinary Tract Services (LUTS) clinic at Hornsey Clinic and as Whittington Health, who provide the service, to re-establish the service following its temporary closure in 2015. In addition, it also considered measures to ensure its continuation following the retirement of its consultant. It welcomed the progress being made in adult LUTS cases but noted the disagreements around the approach to be taken to child patients. It highlighted that the JHOSC was not in a position to recommend a course of treatment and asked that liaison with NHS England and NHS Improvement continue in order to find a solution beneficial to the patients involved.

North London Partners Mental Health Programme

- 9.5 Consideration was given to a report from North London Partners that highlighted the significant unmet need for mental health services in the North Central London (NCL) area as well as the links that existed between mental illness and other forms of ill-health. Officers were aiming for a model of care which was based around primary care in the community. They did not want hospitals to be seen as a 'home from home' for people with mental health conditions; they wanted them to receive the acute treatment they needed and then be able to return home. They wanted to see greater mental health awareness in primary care so that they could help individuals with mental health conditions and alleviate them in the way that they alleviated people's physical health conditions.
- 9.6 Members wanted to see more mention of the voluntary and community sector in the documents. They felt that NCL partners could achieve more by working with them. Members repeated their requests for more data. They wanted to see information on out of area placements, their costs and where the individuals being placed out of area came from and went to. They also asked for statistics on suicide.

Adult Orthopaedic Services Review

- 9.7 Consideration was given to a review of Adult Orthopaedic Services review in north central London. There were 11 sites which provided orthopaedic services at the moment. The review aimed to consolidate and improve services to patients. The review was at Stage 1 of the process so far so no definitive proposals were yet being made. Health officers had heard from colleagues from Manchester and from South-West London and wanted to learn from their experiences.

London Ambulance Service (LAS) Report on Hospital Handover Times

- 9.8 The Committee had expressed concerns over handover times when it had previously discussed the issue. It heard that the LAS had been working with hospitals to tackle delays in being able to transfer patients, and had had a number of successes – notably at Barnet General and at the North Middlesex. The most serious call-outs were being dealt with within national target times but there were longer waits than the targets for lower priority. This was in part due to staff shortages. It was difficult to recruit enough skilled staff to meet service demand, and there was a limited capacity of training places to grow the service.

Update and Discussion to Plan for Moorfields Consultation

- 9.9 The Committee looked at plans for a consultation on the development of a new site for Moorfields' Eye Hospital. The current premises and the proposed new St Pancras site were both in the area of the JHOSC. Camden CCG would lead on it on behalf of Islington CCG. The Committee noted that, because of the wide dispersal of patients, a range of local authorities could be said to have a need to be consulted on the measures. It might be best to consult with the local JHOSCs for the areas that had the largest number of patients using the facility.

10. Budget Scrutiny

- 10.1 Over the past year, the Overview and Scrutiny Committee undertook efforts to ensure effective financial scrutiny at each of the three stages – budget setting, expenditure monitoring, outturn reviewing.
- 10.2 The Committee received a report which set out how budget proposals detailed in the draft 5 year Medium Term Financial Strategy (MTFS) for 2019/20-2023/24 had been reached by the Overview and Scrutiny Committee and the Scrutiny Review Panels. The Committee was asked to consider and agree recommendations contained within the report so that these could be considered by Cabinet on 12th February 2019.
- 10.3 As part of the Council's governance arrangements for the development of the new MTFS, Overview and Scrutiny considered savings proposals that were presented to the December 2018 Cabinet. Following consideration by Cabinet, all four Scrutiny Panels met in December 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)
- 10.4 In addition, the Overview and Scrutiny Committee met on January to consider proposals relating to Priority X (Enabling). 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. This was considered by the Overview and Scrutiny Committee on 28 January, along with proposed recommendations from each Panel.
- 10.5 Key recommendations from scrutiny included:
- That further details be provided of the proposed budget reductions arising from the rationalisation of the management of Children's Centres and the capital proposal in respect of Fortismere School, including the amount of funding that would be required next year (Priority 1);

- Charging for Managed Account (Priority 2); The Committee requested that the Cabinet reconsider charges for Appointeeship clients and the suitability of making savings in this area.
- Transfer of High Cost Day Opportunities (Priority 2); That consideration be given to the risk of savings not being delivered to the amount and/or timescale projected. This was due to concerns that some service users and their carers/families may be deterred from returning to services in Borough because of a perception that this was being carried out as part of a budget reduction process with lower cost services.
- That Cabinet reconsider the proposed saving in relation to flexible police resources (Priority 3); In particular, consideration should be given to whether this would have a disproportionate impact on the east of the borough, which had a higher number of victims of crime.
- That consideration be given to further reducing consultancy costs and that senior managers should always examine whether functions can be carried out another way rather than through consultants (Priority 5).

10.6 The final recommendations from the Overview and Scrutiny Committee, were considered by Cabinet at its 12 February meeting. The response from Cabinet to all recommendations can be found via the link below:

<http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MId=8735&Ver=4>

11. How to get involved

- 11.1 Public engagement and involvement is a key function of scrutiny and local residents and community groups are encouraged to participate in all aspects of scrutiny from the development of the work programme to participation in project work. For this purpose, all formal meetings of the Overview and Scrutiny Committee and the four scrutiny panels are held in public and everyone is welcome to attend.
- 11.2 As well as attending a scrutiny meeting, there are a number of ways in which local people can be actively involved in the scrutiny process:

Suggest a topic for review

- 11.3 Members of the public and community groups can suggest topics for possible scrutiny review. Please use the [scrutiny suggestion form \(Word, 52KB\)](#) to suggest a topic for inclusion within the scrutiny work programme.

Being a witness

- 11.4 Like parliamentary select committees, a range of individuals may be asked to give evidence to support scrutiny reviews. This may include service users and community stakeholders, as well as service providers, policy makers, managers and people who have some knowledge or expertise of the area under consideration.
- 11.5 The ways in which evidence is collected will vary, but may include online surveys, focus groups or public meetings. Details of current scrutiny projects and how you can participate can be viewed on the [scrutiny consultation page](#).

Asking questions

- 11.6 The Overview and Scrutiny Committee or scrutiny panels may call a Member of the Cabinet and chief officer (such as a service Director) to answer questions on the performance, policy plans and targets for their portfolio or service. The Committee or relevant scrutiny panel may also call local NHS executives to account for policy and performance issues in the health sector. Representatives from other local public services (for example, police service, fire service, housing associations or Jobcentre Plus) may also be invited to scrutiny meetings where appropriate.
 - 11.7 Members of the public can also raise questions about a subject being scrutinised and can submit written questions to be asked of executive councillors and chief officers called before the Overview and Scrutiny Committee or panels.
 - 11.8 Questions should be sent in writing at least 5 clear working days in advance of the meeting. Questions can be sent by email or post to the Democratic Services Manager, or the appropriate committee or panel support officer.
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Appendix 1

Overview & Scrutiny Remits and Membership 2018/19

Scrutiny Body	Areas of Responsibility	Cabinet Links
<p style="text-align: center;">Overview & Scrutiny Committee</p> <p style="text-align: center;">Cllrs Das Neves (Chair), Connor (Vice Chair), Demir, Gordon, Jogee</p> <p style="text-align: center;">The Committee shall also comprise statutory education representatives, who shall have voting rights solely on education matters</p>	<p>Communications; Corporate policy and strategy; Council performance; External partnerships; Strategic transport; Growth and inward investment; Corporate governance; London Plan and NPPF Consultation; S106/CIL Policy</p>	<p>Cllr Ejiofor Leader of the Council</p>
	<p>Culture Customer Services; Customer Transformation Programme; Enforcement; Fairness Commission; Landlord Licensing; Licensing Policy and Delivery; Libraries; Leisure and leisure centres; Northumberland Park Resident Engagement</p>	<p>Cllr Brabazon Cabinet Member for Civic Services</p>
	<p>Council budget and MTFS;</p>	<p>Cllr Berryman</p>

Scrutiny Body	Areas of Responsibility	Cabinet Links
	Capital Strategy; Commercial Partnerships; Council Tax Reform Agenda; Procurement	Cabinet Member for Finance
	Community buildings; Equalities; Voluntary sector	Cllr Mark Blake Cabinet Member for Communities, Safety and Engagement
	Corporate programmes; Shared Digital; Shared Service Centre; Council HR & staff wellbeing; Corporate property & commercial portfolio; Insourcing policy and delivery	Cllr Noah Tucker Cabinet Member for Corporate Services and Insourcing
	Accommodation Strategy.	Cllr Adje Cabinet Member for Strategic Regeneration
<p align="center">Adults & Health Scrutiny Panel</p> <p align="center">Cllrs Connor (Chair),</p>	Adult Social Care; Public Health; Health devolution pilots; Mental health and well-being Working with CCG and NHS; Safeguarding adults; Adults with disabilities and additional needs	Cllr Ahmet Cabinet Member for Adults and Health
	Tackling unemployment and worklessness; Adult learning and skills	Cllr Adje Cabinet Member for Strategic Regeneration
<p align="center">Children & Young People Scrutiny Panel</p> <p align="center">Cllrs Demir (Chair), plus the statutory education representatives of OSC</p>	Schools and education; Safeguarding children; Child and Adolescent Mental Health; Early years and child care; Adoption and fostering; Looked-after children and care leavers; Children with disabilities and additional needs; Children to adult social care transition;	Cllr Weston, Cabinet Member for Children and Families

Scrutiny Body	Areas of Responsibility	Cabinet Links
	Post 16 education	
	Youth services; Combatting youth offending and re-offending	Cllr Mark Blake Cabinet Member for Communities, Safety and Engagement

<p align="center">Environment & Community Safety Scrutiny Panel</p> <p align="center">Cllrs Jogee (Chair)</p>	Air Quality; Carbon Management and Zero 50; Recycling, waste and street cleaning; Highways; Parking; Parks and open spaces; Sustainability; Transport Strategy Action Plan	<p align="center">Cllr Hearn Cabinet Member for Environment</p>
	Community safety; Engagement with the Police; Prevent programme; Tackling anti-social behaviour; Violence Against Women and Girls	<p align="center">Cllr Mark Blake Cabinet Member for Communities, Safety and Engagement</p>
<p align="center">Housing & Regeneration Scrutiny Panel</p> <p align="center">Cllr Gordon (Chair)</p>	Broadwater Farm Resident Engagement; Planning policy; Planning applications & development management; Building Regulations; Hackett Review; Health and Safety issues related to housing stock; Homelessness and rough sleeping; Housing Investment Programme; Housing strategy and development ; Partnerships with Homes for Haringey & social landlords	<p align="center">Cllr Ibrahim Cabinet Member for Housing and Estate Renewal</p>
	Tottenham AAP; Town Centre Management; Wood Green AAP	<p align="center">Cllr Adje Cabinet Member for Strategic Regeneration</p>

If there is any overlap between the business of the Panels, it is the responsibility of the OSC to resolve the issue.
Areas which are not covered by the 4 standing Scrutiny Panels shall be the responsibility of the main OSC.

Further information

Overview and Scrutiny Committee

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