NOTICE OF MEETING

FULL COUNCIL

Monday, 24th February, 2020, 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, Julia Ogiehor, 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

Quorum: 15

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 ASK MEMBERS WHETHER THEY NEED TO MAKE A DECLARATION IN ACCORDANCE WITH SECTION 106 OF THE LOCAL GOVERNMENT FINANCE ACT 1992 IN RELATION TO UNPAID COMMUNITY CHARGE OR COUNCIL TAX LIABILITY WHICH IS TWO MONTHS OR MORE OUTSTANDING

6. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 15 JULY 2019 &26 NOVEMBER 2019 (PAGES 1 - 24)

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

8. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE (PAGES 25 - 30)

9. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES

10. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES (PAGES 31 - 40)

a) Cabinet – Council Tax Premium on Empty Properties

b) Corporate Committee - Treasury Management Strategy Statement (TMSS) 2020/21

11. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM

12. 2020-21 BUDGET AND 2020-2025 MEDIUM TERM FINANCIAL STRATEGY (PAGES 41 - 354)

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Friday, 14 February 2020

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Agenda Item 6

MINUTES OF MEETING FULL COUNCIL HELD ON MONDAY, 15TH JULY, 2019, 7.30PM

PRESENT:

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, 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, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Felicia Opoku, Julia Ogiehor 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

18. FILMING AT MEETINGS

The Mayor drew attendees' attention to the notice on the summons regarding filming at meetings. The Mayor advised that the deputation party did not want to filmed whilst speaking but had agreed to have their voices recorded. The Mayor had agreed to respect their right not to be on camera and asked attendees to refrain from filming the deputation party.

19. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were received from:

Councillor Carroll
Councillor Hinchcliffe
Councillor Amin
Councillor Dogan

20. 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 reported that there were 2 late items of business, which could not be available earlier, and which would need to be dealt with at this meeting.

Item 10c– this report was late in order to allow finalisation of the report and legal comments to be added.

Item 12- Questions and Written Answers - The reason for lateness was due to notice of questions not being requested until 8 clear days before the meeting, following which the matters raised have to be researched and replies prepared to be given at the meeting.

21. DECLARATIONS OF INTEREST

There were no declarations of interest of submitted.

22. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 20 MAY 2019

RESOLVED

That the minutes of the meeting of the 20 May 2019 were agreed as a correct record.

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

The Mayors communications were printed and the Mayor highlighted that this was an extract of events attended by herself and the deputy mayor and there were many more events attended that were not included. The Mayor was happy to discuss details of the events attended and the organisations visited to interested Councillors.

The Mayor called on Cllr Mark Blake and Cllr Morris who would be speaking on the Council's in tolerance of racism, following the recent appalling incident of racial abuse experienced by Cllr Ogiehor.

Cllr Blake described the incident, highlighting the boldness of the racist attitude of the abusers and the vicious nature of language which was built on racist assumptions that a person of an ethnic minority was less than a citizen of the country. Cllr Blake spoke of the Council's full support to Cllr Ogiehor and had offered to help in any way with the Transport Police investigations. He underlined that Haringey does not tolerate racism and discrimination and is an open and diverse borough. The Council would work proactively to keep it this way.

Cllr Blake referred to the picture of incident on twitter had helped identify perpetrators and, on this occasion, showed how social media could be used in a positive way to support a Police investigation.

Cllr Morris, echoed all Councillors feelings that this was a vile racist attack, and also commented on the shock around the boldness of this action, in a public place with witnesses. Cllr Morris referred to the context of the crime where even in a diverse city such as London, hate was on display. Cllr Ogiehor had spoken to Cllr Morris about her regular experiences of racist abuse which was common feature of the daily lives of

people of colour she knew and was getting worse, inevitably impacting on the confidence felt in public places.

Cllr Morris praised the two fellow passengers on the train that had stepped in and called for colleagues to aim to be that person and speak up when someone was being racially abused. It was also important to encourage and support people to report racist attacks so the full scale of the hate crime problem could be known.

Cllr Morris emphasised that, as politicians, it was important to make a strong stand against racism, bigotry and she was proud of the Council's adoption of IRHA definition of antisemitism and APPG definition of islamophobia. The Liberal Democratic group were also demonstrating their support to LGBT+ inclusive education in the borough, through the later motion on the Council agenda, which she hoped would be supported by Labour colleagues.

The Mayor reported on the sad passing of Heather Thorpe who had been a Haringey Councillor between 1984 and 1986.The Mayor also asked people to stand for one minute for Councillor Meehan and Heather Thorpe.

[A one minute's silence was observed]

24. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

RESOLVED

To note the changes to the Member appointments of the North London Waste Authority and Create taken as an urgent decision between Council meetings. This was set out on pages 13 to 15 of the agenda pack.

25. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES

RESOLVED

To note the summary of the minor changes to the Constitution which were set out in pages 17 to 18 of the Full Council agenda pack and have been taken in accordance with in part 2 article 14.03 and referenced in paragraph 1 of the report.

Members could also consider the detail of the changes which is set out from pages 21 to 154.

26. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM

The Mayor had accepted one deputation for the meeting from the Haringey Gypsy and Traveller Liaison Group (HGTLG) supported by London Gypsies and Travellers

The Haringey Travellers group felt that their needs had been ignored for far too long. Some of them lived on one of the two Travellers sites, Clyde Road. Others lived in bricks and mortar homes but wanted to live on a site. However, there are only 10

pitches in the borough and there were estimated to be 405 travellers living in housing according to the last Needs Assessment, which was in 2008. The Haringey travellers group did not know exactly how many Gypsies and Travellers needed pitches as the Gypsy and Traveller Needs Assessment that was completed in 2015 was never published. The Group requested information on the reason for non-publication.

The deputation advised that on the 2nd July 2015 a Planning Policy Officer told a member of staff in London Gypsies and Travellers that there was a need for 11 to 18 new pitches. However, none of these has been built.

The deputation spoke about one site that was identified for new pitches, in 2017, in the Site Allocations Local Plan. This was the Vale Road/Evade Road but no pitches have been built here and the deputation asked the Full Council meeting to provide the reasons for this.

The Haringey Travellers group had been told that the Planning Department has discussed possible new sites for them and the group wanted to know their locations.

The deputation advised that two Travellers sites have fallen into disrepair. There had been no refurbishment or sufficient repair work done for 30 years. The two staff in the Travelling Peoples Team had passed away last year and as far as they were aware, they have not been replaced. The deputation speculated that that the posts either were deleted or are just vacant. However, there is no one in the Council to look after the Haringey Traveller's needs.

The deputation felt that that their whole community had been neglected. The deputation asked to be consulted on the structure of the travellers People's team and the job descriptions of new posts replacing those that had been lost.

The deputation spoke about the Council Car Parks next to the two Travellers sites, Clyde Road and Wallman Place. Both car parks were development sites and the Council already wanted to develop them. The deputation asked for these Travellers sites to be instead expanded into the car parks, to help ease the overcrowding.

The deputation were aware that there were many Council owned parcels of land that were identified for development. They felt that some of this should be for Council housing, and where new Council homes are built and Travellers pitches could be part of that development. The deputation had identified some within the Site Allocations Local Plan that could become Travellers sites and sought dialogue with the Council about developing these sites.

The deputation noted that the GLA was keen to fund refurbishment of existing Travellers sites and extensions to these sites. The GLA was also keen to fund new sites. This required match funding and an application from the Council. The deputation wanted to see progress on agreeing capital funding for this work.

The deputation contended that it was unacceptable for there to no policy for allocating Travellers pitches in Haringey. A new policy should be a priority so that when new pitches are built there is a fair allocations process. London Gypsies and Travellers unit had offered to advice on the consultation needed and the shape of a new policy. They

had experience in helping Hackney to introduce a fair policy. The deputation asked the Council to make use of that experience.

The Haringey Travellers and Gypsy group have already started discussions with Councillors and Council Officers, and so far, £200k has been identified to address historic disrepair, with a further £100k in the following year. The group were grateful for this money but it was only offered in response to our complaint and this position should not have been reached. The deputation advised that the gypsy and traveller community should already have had access to the same resources available to those in other types of Council housing.

The deputation had the following questions for councillors and officers to consider and respond to after the meeting.

Providing a strategy and timeline for the following?

1. Repair and refurbish existing Travellers' sites to disability accessible standards including redeveloping amenity blocks and expanding existing pitches
2. A Travelling Peoples Team structure or two FTE posts within Housing to manage the sites and Travellers' issues
3. New sites to deal with the estimated assessed need of 405 housed Travellers, including the Vale/Eade Road site, which is already identified for Travellers in Site Allocations 2017
4. Expanding the existing Travellers' sites into the Civic Centre Car Park and the Lawrence Road Car Park, which are development sites within the Council's ownership
5. Agreeing match funding with the GLA for the refurbishment and extension of the existing Travellers' sites and the provision of new sites.
6. Consulting on and adopt a pitch allocations policy.

In response to questions from Councillor Dennison, Ogiehor, Rice, Palmer, da Costa, Barnes, the deputation party provided the following responses:

There was land in St Ann's road that had been looked at and in West Green Road as possible locations by the Haringey Gypsy and Traveller Liaison Group. There were about eight more sites that the Haringey group has not yet visited.

In response to issues raised in May when meeting with officers, there had been a meeting with Councillors regarding the Clyde road site and the Wallman place site and the group were currently awaiting a date for a meeting with the Cabinet Member for Housing and Estate Renewal to discuss all the issues and explore further the question of new sites and the question of expanding existing sites. Some of the officers present at these meetings had identified £200k in the HRA for the two existing sites this year and the group were asking for the urgent refurbishment works to start straight away.

Tanya Murat, Community Development Worker, London Gypsies & Travellers, supporting the deputation, advised the meeting that a member of her staff was herself, a Hackney traveller, and was happy to meet with Councillors to discuss the good work in Hackney, in terms of new sites identified and the upkeep of existing sites. She could

also share good practice on that fact that Hackney have an officer assigned to working with the Gypsy and Traveller community.

The Council had not published the Haringey Gypsy and Traveller Needs Assessment completed in 2015 and had provided no reasons for this to the Group.

The Cabinet Member for Housing and Estate Renewal provided the following information in response to the deputation on behalf of her portfolio area for housing and for the Cabinet Member for Climate Change and Sustainability, whose responsibility included planning and allocation of sites.

The Cabinet Member for Housing and Estate Renewal was aware of a Traveller and Gypsy Needs Assessment completed in 2017 and was not aware of any prior work completed in 2015, and agreed to look into this with officers and check if there was original documentation on this.

Commenting on the 2017 Gypsy and Traveller Needs Assessment, this was also not published, for the reason that the Planning Inspector' report on final adoption of the London Plan was awaited. The Community Development Worker, London Gypsies & Travellers, through her work with the GLA, would be aware that the Council were in discussion with the GLA around the timeframe for this report.

The Council were starting a Local Plan review in autumn, which included a review of the allocated sites and would be taking forward the issues raised in the letter and deputation from the Haringey Gypsy and Traveller Liaison Group. The Cabinet Member and her colleague, Cabinet Member for Climate Change and Sustainability, was in discussion with ward Councillors, in particular on the sites on Clyde road and Vale road and were advocating a holistic approach when allocating sites to meet the needs of communities in the borough. The Cabinet Member was pleased to note that a representative of the London Gypsy and travellers unit had met with Cllr Mark Blake on the wider issues faced by the Gypsy and Traveller communities.

It was noted that a full response would be provided to the issues raised in the deputation and the Cabinet Member for Housing and Estate Renewal and her Cabinet colleague for Climate Change and Sustainability were looking forward to meeting with the group. There would be ongoing dialogue with GLA on this issue. Housing was one of the most important issues facing the Council, it had made a huge commitment to tackle this across to the borough, and this included meeting the needs of multiple communities.

The Mayor thanked the deputation for attending.

27. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

The Full Council meeting continued to consider reports from the following bodies:

a) The Cabinet
b) Overview and Scrutiny
c) Standards Committee

28. ADOPTION OF COMMUNITY SAFETY STRATEGY

In moving the report and its recommendations, the Cabinet Member for Communities and Equalities highlighted the collective partnership and local community for taking forward and achieving the priorities of the Community Safety Strategy. Therefore, compiling the strategy had been a lengthy consultation process to support this, undertaken through the local partnership of the police, schools, and health.

The priorities of the strategy were outlined with particular attention drawn to the priority on tackling serious youth violence. This was an area of focus, which dominated the current local and regional agenda. The Cabinet Member also expressed the need for the Council, partners and local community creating an atmosphere for young women to report sexual offences as the record in this area was not good and needed improvement. There was further focus in the strategy on changing attitudes on this issue of young men, and this was linked to the social education agenda in schools.

The Cabinet Member spoke about the importance of all the Council's strategies linking to the young person at risk strategy to ensure a holistic approach to tackling the priority on serious youth violence and he also referred to new initiative of the Council and partners meeting with links in local areas in order to develop and building the bridges to work more closely with the community.

RESOLVED

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

(a) **Annual report from Overview and Scrutiny**

In moving, the report and its recommendations the Chair of Overview and Scrutiny thanked residents, local stakeholders and Councillors for engaging in the process, and further thanked outgoing chairs of scrutiny panel's, Cllr Gordon and Demir.

The Chair of the Overview and Scrutiny was proud to have steered a scrutiny programme led by the concerns of residents and community. The Committee had responded to individual issues raised in the scrutiny consultation process and created a regular mailing list for those interested in scrutiny so that they were kept informed of what scrutiny were doing and why.

Details of reviews compiled were outlined as well as the questions that had been put forward on regeneration, housing, and Wards Corner. The Committee had shared responses of Cabinet Member's to scrutiny questions with residents where appropriate and would continue to provide information about key issues the Council were tackling.

The Chair of Overview and Scrutiny spoke about endeavouring to increase involvement of pre -scrutiny in a collaborative and challenging manner. The Chair also

described the role of scrutiny in live budgeting as important, and the recent example of the Overview and Scrutiny's Committees consideration of the Children's Services savings was referred to.

In closing, the Chair of Overview and Scrutiny underlined the challenges facing the local authority in prioritising services and spend with the most impact and the Overview and Scrutiny Committee along with its Panels would continue to champion concerns and questions of the community and further welcomed and invited residents to engage in scrutiny.

RESOLVED

To note the Overview and Scrutiny Annual Report 2018/19.

(b) **Standards Committee report on Changes to Constitution - Section K**

The Chair of the Standards Committee moved the report and recommendations concerning changes to section K of the Council Constitution which had been forward to the Standards Committee from the Staffing and Remuneration Committee.

RESOLVED

To agree the amendments to Part Four, Section K of the Council's Constitution; Officer Employment Procedure Rules, as set out in Appendix A, subject to the amendment outlined at paragraph 2 of the attached report.

29. HARINGEY DEBATE - THE IMPACTS OF AUSTERITY ON COMMUNITIES IN HARINGEY

The Leader of the Council introduced the debate, which was on the impact of austerity on communities.

The Leader opened the debate, by welcoming the two speakers, Geoffrey Ocen and the Mr Paul Nicolson who would be speaking about the daily impact of austerity on people's lives.

The Leader advocated increasing funding and support to communities to increase productivity rather than reduced funding and cuts in services. He referred to the polices taken forward by the government in the last 9 years which he felt were designed to reduce the efficiency of local government and reduce the welfare state.

The Leader continued to speak about the reduced spending power of the Council and the closure of key services in parks, youth and care homes, day care centres as well as reduced staff to provide services. In addition, there was now an increased number

of residents in temporary accommodation, with more people dealing with in work poverty. He referred to the recent United Nation's report on impact of austerity and the government showing no sign of changing these polices.

The Leader advised that the Council would endeavour to invest in key public services, including: increasing Council homes, making Council tax benefit changes, investing in youth workers.

Geoffrey Ocen, Chief Executive of the Bridge Renewal Trust, addressed the meeting. His organisation was the strategy partner for the voluntary sector, which meant working with Council to make the sector stronger, helping them fundraise more money, and getting people working together in the borough. He highlighted the five areas that his organisation had seen as being affected by austerity.

- Voluntary and community sector – there were 1200 groups in Haringey which were vibrant but also could be better and do more. The main challenge for them was funding with groups in the borough having varied support needs in relation to this. Prior to the austerity agenda, some of the voluntary groups were Council funded and the Bridge Renewal Trust had to work further with these groups and help them leverage funding externally.

- Community buildings - this was a key issue for voluntary sector groups and having affordable accommodation. There was discussion on this to solve this issue and make space more available or shared in an affordable way. There were different ways of doing this and this involved re-thinking how things were done.

- Pleased that Fairness Commission had chosen support for the voluntary sector as an important issue. The community trusted the voluntary sector and want to work with the sector so it needed to be strong

- Housing – voluntary sector groups were reporting on the lack of accommodation and issues with the private sector with HMO's highlighted by clients as an issue. There were homelessness people on streets and families with children needing to access urgent accommodation. There was a need to provide more targeted support to help them in their homeless situation.

- Tackling the fear of crime –It was felt that more could be done on this with voluntary sector groups reporting a need for young people to access mentoring, youth clubs, employment and training.

- Adult social care, cuts - making the delivery of high quality social care difficult and although it was acknowledged that this was not a Council policy to make cuts to the voluntary sector, it was felt that something needed to be done. Similar representations were made in relation to mental health support, which was also a key issue.

- Prevention and early help – residents did want to do things themselves but felt that there needed to be some support when needed of help. For more complex

situations, residents also value multi agency working where their issues can be dealt with in a joined up way.

Reverend Paul Nicolson addressed the Full Council meeting and spoke about the impact of property development on communities and families. The economic conditions of 2010 were referred to with uncontrolled rents of 3 years and deregulation, which he felt had not been countered by successive governments. State provision of housing was advocated as truly affordable homes can and had been built. He spoke about the increased number of homeless families in temporary accommodation or homeless people on the streets. He referred to some families being in emergency accommodation for 2 years and there were no solutions in sight with high rents and low incomes a toxic mixture.

Reverend Nicolson spoke about the 11000 social security claimants in Haringey and government led shredding of claims which was in addition to years of benefit negligence. The lowest levels of JSNA were outlined; contributing to lack of access to healthy diets and basic requirements. Reverend Nicolson quoted academics that had written recently on this issue.

The Mayor invited contributions from Councillors:

Councillor Dixon glad that both parties shared the stance on austerity and he emphasised need for investment and strong public services. He spoke about the difficulty in delivering this, if there was a no deal brexit. He advocated for higher income earners to contribute further and for a reverse to cuts to inheritance, co-operation tax and capital gains tax. This would help middle income earners feel that they were also doing their fair share with any increased tax to pay for excellent public services. There was a united clear message to end austerity and start investing in communities

Cllr Brabazon thanked the speakers for introducing the debate. She spoke about the reality of political decisions and social safety nets being reduced. The results of austerity policies leading to people with no permanent homes and huge increase of children living in poverty. She spoke about all local authorities finding it harder to meet statutory obligations with increasing public sector cuts.

Councillor Morris thanked the speakers and spoke about cuts to public services being too deep and lasting too long. In her view, there would be no relief from austerity until Brexit was stopped. She referred to current issues demonstrating that the UK could be leaving with no deal and this would bring down the UK's national income by 8.7 % over the next decade as estimated by the LSE. This would mean an equivalent of cutting entire revenue budget.

Councillor Chandwani addressed the Council and spoke about the 4000 children exploited and groomed to transport drugs around the country and vulnerable children being targeted, enslaved and under constant threat of violence. She spoke about the effects of cuts to youth services, youth learning and employment services, housing service, and education maintenance allowance. In the country, over 1000 children's centres had closed down and over 800 youth services also closed. In her view,

austerity had removed services that would have protected children from organised crime. She referred to the Mayor of London's published research showing strong links between serious youth violence and deprivation.

Councillors Barnes spoke about the differing effects of austerity, with many people in London one pay packet away from homelessness. She referred to the Council homes at Council rents policy but also needing to build homes, available at affordable rents when the Council was in a better financial position. She referred to the council only building 7 homes in the last 25 years and to bonuses granted previously to Homes for Haringey when homes needed repairs. She advocated learning and planning for future when there was funding available to support households that become most in need.

Cllr Stone spoke on the impact of poverty on children and young people. He referred to unavoidable deaths, and the brutal logic that vulnerable communities, and groups face the more brutal aspects of austerity. He spoke of the state spending to ameliorate big companies who do not pay workers their correct wage. He concluded by highlighting that there was a need to increase spending and reverse the powers of shareholders and reduced their accountability.

Cllr Palmer spoke about supporting communities and making a difference locally. She felt that austerity was not an excuse for poor finances. She advocated nurturing and transforming communities and spending council tax monies appropriately.

Councillor Bull shared his councillor experience of constituents needing to go to food banks, increased access to Tottenham district charity for grants to fund food bills or utilities which was distressing. Cllr Bull spoke about the NHS adult social care integration and also ensuring that housing services and services that support businesses were not competing for land and provision.

Councillor Barbara Blake spoke about the decade of austerity and a devastated society. She spoke about the looming Brexit departure which could supress growth for years and the need to look beyond Westminster for funding. She highlighted the need to shift responsibilities, drive regeneration, and encourage businesses to relocate to the borough. This would help lead to good quality jobs, skills, and childcare and transport infrastructure to deliver growth and deliver for all residents.

The Cabinet Member for Finance and Strategic Regeneration responded to the debate thanking the two speakers who outlined the devastating impact of austerity in communities in Haringey and across the country. He thanked Councillors who had used their speeches to highlight the first hand effects of austerity, which had had very real effects. The Cabinet Member spoke about the significant reduction in the council's funding over the last 9 years and that next year the Council would be forced to make a further £15m of cuts. This meant reducing expenditure by £40k per day, every day for that financial year, costs like these meant reductions in non-essential and non-statutory spending. The Cabinet Member outlined that austerity was more than numbers, every pound-spent made a difference to people lives. He referred to a recent trade union survey which revealed 8 in 10 Council workers not having the confidence in the future of local services as a result of ongoing cuts.

The Cabinet Member expressed that the council were trying to make a difference to mitigate against cuts and put economic power to the people through insourcing services to build capacity in the Council. He referred to the Council tax reduction scheme which will save 6000 residents £250 per year. The council would continue to do all it could to oppose cuts and deliver services that were relied upon.

The Mayor thanked everyone for their speeches which were excellent. The Mayor called for a round applause for the speakers.

30. TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10

The Mayor accepted the admission of responses to written questions as late items of business, as the answers to questions had needed to be researched and prepared after the summons had been dispatched.

Oral questions one to six were then asked and responded to.

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

In introducing the motion, Councillor Cawley- Harrison spoke of the significant tolerant, accepting, progressive changes seen in his lifetime. However, he was disappointed that in recent years he had seen a rise in hate crime, bigotry, and rise in people unwilling to accept people for who they are, can be, who they want to be, and can fall in love with anyone they want to be with. Cllr Cawley – Harrison spoke of being a proud member of the LGBT +community, proud father of a daughter with same sex parents, and being proud to live in Haringey. He spoke about the importance of education so that children were not fearful of being different or being treated differently nor having consequences for their safety as a result of being different.

The rise in hate crime had not been specific in its nature, Cllr Cawley - Harrison spoke about it affecting all protected characteristic groups, and councillors would already be aware of this through their contact with relatives, friends and the cases covered in the media showing all minority communities were affected. However, the hate crime against the LGBT+ community had been particularly pronounced over the past 5 years with homophobic related hate crime doubling and reports of hate crime against the transphobic community trebled. Also, over the last year, over half of cases included violence.

Despite changes in legislation, it was shocking to have seen protests in Birmingham schools against the ‘no outsiders’ project which was introduced to teach children about the Equalities Act and celebrate diversity and to have seen a high level conservative MP supporting this action . This showed that there was more to do. Councillor Cawley- Harrison expressed that no one is born with prejudices and this was a learned process, and the culture of accepting these prejudices was continuing. Recent news stories demonstrated young people’s discriminatory behaviour, highlighting how important it was that children and young people were provided

valuable education about the different kinds of relationships. This was important for society as LGBT+ education was not propaganda but teaching about fantastic individualism in society. It was important for the LGBT+ community to know that key public representatives were standing up as allies, supporters and friends to protect them and in turn teaching diversity in society. The intention should be to create a safer more open space for tolerance and champion the teaching of LGBT+ inclusive curriculum in all schools.

Cllr Chenot seconded the motion; and spoke about the importance of inclusive LGBT+ education in schools. She had witnessed at first hand prevalent homophobic and transphobic bullying and spoke about the need to tackle the negative connotations associated with language to describe homosexuality and how common place this was. She emphasised that this must start early and with the teacher in the classroom rather than bully in the playground. Children needed to learn from a young school age that stigma was wrong, and complacency on this issue could not be afforded. She referred to recent survey of young people which showed that over the 45% LGBT+pupil's had been bullied and 9% of Trans pupils had received death threats. Unless there was a counter narrative from key authorities, children would likely carry these attitudes into adulthood. It was vital that all children feel accepted and understanding diversity helped people understand that LGBT+ people are part of everyday life.

Cllr Brabazon, spoke as the Cabinet Member for Children and Families, expressing full support for the motion, and was proud that society had changed since the 1950's. Schools in Haringey had proud tradition of educating young people inclusively and defied bigotry. She reflected on the 'positive images' initiative taken forward by a local teacher in the 80's and the negative campaigns against the council in this period for taking this forward. The reality in Haringey was that schools are professional, pragmatic, tolerant, and highly successful with differences explored. She spoke about teachers in Haringey being highly trained professionals that deal sensitively and age appropriately with sex and relationship education. The Council had no locus in determining the curriculum but the ethos was there in faculty of schools who were proud of their anti-racist anti-sexist and anti-bigotry culture. This runs thorough as a golden thread through in Council practice and had gone on for many years. Cllr Brabazon highlighted a factual correction to the motion that Mary Busteed is a joint secretary of the NEU, which had merged with the ATL.

Cllr Ibrahim spoke about being a student in Haringey in the 1980's and the pioneering work by Cllr Hearn in the Equalities unit at Haringey. She also referred to the significant work of Haringey Black Action for challenging prejudices, acknowledging the work of fellow councillors that were also teaching in schools at the time where Haringey was continually challenged for their teaching practices and had faced the same prejudices that Birmingham school teachers were experiencing. She was clear that through this education she had learnt to respect the local community and the sexual choices of people and overall to value difference. She highly appreciated being taught these values.

Cllr Cawley - Harrison responded, appreciative of the comments and thanked councillors for supporting the motion. He spoke of the need for allies, support, and acceptance for the LGBT+ community and read out a poem on this to demonstrate the

importance of accepting differences and feeling supported to be different in any part of the community, country, village or town.

Following a vote, all councillors voted in favour of the motion.

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 head teacher 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 Tran's pupils report receiving death threats at school.[5]

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[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_sJ5CCmvaJIhBhTxuh7n6XUi0pgu9dRZEYeBmtAROkx8d2pdc3IT9fuzMNcB2yD_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

9. Only 40% of LGBT+ young people report having someone at home they can talk to about their sexuality.[6]
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:

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

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[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
[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-esther-mcvey-doubles-down-16371454
https://en.wikipedia.org/wiki/Roger_Godsiff

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

Cllr Jogee, introduced the motion, on ending immigration detention. He spoke about innocent people left waiting for months and years for a decision from the Home Office on their future. He strongly felt that no one should deserved sitting in a detention centre not knowing what the future holds. The motion advocated that walls must fall and Members were asked to endorse ending immigration detention unequivocally. In his view this situation was disproportionate and wrong. He asked all councillors to show solidarity and support the motion.

Cllr Weston seconded the motion, outlining the numerous issues with the current system of immigration detention and the serious problems with every element of this process. She highlighted the experiences of women subject to detention at Yarlswood who were often fleeing appalling violence but detained in shameful conditions which caused mental health issues. She expressed that these women had experienced issues, which no one should have to experience. If there was a belief in a decent human society then it was important to show support for these women and for the current system of detention to end.

Cllr Ogiehor put forward amendment to the motion, agreeing the principles of the motion. She spoke of her political party's endeavours for a compassionate immigration system, which treats migrants with dignity. She highlighted that immigration benefits to the economy and NHS. The amendments to the motion specifically highlighted the conditions for children and why this situation must end now. She believed the amendment sets this out and hoped it would be supported.
Cllr Barnes seconded the amendment to the motion.

The amended motion was voted and agreed by all Councillors.

Cllr Jogee thanked the Councillors in the chamber for their co-operative responses and hoped all Councillors would support the motion as amended.

The following motion was agreed nem.con.

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 of 16 families with children who were detained in "pre-departure accommodation" only two were removed and the remainder were granted bail.*
• 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. *These harms are especially serious, when it is children who are detained*. 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 endorse the joint view of the UN Committee on the Rights of the Child and the Migrant Workers Committee that "children should never be detained for reasons related to their or their parents' migration status and states should expeditiously and completely cease or eradicate immigration detention of children" and that "any kind of child immigration detention should be forbidden by law and such prohibition should be fully implemented by practice."*

• 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.

CHAIR:

Signed by Chair ……..

Date ……

MINUTES OF MEETING EXTRAORDINARY FULL COUNCIL HELD ON TUESDAY, 26TH NOVEMBER, 2019, 7.30PM

PRESENT:

Councillors: Sheila Peacock, Gina Adamou, Charles Adje, Kaushika Amin, Dhiren Basu, Patrick Berryman, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Vincent Carroll, Seema Chandwani, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Mahir Demir, Paul Dennison, Isidoros Diakides, Erdal Dogan, Joseph Ejiofor, Ruth Gordon, Makbule Gunes, Mike Hakata, Justin Hinchcliffe, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Felicia Opoku, Tammy Palmer, Reg Rice, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker and Matt White

ALSO ATTENDING:

1. FILMING AT MEETINGS

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

2. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors:

Cawley – Harrison
Rossetti
Das Neves
Carlin
Bevan
Dixon
Da Costa
Emery
Hare
Barnes
Ogiehor
Ross
Hearn
Ahmet

Apologies for lateness were noted for Councillors: Ejiofor, Stennett, and Tucker.

3. DECLARATIONS OF INTEREST

There were no declarations of interest put forward.

4. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

The Chief Executive had no matters to report.

5. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES

The Monitoring Officer had no matters to report.

6. TO MAKE APPOINTMENTS TO OUTSIDE BODIES

The Labour Chief Whip moved the report, which sought agreement to the Cabinet Member for Local Investment, and Economic Growth replacing the Cabinet Member for Finance and Strategic Regeneration as the Council's Cabinet representative on Newable (formerly Greater London Enterprise) until appointments to outside bodies were due for renewal in May 2020.

A point of clarification was raised the Deputy Chief Whip of the Liberal Democrat group in relation to paragraph 4.1 and suitability of the Cabinet Member for Local Investment an Economic Growth to this role considering his public admission of the use of an anti-sematic term. Clarification was sought on why he was not removed from the Cabinet and why he was considered as the right person to be the representative of the Council, on this outside body, at this time.

In response, it was noted that this role falls within the Cabinet Member for local investment and Economic Growth's portfolio and this was the reason for placement on this body.

Following a vote, where there were six against and four abstentions,

AGREED

That the Cabinet Member for Local Investment and Economic Growth replaces the Cabinet Member for Finance and Strategic Regeneration as the Council's Cabinet representative on Newable (formerly Greater London Enterprise) until appointments to outside bodies are due for renewal in May 2020.

7. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND, IF APPROVED, TO RECEIVE THEM

There were no deputations related to items on the agenda.

8. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

The meeting continued to consider reports from: Standards Committee, Cabinet and Corporate Committee.

9. REPORT FROM STANDARDS COMMITTEE REPORTING UP CHANGES TO THE CONSTITUTION RELATING TO THE FINANCIAL REGULATIONS, COUNCIL STANDING ORDERS AND MEMBERS CODE OF CONDUCT

The Chair of Standards Committee moved the report which set out proposed changes to the Council Constitution. These were concerning:

1. The Council's Financial Regulations - Part 4 Section I
2. Associated amendment at Part 4, Section E, Budget and Policy Framework
3. Part 5 Section A – Members' Code of Conduct – Part 1
4. Part 5 Section A – Members' Code of Conduct – Part 2
5. Council Procedure rules - Part 4 Section A
6. Committee Procedure Rules – Part 4 Section B

AGREED

1. To approve the changes to the Financial Regulations Part 4 Section I and associated amendment at Part 4, Section E, Budget and Policy Framework Procedure Rules set out in track changes at Appendix 2 and Appendix 3.

2. To note the best practice points and recommendations in the report on Local Government Ethical Standards from the Committee on Standards in Public Life set out at Appendix 5.

3. To approve the amendments to the Constitution - Part 5 Section A – Members' Code of Conduct – Part 1 set out in track changes Appendix 6.

4. Part 5 Section A – Members' Code of Conduct – Part 2 – Process for handling complaints set out in track changes Appendix 7.

5. To approve amendments and additions to Council Procedure Rules as set out in track changes at Appendix 9.

10. CABINET REPORT ON ADDITIONAL HOUSING REVENUE ACCOUNT SPEND ON NEW BUILD PROPERTIES AND TEMPORARY ACCOMMODATION ACQUISITIONS.

The Cabinet Member for Finance and Strategic Regeneration moved the report, which proposed increasing the Housing Revenue Account's (HRA) Capital Programme funding envelope to finance the construction of new build properties; the acquisition of new build properties for affordable housing and the acquisition of existing properties to house homeless households.

In response to a question from Cllr Morris on the alteration of this budget and allowing room for potential large additional costs arise that may arise in the future i.e. if phase two of Grenfell inquiry requires sprinklers to be fitted to tower blocks, there was a separate contingency in respect of ongoing repairs connected with the HRA. This

decision was mainly to acquire properties that were bought in RTB to bring them back into use and to enable new build.

AGREED

Approval of the additions to the 2019/20 HRA capital programme of £70.4m to finance: the construction of new build properties (£4.1m); the acquisition of new build properties for affordable housing (£8.7m) and the acquisition of existing properties to house homeless households (£57.6m) as set out in Appendix 1.

11. CORPORATE COMMITTEE REPORT TREASURY MANAGEMENT 2018/19 OUTTURN,

The Chair of Corporate Committee moved the report which provided an update on the Council's treasury management activities and performance in the year to 31st March 2019 in accordance with the CIPFA Treasury Management Code of Practice.

AGREED

To note the Treasury Management 2018/19 Outturn as attached.

12. APPROVAL OF COUNCIL TAX REDUCTION SCHEME FOR 2020/21

The Cabinet Member for Finance and Strategic Regeneration moved the report which set out details of the review of Haringey's current Council Tax Reduction Scheme (CTRS) 2019/20 and recommended that it continued unchanged for 2020/21. It was noted that the Council must approve the final scheme by 11th March 2020, even if the scheme remained unchanged ready for implementation on the 1st April 2020.

AGREED

1. To note that an Equalities Impact Assessment (***Appendix 4)*** has been undertaken in relation to the Council Tax Reduction Scheme and that the findings of this EIA must be taken into account when making a decision regarding the Scheme for 2020/21.

2. To adopt the Council Tax Reduction Scheme 2020/21 as contained in Appendix 3 and therefore retains the same Scheme agreed for 2019/20. This means that from 01st April 2020;
    I. That pensioners continue to receive support for the payment of Council Tax.
    II. That working age claimants in receipt of certain disability benefits continue to receive support for the payment of Council Tax up to 100%.
    III. That working age claimants with children continue to receive support for the payment for Council Tax up to 100%.
    IV. For all other working age claimants, the extent of Council Tax Support available will continue to be capped at 80.2% of Council Tax liability.

3. To give authority to the Director of Finance, the Director of Customer, Transformation and Resources and Assistant Director of Corporate and Customer Services to make any required minor amendments to the Scheme, prior to publication and take all appropriate steps to implement and administer the Scheme.

13. DOCKLESS BICYCLES - PAN LONDON BYLAW

The Cabinet Member for Neighbourhoods moved the report which sought to agree in principle to the making of a pan-London Bylaw that will regulate the use of Dockless Bicycles and to delegate the function of making the Bylaw to London Councils TEC.

AGREED

1. In principle to the making of a pan-London bylaw to regulate dockless vehicles on the highway and/or public places (including making it an offence for a dockless vehicle operator to cause or permit their dockless vehicle to be left on the highway or public place other than in an approved location in the Borough);

2. To delegate the Council's functions (as referred to in paragraph 8.3.5 below) to the London Councils TEC to make a bylaw to regulate dockless vehicles in the Borough; and

3. To authorise the Assistant Director of Corporate Governance to sign any necessary documents to give effect to the above recommendations, including authorising changes to the London Councils TEC Governing Agreement dated 13 December 2001 (as amended).

CHAIR:

Signed by Chair ……..

Date ……

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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 [signature] **Date** 11/02/20

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 Decision:	**Non-Key**

1 Describe the issue under consideration

1.1 At Annual Council on 23 May 2019, appointments were made to Outside Bodies. The Cabinet Member for Neighbourhoods was appointed to the North London Waste Authority. The Cabinet Member for Finance and Strategic Regeneration was further appointed in June 2019 to the North London Waste Authority, replacing the Cabinet Member for Climate change and Sustainability, in light of the potential financial implications that needed to be considered in NLWA's forthcoming major procurements,

1.2 The Cabinet Member for Neighbourhoods was not able to attend meetings of the North London Waste Authority in June and October 2019 and provided apologies and was not advised by the NLWA of any issues with non- attendance and further attended a meeting on the 2nd of December 2019. The Cabinet Member for Finance and Strategic Regeneration attended the 21 June – NLWA AGM, 25 July - Audit Committee, 29th Oct - Programme Committee and13th Jan - Programme Committee. The Programme Committee meeting in September was replaced with an informal briefing session for NLWA members. Cllr Chandwani attended this as deputy to Cllr Adje.

1.3 Further to a recent consideration of the North London Waste Authority's Standing Orders and the position of members who have not attended meetings within a six month period, it is currently legally unclear whether the six month clock on attendance should start from the first meeting date the North London Waste Authority [21 June 2019] or the date of appointment [23rd of May]. Pending further legal review and amendment of NLWA standing orders, the date of appointment by full Council as start date of membership is considered as a viable interpretation by the North London Waste Authority. This would mean that the Cabinet Member for Neighbourhood's membership would have

expired in November, despite attending the meeting on the 2nd December.

1.4 In light of this current situation and until amendments to North London Waste Standing orders are taken forward, it is important to not risk the NLWA's decision making position and to err on the side of caution in dealing with any issue which could be used to suggest that decisions were not properly taken. It is proposed for the Council to re- appoint the Cabinet Member for Neighbourhoods to the North London Waste Authority, in time for their next meeting on the 13th of February 2020.

1.5 Given that the next meeting of the Full Council is on the 24th of February and after the North London Waste Authority meeting date, it is proposed that this decision is taken forward as an urgent decision between meetings of the Full Council by the Chief Executive, in consultation with the Mayor. This is in accordance with Part 3 Section E, Section 1 - Scheme of delegation section 5, of the Constitution 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.

2 Cabinet Member Introduction

N/A

3 Recommendations

3.1 It is recommended that:

- The Cabinet Member for Neighbourhoods be re-appointed to the North London Waste Authority until the next annual full Council in May 2020.

4 Reason for Decision

4.1 Appointments to Outside Bodies are reserved to Full Council, and making an appointment before the next meeting on 24th of February 2020 would allow the Cabinet Member for Neighbourhoods to participate in meetings of this outside body taking place on the 13th February 2020.

4.2 In 2020, the North London Waste Authority will be taking major decisions in relation to the North London Heat and Power Project. It is therefore important to not allow legal uncertainties to risk NLWA's position and err on the side of caution in dealing with any issue which could be used to suggest that decisions were not properly taken.

5 Alternative Options Considered

5.1 If this re-appointment is not made between meetings, there would be uncertainty on the voting rights of the Cabinet Member for Neighbourhoods for decisions being taken on the 13th of February 2020 meeting.

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 organisation. Their role will be to assist in the exchange of information and views between the organisation and the council.

6.6 The North London Waste Authority is a statutory body.

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

10 Local Government (Access to Information) Act 1985

N/A

REPORT OF CABINET No. 2, 2019/20

FULL COUNCIL 24 February 2020

Cabinet Member Finance and Strategic Regeneration

INTRODUCTION

This report proposes an increase to the Council Tax premium currently charged on long-term empty dwellings. It is proposed that from 1 April 2020 the premium be increased from 100% to 200% on properties empty for more than 5 years, and that from 1 April 2021 there is a further increase from 200% to 300% for properties empty for more than 10 years.

SUMMARY OF CONSIDERATIONS

We noted that the Administration's manifesto was clear that it was committed to redistributing the burden of Council Tax. This included exploring and evaluating the scope of the existing discretionary reliefs the Council provided in the borough to ensure that it was targeting support at those residents in particular need.

We noted that, since 2013, Councils had been given the discretionary power to charge a premium on dwellings deemed to be 'long-term empty', i.e. properties which have been unoccupied and substantially unfurnished for at least two years. After implementing the last permissible change from 1 April 2019, the amount of Council Tax premium for such properties is currently 100%, so that the payer was liable to pay a total 200% Council Tax. The legislation again had recently been changed to give Councils the power to increase the premium on 1 April 2020 from 100% to 200% on properties empty for more than 5 years with a further increase on 1 April 2021 from 200% to 300% for properties empty for more than 10 years.

We were informed that some of the Council's neighbouring boroughs, such as LB Enfield, LB Islington and LB Barnet currently charged the maximum existing premium of 100% (as did this Council)and were also considering increasing this following the change in legislation. Therefore, the proposal was likely to mean Haringey is aligned with its neighbouring boroughs. In this financial context, we considered it was correct to increase the premium payable on long-term empty properties.

We noted the proposal would create additional income for the Council and contribute to the delivery of vital services and support for the most vulnerable residents.

WE RECOMMEND TO FULL COUNCIL:

1. Increasing the premium charged on long-term empty dwellings, empty for more than 5 years, from 100% to 200% This would take effect from from 1 April 2020.

2. That from 1 April 2021 there is a further increase from 200% to 300% for properties empty for more than 10 years.

Report for: Cabinet, 21 January 2020

Title: Council Tax Premium on Long Term Empty Properties

Report authorised by : Jon Warlow , Chief Finance Officer

Lead Officer: Helen Kent , Head of Revenues

Ward(s) affected: All wards

Report for Key/ Non Key Decision: Reports to the Cabinet should be classified according to the definition of a key decision set out in the Council's Constitution (Part 4, Section D, Rule 12 Access to Information Rules).

1. Describe the Issue under Consideration

1.1 This report proposes an increase to the Council Tax premium currently charged on long-term empty dwellings. It is proposed that from 1 April 2020 the premium be increased from 100% to 200% on properties empty for more than 5 years, and that from 1 April 2021 there is a further increase from 200% to 300% for properties empty for more than 10 years.

2. Cabinet member Introduction

2.1 Our manifesto was clear that we are committed to redistributing the burden of Council Tax, ensuring the greatest weight is placed on the broadest shoulders. This includes exploring and evaluating the scope of the existing discretionary reliefs we provide in the borough to ensure that we are targeting support at those residents in particular need.

2.2 We have had to raise more money and spend more efficiently just to stand still. In Haringey, we have maintained a balanced budget despite significant cuts to our funding. However, until there is a change in government, we will face further restrictions on our ability to support residents in acute need.

2.3 In this financial context, we believe it is right to increase the premium payable on long-term empty properties.

2.4 The proposal will create additional income for the Council and contribute to the delivery of vital services and support for the most vulnerable residents.

3. Recommendations

That the Cabinet recommends to Full Council:

3.1 Increasing the premium charged on long-term empty dwellings, empty for more than 5 years, from 100% to 200% This would take effect from from 1 April 2020.

3.2 That from 1 April 2021 there is a further increase from 200% to 300% for properties empty for more than 10 years.

4. Reasons for Decision

4.1 Since 2013, councils have been given the discretionary power to charge a premium on dwellings deemed to be 'long-term empty', i.e. properties which have been unoccupied and substantially unfurnished for at least two years. After implementing the last permissible change from 1 April 2019, the amount of Council Tax premium for such properties is currently 100%, so that the payer is liable to pay a total 200% Council Tax.

4.2 The legislation again has recently been changed to give councils the power to increase the premium on 1 April 2020 from 100% to 200% on properties empty for more than 5 years with a further increase on 1 April 2021 from 200% to 300% for properties empty for more than 10 years.

4.3 Increasing the premium has the potential to bring in additional income which would support the Council's Medium Term Financial Strategy and help mitigate its funding pressures.

4.4 Some of the Council's neighbouring boroughs, such as LB Enfield, LB Islington and LB Barnet currently charge the maximum existing premium of 100% (as does this Council) and are also considering increasing this following the change in legislation. Therefore, the proposal is likely to mean Haringey is aligned with its neighbouring boroughs.

4.5 It is recognised that Council Tax payers who are liable to pay the premium are unlikely to be making full use of Council services whilst the property is long-term empty. Council Tax is not charged, however, on the basis that every payer will use every service and Council services do not stop or reduce in cost when a property becomes long-term empty.

4.6 In addition, an increased premium may encourage residents to bring long-term empty properties back into use. There is shortage of housing in the area and so there is potential for long-term empty dwellings to be put to better use if used to increase the available housing. This would in turn reduce the pressure on housing stock.

4.7 Some properties are exempt from the premium by statute and this will not change:

- A property which would be the sole/main residence of a person but which is empty while that person resides in accommodation provided by the Ministry of Defence by reason of their employment (e.g. service personnel posted away from home).

- A dwelling forming part of a single property, where other parts of the property are used as a sole or main residence.

4.8 The Council will continue to have the means to reduce or eliminate Council Tax liability, for example to cater for cases of exceptional hardship.

5. Alternative Options Considered

Not increasing the premium to 200% from 1 April 2020 for properties empty over 5 years and/ or not increasing the premium from 1 April 2021 to 300% for properties empty over 10 years .

5.1 The Council could choose not to extend the premium and leave it at 100%, or to increase the premium from 1 April 2020 to more than 100% but less than 200% for properties empty over 5 years.

5.2 The council could choose not to increase the premium to 300% from 1 April 2021 for properties empty over 10 years, or to increase the premium to more than 200% but less than 300% for properties empty over 10 years.

5.3 These alternatives are not proposed because the Council is under significant financial pressure to deliver a sustainable Medium Term Financial Strategy. Increasing the Council Tax premium from 1 April 2020 to 200% for properties empty over 5 years and from 1 April 2021 to 300% for properties empty over 10 years would generate additional income for the Council.

5.4 In addition, increasing the premium to the maximum may encourage residents to bring long-term empty properties back into use which could in turn lead to an increase in available housing.

Removing or reducing the existing premium

5.5 The Council could choose to remove or reduce the existing premium.

5.6 This is not proposed because the Council is under significant financial pressure to deliver a sustainable Medium Term Financial Strategy. Removing or reducing the Council Tax premium would reduce the Council's income.

5.7 In addition, removing or reducing the premium may reduce the incentive for residents to bring long-term empty properties back into use.

6. Background Information

6.1 Since April 2013, Councils have had the power to charge a premium on long-term empty properties empty for more than 2 years. This meant that such Council Tax payers could be charged a maximum of 150% Council Tax (a premium of 50%). The Council adopted this change and between April 2013 and 31 March 2019 charged 150% council tax on long-term empty properties.

6.2 From 01 April 2019, councils had the power to increase the premium from 50% to 100%, and thereby increase the total Council Tax payable on long-term empty dwellings from 150% to 200%. The Council adopted this change and from 1 April 2019 has charged 200% council tax on all long-term empty properties (2 years or more).

6.3 Changes to legislation now allow the council the power to further increase the premium from 100% to 200% from 1 April 2020 on properties empty for more than 5 years , with another increase from 1 April 2021 from 200% to 300% for properties empty for more than 10 years.

6.4 We currently have 68 properties vacant over 5 years and 20 properties vacant over 10 years. Increasing the 100% premium to 200% from 1 April 2020 has the potential to collect an additional circa £105,000 pa. Increasing the 200% premium to 300% from 1 April 2021 has the potential to collect an additional circa £32k, based on current vacant dwellings. However, it is to be expected that property statuses will change over the course of a year. Therefore, although an increase in the amount collected would be expected, it cannot be guaranteed.

7. Contribution to Strategic Outcomes

7.1 The proposal contributes to the Council's Medium Term Financial Strategy as it provides a potential income stream, which can be used to support the delivery of future services.

8. Statutory Oficers Comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Givernance, Equalities)

Finance

8.1 For the period 1 April 2019 to 30 November 2019, the Council has received £244,000 from the long-term empty property premium. The estimated potential revenue to be generated if the recommendations are agreed is an additional £0.105m in the 2020/21 financial yeara and a further £0.032m from 2021/22. This further income would support the Council's Medium Term Financial Strategy and help mitigate its funding pressures.

Procurement

8.2 Strategic Procurement notes the contents of this report; however there are no procurement implications.

Legal

8.3 The Assistant Director of Corporate Governance has been consulted on this report.

8.4 Section 11B of the Local Government Finance Act 1992 will give the Council the power to increase the amount of Council Tax payable in respect of long-term empty dwellings on 1 April 2020 from 100% to 200% on properties empty for more than 5 years with a further increase on 1 April 2021 from 200% to 300% for properties empty for more than 10 years. A long-term empty dwelling is one that has been unoccupied and substantially unfurnished for at least two years.

8.5 This report recommends using that power to increase the amount of Council Tax payable in respect of long-term empty dwellings. Any such determination must be made by Full Council.

8.6 There is no statutory requirement for consultation. However, section 11B(6) of the Local Government Finance Act 1992 requires that the determination be published in a local newspaper within 21 days of the determination.

8.7 The Council must ensure that it has due regard to its Public Sector Equality Duty (PSED) under the Equality Act 2010 in considering whether to maintain, change or remove the discounts.

Equality

8.8 The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct probihibited by or under the Equality Act, 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.

8.9 The decision relates to the increase of an existing Council Tax premium on long-term empty properties. For the people who currently pay the 100% premium, the Council has records only of their names and the nature of the property they are inhabiting. Therefore, the protected characteristics of those individuals are currently unknown. This is because the premium relates to the circumstances of properties in a specific time period, rather than to the circumstances of the people.

8.10 In relation to the nature of the property, the Council can break down current properties as:

- Haringey-owned vacant properties
- Housing Association properties
- Private individual-owned properties
- Company-owned properties

8.11 The Council holds data on individuals and groups who share protected characteristics for the borough as a whole. This information is available publicly on the Council's website: (https://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf). However, a comparatively small number of individuals currently pay a long-term empty property premium, therefore, it is not considered possible to state with any reasonable degree of certainty whether or not the people currently paying the existing 100% premium reflect the population as a whole.

8.12 It is considered reasonable to suggest that:

- It is unlikely that there would be many residents under the age of eighteen who have long-term empty properties, therefore children are unlikely to be disproportionately impacted by the decision
- There is no reason to think that any other group who share a particular protected characteristic would be overrepresented in the cohort of residents who will be impacted by this change.

8.13 When administering Council Tax, the Council seeks to identify vulnerabilities and respond appropriately. The Council will continue to monitor the impact of the proposed changes.

8.14 As part of the Council's procedures to respond appropriately to identified vulnerabilities, it promotes and implements a range of discounts, disregards and exemptions, which seek to support residents who cannot pay the full Council Tax liability. The Council will continue to promote these relief options to maximise uptake and help residents who need additional financial support.

9. Use of Appendices

9.1 N/A

10. Local Government (Access to Information) Act 1985

10.1 N/A

REPORT OF THE CORPORATE COMMITTEE No. 2, 2019/20

COUNCIL 24 February 2019

Chair:
Councillor Isidoros Diakides

Deputy Chair:
Councillor Mike Hakata

INTRODUCTION

1.1 This report to Full Council arises from the Treasury Management Strategy Statement (TMSS) 2020/21, which was considered by the Corporate Committee at their meeting on the 3rd February 2019. Prior to its submission to Corporate Committee, the report had also been considered by Overview and Scrutiny Committee at its meeting on 23rd January. The report sets out the Council's borrowing and investment strategies, along with the associated risks.

1.2 The CIPFA Treasury Management Code of Practice requires the Authority to approve a Treasury Management Strategy before the start of each financial year. CIPFA requires that the Treasury Management Strategy Statement is formulated by the Committee responsible for the monitoring of treasury management (Corporate Committee) before being approved by Full Council.

SUMMARY

<u>Treasury Management Strategy Statement 2020/21</u>

2.1 We considered the Council's Treasury Management Strategy Statement for 2020/21 and received advice from the Head of Pensions, Treasury and Chief Accountant as well as Arlingclose, the Council's external Treasury advisor. We also took account of the Comments provided by the Overview and Scrutiny Committee on 23rd January. The Council has an increasing need to borrow in order to fund the capital programme. As part of this, the authority will maintain borrowing and investments below their underlying levels, by utilising internal borrowing. The report sets out the Council's response to the increase in borrowing rates from the Public Loan Works Board and allows for the possibility of the Council diversifying its treasury investments in response. The report also sets out the Minimum Revenue Provision Policy Statement.

2.2 We sought assurance around the 30% upper limit on short term borrowing and questioned whether a greater proportion of borrowing should be done on a long term basis, given the risk of interest rate rises and the amount of money that was required to invest in key areas such as housing. We received advice from the Head of Pensions, Treasury and Chief Accountant that the Council needed to adopt a balanced approach to meet its overall borrowing needs. We also received advice that the revenue costs associated with short term borrowing were lower than long term borrowing. Officers were clear that they considered the 30% upper limit to be prudent. Many local authorities had a much higher proportion of short-term borrowing than Haringey.

2.3 We endorsed the 30% upper limit for short-term borrowing and acknowledge the need for the Council to borrow money in the most cost effective manner. We suggest that the 30% upper limit is something that should be kept under review going forwards. The Committee also feel strongly that the Council's key consideration when borrowing money should be that it is undertaken on the basis of minimum risk.

2.4 We sought assurances around how a change in the MRP policy would impact the Council, particularly in relation to the increased borrowing levels set out in the TMSS. In response, officers clarified that the MRP was effectively an accounting construct that provided a mechanism for the Council to charge local tax payers for the depreciation of assets such as schools, and so was not subject to changes in interest rates in the way that interest on loans were.

2.5 We also questioned officers about whether the Council was at risk of overpaying on its MRP again. In response, we were advised that the basis for calculating MRP costs had moved to an annuity basis, which provided the lowest available position over the course of the current MTFS.

2.6 The Committee also sought assurances about the impact of Brexit on the Council's borrowing needs. The Head of Pensions, Treasury and Chief Accountant set out that that most of the borrowing that the Council had was fixed rate, so the Council is largely protected from sudden interest rate increases. Officers met regularly with Arlingclose to closely monitor the Council's borrowing needs and discuss potential risks. Arlingclose have advised officers that large scale interest rate increases are very unlikely and that it is much more likely that a decrease in interest rates would occur.

WE RECOMMEND

That Full Council agree the Treasury Management Strategy Statement 2020/21 as attached.

Report for: Full Council 24th February 2020

Item number:

Title: 2020/21 Budget and Medium-Term Financial Strategy (2020/25)

Report authorised by: Jon Warlow – Director of Finance – (Chief Finance Officer and Section 151 Officer)

Lead Officer: Frances Palopoli – Head of Corporate Financial Strategy & Monitoring

Ward(s) affected: ALL

Report for Key/ Non-Key Decision: Key.

1. Describe the issue under consideration

1.1. Cabinet considered the 2020/21 Budget and Medium Term Financial Strategy (MTFS) 2020/25 report at their meeting held on 11th February 2020 and resolved to propose that report for consideration and approval of the final Budget, MTFS and Council Tax for 2020/21 by Full Council in accordance with the Council's constitution.

1.2. The council tax and savings proposals remain unchanged from those in the Cabinet report.

2. Cabinet Member Introduction

2.1. My comments on the 2020/21 budget which can be found in the Cabinet report of 11 February 2020 attached at Annex 1 remain unchanged.

3. Recommendations

3.1. Council are asked:

(a) To approve the proposed 2020/21 Budget and Medium-Term Financial Strategy (2020/25) agreed by Cabinet on 11th February 2020 as set out in Annex 1;

(b) To approve the increase of 1.99% in Haringey's element of the Council tax and an additional 2% for the Adult Social Care Precept;

(c) To approve the General Fund budget requirement for 2020/21 of £242.292m, net of Dedicated Schools Budget, as set out in Annex 2 and Appendix 1 of Annex 1 to this report;

(d) To approve the Cash Limit for 2020/21 of £242.292m as set out in Annex 2;

(e) To approve the 2020/25 General Fund Capital Programme set out in Appendix 4 of Annex 1 to this report;

(f) To approve the strategy on the flexible use of capital receipts as set out in and Appendix 6 of Annex 1 to this report;

(g) To approve the Housing Revenue Account (HRA) Budget 2020/21 as set out in Table 9.3 of Annex 1 to this report;

(h) To approve the 2020/25 HRA Capital Programme set out in Appendix 7 of Annex 1 to this report;

(i) To note the Greater London Authority (GLA) proposed precept (para. 7.4);

(j) To delegate authority to the Chief Finance Officer, in consultation with the Cabinet Member for Finance, to reflect any final changes to the level of the GLA precept in the Council's Council Tax billing information set out in Annex 5;

(k) To approve the budgeted level of non-earmarked General Fund balance and the specific and other reserves as set out in Annex 3b;

(l) To approve the reserves policy including the Chief Finance Officer's (CFO) assessment of risk and the assessment of the adequacy of reserves, as set out in Annex 3 (a – c);

(m) To note the report of the Chief Finance Officer under Section 25 of the Local Government Act 2003 on the robustness of the estimates and the adequacy of proposed reserves set out in section 9;

(n) To approve the Treasury Management Strategy Statement 2020/21 set out in Annex 4; and

(o) To pass the budget resolution including the level of Council Tax, in the specified format, and to determine that the Council's relevant basic amount of Council Tax for the year is not excessive as set out in Annex 5.

(p) To note the results of consultation as set out in Appendix 10 of Annex 1.

4. Reasons for decision

4.1. The Council approved the Borough Plan (2019-2023) in February 2019. This document sets out the Council's priorities and the MTFS outlines the overall financial strategy for delivering those priorities.

4.2. The February 2019 MTFS projected a funding gap as a result of reductions to the Council's funding from central government. It was projected that additional, as yet unidentified, recurring savings of £20.1m would be required to mitigate the shortfall in the MTFS and in order to deliver a balanced budget position.

4.3. This final MTFS (2020/25) now proposed projects further unidentified savings of £15.5m across the period if all budget reductions included in the MTFS are delivered and no new pressures identified. The Council will therefore need to continue to find major budget reduction measures in future years in order to balance the Budget/MTFS, as set out in section 9.

4.4. Following the publication, on 20th December 2019, of the Provisional Local Government Finance settlement, Cabinet reviewed the impact on the 2020/21 budget set out in the MTFS. The Final Settlement was due to be ratified by Parliament on 12th February, but that has been deferred and it has been advised that it is now expected to be ratified after the Parliamentary recess. However, the Ministerial Statement that has been issued states that there will be no changes impacting on Haringey's figures so no adjustments to the Budget or MTFS will be required. The 11th February report included Cabinet's response to feedback from the Budget consultation, the views of Overview and Scrutiny Committee and also the outcome of the overall equalities assessment.

4.5. Taking all relevant factors into account, including the overall equalities assessment, the outcomes from consultation with residents and business rate payers and the recommendations from the Overview and Scrutiny committee meeting held on 23rd January 2020, this report sets out Cabinet's 2020/21 Budget and 2020/25 MTFS proposals, including the level of Council tax for 2020/21, for the Council to consider and approve.

4.6. The report and recommendations from the Cabinet meeting on 11th February 2020, were agreed in full and are attached as Annex 1.

5. Alternative options considered

5.1. The Council has a statutory requirement to set a balanced budget for 2020/21. Therefore, in accordance with legislation and the Council's constitution, this report recommends that the Council should approve the proposed 2020/21 Budget and Medium Term Financial Strategy (2020/25) agreed by Cabinet on 11th February 2020, including the outcomes from the budget consultation exercise, budget scrutiny and equalities review, which is attached as Annex 1 and approve the Council tax for 2020/21. Accordingly, no other options have been considered.

6. Background information

6.1. On 11th February 2020 Cabinet agreed a proposed 2020/21 Budget and MTFS 2020/25 for submission to this meeting of the Council, including: a General Fund revenue budget for 2020/21 of £242.292m; the Dedicated Schools Budget; the Housing Revenue Account (HRA) revenue budget; and the 2020/25 Capital Programmes for both the General Fund and HRA. Cabinet agreement to these proposals was subject to the decisions of levying and precepting authorities, not available at that time.

6.2. The Cabinet report of 11th February 2020 (attached as Annex 1 to this report), and the proposed Budget/MTFS recommended to Full Council by Cabinet are the subjects of discussion at this meeting.

6.3. This report also addresses:

- The final local government finance settlement 2020/21;
- The decisions of levying bodies and precepting authorities;
- Considerations in setting the Council Tax;
- The robustness of the Council's budget process;
- The adequacy of the Council's reserves; and,
- The Treasury Management Strategy Statement 2020/21.

6.4. The report concludes by presenting the Budget Resolution to set the Council Tax for 2020/21.

7. Key Developments and Updates

Levying Bodies

7.1. The Board of the North London Waste Authority (NLWA) met on 13 February 2020 and agreed an overall levy of £55.2m for 2020/21; which is a 3.85% increase over the 2019/20 position. The Budget report to Cabinet assumed a waste levy for Haringey of £8.5m based on projections at the time. The final levy on Haringey approved by the NLWA Board for 2020/21 is £8.0m, which is £0.5m less than the amount assumed in the Budget report to Cabinet. Under the delegation made in recommendation 3.20 of the Cabinet Report of the 11th of February, the Director of Finance has transferred this amount (£0.5m) to a reserve to be utilised in a future year(s) when the additional charges associated with the new facility start to come through. The MTFS has built in an element of growth from 2021/22 to address the expected increase in levy however, this is based on estimates and the reserve will provide resilience and can be used to help smooth any under projection until the project completes. This transfer would be enacted in year and would not require any further budget adjustments.

7.2. The levies payable to all other bodies have remained stable and can be accommodated within the current proposed budget.

7.3. The below table provides a summary of levy charges to Haringey Council in 2019/20 and 2020/21.

Table 7.1: Summary of 2019/20 and 2020/21 Levies

Contributions to Other Organisations		
	Amount Due 2019/20 £'000	Amount Due 2020/21 £'000
Environment Agency*	176	176
Lee Valley Regional Park Authority*	184	184
London Borough Grants Scheme	205	203
London Pensions Fund Authority*	265	265
North London Waste Authority (NLWA)	8,020	8,007
Total Paid/ Due	**8,849**	**8,834**

*Figures are estimated as still awaiting confirmation from Levying Bodies.

The Greater London Authority Precept

7.4. The Mayor's final draft budget proposals for the 2020/21 consolidated budget are scheduled to be published on Friday 14th February 2020 and will be considered by the London Assembly on Monday 24th February 2020. The current draft proposals indicate an increase of £11.56 (3.6%) to £332.07 (Band D) (comprising an additional £10 for the Metropolitan police and £2.28 extra for the London Fire Brigade offset by a combined £0.72 reduction in the Band D precepts for the GLA and Transport for London). This currently conforms to the council tax referendum principles relevant for 2020-21 for the Greater London Authority.

7.5. It is possible that the proposed increase in the precept may change before the final Budget is approved – including the possibility of a change at the GLA meeting on the 24th February 2020. Therefore, the amounts shown in respect of the GLA precept in Annex 5, the formal Budget resolution, may change. The Council as a billing authority is required to reflect the level of any relevant precept notified to it and so it is not a decision of the Council as to whether the level of the GLA precept should be approved or not. It is, however, imperative that the Council Tax information produced by the Council as the Billing Authority reflects the final decision taken by the GLA.

7.6. In order to accommodate the possibility that the final GLA precept varies from that currently advised, the recommendation to the Council is that it approves the budget resolution as currently presented at Annex 5 and give delegated authority to the Council's CFO, in consultation with the Lead Member for Finance, to implement the final GLA Council tax precept in the Council's billing information.

7.7. In the unlikely event that the GLA finally resolve a Council tax precept at a level requiring them to undertake a referendum (i.e. a 2% or greater increase in its unadjusted relevant basic amount of council tax; or if the adjusted relevant basic amount is more than £11.56), a further report considering the implications of this on the Council would need to be considered.

8. Considerations in setting the Council tax

8.1. The Localism Act 2011 gave electors the right to veto excessive Council tax rises. Councils that set 'excessive' council tax increases above a ceiling approved by Parliament each year would automatically trigger a referendum in their area.

8.2. In the Spending Round 2019 (SR19) the Government announced that those authorities with Adult Social Care functions could implement a further Adult Social Care (ASC) precept for 2020/21; this is on top of the previous legislation which allowed up to 2% in 2016/17 and a maximum of 6% between 2017/18 and 2019/20. Haringey applied the full 8% between 2016/17 and 2018/19. This ASC precept must be allocated entirely towards Adults Social Care costs and specific information must also be made available on the face of the Council tax bill highlighting this to taxpayers.

8.3. It has been confirmed by the Government that for 2020/21, an increase is excessive if an authority's relevant basic amount of Council tax for 2020/21 is greater than 3.99% (comprising 2% for expenditure on adult social care and 1.99% for other expenditure) than its relevant basic amount of Council tax for 2019/20. The Budget now proposed assumes that both elements will be charged to residents i.e. a 1.99% increase in basic Council Tax and a 2% increase in the Adult Social Care element. These proposals are below the levels that would trigger a referendum.

8.4. Council is, therefore, recommended to resolve the relevant basic amount as not excessive at paragraph 6 of the Formal Budget Resolution (Annex 5).

8.5. The projected income from Council tax in 2020/21 is £107.80m based on 78,543 Band D equivalent dwellings (the Tax Base) (77,265 in 2019/20) a collection rate of 96.5% (96.5% in 2019/20) and the proposed Band D Council tax rate of £1,372.56 (£1,319.89 in 2019/20).

8.6. These proposals result in total available funding (the 'Budget Requirement') for 2020/21 of £242.292m, as set out in recommendation 3.1(c), above.

9. Statements of the Designated Chief Finance Officer

9.1. The importance of local authority financial resilience has taken up greater significance following a prolonged period of austerity.

9.2. The CIPFA Financial Resilience Index is a useful tool that can aid the Council in identifying pressure points via a number of indicators. CIPFA has been developing this index since 2018 and it can support Chief Finance Officers in carrying out their statutory role, particularly in relation to Section 25 of the Local Government Act 2003, as well as providing an independent view for the local leadership on the overall financial resilience of their Council and the proximity of their authority to its financial limits.

9.3. It is recommended by CIPFA that councils refer to these indicators to support the Chief Finance Officer's S25 statement and this is the second year that Haringey has referred to this document. The underlying data used for the index is necessarily based on publicly available data and is therefore historic in nature but does illustrate trends. The current index covers the period 2015/16 – 2018/19.

9.4. Haringey's 2018/19 position compared to other London Boroughs is shown in Annex 3d along with further description and interpretation for each of the indicators and their relationship to risk.

9.5. The key messages to note are that:

- The highest risk highlighted by the model is the high percentage of Social Care Spend out of Total Net Service Expenditure. This is likely to continue in future years as well due to increased service growth pressures.
- Haringey's level of reserves is assessed as a medium-high risk compared to other London Boroughs. The unearmarked General Fund reserve has remained at a constant level and this trend is expected to continue.

Robustness of the budget process

9.6. The Council's Chief Financial Officer is required by Section 25 of the Local Government Act 2003 to report on the robustness of the estimates made for the purposes of the final budget calculations.

9.7. To meet the scale of the financial challenge facing the Council, the Council refreshes its five-year MTFS on an annual basis to ensure that assumptions, especially those around budget reductions are reviewed and updated as necessary.

9.8. The Government's programme of public spending reductions has been in existence since 2010 through both Spending Reviews (SR) of 2010 and SR 2015. The consequence of this, allied with local decision making on council tax has resulted in reductions to core spending power (this includes core government, council tax and business rates) of £124m (62%) between 2010 and 2019. This has put the Council under significant financial duress.

9.9. The Spending Round 2019 (SR19) announced in September 2019 is the first time since 2010 that Local Government will see an increase in funding with access to an additional £3.5bn nationally as quoted by the Chancellor, with Core Spending Power estimated to increase by 6.2% nationally. The Queen's Speech delivered on 19th December 2019 announced that the £1bn additional Social Care funding included in SR19 is committed for each year of the Parliament.

9.10. These announcements were welcomed and have enabled the Council to progress key policy commitments particularly those within the Adults social care arena. Furthermore, on the back of the SR19 and Queen's Speech, the MTFS 2020/25 now assumes that similar levels of funding will be available across the whole period.

9.11. This approach is certainly not without risk. The first Budget of the new Government is planned for 11th March and this could include announcements which negatively impact on our assumptions. Furthermore, the Government is committed to progressing the expected reform of the Business Rates system and it is expected that the Fair Funding Review will conclude. The latter, in particular, could have significant ramifications for the distribution methodology used to allocate out government funding to the various authorities. Therefore,

even if national funding to Local Government remains at 2020/21 levels or improves, the actual sum received by Haringey could be less.

9.12. Another key, but unquantifiable risk, facing the Borough for 2020/21 and potentially across the whole MTFS period is the on-going uncertainty over the impact of delivering Brexit and the implications of whatever arrangements are finally put in place. The Council has actively sought to assess potential scenarios and how these might be addressed however, at this stage it isn't possible to accurately factor in the impact.

9.13. In the light of these considerable uncertainties, largely outside the Council's direct control, further weight is given to the Cabinet's recommendation (Annex 1) to maintain both the budget resilience contingency at £7.2m for 2020/21 as well as a resilience reserve and also the maintenance of the General Fund balance at c. £15.5m across the MTFS period. It also further underlines the importance of the Council remaining within the 2020/21 agreed budget and the delivery of agreed savings.

9.14. The planning work for the 2020/21 Budget and MTFS (2020/25) started early in recognition of the existing structural funding gap in the previous MTFS. The Council also took the opportunity to make some key budgetary decisions in year as part of the Live Budgeting approach. The budget setting process also took account of the key in year budget pressures and ensured that these were factored into the eventual Budget for 2020/21. This work has produced £7.1m of new budget reduction proposals for 2020/21 (£1.6m approved in July 2019 and £5.5m approved in February 2020). When added to the reductions already agreed (£7.4m) a total of £14.6m will need to be delivered next year.

9.15. Officers at every level of the organisation have been engaged in the budget setting process with ideas feeding up through the organisation and developed into the final proposals that are presented in this report. The budget proposals have been subject to detailed scrutiny and the Cabinet has also undertaken consultation with residents and businesses.

9.16. This approach, which has built on the groundwork put in place last year does provide greater confidence of managing within the agreed budget, however the size of savings to be achieved alongside business as usual activity, still retains a delivery risk and the budget proposals for 2020/21 maintains the Budget Resilience contingency across the whole of the MTFS period to be used to mitigate any in-year overspend/delay in implementation of planned savings.

9.17. Alongside this work, attention was again given to the frontline services; Adults and Children's in particular. Although the 2019/20 budget acknowledged and sought to address budget deficiencies in these two service areas, Adults, in particular, has continued to experience demographic/inflationary growth. This is evidenced as being the single biggest contributor to the council's forecast 2019/20 £5.7m overspend. The 2020/21 Budget process has built in growth to address this along with the future forecast growth needs. It has also been able to provide the required funds to enable London Living Wage (LLW) to Council contracted Homecare staff and also those working in Extra Care sheltered Housing; additionally, an uplift has been applied to Social Care direct payments to individuals in line with LLW rates. Review of the Children's service

has not highlighted the same demographic growth pressures for 2020/21 however, competition across London for care placements is keen and the Service are highlighting a potential pressure around children with particularly complex needs. The MTFS assumes inflationary growth from 2021/22 for Children's but the expectation is that for next year costs can be contained. If this proves not to be the case, the Council will have access to the resilience funding set aside for this purpose.

9.18. The budget process will continue to be supported by a regular cycle of Budget Management and reviews. The Council's Risk Management process also underpins all these activities.

9.19. The Council's planned delivery of its savings programme during 2019/20 has improved compared to recent years. The new service budget reductions proposed in this Budget/ MTFS are considered to be deliverable however in order for these to be achieved, management of this programme will need to remain focussed. Even with this attention, there will inevitably be some plans that are not deliverable in full (or indeed possibly at all) due to changing circumstances.

9.20. The introduction of a "live budgeting" approach during 2019/20 has been beneficial as it has allowed the Council to address financial pressures and opportunities at an earlier stage rather than waiting to be picked up as part of an annual process.

9.21. Table 9.1 below confirms the total savings agreed by Cabinet for 2020/21 and for each of the remaining years of the MTFS. While the Council has identified new budget reductions of £10.4m (Appendix 3 of Annex 1 to this report) across the MTFS period bringing total agreed budget reductions to £28.4m, there are still unidentified savings of £15.6m across the MTFS period, £1.9m of which will need to be found in 2021/22.

Table 9.1: Summary of Agreed/Unidentified MTFS Reductions

				Total Savings				
Priority	2020/21 Pre-Agreed Savings	2020/21 New Savings	2020/21 Total Savings	2021/22 Total Savings	2022/23 Total Savings	2023/24 Total Savings	2024/25 Total Savings	Total Savings
	£000	£000	£000	£000	£000	£000	£000	£000
Housing	1,108	68	1,176	709	136	136	136	2,293
People - Adults	4,039	1,034	5,073	3,245	3,270	(376)	0	11,212
People - Children	2,036	225	2,261	909	419	100	200	3,889
Place	1,012	2,002	3,014	2,067	1,059	70	0	6,210
Economy	15	815	830	120	130	120	0	1,200
Your Council	918	1,370	2,288	542	790	6	0	3,626
Total Savings	**9,128**	**5,514**	**14,642**	**7,592**	**5,804**	**56**	**336**	**28,430**
Unidentified Savings			0	1,954	3,178	6,684	3,743	15,560
Total Savings Requirement			**14,642**	**9,546**	**8,982**	**6,740**	**4,079**	**43,990**

9.22. In summary, the Council is required to deliver £44m of budget reductions before 2024/25 which equates to a 18% reduction to the 2020/21 net budget which is expected to be achieved by both budget reductions and increasing sources of income. This represents a fundamental challenge to the Council.

9.23. At the end of Quarter 3 for 2019/20, the draft budget monitoring position indicates a year end deficit of circa £5.7m. The corporate financial forecast is that, while all services will continue to fully address their overspend before year end, it is expected that corporate financial solutions will prevent the need for the utilisation of the General Fund. Therefore, this balance will be maintained at £15.8m for 2020/21.

9.24. The Chief Financial Officer is satisfied that the estimates underpinning the Cabinet's proposals for the 2020/21 Budget are robust.

Future Developments

9.25. CIPFA has recently introduced 'The Financial Management code' (FM Code). This is a new code and is designed to support good practice in financial management and to assist local authorities in demonstrating their financial sustainability. The Code was developed as a direct result of the tightening fiscal landscape which has placed the finances of local authorities under intense pressure.

9.26. The FM Code is particularly relevant to budget setting and overall financial planning as one of the objectives of the FM Code is to support organisations to demonstrate that they have the leadership, capacity and knowledge to be able to plan effectively.

9.27. While the statutory local authority budget setting process continues to be on an annual basis, a longer-term perspective is essential if local authorities are to demonstrate their financial sustainability. Short-termism runs counter to both sound financial management and sound governance. Haringey now plans across a five-year period for both General Fund revenue and capital budgets.

9.28. The FM Code is based on a series of principles supported by specific standards which are considered necessary to provide the strong foundation to:

- financially manage the short, medium and long-term finances of a local authority
- manage financial resilience to meet unforeseen demands on services
- manage unexpected shocks in their financial circumstances

9.29. The first full year of expected compliance with the FM Code will be 2021/22 and work will be undertaken over the course of the new financial year to reflect on how the authority can respond to, and benefit from, the principles and standards in the new Code.

Adequacy of Reserves

9.30. Section 25 of the Local Government Act 2003 also requires the Chief Finance Officer to report on the adequacy of the proposed level of financial reserves. The Council's Reserves Policy is set out at Annex 3a, which the Council should formally review each year.

9.31. The level of reserves is subject to the approval of the Council and will be set at the level commensurate with their identified need.

9.32. The Council holds a number of reserves which are detailed in Annex 3b and can be categorised as follows:

- **Non-earmarked (general) Reserves** - These are held to cover the net impact of risks, opportunities and unforeseen emergencies;
- **Earmarked (specific) Reserves** - These are held to cover specific known or predicted financial liabilities;
- **Other Reserves** - These relate to ring-fenced accounts which cannot be used for General Fund purposes e.g. the Housing Revenue Account and schools' accumulated balances.
- Annex 3b also shows the projected movement on the reserves over the financial planning period 2019/20 to Period 10.

All reserves have been reviewed and their level judged to be adequate and the continued need for them appropriate.

9.33. It is projected that the Council will have un-earmarked General Fund balance of £15.8m at 31st March 2020. The final position will be dependent however on the Council's 2019/20 financial outturn to be reported to Cabinet in June 2020.

9.34. It is imperative the un-earmarked general reserves and contingencies are adequate to meet the net financial impact of the risks facing the Council. These risks have been assessed at £20m, as set out in Annex 3c which can be covered by the existing Resilience reserve and the General Fund reserve although it should be recognised that this cannot be a complete assessment. Accordingly, the proposed levels of general reserves set out above, together with the contingency provision in the Council's base budget are judged to be adequate within the meaning of the 2003 Act.

9.35. No change to the Council's Reserves Policy is recommended.

Treasury Management

9.36. The Treasury Management Strategy Statement (TMSS) for 2020/21 in Annex 4 sets out the proposed strategy with regard to borrowing and investment of cash balances and the associated monitoring arrangements. It was considered by Corporate Committee on 3rd February 2020 and recommended it for approval by Full Council; the report from that Committee is included elsewhere on this agenda.

9.37. The Council's Overview and Scrutiny Committee also considered the TMSS on 23rd January 2020 as part of the budget scrutiny process and in accordance with the CIPFA Treasury Management Code of Practice.

9.38. The proposed prudential indicators are based on the proposed Capital Programme as reported to Cabinet on 11th February 2020. Any future decision by the Council to undertake further debt financed capital expenditure, including, in particular, any changes associated with the Capital Strategy will require a review of the prudential indicators and further approval by full Council.

10. Summary and Conclusions

10.1. This report finalises the Budget process and proposes that Council Tax is increased by 1.99% with an additional 2% increase in relation to Adult Social Care precept.

10.2. The level of financial reserves is also reported, and those levels are considered to be adequate.

10.3. The Council is required to determine whether its increase in Council Tax for 2020/21 is 'excessive' and, if so, would trigger a referendum. The proposal in this report is not an "excessive" increase.

10.4. The recommendations of the Cabinet are reflected in the formal Council tax Resolution in Annex 5.

10.5. The Medium Term Financial Strategy 2020-2025 recognises the key drivers and risks arising from funding constraints and increases in demands for council services, but it remains essential that the Cabinet and Council keep the key assumptions under close review, identify and deliver the requisite level of budget reductions, maintain financial discipline and control, focus on their highest priorities and strive to improve further the value for money the Council secures from its resources.

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

11.1. As the report is primarily financial in its nature, comments of the Chief Finance Officer are contained throughout the report.

Assistant Director of Corporate Governance Comments and legal implications

11.2. In accordance with section 67 of the Local Government Finance Act 1992 (the '1992 Act'), the functions of agreeing the budget and the calculation of Council tax are to be discharged by the Full Council.

11.3. The Local Authorities (Standing Orders) (England) (Regulations) 2001 set out the process of approving the budget and provide that the adoption of the budget and calculation of the Council tax by Full Council is to be on the recommendation of the Cabinet. The council tax and savings proposals remain unchanged since their consideration by the Cabinet on 11th February 2020. In reaching a decision the Council may adopt the Cabinet's proposals, amend them, refer them back to Cabinet for further consideration, or substitute its own proposals in their place.

11.4. Under section 25 Local Government Act 2003, in considering decisions on the budget, and the level of Council tax, the Council must take into account this report from the Council's Chief Finance Officer, as the Section 151 Officer, who has a statutory duty to report on the robustness of the estimates and the adequacy of the proposals for reserves.

11.5. The Council may take decisions which are at variance with this advice provided there are reasonable grounds so to do. However, Members must take into consideration their exposure to personal risk if they disregard clearly expressed advice.

11.6. The Council has a legal duty to set a lawfully balanced budget and adoption of the recommendations in this report would fulfil the statutory obligations in this regard.

11.7. In accordance with section 31A of the 1992 Act, the Council is required to calculate the Council tax chargeable by way of a Council tax requirement. The Council must calculate its expected outgoings and income for the year. Where the expected outgoings exceed the expected income, the difference is the Council's Council tax requirement for the year. The relevant basic amount of Council tax for the year is calculated by dividing the Council tax requirement after the deduction of levies by the Council tax base.

11.8. Under section 52ZB of the 1992 Act the Council is required to determine whether its proposed relevant basic amount of Council tax is excessive on the basis of criteria set by the Secretary of State. It has been confirmed by the Referendums Relating to Council tax Increases (Principles) (England) Report 2020/21 that for 2020/21 an increase is excessive if the authority's relevant basic amount of Council tax for 2020/21 is 4% (comprising 2% for expenditure on adult social care and 2% for other expenditure), or more than 3.99%, greater than its relevant basic amount of Council tax for 2019-20. In such circumstances such an increase would be regarded as excessive and automatically trigger a referendum in the borough. The 'relevant basic amount' of Council tax was redefined by section 41 of the Local Audit and Accountability Act 2014, and accordingly section 52ZX of the 1992 Act has been updated. Essentially an authority's relevant basic amount of Council tax is the authority's own level of Band D Council tax. With the current proposals of a less than 4% increase the Council is entitled to conclude in accordance with the Direction issued by the Secretary of State, that the relevant basic amount of Council tax is not excessive.

11.9. In accordance with section 30 of the 1992 Act, the Council is required to set the Council tax for the next financial year on or before 11 March. Under section 106 of the 1992 Act, any Member who is in arrears of two months or more Council tax must declare it at the meeting and abstain from voting upon this report.

Equalities and Community Cohesion Comments

11.10. Equality comments are included in the report to Cabinet dated 11th February 2020, attached as Annex 1.

12. Use of Appendices

Annex 1 – Cabinet report of 11th February 2020 including Appendices 1 - 13.

Annex 2 – Cash Limits analysed at Priority Level

Annex 3 – Reserves

- 3a: Reserves Policy
- 3b: Reserves and their adequacy
- 3c: Risk evaluation
- 3d: Financial Resilience Indicators

Annex 4 – The Treasury Management Strategy Statement

Annex 5 – The Formal Budget Resolution

13. Local Government (Access to Information) Act 1985

13.1. The following background papers were used in the preparation of this report

- Final Local Government Finance Settlement 2020/21.
- NLWA Budget Proposals report agreed 13th February 2020.
- GLA Budget proposals report published 14th February (for 24th February meeting) 2020.

For access to the background papers or any further information please contact Frances Palopoli – Head of Corporate Financial Strategy & Monitoring ext. 3896

Report for:	Cabinet 11 February 2020
Item number:	To be added by the Committee Section
Title:	**2020-21 Budget and 2020-2025 Medium Term Financial Strategy**
Report authorised by:	Jon Warlow, Director of Finance
Lead Officer:	Frances Palopoli, Head of Corporate Financial Strategy & Monitoring
Ward(s) affected:	All
Report for Key/ Non-Key Decision:	Key

1. Describe the issue under consideration

1.1 Cabinet received a report on the Draft Budget on 10th December 2019 which highlighted an outstanding budget gap to be resolved between then and now and also proposed that Cabinet agree to start consultation. The budget gap has now been bridged and has been achieved without needing to make any further reductions to Service budgets. The 2020/21 Budget and 2020-2025 Medium Term Financial Strategy (MTFS) now proposed also have due regard to the corporate Equalities Impact Assessment, consultation feedback and recommendations from the Council's Overview and Scrutiny Committee.

1.2 The Council has a statutory requirement to set a balanced budget for 2020/21 and this report forms a key part of the budget setting process by setting out the likely funding and expenditure for that year. Additionally, in order to ensure the Council's finances over the medium term are built on a sound basis, this report also sets out the funding and expenditure assumptions for the following four years (2021/25) in the form of an MTFS. Cabinet's role in this is to recommend the Budget and key policy proposals to Full Council for agreement and this report satisfies this duty.

1.3 In accordance with the Local Government Finance Act (LGFA) 1992, Full Council must approve the budget for the forthcoming year and agree the Council tax for that year by the statutory deadline of 11th March. Full Council will consider the Budget package contained in this report at their meeting on 24th February 2020.

1.4 The report has been prepared with reference to the Borough Plan 2019-2023 in order that the Council's resources are directed at supporting delivery of the agreed priorities and outcomes which are summarised below:

- **Housing** - a safe, stable and affordable home for everyone, whatever their circumstances
- **People** - our vision is a Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential

- **Place** - a place with strong, resilient and connected communities where people can lead active and healthy lives in an environment that is safe, clean and green
- **Economy** - a growing economy which provides opportunities for all our residents and supports our businesses to thrive
- **Your Council** - the way the council works

1.5 The 2020/21 Budget and MTFS 2020-25 presented has been updated since the report to Cabinet on 10 December 2019 and now proposes a balanced General Fund Revenue Budget for 2020/21. This has been achieved through funding and corporate adjustments and has not required any further reductions to Service budgets. The changes have been summarised below showing the impact across the 2020-2025 MTFS period:

	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000
December 2019 Gap - Cumulative	612	487	1,696	8,642	12,409
Total Changes since December	(612)	1,467	3,436	3,174	3,151
Revised Gap - Cumulative	**0**	**1,954**	**5,132**	**11,816**	**15,560**

1.6 The draft Local Government Finance Settlement published on 20 December 2019 confirmed that local authorities could increase their Council Tax up to 1.99% without referendum and also allowed for an additional 2% ASC precept to be raised. This Budget assumes that both of these increases are adopted by Haringey.

1.7 The Government grant funding for 2020/21 assumed in the December report has also been confirmed along with some other key funding streams not part of the main Settlement such as the grants to help address Homelessness.

1.8 The first Queen's Speech of the new Government was delivered on 19 December 2019 and proposed a total of 29 Bills and various other policies and commitments which may require additional legislation. The most pertinent to this report are that the £1bn additional funding announced in SR19 is committed for each year of the Parliament and that the fundamental review of the Business rates system will take place. The announcement about funding is welcomed and the MTFS presented now assumes that we continue to receive similar levels of grant across each year. However, while the total grant funding may remain at 2020/21 levels, the methodology for distribution may change which could negatively impact on our future financial and service planning.

1.9 The total proposed General Fund budget reductions for 2020/21 from this round of the MTFS 2020/21 are £7.1m, considerably lower than the £13.2m that were forecast to be necessary last February. Because of the Council's approach to live budgeting, the decisions it made in July and its active use of Invest to Save (Savings for 20/21 of £1.6m), the further proposals necessary at this stage come to £5.5m. When added to the reductions already agreed for 2020/21 (£7.4m), the total reductions to be delivered are £14.5m. This is a not insignificant sum and continued close focus will need to be placed on ensuring delivery is achieved as planned.

1.10 Despite the financial pressure on the Council, it continues to look to respond where it can to the most pressing demands upon it. This year's budget includes additional funding of £4.3m for the extension of the London Living Wage and increase in its

capacity to make full use of the apprenticeship opportunities. It also proposes to continue to fund the budget priorities identified in last year's budget.

1.11 The relevant sections of the report have been updated to highlight relevant new information arising from the final Local Government Finance Settlement and other funding announcements made since the last report. The report also includes summaries of the responses to the public Budget Consultation as well as those from Overview and Scrutiny Committee along with Cabinet responses. The proposed Budget does not depend on contributions from reserves in order to balance.

1.12 The report also re-confirms the substantial proposed additions to the current General Fund Capital Programme which were presented in the December report. These include: schools conditions work; Adults supported living and nursing home schemes; modernised street lighting; civic buildings; street and greenspace improvements; property acquisitions to expand existing businesses or attract new businesses; an ambitious development to deliver a community focussed housing and mixed-use scheme, and improving access to our libraries.

1.13 The Dedicated Schools Budget (DSB) funding for 2020/21, which is ring fenced for the delivery of education services, has been re-presented and now reflects the final schools Settlement announced in December and discussed at the January Schools Forum. This includes the implications of the on-going budget pressure on the High Needs Block (HNB) from legislative changes to service provision responsibilities introduced in the 2014 Children and Families Act. The report recognises that this is, to an extent, addressed by the increase in High Needs DSG grant announced for 2020/21 and onwards, but the council still has a difficult legacy position to be addressed in the form of an overdrawn DSG reserve.

1.14 The report includes the final proposed 2020/21 Budget & MTFS for the Housing Revenue Account (HRA) revenue budget and HRA Capital programme and provides a comprehensive commentary on the development of the current Business Plan and proposals to develop it further over the coming year.

1.15 In summary, this report finalises the Council's General Fund and HRA 2020/21 Budgets and Medium-Term Financial Strategies for 2020-2025.

1.16 The only items not confirmed at this stage are:

- Notification of final levy sums however, we are not forecasting any levies to be significantly different to the sums currently budgeted for;
- Confirmation of the GLA council tax element;
- Final 2020/21 Local Government Finance Settlement announcement – again there are no indications that this will bring forward any / material changes to the provisional figures already received.

As stated, these final notifications are not expected to lead to any significant budget implications, but an update will be included in the Full Council report on 24th February; this will also include details of any final budget adjustments required.

2. Cabinet Member Introduction

2.1 The proposals set out in this report contain our 2020/21 Budget and five-year Medium-Term Financial Strategy (MTFS) that will provide a clear financial plan during this unprecedented period of uncertainty for Local Authority budgeting. I am pleased to announce that we have bridged the budget gap of £0.6m for 2020/21 outlined in my last report to Cabinet and confirm that this has been achieved without needing to make any further reductions to Service budgets.

Manifesto Priorities

2.2 Last year's budget put in place additional funding for a number of priorities. The Council Tax Reduction Scheme (CTRS) was extended to a maximum of 100% for our least well-off families with children. This came into effect on 1st April 2019 and Full Council agreed that this policy remain unchanged for 2020/21.

2.4 The 2019/20 Budget also provided ongoing investment into a school meal pilot and a youth services programme, a large portion of which has been used to fund the Summer Holiday Programme which offered more than 150 activities with 19,602 young people taking part.

2.5 We are already an accredited London Living Wage employer, ensuring fair levels of pay for all staff directly employed by the Council but this Budget makes a funding commitment of more than £4m to ensure that staff providing care services to adults through our partner organisations are paid at least the London Living Wage.

2.6 An additional sum has also been built in to provide ongoing extra capacity to increase apprenticeship numbers within the Council and across other organisations within the Borough.

2.7 The capital strategy recognises the role that local investment has in changing our locality and the lives of our residents. We are proud that 99% of our schools continue to be good or outstanding but our children deserve to be taught in modern buildings in safe environments, so we plan to invest £50m in our school buildings over the next 5 years. Over the past 10 years we have protected Haringey's nine libraries and now we plan to invest in these buildings to ensure they are used to their full potential and are accessible to all.

2.8 We were elected last year with a promise to deliver 1,000 additional council homes at council rent. We have secured more than £60m funding from the Mayor of London to support this housing programme. We are also buying new homes to let to those in need of temporary accommodation which will improve the standard for tenants and save the Council money.

2.9 As part of our plans to tackle the climate emergency this budget will enable 750 additional trees to be planted in the next couple of years and are investing more than £6m in a School Streets programme aimed at reducing pollution around our schools.

Addressing Budget Pressures

2.10 The budget update reports that I have presented this year highlight the progress that has been made on stabilising budgets and confirms that the action we took in setting the 2019/20 Budget was appropriate. While we still forecast an in year overspend, the future impact of the main underlying pressures has been addressed as part of the 2020/21 Budget now proposed. We have also taken advantage of making Live budgeting decisions in year such as the approval of a suite of invest to save

proposals in Children's services which are now well underway and will contribute to better outcomes for our young people and their families.

2.11 This year's Budget comes in the context of severe ongoing budget pressures. Haringey, just like most Councils across the country, has seen huge cuts in funding since 2010. Government grant funding to Haringey has reduced by £124 million; the number of people working to provide council services has almost halved whilst our population and their needs continues to grow. We will need to deliver £7.1m savings or new income to balance next year's Budget, with total further savings required over the next 5 years of over £28m, of which we still need to put in place plans for £15.6m. So, there remain some tough decisions ahead.

2.12 It becomes ever harder to find solutions to balance our budget while seeking to manage the impact on those with the greatest need of our support. This is why you will see that the new budget reductions proposed in this report focus as much as possible on delivering efficiencies and service re-design or increasing income instead of service cuts. We also propose a further increase to Council Tax next year of 1.99% and will also levy the 2% supplement allowed by national Government to support the increasing costs of adult social care

2.13 Despite all of this we will never lose sight of why we exist – to serve the residents, communities and businesses in our Borough by building a greener, fairer, safer Haringey. The Budget I now present is all about delivering on our priorities; fighting housing injustice, building a fairer economy, ensuring every child and young person has a bright future and tackling the climate emergency. To achieve this, despite continuing austerity we will be funding services more efficiently, promoting early intervention and maximising our income.

2.14 The budget consultation period has now ended, and I thank our residents, local businesses, community sector partners and any others that took the time to respond and engage with the process. I was particularly pleased that some had taken time to put forward other ideas for consideration and confirm that, as an administration, we will review these and where appropriate build into future plans.

2.15 In Summary, I am pleased to be able to propose a balanced Budget for 2020/21 which does not utilise any balances and enables us to invest funds to continue to deliver our shared Borough Plan outcomes and make the Borough a place we can all be proud to live and work in.

3. Recommendations

Cabinet is asked to:

3.1 Consider the outcome of the budget consultation as set out in Appendix 10, to be included in the report to Council. Having taken this into account this report does not propose any amendment to the Budget for 2020/21 nor to the MTFS 2020/25.

3.2 Approve the responses made to the Overview and Scrutiny Committee recommendations following their consideration of the draft budget proposals as set out in Appendix 11. Having taken this into account this report does not propose any amendment to the Budget for 2020/21 nor to the MTFS 2020/25.

3.3 Propose approval to the Council of the 2020/21 Budget and MTFS 2020/25 Budget Reduction Proposals as set out in Appendix 2.

3.4 Propose approval to the Council of the 2020/21 General Fund Revenue Budget as set out in Appendix 1, including specifically a General Fund budget requirement of £242.292m, but subject to final decisions of the levying and `precepting bodies and the final local government finance Settlement.

3.5 Propose approval to the Council of the General Fund Medium Term Financial Strategy (MTFS) 2020-2025 as set out in Appendix 1.

3.6 Propose approval to the Council that the overall Haringey element of Council Tax to be set by London Borough of Haringey for 2020/21 will be £1,372.55 per Band D property, which represents a 1.99% increase on the 2019/20 Haringey element and with an additional 2% for the Adult Social Care Precept amount.

3.7 Note the Council Tax Base of the London Borough of Haringey, as agreed by the Section 151 Officer under delegated authority (Article 4.01(b), Part 2, of the Constitution), as 78,543 for the financial year 2020/21.

3.8 Propose approval to the Council of the 2020/21 Housing Revenue Account budget as set out in Table 9.3.

3.9 Propose approval to the Council of the Housing Revenue Account Medium Term Financial Strategy (MTFS) 2020-2025 as set out in Section 9.6 and Table 9.3.

3.10 Approve the changes to the rent levels for residents in temporary accommodation, Council tenants in General Needs, Sheltered/Supported, and Affordable homes reflecting the recent rent guideline requiring Councils in England to increase rent by no more than the Consumer Price Index (CPI) at September of the previous year plus 1% This will increase the average weekly rents as set out in Tables 9.1 and 9.2.

3.11 Agree the changes to service charges to tenants as set out in Appendix 8.

3.12 Propose approval to the Council of the 2020/21 – 2024/25 General Fund capital programme detailed in Appendix 4.

3.13 Propose approval to the Council of the 2020/21 – 2024/25 Housing Revenue Account (HRA) capital programme detailed in Appendix 7.

3.14 Propose approval to the Council of the Capital Strategy detailed in Section 8 of this report.

3.15 Propose approval to Council of the strategy on the use of flexible capital receipts to facilitate the delivery of efficiency savings including capitalisation of redundancy costs (Appendix 6).

3.16 Propose to the Council the Dedicated Schools Budget (DSB) allocations for 2020/21 of £261.9m as set out in Appendix 9.

3.17 Note the funding to be distributed to primary and secondary schools for 2020/21 based on the figures advised to Schools Forum and submitted to the Education Funding Agency in January 2019 set out in Section 10.

3.18 Note the budgets (including the use of brought forward DSG) for the Schools Block, Central Services Block, High Needs Block and Early Years Block as per Appendix 9.

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

3.20 Delegate to the Section 151 officer, in consultation with the Cabinet Member for Finance, the power to make further changes to the 2020/21 budget proposals to Full Council up to a maximum limit of £1.0m.

4. Reasons for decision

4.1 The Council has a statutory requirement to set a balanced budget for 2020/21 and this report forms a key part of the budget setting process by setting out the forecast funding and expenditure for that year. Additionally, in order to ensure the Council's finances for the medium term are maintained on a sound basis, this report also sets out the funding and expenditure assumptions for the following four years in the form of a Medium-Term Financial Strategy.

5. Alternative options considered

5.1 The Cabinet must consider how to deliver a balanced 2020/21 Budget and sustainable MTFS over the five-year period 2020/25, to be reviewed and ultimately adopted at the meeting of Full Council on 24th February 2020.

5.2 Clearly there are options available to achieve a balanced budget and the Council has developed the proposals contained in this report for determining levels of both income and service provision in this report. These take account of the Council's priorities, the extent of the estimated funding shortfall and the Council's overall financial position.

5.3 These proposals have been subject to consultation both externally and through the Overview & Scrutiny process. The outcomes from these consultations, which are expanded on in Section 11 and Appendices 10 & 11 to this report, have been considered by Cabinet. After due consideration, Cabinet considers that the issues raised are addressed in the budget put forward in this report.

6. General Fund Revenue Funding Assumptions

6.1 The Council has access to five main sources of funding:

- Business Rates
- Grants
- Council Tax
- Fees & Charges
- Use of Reserves

The first two are largely driven by the outcome of Spending Rounds and the Local Government Finance Settlement.

The following paragraphs provide commentary on the Spending Round 2019 (SR19) and the draft Local Government Finance Settlement and then sets out the assumptions made in this draft 2020/21 Budget & MTFS 2020-2025 about each of the five funding streams.

6.2 A one-year Spending Round for 2020/21 was announced in September 2019. This replaced the expected 3-year Spending Round and allied Fair Funding Review & Review of the Local Business Rates Retention scheme. These are all now expected to take place next year and lead to a multi-year Spending Round covering the period 2021-2024.

6.3 The draft Local Government Finance Settlement 2020/21 was announced on 20 December 2019 and has confirmed the draft funding assumed in the December Cabinet report.

6.4 The announcement provided details regarding Revenue Support Grant (RSG) and other grant funding allocations covering the next financial year. Nationally, the amounts will increase by the September 2019 CPI Figure (1.7%). Although not shown in the table below, it should also be noted that national funding figures have reduced every year since 2010, this being the first increase since then.

Table 6.1 – National Grant Figures – England (inc. assumed Business Rates)

England Totals				
	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m
Total SFA	**16,632**	**15,574**	**14,560**	**14,822**
Percentage Change	(10.6%)	(6.4%)	(6.5%)	1.7%
Plus Additional Funding				
S31 Grant (2% cap in NDR)	175	275	400	408
New Homes Bonus (RSG)	1252	948	918	900
Transition Grant	150	-	-	-
Improved Better Care Fund	1115	1499	1837	2077
Rural Services Delivery Grant	65	81	81	81
Levy Account Refund	-	180	0	0
Winter pressures Grant	-	240	240	0
Social Care Support Grant	-	-	410	1410
Adult Social Care Support Grant	241	150	-	-
Total Funding	**19,630**	**18,946**	**18,445**	**19,698**
Percentage Change	(4.2%)	(3.5%)	(2.6%)	6.8%

6.5 Settlement Funding Assessment (SFA) comprises the council's Revenue Support Grant for the year, its retained business rates and top up business rates uprated year on year in line with inflation.

6.6 With regard to Government Grant funding, the Haringey 2020/21 increase in Settlement Funding Assessment (SFA – Revenue Support Grant, Retained and Top up Business Rates) mirrors the national position of 1.7%, which the Government states is in line with CPI inflation. However, this of course comes after nine years of reductions in grant funding and is against the background of rising demand for services, particularly Adults, Children's and Housing Services. To an extent Government has recognised the pressures on Social Care by announcing an additional £1bn nationally, which is expected to increase the amount of Social Care Grant receivable to £7m for next year. The Queen's Speech confirmed that this additional funding is committed for each year of the Parliament however, it's distribution beyond 2020/21 is likely to be impacted by the planned Fair Funding

Review which will adjust the current allocation methodology. Any significant change could have major ramifications on our future financial and service planning.

6.7 The equivalent funding assumptions for Haringey are shown at table 6.2. Based on these draft figures Government funding support to Haringey via SFA will increase by 5.7% in 2020/21.

Table 6.2 – Haringey Grant Forecast (inc. Business Rates)

Haringey Forecast	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m
Settlement Funding Assessment	115.2	109.1	102.3	104.0
Percentage Change	-	(5.3%)	(6.2%)	1.7%
Plus Additional Funding				
S31 Grant (2% cap in NDR)	1.2	1.8	2.6	2.7
Improved Better Care Fund	5.4	7.1	8.4	9.5
New Homes Bonus - Local Forecast	5.7	2.7	2.5	2.5
2017-18 ASC Support Grant	1.2	0.7	-	-
Winter Pressure Grant	-	1.1	1.1	-
Social Care Grant	-	-	2.0	7.0
Haringey Corporate Grants	**128.7**	**122.5**	**118.9**	**125.7**
Percentage Change	(4.0%)	(4.7%)	(3.0%)	5.7%

6.8 The difference between the National 6.8% increase and the 5.7% increase forecast for Haringey is caused by the distribution methodology used to allocate the total funding figures between authorities.

6.9 The following were also announced:

- The Fair Funding Review, reform of Business Rates system and full Business Rates reset will be deferred to 2021/22.
- Only the 100% Business Rates Pilot areas will continue in 2020-21; all other pilots will cease.
- Nationally, Core Spending Power is forecast to rise from £46.2 billion to £49.1 billion in 2020-21 (the majority of this increase is from an increase to Council Tax revenue through tax rate and tax base increases);
- An additional £700m for High Needs funding for schools and colleges;
- A real-terms increase in the Public Health Grant (CPI plus 1%); and
- The NHS contribution to the Better Care Fund will increase in line with the planned additional investment in the NHS (3.4%).

Core Spending Power (CSP)

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

6.11 The overall headline referred to in the Spending Round document and by the Chancellor is that “additional resources available to local government” will increase by more than £3.5 billion. This includes an increase in existing funding streams and

some new funding announcements. Elements of the CSP will increase with inflation (Settlement Funding Assessment) with others maintained at 2019-20 levels (New Homes Bonus, Winter Pressures Grant).

6.12 It is also important to note that RSG payments will be reinstated from 2020/21 as a consequence of the London Business Rates Pool pilot ending at the end of 2019/20. In 2020/21, Haringey is due to receive £22m in RSG funding based on government figures. The Council received £51m of RSG in 2016/17, therefore RSG funding to the Council would have fallen by 59% (£29m) between 2016/17 and 2020/21.

6.13 Historic and draft 2020/21 CSP figures for Haringey are set out in table 6.3 below.

Table 6.3 – Local Forecast of CSP

Local Forecast	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m
Settlement Funding Assessment	**115.2**	**109.1**	**102.3**	**104.0**
Plus Additional Funding				
Council Tax Requirement	93.8	101.9	102.0	107.1
S31 Grant (2% cap in NDR)	1.2	1.8	2.6	2.7
Improved Better Care Fund	5.4	7.1	8.4	9.5
New Homes Bonus - Local Forecast	5.5	2.7	2.5	2.5
2017-18 ASC Support Grant	1.2	0.7	-	-
Winter Pressure Grant	-	1.1	1.1	-
Social Care Grant	-	-	2.0	7.0
Core Spending Power	**222.3**	**224.4**	**220.9**	**232.8**
Percentage Change	-	0.9%	(1.6%)	5.4%

Business Rates

6.14 A number of changes were introduced to business rates in April 2017 including a revaluation of the business rates base. Although, the revaluation was revenue neutral nationally, some businesses in Haringey would have seen increases in their business rates charges. For small businesses in this position, relief was provided in the form of a three-year transitional grant that is administered and distributed to affected businesses in each year during the transition period.

6.15 The intention was for Business Rates Baselines to be reset from April 2020, however the Government has announced, as part of SR19 that this will be delayed until April 2021. As to whether this is advantageous or not will be determined by the level of the baseline funding that government sets in relation to what we are actually able to collect.

6.16 The Council has been part of the London Pool Pilot since 2018/19. In that year, London retained 100% of business rates locally, generating a significant additional benefit to the Council (£6.4m). The estimated financial benefit to Haringey in 2019/20 is £2.7m - £3m. The reduced figure is due to a lower percentage (75%) being retained in London.

6.17 The SR19 announced that the Pilot in London would cease from 2020/21. Since the December report, it has been confirmed that London will continue to pool business rates from April 2020 at the lower rate of 67%. This means that the financial benefit from retained growth will be much lower, with the current estimate for Haringey approximately £0.4m which has been built into the 2020/21 Budget. Because of the uncertainty beyond 2020/21, no share of pool growth has been assumed in future years.

6.18 Realisation of business rates income is dependent on collection performance, prevailing economic conditions and decisions on appeal by the Valuation Agency Office and some risk has already been built into the forecast income for future years in recognition of this. Business rates income is expected to decrease by £1.6m in 2020/21, mainly due to any growth in business rates income being offset by the discontinuation of the Pool Pilot as discussed above.

6.19 The current planning assumption across the MTFS period is that there will be no net growth in the business rates tax base / hereditaments.

6.20 Revenue Support Grant of approximately £22m will be paid in 2020/21 as a consequence of the retention rate reverting to 67%. This grant was reduced to nil in 2018/19 due to Haringey's participation in the London Business Rates Pool Pilot, as the grant was included as part of the payments received from the Pool and MHCLG. As the Pilot will not continue in future years, this grant will be received again by Haringey. It is assumed that this grant will increase in line with CPI across the MTFS period.

6.21 The estimated mandatory reliefs applied to Haringey businesses is £6.7m in 2020/21. These reliefs cover, among others, discounts for small businesses and will be fully reimbursed via Section 31 Grants by Central Government. From 2021/22, we expect the Section 31 Grants to be rolled into the SFA.

6.22 The forecast income across the MTFS period from business rates related income, including revenue support grant is shown in table 6.4 below.

Table 6.4 – Business Rates Related Income Forecast

Business Rates Related income Forecast	2019/20 £'000	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000
Revenue Support Grant	-	21,993	22,434	22,880	23,340	23,807
Business Rates Top Up	65,196	58,412	61,089	62,290	63,490	63,958
Retained Business Rates	33,484	22,100	22,540	22,985	23,425	24,695
NNDR Levy Surplus 2019/20	1,238	-	-	-	-	-
NNDR Surplus/(Deficit)	-	(1,654)	2,324	2,232	2,131	2,174
S31 Grants	6,624	6,688	-	-	-	-
Share of Pool Growth	3,000	400	-	-	-	-
Total	**109,542**	**107,938**	**108,387**	**110,386**	**112,386**	**114,634**

6.23 There are considerable planned and potential changes to the business rates regime beyond 2020/21. These are set out below:

- Business rate baselines are expected to be reset in 2021/22.
- The Government have been consulting on a simplification of the Business Rates Retention scheme including how growth can be incentivised and how it can be

measured. No decisions have been made yet either about a new scheme or timing of any implementation.

- The outcome of the Fair Funding Review is still awaited. This will impact on business rates as it derives each authorities baseline funding against which growth is measured.
- The Government has committed to introducing more frequent business rates revaluations and have consulted on bringing forward the date of the next revaluation from 2022 to 2021. Thereafter the Government plan to move to 3 yearly revaluations ensuring rating assessments are more up to date.

6.24 Because of the uncertainty beyond 2020/21, the assumptions in Table 6.4 and their impact on the MTFS will need to be reviewed and, where necessary, updated.

Grants

6.25 The Council will receive a number of grants in addition to its main funding allocation. The Council is mostly allowed to use these grants to fund any council services, but some are ring-fenced, which means they can only be spent on specific services.

Social Care Grants

6.26 As part of SR19 it was announced that an additional £1.5bn of funding for adult and children's social care would be available for Local Authorities to access next year (i.e. £1bn of additional funding and up to £0.5bn from the additional 2% Social Care Precept). It also announced the following in relation to social care related funding:

- Additional Improved Better Care Fund – Expected to remain at 2019/20 levels of £1.6m for Haringey.
- The Improved Better Care Fund and Winter Pressures Grants are expected to continue at 2019/20 levels; however, these will be rolled into a single grant.
- Social Care Support Grant is expected to increase from £2m in 2019/20 to £7m in 2020/21 for Haringey, which will incorporate Haringey's share of the new £1bn additional funding.

6.27 The assumptions around social care funding across the MTFS period are set out in the table below. Whilst we only have announcements for 2020/21, the current planning assumptions are that funding of a similar level will be made available across the planning period. This will need to be kept under review and the MTFS updated when further details emerge. The Queen's Speech confirmed that the £1bn additional Social Care grant funding announced in SR19 is committed for each year of the Parliament however, the distribution of any of the grant funding could change. If it changes materially, it will have a significant impact on the current forecast gap across those years. This has been highlighted as one of the biggest risks to the current MTFS, explored in more detail in Section 7.18.

It should also be noted that all these grants have been netted against the service budget expenditure heads rather than being shown separately. Since the December report a review of the budgeting of Adults and Children's service grants has been undertaken. In the light of this and consistent with the 2019/20 treatment, the new

Social Care Support Grant announced for 2020/21 has now been allocated 50:50 between the two services.

Table 6.5 – Social Care Grants

Original Grant Name	Revised Grant Name (LG Settlement Consultation)	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
		£'000	£'000	£'000	£'000	£'000	£'000
Better Care Fund (BCF) - (CCG Contribution)		5,819	6,017	6,017	6,017	6,017	6,017
Improved Better Care Fund (iBCF)	Improved Better Care Fund (iBCF)	6,749	6,749	6,749	6,749	6,749	6,749
Additional Improved Better Care Fund (iBCF)		1,621	1,621	1,621	1,621	1,621	1,621
Winter pressure Funding		1,148	1,148	1,148	1,148	1,148	1,148
Social Care Support Grant (ASC/CSC)	Social Care Support Grant	1,962	1,962	1,962	1,962	1,962	1,962
New Funding for Adult & Children's Social Care (SR19)		0	4,998	4,998	4,998	4,998	4,998
	TOTAL	**17,299**	**22,495**	**22,495**	**22,495**	**22,495**	**22,495**

Core Grants

6.28 Based on the SR19 and draft Local Government Finance Settlement 2020/21, the MTFS assumptions for the Core Grants received by Haringey are as follows:

- Public Health Grant will increase by 1% above inflation to £20.2m in 2020/21. Inflationary increases are expected to be applied to the grant across the MTFS period.
- New Homes Bonus – there are indicative signs that this scheme will be stopped or replaced from 2021/22 however it is assumed that funding at a similar level will continue in some form or other.
- The Council Tax Support and Housing Benefit Admin Grants are expected to continue at 2019/20 levels in 2020/21 (£2m). From 2021/22, the MTFS assumes a drop of £0.5m on the assumption that the Universal Credit programme proceeds with more cases returned to Government.
- Section 31 (S31) grants in relation to mandatory business rate reliefs are expected to continue for 2020/21 but beyond that it is expected that these will be rolled into the baseline figures and come through as part of the SFA.
- The Government announced additional resource funding for MHCLG to reduce homelessness and rough sleeping through the Flexible Homelessness Support Grant and the Homelessness Reduction Grant. Haringey will receive £7.8m in 2020/21.

6.29 The table below shows assumptions about the core grants over the 5-year MTFS period.

Table 6.6 – Core Grants

Grant Name	2019/20 £'000	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000
Council Tax Support Grant	457	457	408	408	408	408
Housing Benefit Admin Grant	1,491	1,491	1,043	1,043	1,043	1,043
Public Health Grant	19,677	20,228	20,632	21,045	21,466	21,466
New Homes Bonus	2,541	2,199	2,199	2,199	2,199	2,199
Additional Improved Better Care Fund *	1,621	-	-	-	-	-
S31 - Business Rates Multiplier Cap	1,134	1,019	-	-	-	-
S31 - Cost of doubling SBRR & threshold changes for 2019-20	3,285	3,327	-	-	-	-
S31 - Retail Discount Relief & Other Grants	2,205	2,341	-	-	-	-
NNDR Levy Surplus 2019/20	1,238	-	-	-	-	-
Local Flood Grant	22	-	-	-	-	-
Total	**33,671**	**31,062**	**24,282**	**24,694**	**25,115**	**25,115**

* this funding continues to be received but will be allocated directly to the service budget from 2020/21

Council Tax

6.30 Since the December report, the 2020/21 council Tax base has been calculated as required by statute and the final report is attached in Appendix 13. This enables the Council to calculate its own council tax but this figure is also required to be notified by 31st January to the GLA as the major precepting authority and the levying bodies (Environment Agency, Lee Valley Regional Park Authority, North London Waste Authority and London Pension Fund Authority) in order for them to calculate and set their own budgets and determine the level of precept / levy to be made to Haringey.

6.31 The Tax base figure for Haringey for 2020/21 has been set at 78,543 and the impact of this has been reflected in Table 6.7 below. The key assumptions in the MTFS on Council Tax are:

- A 1.99% increase in Council Tax in 2020/21 and for each subsequent year (subject to the referendum limits set by Government)
- Additionally, an Adult Social Care (ASC) precept of 2% is proposed in 2020/21 (as per SR19), but no subsequent increases are assumed in the years post 2020/21.
- The collection rate will be at least 96.50% throughout the planning period.
- The tax base is forecast to grow by 1.7% in 2020/21, followed by increases of 1% per annum throughout the remainder of MTFS planning period
- The Council Tax Collection Fund account has had surpluses of up to £6m over the past few years, largely due to an overestimation of the impact of the Council Tax Reduction Scheme (CTRS) on income levels. The forecasting has been refined and is reflected in a reduced forecast surplus across the MTFS period (£2.18m).

- The latest forecast of the number of CTRS claimants is lower than the number forecast last year, a change which looks to be driven by changes in the national benefits system and the rollout of Universal Credit in Haringey.

6.32 The resulting projections for Council Tax income and Band D Rates are set out below. These figures are subject to confirmation of the council tax base, which is due to be finalised in January 2020 and formal Council ratification of Council Tax Rates in February 2020.

Table 6.7 – Council Tax Assumptions

COUNCIL TAX ASSUMPTIONS						
	2019/20	**2020/21**	**2021/22**	**2022/23**	**2023/24**	**2024/25**
Taxbase before collection rate	80,096	80,067	81,392	82,206	83,028	83,858
Taxbase change	0.0%	1.7%	1.0%	1.0%	1.0%	1.0%
Taxbase for year	80,067	81,392	82,206	83,028	83,858	84,697
Collection Rate	96.50%	96.50%	96.50%	96.50%	96.50%	96.50%
Taxbase after collection rate	**77,265**	**78,543**	**79,329**	**80,122**	**80,923**	**81,732**
Council Tax increase	2.99%	1.99%	1.99%	1.99%	1.99%	1.99%
Social Care precept	0%	2.00%	0%	0%	0%	0%
Band D rate	£1,319.89	£1,372.55	£1,399.87	£1,427.72	£1,456.14	£1,485.11
Council Tax Before Surplus (£000)	**£101,981**	**£107,805**	**£111,050**	**£114,392**	**£117,835**	**£121,382**
Previous Year (Estimated) Surplus	£3,850	£2,175	£2,175	£2,175	£2,175	£2,175
Council Tax Yield (£000)	**£105,831**	**£109,980**	**£113,225**	**£116,567**	**£120,010**	**£123,557**

Fees and Charges

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

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

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

6.36 Each year the Council reviews the level of its fees and charges through consideration of a report by the Cabinet and its Regulatory Committee, where it is a requirement that they are considered and approved outside of the Executive. Both Cabinet and the Regulatory Committee have received and approved the fees and charges reports in relation to 2020/21.

6.37 The impact of fees and charges increases have been included in the revenue income projections in the MTFS.

Use of Reserves

6.38 The Council's (Non-Earmarked) General Fund Balance is held to cover the net impact of risks and opportunities and other unforeseen emergencies. The funds held in the General Fund Reserve can only be used once and therefore are not a recurring source of income that can meet permanent budget gaps.

6.39 No use of corporate reserves is required to balance the 2020/21 Budget and financial plans presented in this report assume the maintenance of the General Fund Reserve at the current level of c.£15.5m across the MTFS.

6.40 The Full Council report on 24 February 2020 will provide a more comprehensive review of the overall sufficiency of Council reserves as part of the S151 statement.

Summary of Corporate General Fund Assumptions

6.41 A summary of the of the funding assumptions and breakdown of funding sources is set out in table 6.8.

Table 6.8 – Funding Assumptions

	Source of Funding	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
		£'000	£'000	£'000	£'000	£'000	£'000
Table 6.4	Revenue Support Grant	-	21,993	22,434	22,880	23,340	23,807
	Top up Business Rates	65,196	58,412	61,089	62,290	63,490	63,958
	Retained Business Rates	33,484	22,100	22,540	22,985	23,425	24,695
	NNDR Growth	3,000	400	-	-	-	-
	NNDR Surplus/(Deficit)	-	(1,654)	2,324	2,232	2,131	2,174
Table 6.7	Council Tax	101,981	107,805	111,050	114,392	117,835	121,382
	Council Tax Surplus	3,850	2,175	2,175	2,175	2,175	2,175
Table 6.6	New Homes Bonus	2,541	2,199	2,199	2,199	2,199	2,199
	Public Health	19,677	20,228	20,632	21,045	21,466	21,466
	Other Core Grants	11,453	8,635	1,450	1,450	1,450	1,450
	Total (External) Funding	**241,182**	**242,292**	**245,894**	**251,648**	**257,512**	**263,306**

6.42 As mentioned above, the social care Grants previously held as Other Core Grants will be allocated to the service budgets from 2021.

7. General Fund Revenue Expenditure Assumptions

7.1 2019/20 Financial Performance – General Fund Revenue

7.1.1 The General Fund (GF) revenue forecast of £5.2m overspend has remained stable across the first two quarters of the year which is significantly below the £15.9m reported in the same period in 2018/19 (which was before the application of budget contingencies of £6.6m in that year). This evidences that last year's approach to financial planning and setting the budget was sound and is having the intended consequence.

7.1.2 The next update on the 2019/20 Budget position will be presented to Cabinet at its meeting in March however, the Council's Corporate Board monitor this monthly via an update report which confirms that the forecasts provided in December remain largely sound.

7.1.3 This year's monitoring and financial planning processes have sought to embed the Live Budgeting approach outlined in the February 2019 Budget/MTFS report. There was one write-off of an unachievable saving relating to the Customer First programme and approval of a series of Children's services Invest to Save proposals at the July Cabinet. That July Cabinet was also presented with in year budget forecasts which enabled emerging budget pressures to be considered as part of the financial planning process for 2020-2025 at an early stage.

7.1.4 As outlined in the December 2019 report, the 2020/21 Budget proposed has addressed the two most significant budget pressures driving the forecast overspend. The first is demand growth in Adults, where the additional budget built into 2019/20 base budgets for this service area was not able to fully address the underlying need; the second is a recognition that a pre-agreed savings which planned to achieve income contributions from letting out office space in Council buildings is no longer achievable as intended and the 2020/21 Budget plans that this is written out from April 2020.

7.1.5 Regular review of the progress in delivering the agreed savings proposals is undertaken and focusses on both in year and future years. This enables early interventions to be taken and has proved successful this year in significantly reducing the level of non-delivery seen in previous years. The Qtr2 report recognises that some savings, over and above the one outlined above, will not deliver in year as planned, but this is a profiling issue, rather non-delivery; the budgetary impact is largely being mitigated in year and the savings will deliver early 2020/21.

7.1.6 The Dedicated Schools Grant (DSG) year-end forecast remains at c.£5.1m (£1.8m Qtr1). This is due to the on-going pressures in the High Needs Block (HNB) which Members will be aware is a national issue facing the entire local government sector mainly as a consequence of the expansion of age ranges for EHCP eligibility. In the context of the increased demand the service is reviewing its savings plan to see how costs can be reduced.

7.1.7 The SR19 announcement of one-off additional funding (c. £4.4m) for the 2020/21 HNB was welcome but does not cover the full estimated future years overspend and doesn't provide the permanent resolution that we require. It also doesn't clear the estimated £7.3m DSG deficit balance at the end of this year. Correspondence with the DfE has continued over the past months in an attempt to get confirmation on when a sustainable funding stream will be announced. Until this is clarified, it remains one of the biggest financial risks to the authority. The Council will need to review how it carries that risk on its balance sheet at the end of 2019/20, in light of the accounting guidance at that time. An update will be included in the report to Full Council on 24th February 2020 as part of the S151 review of the adequacy of reserves.

7.1.8 In summary, the major underlying pressures highlighted in the in-year budget monitoring are proposed to be resolved as part of the 2020/21 budget and officers will continue to work on reducing and mitigating the in-year GF forecast overspend to bring it to a balanced position by March 2020; an update on progress will be provided in the Quarter 3 / Budget Update report being presented to Cabinet on 10th March but it is currently forecast to be achieved without recourse to balances

7.2 Budget Growth / Pressures

7.2.1 The financial planning process has sought to identify, and where possible address, budget pressures and necessary growth in order that the 2020/21 Budget in particular, but also the MTFS 2020-2025 are set are realistically as possible – matching forecast expenditure against forecast income and deliverability of newly proposed savings.

7.2.2 Some growth for the period to 2024 was already built into last year's MTFS and the financial planning work undertaken since May has reviewed the assumptions driving those figures, updated them where appropriate and has also assessed new pressures or identified growth.

7.2.3 The main corporate assumptions across the 2020-2025 period are outlined below followed by a paragraph which focusses on the policy priorities and service specific items.

7.3 Pay Inflation (+£2.5m pa)

7.3.1 The current pay deal ends at 31/03/2020 and negotiations are still underway over the next agreement. While no firm information has been received, the MTFS for the two years 2021/22 & 2022/23 now includes an additional £1.25m, over and above the £2.5m already assumed, as a hedge against the impact on pay levels of the Government pledge to end austerity.

7.4 Non-Pay Inflation (+£1m pa)

7.4.1 The assumption continues that the services will broadly have to manage within existing budgets, thus absorbing any inflationary pressures. However, in recognition that (a) some contracts include inflation-linked increases (b) utility costs continue to be volatile and difficult to predict and (c) legislative changes can impact on cost of services, additional budget has been built in across the period. Similar to the revised assumptions on pay inflation beyond 2020/21, the MTFS now assumes an additional £1m for both 21/22 & 22/23 recognising the potential impact of Brexit on general expenditure costs.

7.5 Employer Pension Contributions (-£0.5m pa)

7.5.1 The outcome of the most recent triennial valuation, which covers the period 2020/21 – 2022/23, confirms that the Pension Fund has performed well allowing for a decrease to the Council's contribution rate of 0.5% each year for three years.

7.6 Treasury & Capital Financing

7.6.1 The MTFS has been updated to reflect the impact of both the recent 1% increase in the PWLB rates on the existing capital programme as well as the newly proposed investment. The impact of this is estimated at £1m in total over the period of the MTFS.

7.6.2 It also builds in the overall step up in forecast borrowing costs associated with the new capital proposals.

7.6.3 All assumptions have been revisited following the December report and the Budget/MTFS now reflect the most up to date assumptions and are in line with the final Treasury Management Strategy Statement which will be presented to Full Council on 24th February.

7.7 Levies

7.7.1 The current assumption is that all Levy costs except the North London Waste Authority (NLWA) levy will remain broadly in line with the 2019/20 figures across the period. Final figures are expected to be available to include in the Full Council report on 24th February.

7.7.2 The NLWA's North London Heat and Power Project will replace the existing Energy from Waste plant at the Edmonton EcoPark with an Energy Recovery Facility and includes a new Resource Recovery Facility. This major project will have financial implications for each of the 7 London boroughs involved, representing 2 million people. The existing MTFS had assumed a £0.5m p.a. levy increase to commence from 2020/21, due the impact of increased borrowing costs which must be met by the levy. The latest NLWA planning, however, is that this will commence later. This has allowed a one-off amendment to the previous MTFS assumptions for 2020/21. The receipt of any firmer information on increases to the levy for the years 2021/22 and beyond will be reflected in future budget plans.

7.8 Policy Priorities

7.8.1 Last year the Council agreed that the following policy priorities receive additional funding through the 2019/20 Budget and it is proposed that this is continued to be funded in each year of the new MTFS:

- Youth Services programme - £0.25m
- School meals pilot - £0.05m
- Council Tax Reduction Scheme - £1.6m

7.8.2 The table below shows the policy growth now confirmed as built into the 2020/21 Budget & 2020-2025 MTFS.

Table 7.1 Policy Growth Proposals

POLICY GROWTH PROPOSALS	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000
Adult Social Care - London Living Wage for Homecare & Direct Payments (above previous corp funding)	3,507	(1,733)	(1,363)	(411)	-
Adult Social Care - London Living Wage for Extra Care Sheltered Housing	800	-	-	-	-
HR - Apprenticeship Support	134	-	-	-	-
TOTAL	**4,441**	**(1,733)**	**(1,363)**	**(411)**	**0**

7.8.3 This Budget proposes the introduction from April 2020 of London Living Wage (LLW) rates for Council contracted Homecare staff and also those working in Extra Care Sheltered Housing; additionally, an uplift has been applied to Social Care Direct Payments to individuals in line with LLW rates.

7.8.4 This addresses a key policy position of the council and also addresses the fact that, when compared to our neighbours, Haringey is paying relatively low rates for Home Care and Direct Payments. The enhanced rates will be implemented in conjunction with the introduction of alternative delivery models including electronic call monitoring, assistive technology, reablement and the associated changes to care plans. These changes are planned to make this programme cost neutral by 2024/25 except for the enhancement of Extra Care rates, where the cost cannot be mitigated down.

7.8.5 The additional investment in apprenticeships will create social and economic benefits for residents as well as providing opportunities for current and future Council staff. The investment will enable the creation of a team to form and manage an enhanced approach to apprentice recruitment, support and development, providing training opportunities across the council. Creation of new apprenticeship opportunities will enable the Council to utilise the Apprenticeship Levy to a far greater degree than has been possible at current resourcing levels. The levy can be used to support training for current staff taking up apprenticeships as well as new recruits to the workforce. The availability of an increased number of apprenticeship opportunities will also make the council an attractive employer and help to target groups that are often disadvantaged in the recruitment marketplace, such as young people and people returning to work after a break.

7.9 Service Growth Needs

7.9.1 The table below shows the service specific growth proposals / unachievable savings write-off now included in the 2020/21 Budget and 2020-2025 MTFS.

Table 7.2 – Service Growth Needs / Write-Off Unachievable Savings

SERVICE GROWTH NEEDS / WRITE OFF UNACHIEVABLE SAVINGS	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000
Net Demographic / inflation growth Adults Social Care (above current MTFS assumption)	2,124	(697)	(813)	2,788	3,102
Inflation growth Children's Social Care	0	500	500	500	500
Rectify HR -Shortfall in schools' income	270	-	-	-	-
HR - base budget insufficiency. Long Term resolution via proposed restructure	546	(546)	-	-	-
Rectify historical structural deficit - Electoral Services	120	-	-	-	-
Highways Street Tree Maintenance	95	6	6	6	6
Local Plan Review	50	0	-	-	-
Write-off Alexandra House decant pre-agreed saving	800	-	-	-	-
TOTAL	4,005	(737)	(307)	3,294	3,608

7.9.2 The biggest single growth items relate to Adults and Children's services in recognition of the forecast pressures across the MTFS period over and above the sums already built into the existing plans.

7.9.3 It is forecast that the Adults service will need to address both demographic and inflationary pressures. The figures have been generated by detailed modelling and trend analysis moderated down by the impact of early interventions, reablement and the use of technology, which is hoped will provide an environment of greater resilience amongst the cohort of potentially vulnerable clients. Consequently, this should allow clients to remain independent for longer before the need to enter the care system. This additional funding also addresses the £2.7m pressure highlighted in Adult's budgets in 2019/20.

7.9.4 Children's services are not expecting demographic growth however, it is prudent to recognise the impact of inflationary growth in the market and therefore some additional funding for this has been assumed from 2021/22.

7.9.5 The remaining growth proposals look to address historic or forecast base budget pressures. All build in additional budget on an on-going basis with the exception of the £0.546m for HR which the service are looking to resolve as part of a forthcoming restructure of that service and therefore the funding is only provided for 2020/21.

7.9.6 The proposed write off of the existing saving associated with realising income from decanting Alexander House to enable rental accounts for the final £0.8m growth.

7.10 Budget Reduction Proposals

7.10.1 The 2019 Budget and MTFS 2019-2024 agreed a total of £29.9m budget reductions to be delivered across that period. Whilst the Council was able to set a balanced budget for 2019/20, the MTFS acknowledged that a forecast £20.5m additional savings would be required over the years from 2020/21 to match the assumed funding and expenditure plans at that point (giving a total forecast savings requirement of over £50m).

7.10.2 The July 2019 report agreed a couple of changes to this position. It approved the write-off of an unachievable saving and agreed to a set of Invest to Save proposals put forward by the Children's service (£2.5m over the five-year MTFS period).

7.10.3 The net impact of these decisions on the draft 2020-2025 MTFS were built into the financial planning process underway since May this year.

7.11 2020-2025 Approach to Budget Reduction Proposals / Savings

7.11.1 The financial planning process looked to build on the progress made last year where the budgets agreed were more realistic and understood and owned by the wider organisation. As last year, the Council started its budget process at a very early stage in order to identify and propose the options contained in this report.

7.11.2 The key themes underpinning this planning strategy were:

- Move towards long term sustainable position
- Earlier officer/Member discussion about priority issues, opportunities and risks
- Change orientated

- Better integration of capital and revenue decision making
- More comprehensive resource planning
- Embed the principle of Live budgeting decisions
- Continued integration of in year monitoring with financial planning

7.11.3 The new budget reduction proposals arising from this process are set out in Table 7.4 below, allocated by priority.

Table 7.4 – New Budget Reduction Proposals by Priority

Priority	2020/21	2021/22	2022/23	2023/24	2024/25	Total Savings
	£000	£000	£000	£000	£000	£000
Housing	68	136	136	136	136	**612**
People - Adults	1,034	60	0	(476)	0	**618**
People - Children	225	150	175	100	200	**850**
Place	2,002	1,467	989	0	0	**4,458**
Economy	815	120	130	120	0	**1,185**
Your Council	1,370	517	784	0	0	**2,671**
Total - New Proposals	**5,514**	**2,450**	**2,214**	**(120)**	**336**	**10,394**
Total - Invest to Save	1,635	669	244	-	-	**2,548**
Total Savings Proposals	**7,149**	**3,119**	**2,458**	**(120)**	**336**	**12,942**

7.11.4 The new proposals have been analysed by delivery type;-

Table 7.5 – Budget Reduction Proposals by Delivery Type

Saving Proposal by Type	2020-21	2021-22	2022-23	2023-24	2024-25	Total	Percentage
	£000	£000	£000	£000	£000	£000	%
Efficiency savings	1,367	399	575	-	-	**2,341**	**18%**
Increase in income	2,383	1,248	653	-	-	**4,284**	**33%**
New Delivery Model	1,610	806	588	220	200	**3,424**	**26%**
Service redesign	680	666	567	136	136	**2,185**	**17%**
Stopping / reducing service	1,109	-	75	(476)	-	**708**	**5%**
Total	**7,149**	**3,119**	**2,458**	**(120)**	**336**	**12,942**	**100%**

7.11.5 The total proposed new budget reductions for 2020/21 of £7.1 are considerably lower than the £13.2m that have been forecast to be necessary last February. Because of the Council's approach to live budgeting, the decisions it made in July and its active use of Invest to Save (£1.6m), the new proposals necessary at this stage come to £5.5m. When added to the reductions already agreed for 2020/21 (£7.1m), the total to be delivered is £14.6m. The table below provides a summary of the total agreed savings (pre-agreed and newly identified as part of this Budget/MTFS process) and forecast unidentified savings across the period 2020-2025. A more detailed version is available in Appendix 3.

Table 7.6 – Total Savings Proposals 2020-2025

Priority	2020/21 Pre-Agreed Savings	2020/21 New Savings	2020/21 Total Savings	Total Savings				
				2021/22 Total Savings	2022/23 Total Savings	2023/24 Total Savings	2024/25 Total Savings	Total Savings
	£000	£000	£000	£000	£000	£000	£000	£000
Housing	1,108	68	1,176	709	136	136	136	2,293
People - Adults	4,039	1,034	5,073	3,245	3,270	(376)	0	11,212
People - Children	2,036	225	2,261	909	419	100	200	3,889
Place	1,012	2,002	3,014	2,067	1,059	70	0	6,210
Economy	15	815	830	120	130	120	0	1,200
Your Council	918	1,370	2,288	542	790	6	0	3,626
Total Savings	**9,128**	**5,514**	**14,642**	**7,592**	**5,804**	**56**	**336**	**28,430**
Unidentified Savings			0	1,954	3,178	6,684	3,743	15,560
Total Savings Requirement			**14,642**	**9,546**	**8,982**	**6,740**	**4,079**	**43,990**

7.11.6 To help de-risk the budget in future years, officers have assessed delivery confidence which will help when monitoring delivery in the new year. All proposals have been reviewed by the Policy and Equalities team and have been subject to equalities screening and where required, a full EqIA's. The outcome of this process is included in Appendix 12.

7.11.7 The monitoring of savings delivery in 2019/20 has provided a growing assurance that services have a greater understanding of and capacity to deliver budget reduction proposals. This, when coupled with the indicative delivery confidence provided for the new proposals, supports a one-off reduction in the budgeted resilience contingency for 2020/21.

7.12 Summary Revenue Budget Position 2020/21 – 2024/25

The summary revenue budget position, including the projected gaps for future years is set out in the table below.

Table 7.7 – Summary Revenue Budget Position

	2019/20 Budget	2020/21 (Draft) Budget	2021/22 Projected	2022/23 Projected	2023/24 Projected	2024/25 Projected
Priority Area	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Housing	18,888	16,382	15,673	15,537	15,401	15,265
People - Children	58,310	55,189	54,780	54,861	55,261	55,561
People - Adults	82,312	83,784	81,693	79,968	83,142	86,244
Place	26,652	24,915	22,854	21,801	21,737	21,743
Economy	1,173	1,006	886	756	636	636
Your Council	35,805	35,999	34,911	34,121	34,115	34,115
Non-Service Revenue	23,529	25,017	37,051	49,736	59,036	65,302
Council Cash Limit	**246,669**	**242,292**	**247,848**	**256,780**	**269,328**	**278,866**
Planned Contributions from Reserves	(5,487)	-	-	-	-	-
Further Savings to be Identified	-	(0)	(1,954)	(5,132)	(11,816)	(15,560)
Total General Fund Budget	**241,182**	**242,292**	**245,893**	**251,648**	**257,512**	**263,306**
Council Tax	101,981	107,805	111,050	114,392	117,835	121,382
Council Tax Surplus	3,850	2,175	2,175	2,175	2,175	2,175
RSG	-	21,993	22,434	22,880	23,340	23,807
Top up Business Rates	65,196	58,412	61,089	62,290	63,490	63,958
Retained Business Rates	33,484	22,100	22,540	22,985	23,425	24,695
NNDR Surplus/(Deficit)	-	(1,654)	2,324	2,232	2,131	2,174
NNDR Growth	3,000	400	-	-	-	-
Total (Main Funding)	**207,511**	**211,230**	**221,612**	**226,953**	**232,396**	**238,191**
Core/Other External Grants						
New Homes Bonus	2,541	2,199	2,199	2,199	2,199	2,199
Public Health	19,677	20,228	20,632	21,045	21,466	21,466
Other core grants	11,453	8,635	1,450	1,450	1,450	1,450
TOTAL (Core/Other External Grants)	**33,671**	**31,062**	**24,282**	**24,694**	**25,115**	**25,115**

7.12.1 The net Non-Service Revenue budget line in the table covers Council costs which are not specifically attributable to any particular service. The main drivers of its increasing budget size over the MTFS period are higher financing costs due to the significant expansion in the Council's capital programme, budget resilience contingency against non-delivery of agreed savings and provision for inflation. The latter are held centrally at the Budget setting stage and will be allocated out to the various service budgets during the year when it is clearer what the actual pressure is.

Changes Since the December 2019 Report

7.12.2 The draft General Fund Budget 2020/21 presented in the December 2019 Cabinet report had a budget gap of £0.6m. This compares to the £7.5m & £6.5m gaps at this point in preparing the budgets for 18/19 & 19/20. The £0.6m gap has now been addressed by technical and corporate adjustments and there has been no need to make further changes to service budgets or utilise balances (reserves).

7.12.3 The forecast budget gap for future years is now greater than previously reported, taking account of the levels of uncertainties in our operating climate.

7.12.4 The budget changes between the December report and those now included in this report are summarised in the table below.

Table 7.8 – GAP Update

	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000
December 2019 Gap - Cumulative	612	487	1,696	8,642	12,409
Total Changes since December	(612)	1,467	3,436	3,174	3,151
Revised Gap - Cumulative	**0**	**1,954**	**5,132**	**11,816**	**15,560**

7.12.5 The main changes to the Budget since December are described below.

Provisional Local Government Finance Settlement 2020/21

7.13 Since the last report was published, the Provisional Local Government Finance Settlement has been announced. There were no substantive changes to the main core funding streams, however notification has subsequently been provided of Housing related grants. This confirmed the continuation of the Flexible Housing Support Grant (FHSG) in 2020/21 at the same level as 2019/20 (£6.7m) plus a Homelessness Reduction Grant (£1.0m) which is an enhancement of £0.6m compared to current level.

7.14 In recognition of the increased and on-going substantially increased Corporate contribution to funding Homelessness / Temporary Accommodation since 2017, the Budget for 2020/21 assumes that £6.2m will be passed onto the service.

7.15 A review of the budgeting of Adults and Children's service grants has been undertaken. In the light of this, and consistent with the 2019/20 treatment, the new Social Care Support Grant announced for 2020/21 has now been allocated 50:50 between the two services. This has had no impact on the gross expenditure budgets assumed in the December report i.e. no resultant further savings or growth requirements. It does however show as a reduced net budget for Children's and an increased net budget for Adults.

Corporate Budget Changes

7.16 As signalled in the December report, the treasury and capital financing assumptions have been reviewed and adjusted where appropriate. A similar review of the contingency provided for inflation and contract pressures has been undertaken and figures adjusted.

Council Tax Assumptions

7.17 Each Council is required to calculate and set its tax base by 31st of January each year. This figure is provided to levying and precepting bodies and is also used to calculate the budget for Council Tax receipts. In arriving at the proposed tax base, the current list is reviewed and updated following consideration of a number of items such as increases in residential properties during the year, forecast number of CTRS claimants, the expected collection rate etc. The review has led to a higher tax base figure than assumed when the December report was written which translates into an increase in council tax receipts. We are also assuming that the arrears project (part funded by the GLA) which helps realise older, harder to recover council tax and

business rates receipts, will continue for the foreseeable future and therefore the associated administrative costs of £0.350m need to be built into the 2020/21 Budget.

Summary

7.17.1 It must be emphasised that the planning assumptions beyond 2020/21 included in the MTFS assume that the Council will continue to receive a similar level of grant funding as was announced in the Spending Round 2019 (SR19) and confirmed in the Local Government Finance Settlement, which included a significant step up in the level of social care grants receivable in 2020/21. The Queen's speech announced in December 2019 confirmed a commitment to underpin this at a National level however, this may not translate into the same grant at a local level as we expect the distribution methodology for all local Government funding to be changed as part of the long awaited Fair Funding Review. Any loss will impact on the current forecast gap across those years.

7.17.2 In undertaking this multi-year financial planning, the levels of uncertainty and risk increase substantially beyond the immediate budget for next year. Reference has been made above to the scale of the assumption made in regard to future years grants. This report elsewhere highlights the many other risks that may impact and increase the size of the gaps forecasted above for years 2 and beyond. This authority, like all other social care councils, must be particularly concerned about the risks regarding its care services finances. While the year-on-year cash limit profiles for our care services detailed above have been prepared with reference to best intelligence on future years grants, demographics, savings and other pressures, these need to be kept under closest review. The section below expands on what are currently considered as the most material risks and assumptions that could impact on the 2020/21 Budget and 2020-2025 MTFS now presented.

7.18 Review of assumptions and risks 2020/21 – 2024/25

7.18.1 The Council's Section 151 Officer has a statutory responsibility to assess the robustness of the Council's budget and to ensure that the Council has sufficient contingency/reserves to provide against known risks in respect of both expenditure and income. This formal assessment will be made as part of the final report on the Council's budget on 24th February 2020 and will draw on independent assessments of the Council's financial resilience (CIPFA & London Councils) however, it is critical that this report outlines the assumptions and approach to risk taken when arriving at the budget proposals included in the proposed Budget & MTFS.

7.18.2 Given the increased financial pressure that is falling upon this council's budget, this statutory role is acquiring more and more significance. The number and breadth of potential risks and level of uncertainty, particularly around future funding, underlines the need to maintain both a budgeted resilience contingency and keep general and earmarked reserves at current levels.

7.18.3 The main uncertainties and risks identified to date which the impact on the Council's budget over the period of the MTFS are:

- Funding assumptions for 2020/21 are subject to the final Local Government Finance Settlement expected in early February 2020 and therefore there may be changes.

- There have been no announcements about funding beyond 2020/21 so professional judgement has had to be used in forecasting funding for the later years of the MTFS. These assume that Government funding of a similar level to that announced in SR19 will continue across the whole period. Should this not be realised it will have a significant impact on the current forecast gap across those years. This will be kept under close review.

- The expected Fair Funding Review and redesign of the Business Rates Retention scheme did not complete during 2019/20 as expected and are now planned for 2020/21. The impact on funding for the Council on the eventual outcomes of both are not known at this time but any significant change to the quantum or distribution methodology could negatively impact on the current budget plans.

- The continued pressure on High Needs Block Dedicated Schools Block (DSG) resources, lack of a clear strategy for resolution from the DfE and ongoing uncertainty about where the accounting risk for this overspend sits.

- The on-going uncertainty over the impact that Brexit might have – particularly on staffing in critical social care & health services, on local tax income levels and potentially numbers presenting as No Recourse to Public Funds (NRPF).

- Increases in London Living Wage in future years.

- The impact of pay and general inflation pressures above current assumptions.

- General population increases that are expected over the next 5 years and any associated growth in demand - other than specifically allowed for – may lead to financial pressure.

- Planned actions to increase Council managed temporary accommodation options do not progress at the pace expected.

- The Council's Transformational Programmes do not deliver the required savings, do not deliver savings quickly enough, or are counteracted by demographic trends particularly in critical areas such as Children's and Adults Social Care and Temporary Accommodation.

- Any further deterioration in the forecast 2019/20 position including non-delivery of in year savings.

- The need to balance revenue and capital priorities to ensure the most appropriate use of available resources and the risk that the required skilled workforce to deliver at pace is not available.

- Business rates base negatively impacted by any economic slowdown and continuing trend to on-line services

8. Council's Capital Strategy and Capital Programme 2020/21 – 2024/25

Introduction

8.1 This is the second capital strategy report that has been prepared since it became a mandatory requirement of local authorities to produce one. It gives a high-level overview of how capital expenditure, capital financing, and treasury management activities contribute to the provision of public services. It also provides an overview of how the risks of the capital programme are managed and the implications for future financial sustainability.

Background

8.2 Capital expenditure in local government is defined in statute and accounting practices/codes and as such must be complied with. Within these rules, capital budgets and capital expenditure decisions offer the opportunity for the Council to profoundly affect the lives of its residents, businesses, and visitors in both the immediate and the longer term.

8.3 Capital programmes can shape the local environment (e.g. through the provision of new housing, traffic schemes or regeneration schemes); positively impact people's lives (e.g. through creating appropriate housing for adults with learning difficulties or investment in parks and open spaces); transform the way the Council interacts with local residents (e.g. through the libraries investment programme or proposals for a new customer service centre); and deliver fit for purpose schools. The key objectives for the Council's capital programme are to deliver the borough plan and assist the Council in meeting the financial challenges that it continues to face.

Capital expenditure and financing

8.4 Capital expenditure is where the Council spends money on a project, with the view to derive economic benefit from the outcome of the expenditure, for a period longer than twelve months. This also includes spending on assets owned by other bodies, loans and grants to other bodies enabling them to buy assets.

8.5 The table below shows a high-level summary of the Council's outline capital spending in the medium-term; i.e. for the financial years 2020-25 which shows the continued and growing capital investment that is being undertaken to support the achievement of the borough plan objectives.

Table 8.1: Capital expenditure plans overview 2020/21-2024/25

	2019/20 Budget (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Existing Capital Programme							
General Fund Account (GF)	152,637	163,895	158,622	90,577	107,481		**673,212**
Housing Revenue Account (HRA)	148,145	106,470	365,215	236,314	190,840		**1,046,984**
Total	**300,782**	**270,365**	**523,837**	**326,891**	**298,321**		**1,720,196**
Updated Capital Programme							
General Fund Account (GF)		217,762	213,535	170,420	139,435	96,888	**838,039**
Housing Revenue Account (HRA)		236,331	214,146	204,392	165,200	194,501	**1,014,570**
Total		**454,093**	**427,681**	**374,812**	**304,635**	**291,389**	**1,852,609**

8.6 The capital programme is composed of individual priority programmes. Within these priority totals there are schemes and within most schemes there are individual projects. For instance, Scheme 302, Borough Roads, will contain individual projects on individual roads.

8.7 The inclusion of a scheme within the capital programme is not necessarily permission to spend. Most schemes will be subject to the completion of an approved business case that validates the high-level cost and time estimates contained within the programme. An integral part of the business case will be an assessment of the risks that a project faces and once a project is agreed, the review of the risk register is a standing item on the agenda for the project's governance arrangements.

8.8 There are a range of schemes within the General Fund capital programme that will only proceed, if they are estimated to result in a net reduction in expenditure. That reduction will include the cost of financing the capital expenditure. These schemes are known as self-financing schemes.

8.9 Service managers bid annually as part of the Council's budget setting process. The bids are assessed against their "fit" in relation to the Borough Plan, the asset management plan and meeting the objectives of the medium-term financial strategy (MTFS).

8.10 The Housing Revenue Account (HRA) is a ring-fenced account, which ensures that the Council's housing activities are not subsidised by the Council's non-housing activities. It also ensures that the Council's non-housing activities are not subsidised by its HRA. HRA capital expenditure is recorded separately.

The table below details the proposed capital expenditure plans by priority.

Table 8.2: Capital expenditure plans by priority

	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
People - Children's	21,263	18,236	13,766	13,611	11,131	**78,007**
People - Adults	13,370	24,970	25,720	12,400	4,470	**80,930**
Place	28,150	25,084	17,964	13,244	9,053	**93,495**
Economy	143,968	138,905	109,520	95,130	69,134	**556,657**
Housing (GF)	1,000	1,000	1,000	1,000	0	**4,000**
Your Council	10,010	5,340	2,450	4,050	3,100	**24,950**
Total General Fund (GF)	**217,762**	**213,535**	**170,420**	**139,435**	**96,888**	**838,039**
Housing (HRA)	**236,331**	**214,146**	**204,392**	**165,200**	**194,501**	**1,014,570**
Overall Total	**454,093**	**427,681**	**374,812**	**304,635**	**291,389**	**1,852,609**

8.11 Appendix 4 includes the previously agreed schemes plus any changes since the last budget (up to and including the November 2019 Cabinet), plus details of the new schemes proposed. Additionally, Appendix 5 provides details of the new schemes. The following paragraphs provide a high-level description of each of the proposed new schemes.

Children's Services

8.12 Extensive work has been undertaken during 2019/20 to understand the extent of the investment required in the Children's Services estate. This work has provided comprehensive information on the condition of the estate and provides the foundation of the forthcoming Children's Services asset management plan. The asset management plan will provide a framework for the decisions on where and when the investment in the estate best serves the needs of our young people so that they are educated in facilities that are fit for today and the future. The significant new investment of £50m will be targeted to achieve that maximum effect. This new investment relates to the existing stock rather than any expansion requirements. The building surveying work on the Children's Services Estate Strategy is nearing completion. This will then be translated into a programme of prioritised investment in the estate, sometime around June 2020. At that point work on feasibility studies will commence and will be initially funded from the overall Children's Service capital programme (acknowledging that some costs may be abortive and thence a charge on revenue). It is proposed that any major future Fortismere Secondary School scheme is addressed via this programme (and not as a specific scheme) and therefore any budget provision will be dependent upon the further work on prioritisation of major schemes.

<u>School Streets Initiative 2020/21-2024/25 (scheme 119)</u>

8.13 The proposal is for streets outside schools that will have a range of physical treatments to change travel patterns and behaviours, to encourage more sustainable modes of travel to school, to improve the air quality and to provide a safer environment for children.

School Condition Works 2020/21-2024/25 (scheme 120)

8.14 During 2018/9-2019/20 extensive surveys have been undertaken of the school's estate. This has identified a range of work that needed to be done immediately as they related to H&S issues. These works have been completed and the focus is now on further works to the school estate to ensure that the buildings are fit for purpose.

Adult Services

8.15 The continued focus of the Adults Services capital programme is to enhance the lives of disabled and older adults. The new proposals for capital expenditure are based on providing assets and services that enable people to lead fulfilling lives, where possible independently within their own homes.

Burgoyne Road 2020/21-2024/5 (scheme 217)

8.16 This proposal is for the conversion of Burgoyne Road (once acquired from the NHS) into a refuge for survivors of domestic abuse.

Social, Emotional & Mental Health provision 2020/21-2024/25 (scheme 218)

8.17 This capital proposal is to develop the social, emotional and mental health provision within the borough.

Additional Supported Living scheme 2020/21-2024/25 (scheme 219)

8.18 This proposal is to add to the current budget in the light of the successful Linden House project and will provide funding for further supported living schemes.

Osborne Grove Nursing Home 2020/21-2024/25 (scheme 220)

8.19 Cabinet considered the outcome of the detailed feasibility study into the expansion of the facility and agreed to proceed to create a new 70 bed unit. This proposal is for the additional funding to meet that decision and to allow for the emerging housing development on the site.

Place

8.20 The proposed increase in the Place priority capital programme are designed to make the borough a cleaner and safer place where residents can lead active and healthy lives. The proposed investment in the school streets initiative, the street and green space greening programme, the conversion of the streetlights to efficient LED's, when combined with the existing investment programmes will make a significant improvement in the environment.

Additional Asset Management of Council buildings 2020/21-2024/25 (scheme 316)

8.21 The need for works to River Park House has been identified to address a range of issues in the building. This proposal is to deal with the highest priority items. An additional allowance has been provided to fund any essential works following a series of proposed condition surveys.

Road Maintenance 2020/21-2024/25 (scheme 326)

8.22 This proposal is to enhance the existing budget for road maintenance to undertake essential works to the highway.

Principal Road Maintenance 2020/21 (scheme 327)

8.23 This proposal is for additional resources to cover a projected one-year shortfall in funding from TfL.

Street and green space greening programme 2020/21-2024/25 (scheme 328)

8.24 This programme seeks to increase the number of trees planted on Haringey's streets which will have several benefits to resident. The early phases of the scheme will concentrate on the east of the borough, where tree canopy cover is less than 20%.

Park Building Improvements & Carbon Reduction 2020/21-2024/25 (scheme 329)

8.25 The parks service is responsible for a portfolio of 58 buildings the majority of which are leased to stakeholders within parks. Fourteen of these buildings are used operationally by the parks service either as depots, sports pavilions or plant nursery. All these buildings need improvement to meet current legislative standards, council accommodation standards and energy efficiency.

Civic Centre Refurbishment 2020/21-2024/25 (scheme 330)

8.26 Surveys undertaken have identified substantial works being required at the Civic Centre. At this stage the budgetary provision is based on very high-level costings pending further investigations.

Borough Streetlight Conversion to LED's 2020/21-2024/25 (scheme 331)

8.27 This proposal is a self-financing one to replace the Council's current stock of inefficient streetlights with state-of-the-art LED bulbs.

Economy

8.28 The capital programme proposals for the Economy priority directly support wealth creation, regeneration and community aspirations in the borough. The considerable investment in the Council's own commercial property, along with the potential acquisition of other properties, will allow for the expansion of industrial, commercial and office space. Once invested in or acquired, these can be used to expand existing businesses or to attract new businesses. A significant amount of investment has been identified as being needed to reopen the Pendarren Centre. Once this work is fully developed it is proposed to meet that expenditure from the Strategic Regeneration Initiatives and Community Assets budget.

Capital Maintenance of Tottenham Green Workshop 2020/21-2024/25 (scheme 4001)

8.29 This proposal is to enhance the existing budget for the Tottenham Green Workshop so that economies in upgrading the building are achieved.

Northumberland Park Estate improvements 2020/21-2024/25 (scheme 4002)

8.30 This proposal is to provide improvements to the area around Northumberland Park Estate that are not covered by any works funded by the HRA.

Tottenham Hale DCF 2020/21-2024/25 (scheme 4003)

8.31 The strategies for the Tottenham Hale district centre framework (CF) were agreed some time ago and since then there has been considerable cost inflation. This proposal is to provide funding to complete the schemes as originally agreed.

Strategic Acquisitions Budget 2020/21-2024/25 (scheme 4004)

8.32 This proposal is to expand the coverage of the existing strategic acquisitions programme and to increase the budget. Any acquisitions will be subject to an approved business case.

Expanded or Intensify Employment Space 2020/21-2024/25 (scheme 4005)

8.33 This proposal is to expand and/or intensify existing Council workspaces.

Council Acquisition of Head Leases 2020/21-2024/25 (scheme 4006)

8.34 The Council's commercial property portfolio includes several industrial estates where there are head leases and freeholds held by third parties. This proposal is to acquire head leases with each acquisition being subject to an approved business case.

Tottenham Hale Decentralised Energy Network 2020/21-2024/25 (scheme 4007)

8.35 The proposal is for the construction of a decentralise energy network (DEN) in Tottenham Hale to provide the neighbourhood with affordable low carbon energy.

Wood Green DEN 2020/21-2024/25 (scheme 4008)

8.36 The proposal is for the construction of a decentralise energy network (DEN) in Wood Green to provide the neighbourhood with affordable low carbon energy.

Additional Carbon Reduction project 2020/21-2024/25 (scheme 4009)

8.37 This proposal is to provide additional funding to other schemes in the approved capital programme as they come forward to move the Council towards achieving its carbon reduction targets. Release of the funding will be subject to an approved business case.

Selby Urban Village project 2020/21-2024/15 (scheme 4010)

8.38 The Selby Urban Village project is an ambitious development arising from a shared aspiration between Haringey Council and the Selby Trust to deliver a community focused, mixed-use scheme on the Selby Centre and Bull Lane Playing Field sites and will support the Council‘s Priorities set out in the Borough Plan.

Further remediation of the commercial property portfolio 2020/21-2024/25 (scheme 4011)

8.39 This proposal is to deal with the backlog maintenance of the commercial portfolio to maintain and enhance its letting ability.

Your Council

8.40 The Communities First initiative will help transform the way in which the Council engages with its residents. The investment in the library stock sits beside the Connected Communities initiative and will improve the accessibility of libraries and the range of services that they offer.

Community First programme 2020/21-2024/25 (scheme 650)

8.41 This proposal is to support the creation of the infrastructure needed to deliver the community first programme.

Further remediation of library condition & accessibility issue 2020/21-2024/25 (scheme 651)

8.42 A number of libraries are affected by poor condition and accessibility issues that curtail operations at the various sites. This proposal seeks to remedy these matters.

Re-imagining our library offer 2020/21-2024/25 (scheme 652)

8.43 The proposed investment will enable the library service to generate additional income through increased space utilisation.

Capitalisation of infrastructure staff 2021/22-2024/25 (scheme 653)

8.44 This proposal will capitalise the cost of staff against ICT assets created so that the true cost of the asset is recognised.

Approved Capital Programme Contingency 2021/22-2024/25 (scheme 699)

8.45 It is prudent, given the scale of the proposed capital programme that a contingency is budgeted for.

Financing

8.46 All capital expenditure must be financed from either external source's (government grant and other contributions), the Council's own resources (revenue, reserves or capital receipts) of debt (borrowing, leasing, Private Finance Initiative). The Council's capital programme is moving to a financing strategy that seeks to ensure that investment via the capital programme is self-financing or funded from external resources. The new schemes proposed to be added to the programme for 2020/21-2024/25 are analysed in the table below and show that the majority of schemes being proposed (77%) are either self-financing or funded via external resources:

Table 8.3: Financing Strategy

	Borrowing (£'000)	External (£'000)	Self-Financing (£'000)	Total (£'000)
People - Children's	51,500	1,500	0	**53,000**
People - Adults	700	3,510	42,420	**46,630**
Place	24,293	373	10,500	**35,165**
Economy	1,250	76,000	154,100	**231,350**
Your Council	10,880	0	5,650	**16,530**
Total	**88,623**	**81,383**	**212,670**	**382,675**

8.47 The self-financing schemes will normally only proceed if they produce a reduction in expenditure that includes reductions enough to cover the cost of financing the investment. This is necessary to ensure that the investment contributes to meeting the financial challenges that the Council faces. It is noted however, that in some limited circumstances, that schemes may proceed even if they do not produce a reduction in expenditure enough to cover the cost of financing the investment.

8.48 As debt needs to be repaid the Council is required by statute to set aside from its revenue account an annual amount sufficient to repay borrowings. This is known as the minimum revenue provision (MRP). The MRP for the period is set out below:

Table 8.4: Estimated MRP

	2019/20 Forecast (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)
MRP	4,351	6,449	11,710	17,756	23,404	26,366

8.49 The Council's cumulative outstanding amount of debt is measured by the capital financing requirement (CFR). This increases when new debt financed expenditure is incurred and reduces when MRP is made.

Table 8.5: Prudential Indicator: Estimates of Capital Financing Requirement

	2019/20 Forecast (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)
CFR	767,221	1,073,041	1,330,014	1,498,632	1,621,584	1,738,913

Asset Management

8.50 The Asset Management Plan is the subject of a separate report elsewhere on the agenda.

Asset Disposals

8.51 When a capital asset is no longer needed, it may be sold and the proceeds (known as capital receipts) can be spent on new assets or can be used to repay debt. Repayments of grants, loans and non-treasury investments also generate capital receipts. The Council is currently permitted by legislation to spend capital receipts to deliver cost reductions and/or transformation until 2021/22. This is known as the

flexible use of capital receipts and this flexibility is currently due to expire on the 31st March 2022.

8.52 As stated above, capital receipts can be used to fund capital expenditure or repay debt. The budget assumption is that capital receipts will not fund capital expenditure or debt repayment. It is anticipated that the capital receipts received in the MTFS period covered by the flexibility (up to 31st March 2022) will be used to deliver cost reductions and/or transformation. There is a separate policy statement and schedule of proposed initiatives to utilise capital receipts flexibly.

Treasury Management

8.53 The Council has a separate Treasury Management Strategy Statement (TMSS) that deals in detail with treasury management matters. The Capital Strategy document repeats some of the information contained within the TMSS but places the information in the context of the capital programme and Borough Plan.

8.54 Treasury management is concerned with keeping enough but not excessive cash balances available to meet the Council's spending needs, while managing the risks involved. Surplus cash is invested until required, while a shortage of cash will be met by borrowing. This is to avoid excess credit balances or overdrafts at the bank. The Council is typically cash rich in the short term as cash revenue income is received before it is spent but cash poor in the long-term as capital expenditure is incurred before it is financed. The revenue cash surpluses are offset against capital cash shortfalls to reduce borrowing.

Borrowing Strategy

8.55 The council's main objectives when borrowing is to achieve a low but certain cost of finance while retaining flexibility should its plans change in the future. These objectives are often in conflict as the Council seeks to strike a balance between cheap short-term loans and long-term fixed loans where the future cost is known, but higher.

8.56 Projected levels of the Council's total outstanding debt (which comprises borrowing, PFI liabilities and leasing) are shown below and compared to the capital financing requirement.

Table 8.6: Prudential Indicator: Gross Debt and the Capital Financing Requirement

	31/3/19 Actual (£'000)	31/3/20 Forecast (£'000)	31/3/21 Budget (£'000)	31/3/22 Budget (£'000)	31/3/23 Budget (£'000)	31/3/24 Budget (£'000)	31/3/25 Budget (£'000)
Borrowing Debt	388,762	526,641	836,529	1,097,736	1,270,764	1,398,310	1,517,575
PFI & Lease Debt	31,800	27,463	23,396	19,161	14,752	10,158	8,221
Total Debt	420,562	554,104	859,925	1,116,897	1,285,516	1,408,468	1,525,796
Capital Financing Requirement	633,679	767,221	1,073,041	1,330,014	1,498,632	1,621,584	1,738,913

8.57 Statutory guidance is that debt should remain below the capital financing requirement, except in the short-term. As can be seen from the above, the Council expects to comply with this requirement.

Affordable Borrowing Limit

8.58 The Council is legally obliged to set an affordable borrowing limit (also termed the authorised limit for external debt) each year. In line with statutory guidance, a lower operational boundary is also set as a warning level should debt approach the limit.

Table 8.7: Prudential Indicator: Authorised limit and operational boundary for external debt

	2019/20 limit (£'000)	2020/21 limit (£'000)	2021/22 limit (£'000)	2022/23 limit (£'000)	2023/24 limit (£'000)	2024/25 limit (£'000)
Authorised limit – borrowing	752,382	979,646	1,240,853	1,413,881	1,541,427	1,660,691
Authorised limit – PFI & leases	39,935	30,882	25,293	19,472	13,408	10,852
Authorised limit – total external debt	792,317	1,010,528	1,266,146	1,433,353	1,554,835	1,671,544
Operational boundary - borrowing	702,382	929,646	1,190,853	1,363,881	1,491,427	1,610,691
Operational boundary – PFI & leases	36,305	28,075	22,993	17,702	12,189	9,866
Operational boundary – total external debt	738,687	957,720	1,213,846	1,381,582	1,503,616	1,620,557

8.59 Although capital expenditure is not charged directly to the revenue account, interest payable on loans and MRP are charged to revenue, offset by any investment income receivable. The net annual charge is known as financing costs. This is compared to the net revenue stream i.e. the amount funded from Council Tax, business rates and general government grants.

Table 8.8: Proportion of financing costs to net revenue stream

	2019/20 Forecast (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)
Financing Costs General Fund	8,595	9,289	12,653	16,677	20,076	22,343
Proportion of net revenue stream	3.40%	3.80%	5.20%	6.60%	7.80%	8.50%
Financing Costs HRA	14,426	16,426	22,043	25,376	27,427	30,040
Proportion of net revenue stream	14.20%	15.40%	19.90%	21.80%	22.50%	23.60%

8.60 It can be seen that over the MTFS period that the General Fund ratio increases. However, whilst costs of financing investment increases there will be offsetting revenue savings from those schemes which are self-financing, and these savings will be reflected in reduced service area budgets. It is also possible that once business cases are prepared that some of the schemes within the capital programme may well not proceed. The ratio also increases for the HRA. This level of ratio has been modelled into the current version of the evolving HRA business plan and capital programme and is affordable.

Governance

8.61 Decisions on treasury management investment and borrowing are made on a daily basis and are delegated to the Director of Finance. There is a further sub-delegation to members of the Director of Finance's staff to facilitate day-to-day operations. Whoever is making the decision(s) will need to act in line with the treasury management strategy as approved by full Council.

Flexible use of capital receipts

8.62 This strategy sets out the Council's approach to the flexibility afforded by the government's change to the rules surrounding the use of capital receipts. Capital receipts can only be used for specified purposes and these are set out in Regulation 23 of the Local Authorities (Capital Finance and Accounting) (England) Regulations 2003, which is made under Section 11 of the Local Government Act 2003. The main permitted use of capital receipts is to fund capital expenditure and the use of capital receipts to support revenue expenditure is not permitted by the regulations.

8.63 The Secretary of State has issued directions allowing expenditure incurred by local authorities to be treated as capital expenditure in certain circumstances. On 6 February 2018 a direction was which superseded the previous direction issued on 17 December 2015 , to give local authorities the continued freedom to use capital receipts from the sale of their own assets (excluding right to Buy receipts) to help

fund the revenue costs of transformation projects and release savings.. The revised directions extend the period of the flexibility to the financial year 2021/22.

8.64 The then Secretary of State for the Department for Communities and Local Government issued statutory guidance in March 2016, which local authorities must have regard to, which applies to all years that the flexible use of capital receipts directions applies.

8.65 The Statutory Guidance requires for each financial year authorities to prepare, publish and maintain a flexible use of capital receipts strategy with the initial strategy being effective from the 1st April 2016 with future strategies being included within future annual budget document.

8.66 The Statutory Guidance for the flexible use of capital receipts strategy states that the strategy should include a list of each project that is intended to be funded via this flexibility, together with the expected savings that the projects will realise. The strategy should also include the impact that the flexibility has on the affordability of borrowing by including updated prudential indicators. In addition, from 2017-18 the strategy should contain details on the projects approved in previous years, and commentary on whether the planned savings or service transformation have/are being realised in line with the original analysis

8.67 The Statutory Guidance requires that the strategy should be presented to full council for approval. The Council's strategy for the flexible use of capital receipts is detailed in Appendix 6.

9. Housing Revenue Account (HRA)

9.1 Introduction

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

9.1.2 The main sources of income to the HRA is the rents and service charges.

9.2 2020/21-30 HRA Financial Plan/Capital Programme Overview

9.2.1 Expenditure in the Council's Housing stock in respect of its landlord's role is met by the Housing Revenue Account which deals with ongoing Management & Repairs and the Housing Capital Programme. In previous years the council's HRA capital programme has mainly consisted of the maintenance of existing stock. The council's ambition to develop, build and acquire dwellings in the HRA was severely hindered by the HRA borrowing cap. On 28th October 2018, following the abolition of HRA borrowing cap, the council embarked on expansion of its housing stock in the HRA.

9.2.2 This led to the development of a new 10-year HRA financial plan to ensure the affordability of the existing stock maintenance, the new homes build and new homes acquisition programmes. The plan was developed in order to determine how the council might best use the new HRA borrowing capability (still of course constrained by the prudential borrowing code) to both fulfil its responsibilities in respect of its existing stock and deliver the council's objectives for its provision of additional housing.

9.2.3 The 2020/21-30 HRA financial plan contains a long-term assessment of the need for investment in assets, such as Major works (Haringey standard) and other cyclical maintenance requirements, as well as forecasts on income streams such as rents, in line with rent standards, and future developments.

9.2.4 The HRA financial plan provides the basis for understanding the affordability of current capital programme delivery plans and assessing options to ensure a viable HRA. It considered the build costs, inflation, exposure to housing market and delivery capacity within the Council.

9.2.5 There is adequate prudency in the construct of this 10-year financial plan, and it is such that the Council can only commit to programme which is comfortably forecast to be financially deliverable.

9.2.6 The plan recognises that to undertake the proposed extensive expansion programme, the HRA must be viable now and in the future. It also recognises that there will be ongoing gateway reviews to update and test viability before future programme phases are released. One of the measures of viability adopted in the plan is the revenue contribution to capital outlay (RCCO). RCCO is the revenue surplus after expenditure; and it is key in assessing the HRA resilience. A programme combination in the HRA that generates a positive and upward RCCO trend in the 10-year period demonstrates viability.

9.2.7 The financial plan assumes a reasonable revenue contribution to capital outlay (RCCO) minimum year on year. In February 2019, it was proposed that the RCCO remain at a minimum level of £10m in any given year. However, given the level of prudence of other estimates factored into this new HRA financial plan, it is considered that the forecast annual RCCO's during the MTFS period (the lowest is £9.3m) are adequate. This will enable the Council to react to changes in government policies and manage risks associated with such an extensive expansion programme. The plan also assumes a working balance of £14.2m.

9.2.8 The plan recognises certain risks. For example; the impact of government policy changes in respect of types of tenancy, rent levels, right to buy, and treatment of voids. The recent 1% increase in PWLB interest rate poses another risk to the HRA financial plan.

9.2.9 The Council will work with Homes for Haringey to update the current Asset Management plan, to align with the new HRA Financial Plan. This will be presented to Cabinet in the next financial year.

9.2.10 The 2020/21-30 HRA Financial plan underpins the 2020/21HRA Budget and 2020/21-25 MTFS. It has been prepared, recognising implications of the capital programmes delivery both to the HRA revenue budget and HRA capital programme.

9.2.11 It sets out the new challenges, opportunities and the assumptions underlying the entire capital programme; provides clarity on the current state of the HRA and the key capital programme strands, namely:

- Existing stock investment: Major works - Haringey standard, Carbon reduction, Fire safety, Broadwater Farm.
- New homes build
- New homes acquisition
- Temporary accommodation (TA) acquisition.

9.3 Additional New Homes

9.3.1 In May 2018, the Council committed to deliver a thousand new Council homes at Council rents by 2022. This commitment forms a key priority of the new Borough Plan, adopted in February 2019.

9.3.2 The first construction contract – on a former car park in Tottenham - was agreed by Cabinet in July 2019. By May 2020, 500 new Council homes will have planning approval and 350 homes will have started on site. By March 2021, new council homes will be under construction at thirty sites across our borough.

9.3.3 The Council's strong preference is for these new homes to be built by the Council itself, on its own land: it is usually cheaper; it has the best guarantee of quality and certainty of delivery; and the homes built are most truly additional to what would be delivered without Council intervention. However, the Council will also acquire developments where homes can be converted to high quality Council homes for Council rent. Whilst this is particularly important as development capacity is built up internally, there will always be a significant place for acquisition; particularly where

those acquisitions take place early enough for the Council to steer the development, design and specification of the new homes delivered.

9.3.4 Where the Council builds directly, there is in the medium term enough Council-owned land to support this programme. That land is a mixture of sites on housing estates and land not currently used for housing purposes. While most of these sites are held in the Housing Revenue Account (HRA), some are held in the General Fund and will need to be appropriated into the HRA. Infill sites in the HRA comprise underused land, generally on or around housing estates. Typically, these are garages, car parking spaces, or land between existing blocks. It is worth noting that the development of every infill site means taking space for new homes that existing residents may be using for other purposes. General Fund land ranges from the conversion of two shops into four homes, to the redevelopment of larger sites such as the former Cranwood Care Home.

9.3.5 £62.8m of capital grant has been secured for Council housing delivery from the Mayor of London – one of the largest allocations in London – and this will be drawn down as work starts on each site from a programme of 62 identified across the borough. The grant programme provides scope to substitute in new schemes where others are found not to be viable. Additional GLA grant will be sought where Council homes are developed for specific client groups requiring support.

9.3.6 GLA Grant will be supplemented by a major programme of Housing Revenue Account (HRA) borrowing for capital investment against future rents. The HRA, which has a very large income stream with relatively low gearing, accounts for debt and repayments in a much less restrictive way than is required by the General Fund.

9.3.7 Nevertheless, in the current funding environment it will only be possible to deliver new homes for council rent by generating significant additional cross subsidy. As such, over the coming years the Council will need to commit capital spending to build homes for market sale. Whilst the number of private homes required will need to be kept under review as external factors such as Public Works Loan Board rates change, it is currently estimated that around 40 per cent of the homes built will need to be sold in order to cross-subsidise our programme of homes for social rent. It should be noted that market sale cross subsidy has a degree of uncertainty in the current housing market and the Council will develop strategies and plans to manage this risk. It is also worth noting that as we move beyond our first thousand homes, we will have to develop more complex sites and buy land into the programme.

9.3.8 The Council does not plan to develop any form of intermediate housing: at a borough-wide level, Housing Associations are currently overproviding intermediate and underproviding social rent within their affordable offer, so our programme is a corrective to help us deliver our borough-wide strategic target.

9.3.9 We have not yet agreed housing targets beyond our current administration. However, we are putting in place the capacity to deliver a sustainable programme of council housebuilding that lasts a generation or more. We anticipate building 250 homes a year from 2024/25 over the next five years; and acquiring 150 homes over the same period. We have therefore identified opportunities for a substantial number of additional council homes on our own land as well as through land acquisition and partnering with developers around s106 requirements.

9.3.10 The HRA financial plan recognises the flexibility in funding between new homes build and acquisition. This means that if opportunity comes up to acquire more homes

than proposed, funds can be used from new homes build if the homes meets the parameters set within the plan and are viable within the HRA.

9.4 Housing rents

Context

9.4.1 Rent limits are set by Government through the guidelines which set the formula for rents. These rents are called formula rent or social rent. Formula Rent is based on property value, number of bedrooms, average earnings in the area, location of the property. The current rent (2019/20) was set at 2018/19 rent minus 1.0%. This is due to the statutory four years social rent reduction imposed by Government from April 2016.

9.4.2 This statutory 1% social rent reduction ends on 31 March 2020. From 1 April 2020, the government will permit local authorities in England to increase social rents and affordable rents every year by no more than the Consumer Price Index (CPI) at September of the previous year plus 1% for at least five years.

9.4.3 Individual rents in Haringey are below the formula rent in many properties. This is because historically Haringey rents are lower than the formula rent. Government introduced rent restructuring to converge actual rents to the formula rent. This was abandoned in 2015/16. However, government allows local authorities to charge formula rents in such properties when they are re-let following a vacancy.

9.4.4 Haringey Council must set housing rents for 2020/21 using the formula set out in the government's policy on social housing rents. Given that the CPI at September 2019 is 1.7%, housing rents in Haringey will increase by no more than 2.7% (CPI plus 1%) from 6 April 2020 (the first Monday in April).

9.4.5 The 10years HRA financial plan includes annual rent increases of CPI plus 1% in 2020/21 and the next four years and reverts to annual increases of CPI only for the remaining five years of the HRA financial plan.

General Needs and Sheltered / Supported Housing Rents

9.4.6 Provisional rents for general needs and sheltered / supported housing for 2020/21 have been calculated so that the weekly rents paid by tenants increase by no more than 2.7% from 6 April 2020. On this basis, the average weekly rent will increase by £2.75 from £101.82 to £104.57.

9.4.7 There is a range of rents across different sizes of properties. Table 9.1 sets out the provisional average weekly rents for 2020/21 and the proposed rent increase by property size.

Table 9.1: Proposed average general needs & sheltered/supported housing rents

Number of Bedrooms	Number of Properties	Current average weekly rent 2019/20	Provisional average weekly rent 2020/21	Proposed average rent increase	Percentage increase
Bedsit	135	£82.61	**£84.84**	£2.23	2.7%
1	5,383	£87.49	**£89.85**	£2.36	2.7%
2	5,146	£101.97	**£104.72**	£2.75	2.7%
3	3,717	£116.76	**£119.91**	£3.15	2.7%
4	601	£132.93	**£136.52**	£3.59	2.7%
5	104	£155.51	**£159.71**	£4.20	2.7%
6	15	£161.60	**£165.96**	£4.36	2.7%
7	2	£152.91	**£157.04**	£4.13	2.7%
8	1	£173.10	**£177.77**	£4.67	2.7%
All dwellings	**15,104**	**£101.82**	**£104.57**	**£2.75**	**2.7%**

9.4.8 As some properties have not reached the formula rent, the current policy of increasing rents to the formula rents on re-let to new secure tenants will continue.

Affordable Housing Rents

9.4.9 There are eighteen homes, built under the New Homes Infill Programme, let at affordable rents. From 6 April 2020, affordable rents will increase by 2.7% from their current levels. The current average weekly affordable rent will increase by £6.66 from £246.65 to £253.31. There is a range of affordable rents across different sizes of properties. Table 9.2 sets out the provisional average weekly affordable rents for 2020/21 by property size.

Table 9.2: Proposed average affordable housing rent

Number of Bedrooms	Number of Properties	Current average weekly rent 2019/20	Provisional average weekly rent 2020/21	Proposed average rent increase	Percentage increase
1	1	£205.25	£210.79	£5.54	2.70%
2	5	£228.13	£234.29	£6.16	2.70%
3	7	£228.82	£235.00	£6.18	2.70%
4	3	£287.03	£294.78	£7.75	2.70%
5	2	£315.51	£324.03	£8.52	2.70%
All dwellings	18	£246.65	£253.31	£6.66	2.70%

Temporary Accommodation Rents

9.4.10 Following a recent legal advice that all council acquired properties for housing homeless households should be held in the HRA, the investment in these properties are captured in the HRA capital programme schemes. These properties will be leased to the Community benefit society (CBS) and CBS proposes to charge rents at Local Housing Allowance (LHA) level. HRA receives Lease payments from CBS for a period of seven years from the start date of each lease. The HRA financial plan includes these lease incomes. From year eight, it recognises incomes from these properties at formula rent plus CPI as these properties will revert to the HRA.

9.4.11 All existing council-owned properties that are used as temporary accommodation will have the rents increased by 2.7% from their current levels.

Rent Consultation

9.4.12 The Council must give written notice to tenants at least four weeks before the new rents for 2020/21 start on 6 April 2020. This will follow the consideration by cabinet in February 2020.

Tenants' Service Charges

9.4.13 In addition to rents, tenants pay charges for services they receive which are not covered by the rent. The Council's policy has been to set tenants' service charges at the start of each financial year to match budgeted expenditure.

9.4.14 Service charges must be set at a level that recovers the cost of the service, and no more than this. Charges are calculated by dividing the budgeted cost of providing the service to tenants by the number of tenants receiving the service. Therefore, a flat rate is charged to tenants receiving each service and the weekly amount is fixed. The amount tenants pay increases where the cost of providing the service is anticipated to increase. Equally, charges are reduced when the cost of providing the service reduces or where there has been an over-recovery in the previous year.

9.4.15 Tenants currently pay for the following property-related services;

- Concierge
- Grounds maintenance
- Caretaking
- Street sweeping (Waste collection)
- Light and power (Communal lighting)
- Heating
- Integrated reception service (Digital TV)
- Estates road maintenance
- Door entry system maintenance
- Sheltered housing cleaning service
- Good neighbour cleaning service
- Converted properties cleaning
- Window cleaning service.
- TV aerial maintenance

9.4.16 Tenants living in sheltered and supported housing also pay the following additional support charges:

- Sheltered Housing Charge
- Good Neighbour Charge
- Additional Good Neighbour Charge

9.4.17 Full details of the proposed Tenant Service Charges are presented in Appendix 8.

9.4.18 As no new charges are being introduced, there is no requirement for tenant consultation. However, a four weeks' written notice will be served on all tenants prior to April 6, 2020.

9.5 HRA Expenditure

9.5.1 The Council's Arms' Length Management Company (ALMO), Homes for Haringey (HfH), manages the dwellings stock and garages on behalf of the Council. The management fee the council pays for these services is budgeted at £41m for 2020/21. This includes £19m for repairs and about £2m for housing demand. There is a reduction in management fee of £1.3m due to 3% efficiency savings agreed with HfH and a 6% reduction in employer pensions contribution.

9.5.2 Other significant items of expenditure include the capital financing charge and depreciation. The capital financing charge is the interest on HRA loans and internal funding and is budgeted at a higher level than 2019/20 due to a recent increase in borrowing rates and increase in the level of capital works programme and New build programme.

9.6 Revenue Budget/MTFS

HRA 5 Years Budget & MTFS (2020/21-2024/25)

9.6.1 This report sets out the proposed HRA 5 years Budget/MTFS in Table 9.3. It accommodates the scale of development presently assumed within the financial planning in terms of its impact of the future years HRA revenue position.

9.6.2 It represents the first five years of the 2020/21-30 HRA Financial plan developed.

9.6.3 The HRA budget for 2020/21 is a balanced budget maintaining a reasonable revenue contribution to capital of £11.6m.

9.6.4 This shows an improvement when compared to the figures presented in the December 2019 draft report. This is due to the recognition of the savings target and reduction in employer pension contribution highlighted in section 9.5.1 above.

Table 9.3 - HRA 5 Years Revenue Budget & MTFS (2020/21 – 2024/25)

Housing Revenue Account (HRA)						
	2020-21	2021-22	2022-23	2023-24	2024-25	5 Years
Income & Expenditure	£'000	£'000	£'000	£'000	£'000	**Total**
Income						
Dwellings Rent Income	(83,817)	(87,658)	(92,928)	(97,404)	(102,246)	**(464,053)**
Void Loss	825	877	929	974	1,022	**4,627**
Hostel Rent Income	(2,135)	(2,189)	(2,244)	(2,301)	(2,360)	**(11,230)**
Service Charge Income	(11,397)	(11,710)	(12,099)	(12,412)	(12,753)	**(60,371)**
Leaseholder Income	(7,378)	(7,609)	(7,840)	(8,077)	(8,321)	**(39,225)**
Other Income (Garages /Aerials/Interest)	(2,244)	(2,288)	(2,334)	(2,381)	(2,429)	**(11,676)**
Total Income	**(106,146)**	**(110,577)**	**(116,516)**	**(121,601)**	**(127,087)**	**(581,928)**
Expenditure						
Repairs	19,314	19,700	20,094	20,496	20,906	**100,510**
Housing Management	19,763	19,581	19,973	21,372	21,799	**102,488**
Housing Demand	1,879	1,917	1,955	1,994	2,034	**9,779**
Management Fee (HfH)	**40,955**	**41,198**	**42,022**	**43,862**	**44,739**	**212,776**
Estates Costs (Managed)	10,168	10,167	10,370	10,577	10,789	**52,071**
Provision for Bad Debts (Tenants)	836	855	881	903	927	**4,402**
Provision for Bad Debts (Leaseholders)	19	20	20	21	22	**102**
Total Managed Expenditure	**11,023**	**11,042**	**11,271**	**11,501**	**11,738**	**56,575**
Other Costs (GF Services)	3,850	3,927	4,006	4,006	4,086	**19,875**
Other Costs (Property/Insurance)	2,213	2,257	2,302	2,348	2,395	**11,515**
Capital Financing Costs	16,412	19,898	25,194	27,185	29,736	**118,425**
Contribution to Major Repairs (Depreciation)	20,097	21,661	22,359	23,202	24,415	**111,734**
Revenue Contributions to Capital	**11,596**	**10,594**	**9,362**	**9,497**	**9,978**	**51,028**
Total Expenditure	**106,146**	**110,577**	**116,516**	**121,601**	**127,087**	**581,928**

9.7 HRA Capital Budget

HRA 5 Years Capital Programme (2020/21 – 2024/25)

9.7.1 This represents the capital implications of the new financial plan, focused on the delivery of new homes, improvement of existing stock and provision of temporary accommodation. In this financial plan, there is a strong emphasis on meeting the needs of the existing stocks first before other capital programmes. The HRA MTFS is geared towards maximising the use of other available resources and use borrowing as last resort. The MTFS capital programme funding assumes a mix of grant funding, revenue contribution and prudential borrowing. The total capital investment in 2020/21 is £236m fully funded from revenue contribution, grants, RTB retained receipt, Major repairs reserve and borrowing.

9.7.2 The detailed HRA 5-Year capital programme is presented in Appendix 7.

9.7.3 The approach to the capital investment for the New Homes Acquisition and Build is set out in sections 9.2 and 9.3. The strategy for the existing Stock investment and TA Acquisitions is outlined in the following sections.

9.7.4 Existing stock Investment

9.7.4.1 Major Works – Haringey Standard:

The HRA Business Plan sets outs proposals for investing £363m over the next 10 years. This will support the achievement of the Borough Plan target to improve the quality of Haringey's Council housing by ensuring that a minimum of 95% of homes meet the Decent Homes Standard by March 2022. There is also a commitment to ensure residents are kept safe in their homes and that the Council responds effectively to changes in fire safety and general building regulations.

The Asset Management Strategy (2018-23) set out current plans for investment in the Council's housing stock, following the end of the Decent Homes programme. This includes an enhanced investment standard, which goes beyond Decent Homes to include wider estate works which contribute to improving the quality of life of our residents.

The main work streams are summarised as follows:

- Externals, including window and roof renewal.
- Communal and environmental improvements, including security.
- Internals including kitchens, bathrooms, heating, wiring and lift replacements.

The proposals for the new HRA Business Plan (2020/21- 2030) include provision for the following works strands:

9.7.4.2 Fire Safety

There is a 10-year budget provision of £57m. This will fund fire door and composite door replacement, window infill panel replacements, automatic fire detection installations and compartmentation works. It is intended that it will fund the cost of and any follow up works from the Fire Risk Assessments (FRAs) currently being undertaken and the potential requirement of future fire regulation.

Pending legislation on proposed changes to building safety regulations following the 'Building a Safer Future' consultation, as well as the outcome of the full Public Enquiry into the Grenfell Tower fire, the Council must continue to ensure the aforementioned programmes are fully funded, and consider the implications of any new and emerging mandatory requirements as and when they are known.

9.7.4.3 Carbon reduction/Affordable energy:

The emerging Zero Carbon and Affordable Energy strategies reflect the Council's current ambitions to improve the energy performance of the existing stock, tackle fuel poverty, and ensure the new homes to be built will have the required energy ratings. Although no specific targets are set out in the Borough plan, in order to meet some wider council objectives, we need to

incorporate stretching energy efficiency measures in all our future investment plans – for both new and existing stock.

Provision of £101m has therefore been included over the next 10 years for the existing stock, over and above the cost allowed for in the current investment standard with the overall objective of improving the average energy rating of existing Council homes.

As well as loft and cavity wall insulation, the additional funding will support more extensive measures including internal and external solid wall insulation, and renewables e.g. installation of solar panels. An additional £3m is also included in the proposed new build capital programme to enable the Council deliver new home to a Zero Carbon standard.

9.7.4.4 Broadwater Farm

The 5-year investment plan was being developed for Council stock, before the Council became aware of the significant structural issues on the estate. These unforeseen circumstances have required a rapid response and development of solutions to not only address these issues, but incorporate opportunities for overall improvements to the estate, and additional homes.

A budget was included in the existing capital programme to cover immediate remedial works, the full costs for delivering the demolition of Tangmere and Northolt, the new Decentralised Energy System, strengthening works and refurbishment of the 10 retained blocks. These will be met by the HRA over the next 10 years. Thus, the provision of £68m in the financial plan.

9.7.5 Temporary Accommodation (TA) Acquisition

The Council's TA acquisition programme is based on the purchase of homes using Right to Buy receipts and subsequent leasing to the Haringey Community Benefit Society ('the CBS') for seven years. The CBS itself was set up by the Council in December 2019 with the sole aim of providing housing to households in housing need nominated to it by Haringey Council.

These arrangements allow homes to be purchased which would have previously been unaffordable to the Council and so remained in the Private Sector. The use of the CBS instead allows for an expected 65 homes a year to be purchased and used to provide homes for those in housing need. Because all rents are set at Local Housing Allowance, these homes will remain affordable to those in receipt of Housing Benefit. The CBS receives these rental incomes and pays the HRA lease payments for the lease of these properties.

This scheme has already provided 13 new homes to homeless residents in December 2019 with another 8 to be completed in February 2020. A further 92 premium homes acquisition will be completed in March 2020. This TA acquisition scheme in the HRA will generate adequate rental income to cover the cost of capital and associated cost. There is also a General Fund (GF) saving generated by the provision of homes to homeless households in the HRA via reduction in the use of privately-owned temporary accommodation in GF.

10. Dedicated Schools Budget (DSB)

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

10.2 The Quarter 3 financial position is still projecting an overall overspend in (DSB) for the financial year. The continued the budget pressures in the High Needs Block is estimated to add an additional £5.627m to the existing deficit of £2.228m.

10.3 It should be noted that the financial position reported to Schools Forum in January 2019 set out the forecast year end position as a deficit reserve of £5.469m to the High Needs Block and a surplus of £0.494m to the Early Years block based on the Period 8 2019-20 projections.

10.4 Table 10.1 below sets out Haringey's Dedicated Schools Grant allocations for 2018-19, the minimum rebased DSG baseline allocation for 2019-20 and National Funding Formula (NFF) allocation for 2020-21.

Table 10.1 Haringey's Dedicated Schools Grant Allocation

Dedicated Schools Grant	2018-19 DSG allocations	2019-20 NFF	2020-21 NFF
	£m	£m	£m
Schools Block	195.3	196.97	200.15
Central School Services Block	3.09	3.02	2.95
Early Years Block	20.18	20.09	20.36
High Needs Block	35.47	36.14	40.69*
Total DSG	254.04	256.22	264.15

** Includes £2.2m for direct funding of places. The total net funding for Haringey Council is £38.48m for the financial year 2020-21*

10.5 Overall, Haringey's provisional NFF allocation for 2020/21 is an increase and was confirmed on 13th of December 2019. The overall net uplift across the DSB is 2.23% equivalent to £5.72m. This is based on 2019 October census pupil numbers. The impact of this funding by Block is:

- Schools Block - uplift of 1.61% equivalent to £3.18m.
- Central School Services Block - has lost 2.32% equivalent to £0.070m.
- High Needs Block – uplift of 13% equivalent to £4.55m before direct adjustments. The net cash uplift for Haringey after the direct adjustment is 6.47% equivalent to £2.34m.
- Early Years Block – uplift of 1.34% equivalent to £0.270m

10.6 Following consultation with Schools' Forum, Haringey Council's Local Schools Funding Formula for the 2020-21 Financial Year has been agreed. The ESFA require sign off from the lead Cabinet Member for Education and this was signed off on 17th January 2020. This met the ESFA's deadline of 21st January 2020 of submitting the authority's funding allocation for 2020-21 via Authority proforma tool (APT). A detailed breakdown of the DSG budget is presented in Appendix 9.

DSG Reserves

10.7 As at Quarter 3, the DSG Reserves are expected to close with a cumulative deficit of £7.623m at the end of 2019-20 (Table 10.2). The pressure is mainly in the High Needs Block and is mainly due to the general increase in pupil numbers with special educational needs within the borough.

Table 10.2 2019/20 Year End DSG reserves forecast

Blocks	Opening DSG at 01/04/19	Rebalancing Between Blocks agreed by Forum	Revised Block Balances	Qtr 3 Year End Forecast	Qtr 3 Forecast Closing DSG Balance
	£'000	£'000	£'000	£'000	£'000
Schools Block	(1,265)	1,265	0	0	0
Central Block	13	(13)	0	0	0
Early Years Block	(785)	785	0	(232)	(232)
High Needs Block	4,267	(2,038)	2,229	5,627	7,855
Total	**2,229**	**0**	**2,229**	**5,394**	**7,623**

10.8 All local authorities that have a cumulative DSG deficit of above 1% threshold will be required to submit a three-year deficit recovery plan. Recovery plans will be discussed with Schools' Forums and be signed off by the local authority's chief financial officer (CFO) before the plans are submitted to the DfE – expected to be June 2020.

11 Consultation & Scrutiny

11.1 The Council, as part of the process by which it sets its budget, seeks the views and opinions of residents, service users and Overview & Scrutiny which is used to inform the final decision of the Council when setting the budget.

Public Consultation

11.2 As such a formal consultation has taken place based on the consultation plan included in the December Budget/MTFS report. A detailed summary of the process and the responses received can be found in Appendix 10. Cabinet has considered the responses and, after due consideration, considers that the issues raised are addressed in the budget strategy and it is therefore not proposing any consequential changes.

Overview and Scrutiny

11.4 As part of the Council's governance arrangements for scrutiny of the Budget and Medium-Term Financial Strategy, the Council's Overview and Scrutiny Committee and Panels met during late December 2019 and early January 2020 and have scrutinised all the proposals presented in the 10th December 2019 report to Cabinet.

11.5 Cabinet Members, senior officers and heads of finance were in attendance at each meeting to present proposals and respond to questions from members. For some proposals, additional information was requested, which was provided.

11.6 All recommendations put forward by the Panels and the main Committee were considered by the Overview and Scrutiny Committee on 23rd January 2020 and a schedule of final recommendations were agreed and referred to Cabinet. These recommendations, along with the Cabinet responses, are provided in Appendix 11.

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

Finance

12.1 As the MTFS report is primarily financial in its nature, comments of the Chief Financial Officer are essentially contained throughout the report.

12.2 Ensuring the robustness of the Council's 2020/21 budget and its MTFS 2020/21 – 2024/25 is a key function for the Council's Section 151 Officer. This includes having confidence that the budget proposals are realistic and deliverable and that the political leadership and senior officers have been fully engaged in the compilation of the proposals now presented. The quality and extent of both statutory and non-statutory consultation, the assessment and management of risks, feedback and challenge via scrutiny processes, and the coherence of the working papers supporting budget proposals are also critical factors that enable the Chief Finance Officer to be able to sign off the Budget as robust.

12.3 The report underlines that, although formal confirmation of Government grant funding has only been received for 2020/21 as part of the Spending Round 2019 (SR19) and the provisional Local Government Finance Settlement, the Council's financial plans for 2021/22 – 2024/25 now assume that this level of funding continues at the same level. While the Queen's speech confirmed the additional Social Care grant funding announced in SR19 was committed for each year of the Parliament, if the planned Fair Funding Review does conclude next year as forecast, it will lead to a revised methodology for distributing all Government grants. If it changes materially, it could have a significant impact on the current budget gap across those years. This has been highlighted as one of the key financial risks for the authority.

12.4 Another significant financial challenge is the further increase in the scale of the Council's capital programme, with its consequent implications on the Council's balance sheet, including its level of debt which has implications for the General Fund revenue budgets which have to cover the increased financing costs.

12.5 This report also underlines the size of the savings already agreed to be delivered over the MTFS period of over £28m but it is important that Members are clear that the financial plans now presented, also require plans for a further £15.5m. These are challenging figures and it is critical that the council continues to identify and approve new solutions at pace. Furthermore, although delivery in 2019/20 has shown a distinct improvement over prior years, senior officers and Cabinet need to ensure that this continues during 2020/21 to avoid the need to draw on reserves or increase the gap in future years.

12.6 The formal Section 151 Officer assessment of the robustness of the council's budget, including sufficiency of contingency and reserves to provide against future risks will be made as part of the final budget report to Council in February and will draw on independent assessments of the Council's financial resilience. This statutory role is acquiring more and more significance given the increased pressure falling upon this council's budget and uncertainty about the implications of Brexit on the economy.

Procurement

12.7 Strategic Procurement notes the contents of this report and will continue to work with services to enable cost reductions.

Assistant Director of Corporate Governance Comments

12.8 The Council's duties and legal implications arising in relation to the budget setting process are covered in the main body of the report.

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

12.10 The Council must ensure that it has due regard to its public Sector Equalities Duty under the Equalities Act 2010 in considering whether to adopt the recommendations set out in this report.

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

Equality

12.12 Haringey Council has a consistent approach to equality analysis across service areas and ensures that the impacts of individual budget decisions on legally protected groups are evaluated.

12.13 The Equality Act 2010 places a 'General Duty' on all public bodies, including Haringey Council, 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.

12.14 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 apply to the first part of the duty. In addition, the Council complies with the Marriage (same sex couples) Act 2013.

12.15 Haringey Council also has specific duties to publish information to demonstrate compliance with the Equality Duty, at least annually; and to set and publish equality objectives, at least every four years. This includes publishing information relating to people who are affected by our policies and practices who share protected characteristics.

12.16 The Borough Plan 2019-2023 sets the Council's objectives for the next four years. In addition to these, the Plan presents a set of Equality Principles reflecting Haringey Council's commitment to the principles of equality and opportunity, fairness and quality of life for all, both in terms of the work carried out with the community and in the role as an employer:

- Work with residents and employees to create communities which are able to come together, value diversity and challenge discrimination
- Actively talk to community groups who are made up of and/or support people with protected characteristics
- Work alongside the wider voluntary sector, statutory partners and local businesses to promote equality of opportunity and foster good relations
- Continue to monitor and assess the impact of our strategies, policies, programmes, projects and commissioning on equalities
- Improve and strengthen the collection and use of equality data, so that we can seek to improve outcomes for groups with protected characteristics

- Continuously seek to improve our approach to promoting equality, drawing on best practice from elsewhere, input from our staff equality networks and feedback from our residents
- Ensure that the requirements of the Equality Act are well communicated in the borough; starting conversations about equalities at the earliest opportunity; and fostering an environment where everyone understands their responsibilities under the Act

12.17 The Haringey Borough Plan 2019-23 sets out Haringey Council's Equalities Objectives. These are:

1. To narrow the gap in outcomes
2. To identify and reduce violence that has a disproportionate impact on particular communities and groups
3. To support the development of strong communities
4. To have a diverse workforce at all levels of the organisation

12.18 Haringey Council undertakes Equality Impact Assessments (EqIAs) on significant changes to policy or services and decisions that may impact on individuals or groups protected under the Equality Act 2010.

12.19 Equality Impact Assessments enable the Council to:

- Demonstrate due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts of decisions on individuals and groups with protected characteristics and plan mitigating action accordingly
- Identify additional opportunities to advance equality within policies, strategies, and services

12.20 Haringey Council guidance stipulates that EqIAs should:

- Contain enough relevant information on the groups likely to be affected by a decision to enable the Council to demonstrate that it has had due regard for the aims of the equality duty in its decision making
- Consider ways of mitigating or avoiding any adverse impacts

12.21 EqIAs need to be proportionate to the decision being made. All proposals for changes in policy, practice, procedure, budgets are screened to establish whether a full EqIA is needed to inform the decision-taker.

12.22 Further detail on EqIAs in Haringey Council, including contextual information, published EqIAs and how to complete an EqIA, is available on the Haringey website.

12.23 The total population of the borough is 254,926 according to the 2011 Census. In terms of the protected characteristics, the breakdown is as follows:

- 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
- Haringey has a relatively young population with a quarter of the population under the age of 20
- 91% of the population is aged under 65 (89% London; 83% England)

- Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities (55% for London; 20% England)
- The proportion of non-White British communities varies across the different wards from 35.2% in Muswell Hill to 83.4% in Northumberland Park
- Haringey is one of the most religiously diverse places in the UK
- The most common religion was Christianity, accounting for 45% of residents (London 48.4%; 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%)
- 14% of residents have a long-term health problem that limits their day to day activity, lower than England but in line with London
- 5.7% of residents report being in bad health, slightly higher than England and London
- Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London: 0.6% or 1,191 residents (London 0.4%; England 0.2%)
- As per the ONS Integrated Household Survey, 3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this would equate to 6,491 residents

12.24 Further detail on the equalities profile of Haringey is available on the Haringey website.

12.25 Since 2010, Haringey Council has seen a 62% real terms reduction in government funding, with the central government grant funding reduced by £123.7m in real terms. This financial challenge is significant, but the Council has stated a commitment to delivering budget reductions as fairly as possible and minimising the direct impact on residents who need the most support. The following set of guiding principles have informed the budget-setting process:

- Identify where we are spending money on things that are not a stated priority
- Identify commercial, income-generating or invest to-save options
- Identify alternative ways of meeting people's needs
- Identify opportunities for contract efficiencies or changes to service levels
- Continue to invest in early help or preventative services where they deliver a clear benefit
- Closer integration of revenue and capital expenditure in decision making

- To set realistic budgets that recognise the realities of the service pressures that we face

12.26 In line with the Equality Act 2010 and in order to ensure that proposed measures in the budget do not have preventable or disproportionate negative impacts on individuals or groups who share the protected characteristics within Haringey, the Council has completed the following process when developing proposals:

- The Council has evaluated the impact of MTFS proposals in line with the corporate equality impact assessment process. This involves screening proposals for potential impact and completing full equality impact assessments (EqIAs) where appropriate.
- For MTFS proposals where full EqIAs have been appropriate, the full range of potential impacts have been identified and analysed, with mitigations specified where any potential negative impacts are noted.
- Eight MTFS proposals were subject to full EqIAs. Two of these proposals were identified as having potential negative equality impacts. Mitigations have been developed for these potential impacts. Moreover, the two proposals are considered proportionate means of achieving legitimate aims.

12.27 The proposed decision in this paper is not anticipated to have a negative impact on equality in Haringey. The Council has designed the proposals in this report with reference to the Borough Plan equalities objectives and in line with a set of principles that ensure that minimises the direct impact on residents. Full details can be found in Appendix 12.

13. Use of Appendices

Appendix 1 – Summary of General Fund Revenue 2020/21 Budget and Medium-Term Financial Plan 2020-2025
Appendix 2 – Summary of new budget reductions
Appendix 3 – Summary of total budget reduction proposals by year
Appendix 4 – Draft General Fund Capital Programme 2020/21 – 2024/25
Appendix 5 – Summary of new proposed capital investment
Appendix 6 – Flexible Use of Capital Receipts Strategy
Appendix 6a – Flexible Use of Capital Receipts Detail
Appendix 7 – HRA Capital Programme 2020/21 -2024/25
Appendix 8 – Tenants Service Charges 2020/21
Appendix 9 – DSB Budget 2020/21
Appendix 10 – Budget Consultation Summary of Responses
Appendix 11 – Overview and Scrutiny Committee recommendations and Cabinet responses
Appendix 12 – Equalities Impact Assessment (EqIA) Report
Appendix 12a – Summary of Budget Reduction EqIAs
Appendix 12b – Completed Full EqIA Proformas Pack

- Appendix 12b.0 Cover
- Appendix 12b.1 Osborne Grove
- Appendix 12b.2 PH Lifestyles

- Appendix 12b.3 0-19 Integrated Service Model
- Appendix 12b.4 SEND Transport
- Appendix 12b.5 Positive Families Partnership
- Appendix 12b.6 PAUSE
- Appendix 12b.7 SELECTIVE LICENSING
- Appendix 12b.8 Parking Transformation Programme

Appendix 13 – Council Tax base Report 2020/21

14. **Local Government (Access to Information) Act 1985**

Background papers are as follows:
2020-21 Budget and 2020-2025 Medium Term Financial Strategy
2019/20 Qtr 1 and Qtr 2 Budget Reports
2019/20 Budget & MTFS 2019-2024
2020/21 Tax Base Delegated Decision Report

Appendix 1 - Summary of General Fund Revenue 2020/21 Budget and Medium Term Financial Plan 2020-2025

	2019/20 Budget	Movement	2020/21 (Draft) Budget	Movement	2021/22 Projected	Movement	2022/23 Projected	Movement	2023/24 Projected	Movement	2024/25 Projected
Priority Area	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Housing	18,888	(2,506)	16,382	(709)	15,673	(136)	15,537	(136)	15,401	(136)	15,265
People - Children	58,310	(3,121)	55,189	(409)	54,780	81	54,861	400	55,261	300	55,561
People - Adults	82,312	1,472	83,784	(2,091)	81,693	(1,724)	79,968	3,174	83,142	3,102	86,244
Place	26,652	(1,737)	24,915	(2,061)	22,854	(1,053)	21,801	(64)	21,737	6	21,743
Economy	1,173	(167)	1,006	(120)	886	(130)	756	(120)	636	-	636
Your Council	35,805	194	35,999	(1,088)	34,911	(790)	34,121	(6)	34,115	-	34,115
Non-Service Revenue	23,529	1,489	25,017	12,034	37,051	12,685	49,736	9,300	59,036	6,266	65,302
Further Savings to be Identified	-	(0)	(0)	(1,954)	(1,954)	(3,178)	(5,132)	(6,684)	(11,816)	(3,743)	(15,560)
Council Cash Limit	**246,669**	**(4,377)**	**242,292**	**3,601**	**245,893**	**5,755**	**251,648**	**5,864**	**257,512**	**5,795**	**263,306**
Planned Contributions form Reserves	(5,487)	5,487	-	-	-	-	-	-	-	-	-
Total General Fund Budget	**241,182**	**1,110**	**242,292**	**3,601**	**245,893**	**5,755**	**251,648**	**5,864**	**257,512**	**5,795**	**263,306**
Funding											
Council Tax	(101,981)	(5,824)	(107,805)	(3,245)	(111,050)	(3,342)	(114,392)	(3,443)	(117,835)	(3,547)	(121,382)
Council Tax Surplus	(3,850)	1,675	(2,175)	-	(2,175)	-	(2,175)	-	(2,175)	-	(2,175)
RSG	0	(21,993)	(21,993)	(441)	(22,434)	(446)	(22,880)	(461)	(23,340)	(467)	(23,807)
Retained Business Rates	(65,196)	6,784	(58,412)	(2,678)	(61,089)	(1,200)	(62,290)	(1,200)	(63,490)	(469)	(63,958)
Top up Business Rates	(33,484)	11,384	(22,100)	(441)	(22,540)	(445)	(22,985)	(440)	(23,425)	(1,270)	(24,695)
NNDR Growth	(3,000)	2,600	(400)	400	-	-	-	-	-	-	-
Total (Main Funding)	**(207,511)**	**(5,373)**	**(212,884)**	**(6,404)**	**(219,288)**	**(5,433)**	**(224,721)**	**(5,544)**	**(230,265)**	**(5,752)**	**(236,017)**
New Homes Bonus	(2,541)	342	(2,199)	-	(2,199)	-	(2,199)	-	(2,199)	-	(2,199)
Public Health	(19,677)	(551)	(20,228)	(405)	(20,632)	(413)	(21,045)	(421)	(21,466)	-	(21,466)
Other core grants	(11,453)	2,818	(8,635)	7,184	(1,450)	-	(1,450)	-	(1,450)	-	(1,450)
TOTAL (Core/Other External Grants)	**(33,671)**	**2,609**	**(31,062)**	**6,780**	**(24,282)**	**(413)**	**(24,694)**	**(421)**	**(25,115)**	**-**	**(25,115)**

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Appendix 2 - Detailed Log of Savings Proposals

REF	Priority	Category	Title	Description	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000	Savings Total £'000	Capital Investment £'000
20/25-EC01	Economy	New Delivery Model	Head Lease Acquisition Programme	The proposal is to allocate capital budget to enable the acquisition by the Council of as many head-leases as possible on sites where the Council already owns the freehold, in order for the Council to stop paying rent to these landlords and to receive all of the passing rent from those properties which are tenanted by commercial or other tenants.	100	120	130	120	-	**470**	32
20/25-EC02	Economy	Stopping / reducing service	Reduction of North Tottenham Regeneration revenue budgets	The proposal is to reduce general fund revenue costs in North Tottenham budgets (Northumberland Park and High Road West) by reducing expenditure on e.g. some community engamenent activities and events.	75	-	-	-	-	**75**	-
20/25-EC03	Economy	Service redesign	Alternative funding model for sites delivery work	Regeneration officers are engaged in a significant amount of work on the delivery of sites which will result in new housing (including affordable housing). This proposal is to review that activity and identify where general fund revenue could be displaced by either S106 funding or new capital budgets.	100	-	-	-	-	**100**	-
20/25-EC04	Economy	Service redesign	Use of Strategic Acquisitions budget for sites delivery work	The Regeneration service has submitted a bid for new capital funding for Employment-Led sites delivery. This proposal would seek to offset the impact of these costs on revenue budgets. The proposal is to identify costs within the service that are eligible for this funding, and to apply LBH Capital to offset LBH revenue spend. Achieving these savings will require a corresponding capital allocation.	75	-	-	-	-	**75**	75
20/25-EC05	Economy	Service redesign	Increased capitalisation of staff time and project costs	As of 19/20, the Regeneration service has rapidly increased its capitalisation of costs, which is now high in all Area Regeneration budgets. The proposal is to capitalise further, using an increased capital budget for Tottenham Hale. A bid to increase the existing Streets & Spaces and Green & Open Spaces capital lines (Schemes 401 and 402) has been submitted, on the grounds of construction inflation and increased capitalisation requirements.	75	-	-	-	-	**75**	75
20/25-EC06	Economy	Increase in income	Increased recharge to HRA	The service is now engaged in a significant amount of work on estates and on the delivery of new affordable housing, which would be eligible for HRA spend. The proposal is to increase the amount of revenue funding provided from the HRA each year. A review of the HRA budget is underway, and it is proposed that this work accomodates an increased recharge from Regeneration on a yearly basis, reflecting new workstreams on estates and towards the delivery of affordable housing.	100	-	-	-	-	**100**	-
20/25-EC07	Economy	Service redesign	HRP Senior Restructure	In June 2019, the S&R commitee approved the senior managment restructure within Housing, Regeneration & Planning. With a number of changes taking place within the Directoraite, the restructure was an opportunity to streamline the structure, align responsibilities to achieve maximum efficiency and eliminate duplication while recognising the need to build a confident and stable approach to Housing, Regeneration and Planning.	30	-	-	-	-	**30**	-

20/25-EC08	Economy	Increase in income	Strategic Property Unit – New Income Outdoor Media	This proposal comprises an opportunity to achieve new income potential by securing rental payments from outdoor media companies. This includes digital billboards and an innovative building wrap with a digital display for advertising purposes and council messages.	100	-	-	-	-	**100**	-
20/25-EC09	Economy	Increase in income	Strategic Property Unit – New Income Rent Reviews	The saving arises from rent reviews that have been identified as overdue. Two agency employees have achieved the target savings in the years 2018/2020 to date and further savings have been identified and agreed with tenants as rent increases.	100	-	-	-	-	**100**	-
20/25-EC10	Economy	Increase in income	Strategic Property Unit – New Income 5g	This proposal comprises an opportunity to achieve new income potential by securing rental payments from Mobile Operators and Infrastructure providers.	20	-	-	-	-	**20**	-
20/25-HO02	Economy	Increase in income	HfH and Council Housing Programme-funding for Carbon Management team time	The Carbon Management Team undertakes a significant amount of work for Homes for Haringey and the Council housing delivery team. This proposal would make provision for the Carbon Management Team to recharge the Housing Revenue Account for this work. This work is undertaken by staff funded through general fund revenue budgets, and as such an equivalent saving can be made to the general fund revenue budget through recharge from the HRA.	40	-	-	-	-	**40**	-
TOTAL - ECONOMY					**815**	**120**	**130**	**120**	**0**	**1,185**	**182**

REF	Priority	Category	Title	Description	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000	Savings Total £'000	Capital Investment £'000
20/25-HO01	Housing	Service redesign	Transferring PSLs to the CBS	Private Sector Leasing properties are leased by the Council from private landlords for between one and five years with a guaranteed rent for the term of the lease. Leases are mainly based on 90% of the 2011 LHA plus a £40 a week management fee (the latter being a transfer from FHSG). The CBS has been established to lease properties purchased by the Council to use them as TA or to discharge homelessness. Unlike the Council, the CBS can charge the current (2019) Local Housing Allowance (LHA) for the area the property is located in. Therefore moving these leases could mean total additonal rental income of £1.19m if all leases were transferred. This would require, in each case, the landlords agreement to do so and additonal incentives may be required. A reduction in savings of 25% has thus been included to account for this and additonal costs	68	136	136	136	136	**612**	-
TOTAL - HOUSING					**68**	**136**	**136**	**136**	**136**	**612**	**0**

REF	Priority	Category	Title	Description	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000	Savings Total £'000	Capital Investment £'000
20/25-PE01	People - Adults	Service redesign	Public Health Lifestyles	Look for alternative delivery options for lifestyles services (this includes; NHS Health Checks, smoking cessation, weight management and exercise programmes for the inactive), from April 2021 onwards. This proposal suggests alternative ways of delivering these services including: Reducing the capacity of services offered (but keeping services targeted at those who need them most), seeking partial funding from NHS partners, using an alternative delivery partner, joining up with other boroughs to commission the service for economies of scale.	-	60	-	-	-	**60**	-
20/25-PE02	People - Adults	Stopping / reducing service	Osbourne Grove Redevelopment	The closure of Osborne Grove Nursing Home pending the development of the new expanded facility that will increase the number of beds available from 32 to 70. This proposal contributes to Priority 2: People. People will be supported to live independently at home for longer. Increased intermediate care provision will enable more people to regain the skills and confidence they require to live independently in the community and will deliver improved outcomes for residents. Adults with multiple and complex needs will be supported to achieve improved outcomes through a coordinated partnership approach.	1,034	-	-	(476)	-	**558**	30,836
TOTAL - PEOPLE - ADULTS					**1,034**	**60**	**0**	**(476)**	**0**	**618**	**30,836**

20/25-PE03	People - Children's	New Delivery Model	Invest to Save - Edge of Care	Savings Approved at July 2019 Cabinet	857	(48)	-	-	-	**809**	-
20/25-PE04	People - Children's	Service redesign	Invest to Save proposal - In-House Fostering		282	11	-	-	-	**293**	-
20/25-PE05	People - Children's	Efficiency savings	Invest to Save - SEND Transport		168	174	125	-	-	**467**	-
20/25-PE06	People - Children's	New Delivery Model	Invest to Save - Pause Project		(186)	381	119	-	-	**314**	-
20/25-PE07	People - Children's	New Delivery Model	Invest to Save - Family Centre		321	-	-	-	-	**321**	81
20/25-PE08	People - Children's	New Delivery Model	Invest to Save - Foster Carer Room Extension		193	151	0	-	-	**344**	390
TOTAL - PEOPLE - CHILDREN'S PRE-APPROVED SAVINGS					**1,635**	**669**	**244**	**0**	**0**	**2,548**	**471**

20/25-PE09	People - Children's	New Delivery Model	0-19 year old public health commissioned services - a new integrated commissioned service delivery model	Public Health is working with the commissioned service provider to change the current service provision of three separate services into one integrated service model. Currently three commissioned services are within the Council's Section 75 Agreement with the CCG. These are the Health Visiting Service (including the HENRY programme), the School Nursing Service and the Family Nurse Partnership programme. All services are provided by Whittington Health NHS Trust.	125	125	-	-	-	**250**	-
20/25-PE10	People - Children's	New Delivery Model	Reducing placement costs through effective management of the market	This proposal considers ways to shape the local residential care market for children by taking demand off the free market and creating some diversity in the care market. This will be done through reviewing the feasibility of a number of delivery approaches including opening bespoke childrens homes, ring fencing/blocking market purchasing of provision, working alongside the non-profit sector to grow this local offer, joing ownership of accomodation with Adult social Care and shared supported accomodation for young people with disabilities 18-25.	(100)	-	100	100	200	**300**	-
20/25-PE11	People - Children's	New Delivery Model	UASC Accommodation	Insourcing accommodation for unaccompanied asylum seekers from expensive private providers to local properties leased directly by Homes for Haringey.	150	-	-	-	-	**150**	-
20/25-PE12	People - Children's	Service redesign	Reduce operational costs in Schools and Learning and Commissioning	Identify any residual discretionary spend in Schools and Learning and reduce to deliver savings. Identify and reduce operational costs in Commissioning.	50	25	-	-	-	**75**	-
20/25-PE13	People - Children's	Stopping / reducing service	Review of spend on transport and taxis	Review of existing transport policy applicable to staff and foster carers to ensure: -Consistent application of policy -Clear statement of eligibility -Improved value for money by considering both transport chosen and cost of time spent travelling by individual staff members	-	-	75	-	-	**75**	-
TOTAL - PEOPLE - Children's Services					**225**	**150**	**175**	**100**	**200**	**850**	**0**

TOTAL - PEOPLE	**2,894**	**879**	**419**	**(376)**	**200**	**4,016**	**31,307**

REF	Priority	Category	Title	Description	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000	Savings Total £'000	Capital Investment £'000
20/25-PL01	Place	New Delivery Model	Selective Licensing	To consider Selective Licensing of the Private Rented sector for 60% of the Borough . The overall aim is to improve living standards and make landlords accountable for the management of their properties. The proposal is for a Selective Licensing fee of £600. Saving assume 60% of the Borough will be licenced. Saving relate to existing costs of established positions (highlighted in yellow on the spreadsheet) . To maximise the use of additional fee income recharges for ancillary services such as ASB enforcement officers (noise, nuisance, waste, anti-social behaviour) and corporate overheads will be charged against the HMO licence fees. Training costs will be applicable during service delivery.	-	-	239	-	-	**239**	-
20/25-PL02	Place	Increase in income	Debt Recovery	Dedicated team of officers to proactively chase payment of outstanding debts from unpaid PCN's. Use of new IT system, additional CEO's and nuisance vehicle contract to remove offending vehicles and encourage payment of outstanding debt and improve overall recovery rate percentage. PL09 is an invest to save proposal, there is a required £150k Service Revenue investment to generate £360k income, with a net savings of £210k	210	-	-	-	-	**210**	-
20/25-PL03	Place	Increase in income	CCTV enforcement of weight limits and emissions through ANPR/DVLA check	Use of new technology cameras to record vehicle reg plates and immediately look up DVLA database to establish vehicle weight and emissions. Will require significant investment in infrastructure and back office arrangements.	62	280	300	-	-	**642**	300
20/25-PL04	Place	Increase in income	Increase permit charges for highest emitting 'petrol' vehicles	A flat fee increase in Permit charge for the most polluting petrol emission band(s). Note a flat fee increase for diesel vehicles is already under consideration within Parking Action Plan and Parking Transformation. The new IT system would allow us to implement more dynamic permit and on street charges. The IT system will also allow us to determine the number of vehicles in each of the emissions band, so we will have accurate data to base decisions	75	25	-	-	-	**100**	-
20/25-PL05	Place	Increase in income	Increased trade waste	Invest to save model by increasing enforcement of trade waste to drive up compliance and income. Ensure time banding is adhered to and traders do not use residential collection services for their waste. Offending traders to be visited by Veolia-Haringey sales team. A three-month trial is recommended to quantify the overall benefits of this project to LBH . Traders who appear to be without contracts and traders who appear to have insufficient capacity will be visited.	25	-	-	-	-	**25**	-
20/25-PL06	Place	Efficiency savings	Contact Centre Efficiencies	The Veolia Contact Centre resource consists of ten staff who deal with reports of missed collections, cleansing requests, complaints and taking payment for charged services (e.g. Green Waste and Bulky collections). This proposal is to reduce the size of the team by two staff, seeking to channel shift customers online but ultimately accepting a lower level of responsiveness to customers (performance is currently high).	-	50	-	-	-	**50**	-

20/25-PL07	Place	Efficiency savings	Mechanisation of High Street Cleansing	We will move to an outcome based cleansing model that increases the use of machinery and ensures that resources are deployed to maintain streets to a consistent standard across the borough. We need further time to carry out trials in more residential streets, main roads and high roads to ensure any new operating model is robust.	-	150	150	-	-	**300**	-
20/25-PL08	Place	New Delivery Model	FM Transformation	Terminating the Amey contract for FM Services and bringing Soft FM back in-house, and transferring Hard FM to Homes for Haringey. Approximately 100 staff will be in scope for a TUPE transfer. The proposed saving will be achieved through improved efficiency and returning Amey overhead and profit to the council. The transformation will include purchase of a new Property IT system, and service improvements particularly relating to building repairs and maintenance.	150	-	-	-	-	**150**	-
20/25-PL09	Place	New Delivery Model	Hybrid Mail proposal	Provide on-demand service to centralise print streams and optimise stationery and print costs, which will enable outgoing correspondence to be sent electronically to the mailroom, for automated printing and insertion into envelopes, franking and dispatch. The envisage solution can also handle inserts. It can deal with large scale mail out as well as individual letters. This will provide a more efficient solution for staff sending letters.	-	77	-	-	-	**77**	50
20/25-PL10	Place	Increase in income	Creamatorium Lease	The council's Parks Service manages the lease on the borough's crematorium operated by Dignity. There is a contractual inflation rise each year in the income on this lease, plus a general increased share of their profits.	20	-	-	-	-	**20**	-
20/25-PL11	Place	Increase in income	New Lease Income v2	The Parks Service receives income from leases on a range of buildings in parks. Some of these leases have completed recently or will complete in next couple of years. The renegotiation of these leases on new rates could deliver a further £20k saving from 2021/22.	-	20	-	-	-	**20**	-
20/25-PL12	Place	Efficiency savings	Fuel Savings	There is an existing capital programme scheme to procure a new fleet of 15+ parks vehicles during 2020/21. It anticpated that the majority or all of the new fleet will be fully electric, hence there will be savings within the fuel base budget. This proposal contributes to the council's Zero Carbon targets.	-	25	-	-	-	**25**	-
20/25-PL13	Place	Increase in income	EV Charging	Lamp Column, Standard and Rapid - will increase this year. Income is based on medium or high uptake of EV charging. 38 CP' shave been installed and work is progressing on Phase 2. Work is also continuing on TfL funded (rapid) charging Points and GULC's funded charging points. However, progress for all EVCPs has stalled because of change in design specification (as per ULEV action plan) to prioritise installation on carriageway and not footways. Suppliers are resistant as this adds c£2000k to costs for a build-out. Carbon Management negotiating with suppliers to fund build-outs.	100	-	-	-	-	**100**	-
20/25-PL14	Place	Increase in income	Parking Transformation Programme	The Parking Transformation Programme (PTP) is a series of parking related projects and workstreams, which seeks to increase income and provide and more efficient and effective service.	1,360	840	300	-	-	**2,500**	
TOTAL - PLACE					**2,002**	**1,467**	**989**	**0**	**0**	**4,458**	**350**

REF	Priority	Category	Title	Description	2020/21 £'000	2021/22 £'000	2022/23 £'000	2023/24 £'000	2024/25 £'000	Savings Total £'000	Capital Investment £'000
20/25-YC01	Your Council	Efficiency savings	The service will continue to reduce the amount of paper being used, stored and transported and this has lead to financial savings.	The service will continue to reduce the amount of paper being used, stored and transported and this has lead to financial savings.	13	-	-	-	-	**13**	-
20/25-YC02	Your Council	Increase in income	Income from joining the London Counter Fraud Hub	The London Counter Fraud Hub, managed by CIPFA, is a counter fraud service developed to supply data analytics, investigations and recoveries service for London local authorities and the City of London Corporation. Unlike traditional data matching hubs, this project is an end-to-end service providing expert advice and operational support around sophisticated analytics. The overarching objective for the service is to increase fraud and corruption detection, and improve fraud prevention, share common risks across London, minimise losses and maximise recovery, so that fraud and corruption does not pay. Three data sources (Council Tax - Single Person Discount, Housing Tenancy and Non Domestic Rate records are entered into the analytics part of the Hub through a secure transfer. Using sophisticated technology, the Hub will analyse the data to identify frauds against the 32 London local authorities and the City of London Corporation.	25	25	-	-	-	**50**	75
20/25-YC03	Your Council	Increase in income	The proposal is to increase the income target of providing legal services to Haringey Clinical Commissioning Group (CCG) by £30K.	The proposal is to increase the income target of providing legal services to Haringey Clinical Commissioning Group (CCG) by £30K. In December 2017, the Council's Legal Services entered into a Service Legal Agreement (SLA) with Haringey CCG to provide legal support with the CCG cases within the Haringey Learning Disability Partnership. These are cases relating to incapacitated patient that requires an application to the Court of Protection to safeguard their welfare. They include cases in the Transforming Care Programme.. Since the SLA, Haringey CCG has been referring cases to Legal Services and the feedback of the support has been positive. The arrangement has enabled the CCG to access the Council's in-house legal expertise which is more cost effective. The support and encouragement of Adult Social Care, Children Services, Commissioning and Public Health for the CCG to utilise our in-house provision is crucial. The proposal compliments the Borough Plan - Priority 2 - People The proposal is dependent on a slight increase in the level of new instructions from CCG to Legal Services.	30	-	-	-	-	**30**	-

20/25-YC04	Your Council	Efficiency savings	Finance Savings	The proposal seeks to make efficiency savings across the Finance function from a combination of: * Increased income - from providing services to external bodies and further revisions to recharging to non-GF heads * Reductions to the staff establishment enabled by the embedding of the Business Partner model * Longer term staff savings arising from the planned update or replacement of the Council's current finance system. These savings are not expected to be realised until 2022/23	340	-	200	-	-	**540**	-
20/25-YC05	Your Council	Efficiency savings	Alexandra Palace	The Alexandra Palace & Park Charitable Trust (APPCT) receives a revenue grant from the Council of £1,950k per annum as well as a capital grant of £470k per annum. The grants are given to the APPCT in furtherance of its charitable objectives. In recent years the grant has remained static at the levels set out above. Cabinet at its meeting in July 2019 agreed to pursue a reduction in the grant level with the APPCT. The APPCT is currently formulating its proposals to deliver the reduction.	195	-	100	-	-	**295**	-
20/25-YC06	Your Council	Service redesign	Libraries - Re-imaging our Libraries offer for a better future.	It is proposed that a new Library Strategy will shape the direction of the service for the next 5 years. The proposal includes exploring the full use of the buildings/space, creating community hubs that will enable the locality-based approach to service delivery for other council departments and partner agencies, which can act as a key component to achieving our Borough Plan objectives. Revenue can be generated by either applying an internal recharge for the use of spaces or utilising the space in the libraries as part of the wider Community Asset vision to reduce costs elsewhere in the organisation. Changes to how services are delivered will generate savings, for example developing a coordinated opening hours timetable across all of the libraries, altering location for staff, coordinating joint services. Developing economy opportunities through job fairs, workspace, pop up events and volunteering opportunities.	-	184	181	-	-	**365**	650
20/25-YC07	Your Council	Service redesign	Extend Customer First approach to Wider Council	Extend Customer First model to all Council services based on analysis made in preparation for the current Customer First programme. The objective is to ensure all residents in need of support can receive it because those requiring straightforward advice and information can have easy access 24/7. An improved digital offer would ensure that the customer journey was straightforward and simple to navigate and automation of back-office processes would both speed up and improve the quality and accuracy of service to residents and reduce cost.	-	250	250	-	-	**500**	1,000
20/25-YC08	Your Council	Efficiency savings	The proposal is to use Flexible Capital Receipts to fund ALL posts in the CPMO.	The proposal is to use Flexible Capital Receipts to fund some posts in the CPMO. The justficiation is that, while it is difficult to estimate the proportion of time that each 'delivery' staff member will spend on individual projects in a year, most will by definition be working on change projects for the majority of their time.	92	-	-	-	-	**92**	92

20/25-YC09	Your Council	Increase in income	Maximising income from filming and venue management	This proposal is in two parts. The first is to make Haringey more attractive to film companies by identifying vacant buildings for meanwhile use as production bases, and by making parking easier in order to generate income. The second is to consider employing staff, as an invest to save bid, to market the council's venues for events (currently uncosted).	6	6	3	-	-	**15**	-
20/25-YC10	Your Council	Increase in income	Additional sites for on street digital advertising	The proposal is to generate an income from the advertising opportunities in the borough. While we have recently awarded contract for our digital on street advertising, we are now looking at other forms of advertsing, which are sympathetic to the surroundings and maximise the councils commercial returns. This is in the form of street advertising, out of home advertising, and libraries/customer services advertising.	110	52	50	-	-	**212**	-
20/25-YC11	Your Council	Efficiency savings	Review of Corporate Centre	We are looking at ways to reconfigure the corporate centre in the light of the LGA Corporate Peer Review recommendations as set out in their final report published in February 2019. One aspect of this is the recommendation to bring together the teams with skills in policy and strategy, data analysis, and problem solving, which, the LGA peers argued, would in itself help to provide better support to the organisation. There are currently 5 senior posts leading these teams: Head of Policy and Cabinet Support at Head of Service level, and leads at PO7 and above in Policy, the Leader's office, the Corporate Delivery Unit (CDU), and Performance and Business Intelligence. The proposal is to reduce the number of senior posts to 4.	214	-	-	-	-	**214**	59
20/25-YC12	Your Council	Efficiency savings	Digital Services - Proposed Contribution	The proposal is for the Capitalisation of infrastructure staff who support the delivery of programmes/projects. This will either be via Captial receipts used to pay for staff who work on tranformative initiatives or Capital funds where staff produce a tangible asset in relation to the work undertaken.	345	-	-	-	-	**345**	400
TOTAL - YOUR COUNCIL					**1,370**	**517**	**784**	**0**	**0**	**2,671**	**2,276**

TOTAL SAVINGS PROPOSALS	**7,149**	**3,119**	**2,458**	**(120)**	**336**	**12,942**	**34,115**

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Appendix 3 - Savings Summary:

	Pre-Agreed Savings						New Savings Proposals						Total					
Priority	2020/21	2021/22	2022/23	2023/24	2024/25	Total Pre-agreed Savings	2020/21	2021/22	2022/23	2023/24	2024/25	Total New Savings Proposals	2020/21	2021/22	2022/23	2023/24	2024/25	Total Savings
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
Housing	1,108	573	-	-	-	1,681	68	136	136	136	136	612	1,176	709	136	136	136	2,293
People - Adults	4,039	3,185	3,270	100	-	10,594	1,034	60	-	(476)	-	618	5,073	3,245	3,270	(376)	-	11,212
People - Children	2,036	759	244	-	-	3,039	225	150	175	100	200	850	2,261	909	419	100	200	3,889
Place	1,012	600	70	70	-	1,752	2,002	1,467	989	-	-	4,458	3,014	2,067	1,059	70	-	6,210
Economy	15	-	-	-	-	15	815	120	130	120	-	1,185	830	120	130	120	-	1,200
Your Council	918	25	6	6	-	955	1,370	517	784	-	-	2,671	2,288	542	790	6	-	3,626
Total Savings	9,128	5,142	3,590	176	-	18,036	5,514	2,450	2,214	(120)	336	10,394	14,642	7,592	5,804	56	336	28,430
										Unidentified Savings			0	1,954	3,178	6,684	3,743	15,560
										Total Savings Requirement			14,642	9,546	8,982	6,740	4,079	43,990

* The following are included in the People - Children pre-agreed line above:

Total - Invest to Save (Approved July 2019 Cabinet)	1,635	669	244	-	-	2,548

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Appendix 4 - Proposed General Fund Capital Programme

Priority	Scheme Ref	Scheme Description	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
People - Children's	101	Primary Sch - repairs & maintenance	1,000	1,000	1,000	1,000	0	**4,000**
People - Children's	102	Primary Sch - mod & enhance (Inc SEN)	4,800	5,355	1,525	1,480	0	**13,160**
People - Children's	103	Primary Sch - new places	39	0	0	0	0	**39**
People - Children's	104	Early years	93	0	0	0	0	**93**
People - Children's	110	Devolved Sch Capital	531	531	531	531	531	**2,655**
People - Children's	114	Secondary Sch - mod & enhance (Inc SEN)	4,200	750	110	0	0	**5,060**
People - Children's	119	School Streets	600	600	600	600	600	**3,000**
People - Children's	120	Children Services Estate Capital Maintenance	10,000	10,000	10,000	10,000	10,000	**50,000**
		People - Children's	**21,263**	**18,236**	**13,766**	**13,611**	**11,131**	**78,007**
People - Adults	201	Aids, Adap's & Assistive Tech -Home Owners (DFG)	2,193	2,193	2,193	2,193	2,193	**10,965**
People - Adults	208	Supported Living Schemes	1,500	1,500	1,500	0	0	**4,500**
People - Adults	209	Assistive Technology	500	500	500	0	0	**1,500**
People - Adults	211	Community Alarm Service	177	177	177	177	177	**885**
People - Adults	213	Canning Crescent Assisted Living	4,200	1,750	250	0	0	**6,200**
People - Adults	214	Osborne Grove Nursing Home	1,500	6,000	2,250	500	0	**10,250**
People - Adults	217	Burgoyne Road (Refuge Adaptations)	500	2,250	250	0	0	**3,000**
People - Adults	218	Social Emotional & Mental Health Provision	300	600	600	600	600	**2,700**
People - Adults	219	Additional Supported Living	1,000	1,000	1,000	1,000	1,000	**5,000**
People - Adults	220	Additional OGNH Funding	1,500	9,000	17,000	7,930	500	**35,930**
		People - Adults	**13,370**	**24,970**	**25,720**	**12,400**	**4,470**	**80,930**
Place	301	Street Lighting	1,300	1,300	1,300	1,300	1,300	**6,500**
Place	302	Borough Roads	3,689	3,689	3,689	3,689	3,689	**18,445**
Place	303	Structures(Highways)	800	0	0	0	0	**800**
Place	304	Flood Water Management	620	650	680	710	0	**2,660**
Place	307	CCTV	0	830	1,000	200	0	**2,030**
Place	309	Local Implementation Plan(LIP)	2,500	2,500	2,500	2,500	2,500	**12,500**
Place	310	Developer S106/S278	750	750	750	750	750	**3,750**
Place	311	Parks Asset Management	300	300	300	300	300	**1,500**
Place	313	Active Life in Parks:	230	230	230	230	230	**1,150**
Place	314	Parkland Walk Bridges	2,200	0	0	0	0	**2,200**
Place	316	Asset Management of Council Buildings	1,991	651	331	381	0	**3,354**
Place	322	Finsbury Park Over 8 Play Space	600	600	600	600	0	**2,400**
Place	323	Parking Strategy	321	0	0	0	0	**321**
Place	325	Parks Vehicles	720	0	0	0	0	**720**
Place	326	Responsive Maintenance works	184	184	184	184	184	**920**
Place	327	Principal Road Maintenance for 2020/21 (to meet TfL budget reduction)	500	0	0	0	0	**500**
Place	328	Street & Greenspace Greening Programme	345	100	100	100	100	**745**
Place	329	Park Building Carbon Reduction and Improvement Programme	600	800	800	800	0	**3,000**
Place	330	Civic Centre Works	3,000	5,000	1,500	500	0	**10,000**
Place	331	Updating the boroughs street lighting with energy efficient Led light bulbs	3,500	3,500	0	0	0	**7,000**
Place	316	Additional Asset Management of Council Buildings	4,000	4,000	4,000	1,000	0	**13,000**
		Place	**28,150**	**25,084**	**17,964**	**13,244**	**9,053**	**93,495**
Economy	401	Tottenham Hale Green Space	7,235	900	2,680	600	2,000	**13,415**
Economy	402	Tottenham Hale Streets	22,495	5,097	1,363	450	5,000	**34,404**
Economy	411	Tott High Rd & Bruce Grove stn	569	0	0	0	0	**569**
Economy	421	HRW business acquisition	15,521	61,170	12,770	16,830	16,000	**122,291**
Economy	429	Site Acq (Tott & Wood Green)	8,867	0	0	0	0	**8,867**
Economy	430	Wards Corner CPO	6,500	3,500	0	0	0	**10,000**
Economy	444	Marsh Lane	9,323	4,700	266	0	0	**14,289**
Economy	447	Alexandra Palace -maintenance	470	470	470	470	470	**2,350**
Economy	464	Bruce Castle	1,400	4,000	6,000	8,500	0	**19,900**
Economy	465	District Energy Network (DEN)	1,460	1,500	6,500	3,500	0	**12,960**
Economy	470	Wood Green HQ, Library & Customer Service Centre	2,940	5,000	6,400	7,000	6,000	**27,340**
Economy	472	JLAC Match Fund	500	0	0	0	0	**500**
Economy	474	Tottenham High Road Strategy	5,402	3,980	2,318	1,027	0	**12,727**

Priority	Scheme Ref	Scheme Description	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Economy	475	Tottenham Green Public Realm Scheme Phase 2	156	866	0	0	0	**1,022**
Economy	477	Strategic Regeneration Initiatives & Community Assets	3,000	0	0	0	0	**3,000**
Economy	479	54 Muswell Hill Health Centre	1,000	0	0	0	0	**1,000**
Economy	480	Wood Green Regen (2)	5,000	5,000	8,000	7,750	8,664	**34,413**
Economy	481	Strategic Investment Pot	1,400	2,650	0	0	0	**4,050**
Economy	482	Strategic Property	680	1,273	254	3	0	**2,210**
Economy	4001	Maintenance of Tottenham Green Workshops	700	50	0	0	0	**750**
Economy	4002	Northumberland Park estate area public realm	500	500	0	0	0	**1,000**
Economy	4003	The Tottenham Hale DCF schemes	2,000	3,000	0	0	0	**5,000**
Economy	4004	Borough wide Strategic Acquisitions	34,250	14,750	14,000	10,000	12,000	**85,000**
Economy	4005	SME Workspace Intensification	350	2,000	3,500	4,000	0	**9,850**
Economy	4006	Acquisition of head leases	10,000	10,000	12,000	0	0	**32,000**
Economy	4007	Tottenham Hale Decentralised Energy Network (DEN)	0	500	3,000	3,000	0	**6,500**
Economy	4008	Wood Green Decentralised Energy Network (DEN)	0	0	2,000	4,000	1,000	**7,000**
Economy	4009	Additonal Carbon Reduction Project	1,750	3,000	3,000	3,000	3,000	**13,750**
Economy	4010	Selby Urban Village Project	0	5,000	25,000	25,000	15,000	**70,000**
Economy	4011	Commercial Property Remediation	500	0	0	0	0	**500**
		Economy	**143,968**	**138,905**	**109,520**	**95,130**	**69,134**	**556,657**
Housing (GF)	509	CPO - Empty Homes	1,000	1,000	1,000	1,000	0	**4,000**
		Housing (GF)	**1,000**	**1,000**	**1,000**	**1,000**	**0**	**4,000**
Housing (HRA)		Existing Stock Investment	87,394	82,940	72,090	54,110	63,049	359,583
Housing (HRA)		New Homes Build Programme	42,132	58,766	102,298	80,686	100,640	384,522
Housing (HRA)		New Homes Acquisitons	74,578	52,828	10,000	10,000	10,000	157,406
Housing (HRA)		Temporary Accommodation Acquisitions	32,227	19,612	20,004	20,404	20,812	113,059
		Housing (HRA)	**236,331**	**214,146**	**204,392**	**165,200**	**194,501**	**1,014,570**
Your Council	604	Continuous Improvement	950	950	950	950	0	**3,800**
Your Council	607	Financial Management System Replacement	350	2,000	650	0	0	**3,000**
Your Council	621	Libraries IT and buildings upgrade	25	85	0	0	0	**110**
Your Council	622	Communities First	500	500	0	0	0	**1,000**
Your Council	639	New Ways of Working	255	255	0	0	0	**510**
Your Council	699	P6 - Approved Capital Programme Contingency	4,500	0	0	2,250	2,250	**9,000**
Your Council	650	Connected Communities programme	700	700	0	0	0	**1,400**
Your Council	651	Libraries condition and accessibility works programme	1,230	0	0	0	0	**1,230**
Your Council	652	Libraries - Re-imaging our Libraries offer for a better future	650	0	0	0	0	**650**
Your Council	653	Capital Support for IT Projects	850	850	850	850	850	**4,250**
		Your Council	**10,010**	**5,340**	**2,450**	**4,050**	**3,100**	**24,950**
		TOTAL GENERAL FUND ACCOUNT	**217,762**	**213,535**	**170,420**	**139,435**	**96,888**	**838,039**
		TOTAL HRA ACCOUNT	**236,331**	**214,146**	**204,392**	**165,200**	**194,501**	**1,014,570**
		OVERALL TOTAL	**454,093**	**427,681**	**374,812**	**304,635**	**291,389**	**1,852,609**

Appendix 5: Description of New General Fund Capital Proposals

Children's Services

School Condition Works 2020/21-2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
120	Children Services Estate Capital Maintenance	50,000	0	0	**50,000**

During 2018/9-2019/20 extensive surveys have been undertaken of the school's estate. This has identified a range of work that needed to be done immediately as they related to H&S issues. These works have been completed and the focus is now on further works to the school estate to ensure that the buildings are fit for purpose. Condition and Suitability Surveys have been undertaken on all secondary schools and 75% of primary schools. Based on data received to date it is estimated that the backlog for the school estate could be up to £250m. The surveys are being further refined to develop a detailed asset management plan which will guide where and when investment is put into the school's estate. The investment in the fabric of the school estate will also provide facilities that use less energy and reduce carbon emissions.

School Streets Initiative 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
119	School Streets	1,500	1,500	0	**3,000**

The proposal is for streets outside schools that will have a range of physical treatments to change travel patterns and behaviours to encourage more sustainable modes of travel to school, to improve the air quality and to provide a safer environment for children. These treatments could include some or all the following: have extended pavements, traffic calming measures, and enforcement cameras to stop people from driving to their children to school. It is estimated that on average each street will cost c£0.2m. The budget assumes that the Council's proposed investment will be matched by external funding.

Yearly Investments

People - Children's	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Current Capital Budget	10,663	7,636	3,166	3,011	531	**25,007**
New Capital Bids	10,600	10,600	10,600	10,600	10,600	**53,000**
Total	**21,263**	**18,236**	**13,766**	**13,611**	**11,131**	**78,007**

Adult's Services

The continued focus of the Adults Services capital programme is to enhance the lives of disabled and older adults. The new proposals for capital expenditure are based on providing assets and services that enable people to lead fulfilling lives, where possible independently within their own homes. The resources made available in this priority are based on the completion of approved business cases ensuring effective linkage of revenue and capital spending for the Council. At this stage some of the actual detail of the projects is not fully developed but will be over the coming year through working with a range of stakeholders including partners, users and carers.

Burgoyne Road 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
217	Burgoyne Road (Refuge Adaptations)	0	2,160	840	**3,000**

This proposal is to undertake conversion works at Burgoyne Road (should it be acquired) so that it can be used as a refuge for 16 families with the current refuges being repurposed either as general needs housing or supported living. Decisions have yet to be made on whether the building should be rebuilt or refurbished. The GLA have indicated support for the scheme and have strongly indicated that for the right scheme they would be prepared to fund a per unit contribution of £0.135m. This level of funding is predicated on an exemplar scheme which strongly points toward a rebuild of the facility. The One Public Estate initiative have made available funding to undertake a feasibility study once the Council's offer has been accepted.

Social, Emotional and Mental Health provision 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
218	Social Emotional & Mental Health Provision	700	1,350	650	**2,700**

The capital proposal is to for a budget to move forward the social, emotional and health (SEMH) provision within the borough. At this point the exact building(s) that the provision will be provided in is not known and the budget represents a high-level estimate of potential costs

Additional Supported Living Schemes 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
219	Additional Supported Living	0		5,000	**5,000**

Currently there is a supported living budget within the agreed capital programme. This budget has created the Linden House project and there is an unallocated budget of £6.42m left. The proposal is to add to this budget to enable a greater range of projects to be considered. At this stage it is not possible to identify individual schemes as the opportunity to acquire/remodel properties have not arisen yet. Each individual proposal will be subject to a

business case process that will ensure that the investment will generate savings to the revenue account over and above the cost of financing the investment.

Osborne Grove Nursing Home 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
220	Additional OGNH Funding	0		35,930	**35,930**

The detailed Feasibility Study, concluded on 31st May 2019, demonstrated that this land offers significant opportunity for development, increasing provision to a 70-bedded nursing unit. The feasibility study provided the council with four potential development options for the future of the site at Osborne Grove. Cabinet considered the outcome of the feasibility at its meeting in July 2019 and agreed to proceed with the 70-bed development. This bid is for the additional funding needed to allow that scheme to proceed within the capital programme as a self-financing scheme. The total requested funding is to deliver the 70-bed new OGNH.

Further work has been undertaken that indicates that there is the potential to incorporate housing into the scheme. The cost of the scheme has been revisited in the light of this development and the additional funding proposed here will enable the scheme to proceed with the housing component.

Yearly Investments

People - Adults	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Current Capital Budget	10,070	12,120	6,870	2,870	2,370	**34,300**
New Capital Bids	3,300	12,850	18,850	9,530	2,100	**46,630**
Total	**13,370**	**24,970**	**25,720**	**12,400**	**4,470**	**80,930**

Place

Additional Asset Management of council Buildings 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
316	Additional Asset Management of Council Buildings	13,000		0	**13,000**

The need for works to River Park House has been identified to address a range of issues in the building. This proposal is to deal with the highest priority items. An additional allowance has been provided to fund any essential works following a series of proposed condition surveys.

Road Maintenance 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
326	Responsive Maintenance works	920		0	**920**

This scheme is for additional funding for borough roads responsiveness maintenance. This covers additional funding for responsive maintenance of the borough's highway network.

Principal Road Maintenance 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
327	Principal Road Maintenance for 2020/21 (to meet TfL budget reduction)			500	**500**

This proposal is for additional resources to cover a projected shortfall in TfL funding. This proposal considers the continued deterioration of the highways network and represents the minimum level required to be able to be able to maintain the operation of Principal Road Network during 2020/21 at which point it is hoped that TfL will reinitiate funding of the programme. The funding is included in the proposals as self-financing now, with the expectation that TfL will reinstate the funding.

Street and green space greening programme 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
328	Street & Greenspace Greening Programme	373	372	0	**745**

This programme seeks to increase the number of trees planted on Haringey's streets. This will have several benefits to residents as it will improve the visual amenity of their streets, improve air quality, reduce the heat island effect and slow the fall of rain onto the roads reducing the impact of localised flooding. The tree planting, where possible, will also include localised sustainable urban drainage and phytoremediation planting (plants that clean up the air and water) to increase the benefits of these interventions further. In the initial two-year period, the scheme will predominantly focus on the nine wards in the borough where the tree canopy is less than 20%. Eight of these wards are in the east of the borough. In later years the funding will be used to match fund external funding, when it is available, to deliver the priorities that will be agreed as part of the forthcoming Tree & Woodland Strategy (part of the Parks and Green Space Strategy).

Park building carbon reduction and improvement 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
329	Park Building Carbon Reduction and Improvement Programme			3,000	**3,000**

The parks service is responsible for a portfolio of 58 buildings the majority of which are leased to stakeholders within parks. Fourteen of these buildings are used operationally by the parks service either as depots, sports pavilions or plant nursery. All these buildings need improvement to meet current legislative standards, council accommodation standards and energy efficiency. This programme will ensure the parks estate plays it part in meeting the Council's carbon reduction targets. With energy costs predicted to rise between 10-20% per annum it is important that investments seek to future proof the service from most price rises. The programme will also seek to improve the standard of all the buildings to ensure each building meets its intended use and all relevant legislation. Match funding for the programme will be secured on a site by site basis through various sources, such as section 106, event income and external funding for renewable energy and sports lottery funding.

Civic Centre Refurbishment 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
330	Civic Centre Works	10,000		0	**10,000**

At this stage the capital proposal is based on a high-level costing which in turn is based on a mid-level refurbishment. Currently, a detailed feasibility study is being undertaken which in conjunction with the accommodation strategy will determine the level of budget required for the Civic Centre. It is highly likely that whatever is decided in relation to the accommodation strategy and the future of the Civic Centre, there will be a need for significant investment.

Borough streetlights conversion to LED's 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
331	Updating the boroughs street lighting with energy efficient Led light bulbs	0		7,000	**7,000**

This proposal is a self-financing one to replace the Council's current stock of inefficient streetlights with state-of-the-art LED bulbs. These bulbs have several benefits including, lower running costs, less greenhouse emissions, reduced requirement for night scouting, and central control enabling quicker repair of defective units. The proposal will pay for the investment through a reduced energy bill and further savings through reduced night scouting. The scheme cost also allows for a centralised control and monitoring system which will optimise efficiency.

Yearly Investments

Place	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Current Capital Budget	16,021	11,500	11,380	10,660	8,769	**58,330**
New Capital Bids	12,129	13,584	6,584	2,584	284	**35,165**
Total	**28,150**	**25,084**	**17,964**	**13,244**	**9,053**	**93,495**

Economy

Capital maintenance of the Tottenham Green Workshop 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4001	Maintenance of Tottenham Green Workshops	750	0	0	**750**

Capital has been allocated to the external repair of the fabric of Tottenham Green Workshops for 2020/21 in the sum of £0.5m. It is evident that further repairs are urgently required to maintain the windows which requires access via scaffolding. An additional allocation of £0.75m (above the £0.5m in the programme for 2021/22) is proposed to address boiler control issues and to refurbish the windows concurrently with the roof renewal that is already in the capital programme to make significant savings on scaffolding by concurrent use.

Northumberland Park Estate public realm improvements

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4002	Northumberland Park estate area public realm	0	1,000	0	**1,000**

The Council is engaged in refreshing its 'Overarching Approach' to estate improvement plans for Northumberland Park, by clearly defining local priorities and engaging on potential interventions. The first phase of this work will involve master planning and procurement of consultants/architects to undertake a review of opportunities for: Public realm and wayfinding improvements; social and community infrastructure further developments (i.e. garage blocks). Phase 2 will then proceed to procure and deliver identified works. Both phases are now expected to be largely HRA-funded due to the nature of these projects as estate improvement activities. However, other related works fall outside of the scope of HRA funding. These include improvements to the immediate environment around Northumberland Park station, ensuring fit for purpose transport infrastructure and an appropriate 'arrival experience'; public realm works outside the boundaries of the estate, including those on non-estate highways; improvements to local industrial. This proposal would therefore provide funding over the next two financial years towards a series of projects, to be further defined by end of 20/21. This funding could also provide Council match to future funding bids to expand this work.

Tottenham Hale DCF scheme 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4003	The Tottenham Hale DCF schemes	0	5,000	0	**5,000**

The Tottenham Hale District Centre Framework, alongside the Tottenham Area Action Plan, provides direction for the future development of Tottenham Hale. The DCF is supported by: The Streets and Spaces Strategy, which identifies improvements which create a safe and attractive network of pedestrian and cycle routes, reduces the dominance of cars and traffic, encourages opportunities for community activity, creates easily maintained public realm and introduces street planting, trees and landscaping, and; The Green and Open Spaces Strategy, which seeks to enhance access to nature and the Lea Valley with improved routes and bridges, bring its natural qualities into the area, and invest significantly in the Paddock and Down Lane Park.

However, these strategies were consulted on, formulated and costed from 2014-2016, and costs required to deliver these interventions have since increased due to construction inflation increasing the base cost of delivery.

Strategic Acquisitions Budget 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4004	Borough wide Strategic Acquisitions	0	0	85,000	**85,000**

There is currently a 'Site Acq (Tott & Wood Green)' line in the capital strategy. In the past this capital budget has been used to acquire sites within these two regeneration areas, where there was an identified benefits, including: the delivery of new housing, including affordable housing; the delivery of new or intensified workspace; achieving 'marriage value' with other nearby sites already in Council ownership and thereby strengthening the Council's position when seeking to make best use of its own land; the opportunity to relocate a given occupant from another site, freeing up other land in Council ownership to deliver against Borough Plan objectives. The proposal is to expand the remit of the budget to cover the whole of the borough and to increase the overall budget.

Expanded or intensified employment space 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4005	SME Workspace Intensification	0	0	9,850	**9,850**

This proposal would make the best use of Council land where there are suboptimal uses of workspaces and provide for the ability to expand workspace. Income would be generated through an increased rent roll and increased business rates.

Council acquisition of head leases on properties within the commercial portfolio 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4006	Acquisition of head leases	0	0	32,000	**32,000**

The Council's commercial portfolio includes several industrial estates where head leases and freeholds are held by third parties where a significant proportion of rental income from tenants is paid to the head lessor. Agents have been appointed to review the performance of the commercial portfolio with a view to providing a report with recommendations. The proposal is for funding to acquire the head leases, with each acquisition being subject to the approval of a business case. It may not be possible to acquire all or indeed any of the head leases as it will be a matter of an agreement between the Council and the head lessor.

Tottenham Hale Decentralised Energy Network 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4007	Tottenham Hale Decentralised Energy Network (DEN)	0	0	6,500	**6,500**

The proposal is for the construction of a decentralised energy network (DEN) in Tottenham Hale to supply the neighbourhood with affordable low carbon energy. The Council has completed feasibility work which suggests an energy centre can be accommodated on council owned premises. Provisional costings pro-rated from North Tottenham OBC Cost Plan and informed by the Tottenham Hale feasibility study have been prepared. Cabinet recently appointed technical advisers to create the OBC for the DEN's and if the OBC is robust they will assist in the procurement. The Council would fit out the energy centre to supply energy to surrounding buildings. This is anticipated to include around 2,000 new homes currently under construction by Argent-Related, Berkeley and Notting Hill Genesis as well as the Council's scheme at Ashley Road Depot. These schemes all have Planning Agreements which require them to negotiate a heat supply arrangement with the Council and pay reasonable connection charges. The DEN programme contributes directly to delivery of the following Borough Plan objectives:

a) to reduce Haringey's carbon emissions by 40% by 2020 against a 2005 baseline;

b) To lead on delivery of an energy network where more sustainable energy is generated for use within the borough;

c) To explore setting up an alternative local or regional energy savings company(s) that would serve our community by helping to tackle fuel poverty;

d) To develop a plan for Haringey to be Zero Carbon by 2050; as well as supporting several other objectives.

Wood Green Decentralised Energy Network 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)

4008	Wood Green Decentralised Energy Network (DEN)	0	0	7,000	**7,000**

This budget is for the construction of a decentralised energy network (DEN) in Wood Green to supply the neighbourhood with affordable low carbon energy. The Council has secured an energy centre in the Clarendon Square development through the planning system which must be leased to the Council. The Council would fit out the energy centre to supply energy to surrounding buildings. Provisional costings have been pro-rated from North Tottenham OBC Cost Plan. The DEN programme contributes directly to delivery of the following Borough Plan objectives:

a) to reduce Haringey's carbon emissions by 40% by 2020 against a 2005 baseline;

b) To lead on delivery of an energy network where more sustainable energy is generated for use within the borough;

c) To explore setting up an alternative local or regional energy savings company(s) that would serve our community by helping to tackle fuel poverty;

d) To develop a plan for Haringey to be Zero Carbon by 2050; As well as supporting several other objectives.

Additional Carbon Reduction Project 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4009	Additional Carbon Reduction Project			13,750	**13,750**

The proposal is to provide additional funding to schemes as they come forward so that they move the Council to achieving its carbon reduction targets. Release of the funding will be subject to the approval of a business case.

Selby Urban Village project 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4010	Selby Urban Village Project	0	0	70,000	**70,000**

The Selby Urban Village project is an ambitious development arising from a shared aspiration between Haringey Council and the Selby Trust to deliver a community focused, mixed-use scheme on the Selby Centre and Bull Lane Playing Field sites and will support the Council's Priorities set out in the Borough Plan. This scheme is an example of the Council's commitment to building new homes and in particular council homes and improving living standards for, and in partnership with, our local community, to ensure they can participate and benefit from the investment in their neighbourhood. For the Selby Centre this is a great opportunity to improve the existing provision for the community. By being part of the co-design and delivery of a centre, and building, in which the Trust and its users really thrive and continue to be a valued asset to the community. The inclusion of Bull Lane (Playing field) as part of the re-development, could deliver significant improvements to the area, including state-of-the-art community sporting provisions – enabling local people to participate and enjoy recreational and sports activities.

Both the council and the Selby Trust are committed to the collaborative redevelopment of the site to ensure this best serves the local community by providing housing, community

provisions as well as space for businesses to thrive and local people to enjoy and prosper. Cabinet agreed the appointment of a master planner at its meeting of the 8th October 2019.

Further remediation of the condition of the commercial property portfolio 2020/21 – 2024/25

Scheme Ref.	Scheme	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
4011	Commercial Property Remediation	500	0	0	**500**

The Council's commercial portfolio has been underinvested in in the recent past as its future was uncertain. Now that the Council has decided its future there is a need to invest to maintain and improve it so that the income stream associated with the properties is maintained and possibly improved.

Yearly Investments

Economy	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Current Capital Budget	93,918	100,105	47,020	46,130	38,134	**325,307**
New Capital Bids	50,050	38,800	62,500	49,000	31,000	**231,350**
Total	**143,968**	**138,905**	**109,520**	**95,130**	**69,134**	**556,657**

Your Council
Connected Communities programme 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
650	Connected Communities programme	0	0	1,400	**1,400**

During 2019/20 a proof of concept for a new early intervention and prevention service was developed to test an emerging model that is aimed to provide cost avoidance and improved early intervention for our most vulnerable residents. The proposition is that Connected Communities programme will identify and resolve the root causes of an individual's or household problems. The purpose of the service will be early intervention and resolution through a multi-disciplinary, multi-agency approach to problem solving to help the resident to become more self-sufficient and resilient. The service will tackle the multiple needs of the household in a joined-up way and at an early stage of the potential crisis point. Connected Communities will work collaboratively with the NHS and community assets available within localities to deliver a true early intervention and prevention service aligned to common positive outcomes for the residents. This early intervention should reduce the risk of debt and housing issues as well as improve self-help options for accessing improved health and wellbeing outcomes.

The exact sites for the delivery of the Connected Communities programme will be identified in the next stage of work.

Further remediation of library condition and accessibility issues 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)

651	Libraries condition and accessibility works programme	1,230	0	0	**1,230**

A capital investment programme for libraries is underway with £1.3m allocated to enhance internal library spaces at Wood Green Library and 4 of the 6 branch libraries. When the capital was allocated Muswell Hill and Combes Croft were out of scope of the project due to the Tottenham High Road West scheme including a new Library and Learning Centre to replace Combes Croft and proposals to relocate Muswell Hill library. The Tottenham High Road West scheme has not started yet and relocation of Muswell Hill did not take place, so it is now necessary to include both these libraries in the capital programme to ensure that the condition of the library is comparable with the other branch libraries. In addition, at Muswell Hill there are significant accessibility issues as a core part of the library service - the children's library service - is located on the first floor with no lift and no accessible WCs. Works required include the provision of a new passenger lift in the listed building at Muswell Hill and at Coombes Croft the provision of new furniture and new internal arrangements including new glazed and acoustic screens. Three of the branch libraries - Alexandra Park, Stroud Green & Harringay and Highgate have upper floors that are currently under used, or in the case of Stroud Green and Harringay not used at all. This proposal is to remediate these condition and accessibility issues.

Re-imagining of our libraries offer 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
652	Libraries - Re-imaging our Libraries offer for a better future	650		0	**650**

It is proposed that a new Library Strategy is developed that will shape and set the direction of the service for the next 5 years and allow for transparent communication of the vision. The intention is to explore ways of developing library services that are closely aligned to the Borough Plan and places libraries as a key enabler for wider Council agendas including early help and prevention.

Haringey Council are one of the few local authorities nationally that have not closed libraries, reduced opening hours or outsourced or supplemented its work force and core offer with volunteers. We have nine libraries open a total of 520 hours per week and average of 57.8 hours per library. A recent Libraries peer review identified opportunities to explore wider engagement with other council services such as Children's, Adults, economic growth to recognise the physical and social value libraries could add. The proposals align to the Borough Plan with respect to; PEOPLE – Libraries have activities and networks within local communities for social interaction, health & well-being, learning and to nurture all residents to live well and achieve their full potential. PLACE - Libraries provide safe, welcoming and accessible places providing a range of activities and resources to support and develop strong resilient connected communities. ECONOMY - Libraries provide safe, welcoming and accessible places providing a range of activities and resources to support and develop strong resilient connected communities; HOUSING - In times of multi occupancy accommodation & overcrowding Libraries provide spaces for people to work, study reflect and socialise. The view is to create community hubs that will enable the locality-based approach to service delivery for other Council departments and partner agencies. These community hubs can act as a key component to achieving our Borough Plan objectives. Revenue can be generated utilising the space in the libraries as part of the wider Community

Asset vision to reduce costs elsewhere in the organisation. For example, the successful Connected Communities project is currently operating from Wood Green library and is set to expand to Marcus Garvey library and other libraries at no cost to the project. However, any space taken up by other departments limits the availability of space for external income generation. Therefore, careful mapping of activities across each site will need to be developed to ensure that the space in each building is being used to its full potential. Income can also be generated through partnership opportunities e.g. Police, rental workspace, event hire etc. Changes to how services are delivered will generate savings, for example developing a coordinated opening hours timetable across all the libraries, altering location for staff, coordinating joint services. Developing economy opportunities through job fairs, workspace, pop up events and volunteering opportunities.

Capitalisation of infrastructure staff 2020/21 – 2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
653	Capital Support for IT Projects	0		4,250	**4,250**

This budget is for the cost of the staff who support the delivery of programmes/projects that deliver assets that deliver transformation and create savings. These costs will be added to each scheme and the investment will pay for the costs of these staff. These costs will be allocated to projects as part of the business case approval process and inform the calculation of savings.

Approved Capital Programme Contingency 2021/22-2024/25

Scheme Ref.	Scheme Description	Borrowing (£'000)	Other (£'000)	Self-Financing (£'000)	Total (£'000)
699	Approved Capital Programme Contingency	9,000			**9,000**

It is prudent, given the scale of the proposed capital programme that a contingency is budgeted for.

Yearly Investments

Your Council	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	2024/25 Budget (£'000)	Total (£'000)
Current Capital Budget	2,080	3,790	1,600	950	0	**8,420**
New Capital Bids	7,930	1,550	850	3,100	3,100	**16,530**
Total	**10,010**	**5,340**	**2,450**	**4,050**	**3,100**	**24,950**

Appendix 6 - Flexible Use of Capital Receipts

Flexible Use of Capital Receipts Strategy

1. The Government has provided a definition of expenditure which qualifies to be funded from capital receipts. This is:

> "expenditure on any project that is designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery to reduce costs and/or transform service delivery in a way that reduces costs or demand for services in future years for any of the public sector delivery partners"

2. The schedule of the proposed utilisation of the flexible capital receipts is split into two components. The first is a list of investments that are a continuation of previously agreed schemes but are required to be reaffirmed as part of the Council's budget setting process. The second list is of new proposals for 2020/21.

3. List 1

a) Restructure costs. These are the anticipated staffing restructure costs, largely arising the transformation of how the Council works.
b) Demand Management in Children's Services. The budget is expected to provide investment capacity for a range of initiatives such as purchasing specialist software to optimise the transport routes for children with SEND to a revised in-house foster care service to reduce the demand for agency foster care and the need for residential placements. The release of resources will be subject to a satisfactory business case.
c) Demand Management in Adult Services. This budget is to support initiatives such as increasing day opportunities to reduce the demand for higher cost care solutions and through the employment of care negotiators who reduce the cost of high demand placements.
d) London counter Fraud Hub. The London Counter Fraud Hub is a London wide initiative to reduce the level of fraud perpetrated on London Councils through a data sharing and analytics service.
e) Strategic Asset Management Planning. The budget will fund a borough wide review of the Council's property portfolio and other assets to ensure that the authority retains the assets that are needed and that these have asset management plans that allow for programmed maintenance so as to prevent expensive unplanned repairs and potential loss of assets due to building element failure (such as boilers).
f) Customer First. This is Customer First transformation programme that will change the way in which the Council it interacts with residents and how it undertakes its processes resulting in reduced cost of service delivery and processes.
g) FWoW. This is the Future Ways of Working programme that is seeking to reduce the Council's administrative offices to reduce revenue expenditure. The budget will fund physical alterations to buildings to enable them to function more efficiently.

4. List 2

h) Connected Communities. The proposal is for a phased expansion over a period of one year from January 2020 through to April 2021. From April 2022, the service would have had the opportunity to bed in and it is proposed that up to 12 months will be required. All activities will be formally reported to the Programme Board through the newly formed Borough Partnership Governance framework under 'Place'. By April 2022, a decision can be made whether to cease the service model, extend its scope and reach or consider a more

transformational service design for the post 2023 period. The modelling undertaken to date suggests an opportunity of £16.8M, in demand compression/cost saving/avoidance at our statutory front-doors. The release of resources will be subject to a satisfactory business case.

I) Demand Management in Adults Services. There are a range of proposals to achieve the improvements to the service and the reduction in costs. These are:

- Move on Ermine Road;
- Enhanced Carers Support
- Early Help & Prevention Compression
- Early Help & Prevention Dementia
- Violence Against Women
- Deaf and Disabled People's Organisation (supporting the uptake of direct payments)
- Redesign Home Support Services

J) CCTV enforcement of weight limits and emissions through ANPR/DVLA check. This proposal is to locate cameras on the highway to enforce weight limits and emissions.
K) Hybrid Mail System. The proposal will reduce the Council's reliance on manual processing of outbound mail.
L) Customer First Initiative. This proposal is to extend the reshape the wider organisation so that it is more able to put the customer first.
M) Fund posts in the Corporate Programme Management Office. Following an activity review, it is proposed to fund posts which are working on the Customer First initiative.
N) Review of Corporate Centre. This proposal is the same as item M).

The guidance requires that the impact on the Council's prudential indicators should be considered when preparing a Flexible Use of Capital Receipts Strategy. The indicators that will be impacted by this strategy are set out below:

a. The Capital Financing Requirement will increase as these capital receipts would otherwise have financed capital expenditure or reduced borrowing.
b. Financing costs as a percentage of the net revenue stream will rise as more borrowing is undertaken but the savings generated by the schemes will offset the costs arising from the additional borrowing. Therefore, there is no impact on Council Tax.

The prudential indicators show that this strategy is affordable and will not impact on the Council's operational and authorised borrowing limits.

5. Update on Prior Years' Flexible Use of Capital Receipts Investment

The 2018/19 flexible use of capital receipts proposals included two major elements. The first significant investment is the long-term transformation of the Council via its front office, back office programme (FOBO), subsequently renamed Customer First. The programme continues to deliver savings and transformation. The budget also included proposals to replace the ERP system, but this proposal has been delayed and no expenditure has been incurred. The formation of the Haringey Education Partnership (HEP) has transformed the Council's support for schools' improvement and the implementation of the DPS system has delivered considerable savings in procurement.

The 2019/20 flexible use of capital receipts budget continued the investment in the Customer First programme and new ways of working as envisaged in the 2018/19 programme. It is currently estimated that the revised target savings will be achieved. The investment in the commercial property review is also on target to deliver the budgeted savings through a range of lease rental reviews. In Children's Services and Adults' Services the investment in demand management has been and continues to be successful, delivering savings for the Council through the delivery of alternative services.

Appendix 6a - Flexible Use of Capital Receipts Strategy

Previous Indicative proposals for the flexible use of capital receipts requiring agreement

			ESTIMATED INVESTMENT						ESTIMATED SAVING					
	Reference No.	Title	2020/21 (£'000)	2021/22 (£'000)	2022/23 (£'000)	2023/24 (£'000)	2024/25 (£'000)	**Total (£'000)**	2020/21 (£'000)	2021/22 (£'000)	2022/23 (£'000)	2023/24 (£'000)	2024/25 (£'000)	**Total (£'000)**
a	N/A	Restructure costs	743					743						0
b	N/A	Demand Management In Children's Services	1,000					1,000						0
c	N/A	Demand Management in Adults Services	277					277	(1,104)	(1,104)	(1,104)	(1,104)	(1,104)	(5,520)
d	N/A	London Counter Fraud Hub	90						(25)	(50)	(50)	(50)	(50)	(225)
e	N/A	Strategic Service Asset Management Planning	125					125	(250)	(350)	(350)	(350)	(350)	(1,650)
f	N/A	FOBO	2,950	938				3,888	(2,750)	(4,250)	(4,250)	(4,250)	(4,250)	(19,750)
g	N/A	FWoW	250	250				500	(300)	(300)	(300)	(300)	(300)	(1,500)
			5,435	**1,188**	**0**	**0**	**0**	**6,533**	**(4,429)**	**(6,054)**	**(6,054)**	**(6,054)**	**(6,054)**	**(28,645)**

New proposals for the flexible use of capital receipts

			ESTIMATED INVESTMENT						ESTIMATED SAVING					
	Reference No.	Title	2020/21 (£'000)	2021/22 (£'000)	2022/23 (£'000)	2023/24 (£'000)	2024/25 (£'000)	**Total (£'000)**	2020/21 (£'000)	2021/22 (£'000)	2022/23 (£'000)	2023/24 (£'000)	2024/25 (£'000)	**Total (£'000)**
h	N/A	Connected Communities	1,004	1,718	(0)			**2,722**						**(16,500)**
I	N/A	Demand Management in Adult Services	1,426	811	390	227	227	**3,082**	(1,626)	(3,021)	(3,945)	(4,007)	(3,905)	**(16,504)**
j	PL10	CCTV enforcement of weight limits and emissions through ANPR/DVLA check	300	0	0	0	0	**300**	(62)	(280)	(300)	(300)	(300)	**(1,242)**
k	PL28	Hybrid Mail proposal	50					**50**		(77)	(77)	(77)	(77)	**(308)**
l	YC006	Customer First Initiative	650					**650**	0	(250)	(500)	(500)	(500)	**(1,750)**
m	YC008	Fund posts in the CPMO for Customer First	92					**92**	(92)	(184)	(184)	(184)	(184)	**(828)**
n	YC011	Review of Corporate Centre	59					**59**	(214)	(214)	(214)	(214)	(214)	**(1,070)**
			3,582	**2,529**	**390**	**227**	**227**	**6,955**	**(1,994)**	**(4,026)**	**(5,220)**	**(5,282)**	**(5,180)**	**(38,202)**
Grand Total			**9,017**	**3,717**	**390**	**227**	**227**	**13,488**	**(6,423)**	**(10,080)**	**(11,274)**	**(11,336)**	**(11,234)**	**(66,847)**

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Appendix 7 – HRA Capital Programme

Works/Project	2020-21	2021-22	2022-23	2023-24	2024-25	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Internal Works (Haringey Standard)	8,695	8,695	8,695	11,970	11,970	**50,025**
Internal Works (Other Items)	457	457	457	630	630	**2,631**
External/Communal Works (Haringey Standar	15,130	15,972	15,972	5,160	5,160	**57,394**
External/Communal Works (Other Items)	10,086	10,648	10,648	3,440	3,440	**38,262**
Noel Park Pods	4,500	0	0	0	0	**4,500**
Estates Works	1,627	1,627	1,627	1,510	1,510	**7,901**
Contingent Major Repairs	1,250	1,250	1,250	1,250	1,250	**6,250**
Extensive Voids	315	315	315	315	315	**1,575**
Mechanical & Electrical Services	3,465	3,465	3,465	2,750	2,750	**15,895**
Structural Works	2,056	2,056	2,056	455	455	**7,078**
Adaptations	1,400	1,400	1,400	1,400	1,400	**7,000**
Professional Fees	2,000	2,000	2,000	2,000	2,000	**10,000**
Major Works - Haringey Standard	**50,981**	**47,885**	**47,885**	**30,880**	**30,880**	**208,511**
Carbon Reduction (Affordable Energy)	1,000	5,142	5,142	6,285	17,597	**35,166**
Fire Safety	17,513	18,713	7,863	5,745	3,370	**53,204**
Broadwater Farm	17,900	11,200	11,200	11,200	11,202	**62,702**
Total Existing Stock Investment	**87,394**	**82,940**	**72,090**	**54,110**	**63,049**	**359,583**
New Homes Build Programme	**42,132**	**58,766**	**102,298**	**80,686**	**100,640**	**384,522**
New Homes Acquisitions	**74,578**	**52,828**	**10,000**	**10,000**	**10,000**	**157,406**
Temporary Accommodation Acquisitions	**32,227**	**19,612**	**20,004**	**20,404**	**20,812**	**113,059**
Total Capital Programme	**236,331**	**214,146**	**204,392**	**165,200**	**194,501**	**1,014,570**

HRA 5 Year Capital Programme Details (2020/21 – 2024/25)

Housing Revenue Account (HRA)						
	2020-21	2021-22	2022-23	2023-24	2024-25	5 Years
Investment and Financing	£'000	£'000	£'000	£'000	£'000	Total
Capital Investment						
Existing Stock Investment:						
Major Works (Haringey Standard)	50,981	47,885	47,885	30,880	30,880	208,511
Existing Stock - Carbon Reduction	1,000	5,142	5,142	6,285	17,597	35,166
Fire Safety	17,513	18,713	7,863	5,745	3,370	53,204
Broadwater Farm	17,900	11,200	11,200	11,200	11,202	62,702
Total Existing Stock Investment	**87,394**	**82,940**	**72,090**	**54,110**	**63,049**	**359,583**
New Homes Build Programme	42,115	58,472	101,937	80,434	100,168	383,126
New Homes Acquisitions	74,578	52,828	10,000	10,000	10,000	157,406
TA Acquisitions	32,244	19,906	20,365	20,656	21,284	114,455
Total Capital Investment	**236,331**	**214,146**	**204,392**	**165,200**	**194,501**	**1,014,570**
Capital Investment Financing						
Grants (GLA Bid)	1,400	33,700	17,300	10,230	-	**62,630**
Grants (Additional Bid)	-	-	-	2,270	21,900	**24,170**
Major Repairs Reserves	20,097	21,661	22,359	23,202	24,415	**111,734**
Revenue Contributions	11,596	10,594	9,362	9,497	9,978	**51,027**
RTB Capital Receipts	9,668	5,884	6,001	6,121	6,244	**33,918**
Leaseholder Contributions to Major Worl	6,084	6,957	7,612	7,253	6,984	**34,890**
Market Sales Receipts (at cost)	-	3,014	70,874	38,197	29,290	**141,375**
Market Sales Contributions	-	630	14,818	7,988	7,470	**30,906**
Borrowing	187,486	131,706	56,066	60,442	88,220	**523,920**
Total Capital Financing	**236,331**	**214,146**	**204,392**	**165,200**	**194,501**	**1,014,570**

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Appendix 8: Proposed tenants' service charges for 2020/21

Tenants' service charges	Current Weekly Charge 2019/20	Proposed Weekly Charge 2020/21	Increase/ (decrease)		Draft Budget 2020/21
Concierge	£16.80	£17.25	£0.45	2.7%	**£1,540,000**
Grounds Maintenance	£3.05	£3.13	£0.08	2.6%	**£1,432,000**
Caretaking	£4.30	£4.42	£0.12	2.8%	**£1,633,000**
Street Sweeping	£5.12	£5.26	£0.14	2.7%	**£2,313,000**
Integrated Reception Service (Digital TV)	£0.77	£0.77	£0.00	0.0%	**£339,000**
Estates Road maintenance	£0.58	£0.60	£0.02	3.4%	**£272,000**
Communal Lighting	£2.40	£2.39	-£0.01	-0.4%	**£1,064,000**
Gas (Elderly Person)	£9.91	£10.04	£0.13	1.3%	**£196,000**
Gas (Not Elderly Person)	£9.48	£9.61	£0.13	1.3%	**£54,000**
GLC Heating	£10.85	£10.99	£0.14	1.3%	**£35,000**
District Heating 6	£9.70	£9.83	£0.13	1.3%	**£1,000**
District Heating 8	£9.96	£10.09	£0.13	1.3%	**£313,000**
Oil/Electricity (Elderly Person)	£7.76	£7.86	£0.10	1.3%	**£16,000**
TV aerial maintenance	£0.31	£0.32	£0.01	2.7%	**£139,000**
Door entry system maintenance	£0.89	£0.89	£0.00	0.0%	**£332,000**
Sheltered housing cleaning service	£1.77	£1.82	£0.05	2.7%	**£86,000**
Good neighbour cleaning service	£1.28	£1.30	£0.02	1.6%	**£29,000**
Window cleaning	£0.55	£0.55	£0.00	0.0%	**£39,000**
Converted properties cleaning	£1.93	£1.77	-£0.16	-8.3%	**£69,000**
Total Property Charge Income					**£9,902,000**
Sheltered Housing Charge	£28.31	£28.31	£0.00	0.0%	**£1,100,400**
Good Neighbour Charge	£12.64	£12.64	£0.00	0.0%	**£388,500**
Additional Good Neighbour Charge	£2.76	£2.76	£0.00	0.0%	**£6,100**
Total Support Charge Income					**£1,495,000**
Proposed Tenants' Service Charge Income Budget - 2020/21					**£11,397,000**

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Appendix 9 - Dedicated Schools Grant Budget 2020/21

Central Block	Admissions and School Organisation	248,580
	Children's Placement Contribution	662,881
	CPD - Governor Support & Training	107,718
	Indiv Schools Mgr	173,000
	Music & Arts Mngt (DSG)	139,205
	School & Learning General	598,216
	Schools Forum	8,286
	Central Recharges	1,008,000
Central Block Total		**2,945,886**
Early Years Block	Universal Funding (15 Hrs)	12,119,270
	Add Working Parents Funding(+15 Hrs)	3,728,770
	Early Years Passported	3,681,660
	Centrally Retained	833,472
Early Years Block Total		**20,363,172**
High Needs Block	HNB DSG Contribution to Early Help	1,462,000
	HNB DSG Contribution to SEN Transport	225,000
	HNB Support to Alternative Provisions	1,748,660
	HNB Support to Early Years	417,970
	Independent & Voulntary Schools	5,301,060
	Learning Support Services	1,106,964
	Maintained - Funding	5,103,570
	Maintained - Top Ups	19,692,740
	Parenting -Information Advice & Support	96,000
	SEND Manager/Admin	292,500
	Sensory Support	608,020
	SEN contingency	1,480,900
	HNB Support to Schools (PRU + Hospitals)	939,860
High Needs Block Total		**38,475,244**
Schools Block	Schools Block Allocation with Academies	199,037,485
	Growth Fund	932,000
	Attendance & Welfare Service	122,000
	Split Site Nursery LA	60,000
Schools Block Total		**200,151,485**
Grand Total		**261,935,787**

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Appendix 10 – Summary of Budget Consultation

Your Haringey,
Your Future

Consultation on the 2020/21 budget and financial strategy up to 2024/25

Background
This report sets out the results of the consultation with residents and local businesses on the Council's Budget 2020. The 'Your Haringey, Your Future' Consultation on the 2020/21 budget and financial strategy up to 2024/25 was launched on 16th December 2019 and ended on 24th January 2020.

- Purpose of consultation - to seek views from residents and businesses
- Our Budget - showing how much the Council was budgeted to spend in 2020/21, reductions in spend already made, the proposed increase in council tax, and where we propose to reduce further in coming years.
- Budget proposals, including proposals for specific services.

Consultation methodology
Consultation on the Council's budget proposals used a variety of engagement methods.

a) Email
The survey was promoted via email to local contacts including local business forums. Any enquiries from the public were directed to consultation@haringey.gov.uk where they were directed to relevant officers across the Council. Number of friendly email reminders of the consultations were sent out to residents and local business forums.

b) Internet/Intranet
The consultation was given dedicated pages on the Council's website and these were promoted to the public and to Council staff. A short video explaining the objectives of the proposed budget was published alongside the other consultation materials to provide our residents and local business an explanation of the background.
https://www.haringey.gov.uk/local-democracy/policies-and-strategies/your-haringey-your-future

c) Social Media
The survey was promoted to 3305 followers via Facebook and over 18500 followers on Twitter by the Corporate Communications Team throughout the consultation period.

d) Hard Copies
1000 paper copies of the consultation document (options for alternative formats or translation were offered) were made available for public at local libraries, hubs and core council buildings.

Consultation with businesses
A number of local business representatives were invited to a consultation meeting, including the Chair and Manager of the Wood Green Business Improvement District, and a representative from the Green Lanes Traders Association, who met with the Cabinet Member for Finance and Strategic Regeneration, and the Cabinet Member for Local Investment and Economic Growth. At this meeting, they raised a number of issues that have been considered.

Press and media coverage
During the consultation period the proposals were covered by the following media:

- Haringey budget consultation: Council plan 1.99% council tax rise to pay for focus on housing and children's services
  Ham & High 16:55 19 December 2019
- 4% Council Tax Increase for 2020 to Fund Improvements

Haringey Online 11:26 17th December 2019

Consultation results

Results:
A combined total of 67 validated responses were received (see Appendix A for respondent profile), 66 of which were completed online. For comparison, there were 49 responses to the consultation on the 19/20 budget, and 33 on the 18/19 budget.

The number of responses to each specific question was as follows:

Question	Number of Responses
Question 1 Which proposals do you support?	**67**
Question 2 Are there any specific proposals you think we should not progress and why?	**34**
Question 3 Are there any changes or proposals we haven't included that you think we should consider?	**35**
Question 4 We have a legal duty to test our proposals to ensure that they do not have an unfair or unequal impact on different groups of people within the community. In considering our proposals please let us know if you think there will be any specific equality impacts.	**37**

The following presents the results by Haringey Council's priorities as set out in the budget consultation document 'Your Haringey, Your Future'.

PEOPLE – CHILDREN'S SERVICES	
Savings proposal	**Comments**
Residential care placements	A positive aim in principle and one which I imagine is driven by ensuring more young people stay in borough
Accommodation for asylum seekers	[Support] Housing for unaccompanied minors The ones I particularly support are: - 'Insourcing accommodation for unaccompanied asylum seekers' (this should be extended to other vulnerable groups)
Operational costs in Schools	[Oppose] Reducing the budget for children's services and schools support, they are already undermining the working lives of adults and blight the lives of future generations. [Oppose reductions in] schools operational cost this would reduce quality and standard of education and safer environment for children and young people.
Spend on transport and taxis	I think it's hard to justify a review of transport and taxis leading to a significant drop in costs. This is essentially cutting provision to the most vulnerable, disabled children of transport services
PEOPLE – ADULT SERVICES	
Savings proposal	**Comments**
Osborne Grove redevelopment	Two responses expressed support for redevelopment of Osborne Grove One expressed opposition. [Why] waste spending public money on Osborne Grove NH…satisfy few well off and louder individuals, this cannot be justified and needs a wider public

	consultation.

People **Are there any changes or proposals we haven't included that you think we should consider?**
I don't see any proposals to support people with disabilities and development disorders (e.g. on the autism spectrum) - despite them being some of the most excluded members of the community – nor their carers. There are no proposals to work with Network Rail to make local train stations such as Harringay and Hornsey accessible to parents with pushchairs, elderly people and people with disabilities. At a time of an aging society, this doesn't make any sense.
Take over care for people in needs from private companies, at least control them better on standards for carer and clients. Minimum wages, payment on travel time and cost for traveling from client to client.
Developing services for people needing social care, in particular ending outsourcing to private contractors and working with health care providers (local NHS) to integrate services in ways that support people needing support to live in their own homes and also remain part of the community in which they live.
Improving youth centres. Crime reduction
Youth centred work to support in addressing issues of youth violence and drug dealing.
More day centre facilities are needed in adult social care and you should support existing community centres to provide more of them. There are very few fully wheelchair accessible, cheap venues for community groups to meet. In the social care alliance we have been appalled that the council seems to have no database of housing units which have been adapted or built as suitable for wheelchair users or others with mobility problems. This means that instead of moving a person who needs adaptation into a suitable unit when its occupant moves or dies, often the person without has a whole new adaptation done... or waits a long time because there isn't funding to do it. Some borrowed capital funds should be made available for re-adaptation and modernisation of dwellings that have been made disabled-friendly a long time ago, but which are no longer so due to changes in technology (e.g. bigger electric wheelchairs) or the deteriorating capacities of the tenant over a decade or two.

PLACE - ENVIRONMENT AND NEIGHBOURHOODS	
Savings Proposal	Comments
Licensing scheme for private landlord	[Support] In particular… funding for new homes and licensing of private rented sector Selective Licensing Scheme - I support on social justice grounds, but hope it will improve energy efficiency in private rented sector
Increase in recovery of outstanding debt from unpaid fines	Bringing in more cash by increased parking fines, also helps with environment.
Use new technology to enforce existing rules to stop heavy and high emissions vehicles being driven on smaller roads	I support as way of reducing emissions and encouraging cleaner transport Increase parking permit charges for petrol vehicles with the highest emissions;
Increase parking permit charges for petrol vehicles with the highest emissions	Like to have seen a much bigger emphasis on reducing vehicle emissions in the borough Stop heavy and high emissions vehicles being driven on smaller roads - I support this as a way to reduce pollution on residential roads and near schools and to make streets safer and cleaner to encourage walking and cycling
Increase income by collecting more trade waste	Use new technology to enforce existing rules to stop heavy and high emissions vehicles being driven on smaller roads. Do more for keeping the streets clean Increase income by collecting more trade waste - I hope that this will also lead to more recycling of trade waste.
Reduce the number of staff in the Veolia Contact Centre, who take calls on bin collections and other waste and cleaning services, from 10 to 8	[Oppose] Reduce the number of staff in the Veolia Contact Centre, who take calls on bin collections and other waste and cleaning services. The reduction of staff in Veolia call centre. Will this mean that complaints will no longer be dealt with?
Mechanisation of high street cleansing and ensuring consistent standard across the borough by focusing on outcome	The mechanisation of litter collection would be great. I assume you mean the portable vacuum cleaners that Veolia staff can use and high-pressure hoses to clean the street. Being able to use high pressure hoses to clean the street would be good as some people urinate on the pavement which leaves an odour.
Bring Facilities Management services back in-house	Insourcing wherever possible. This makes services more accountable to the people of the borough and gives greater scope for efficiencies as there is no drive for shareholder profit. Bringing facilities management services in house sounds like a positive move and one which could bring about savings and higher accountability, as long as the skills are in house to deliver this effectively. Insourcing is only good if the services are then provided effectively and there is accountability for poor service. Will be better outsourced.
Automation of aspects of mail services	There is one embrace of automation, but technology has so much more to offer in next generation public services. Where is the radical restructuring of how services are delivered? Where are the spend-to-save such that you are able to

	deliver the more efficient services in the future? You should be operating on a 10 year plan regardless of not knowing your settlement from central government beyond the 5. It would incentivise you to deliver genuine long term structural savings.
Renegotiation on leases on buildings in parks at new rates	[Oppose] if these make costs too expensive for community facilities.
Move to fully electric fleet for parks vehicles	I support this as a way to reduce emissions and as an example of the transition away from petrol and diesel.
Increase income from electric vehicle charging	Two respondents simply expressed support for this proposal Is increasing income from electric vehicle charging not counter to your declaration of a climate emergency? Ok if this based on more charge points, not ok if this increases price charged to users. [Support] Environmental proposals, particularly roll out of more electric car chargers as provision is currently lamentable particularly in N8 where many people want to buy electric vehicles but are put off by lack of facilities. Council suggesting we go to Wood Green to charge is ludicrous.
Parking transformation programme, providing a more efficient and effective service	Does 'parking transformation programme' simply mean creating more CPZ's and charging residents for permits to park outside their property? If so, I am not in favour of this stealth tax. [Oppose] This isn't really very clear, but in general, I'm concerned about the way parking revenue is managed. My partner and I try very hard to observe parking regulations on the odd occasion we are lucky enough to borrow a car on account of my disability, but were recently fined because a tiny sign noted some restriction which was not noted on a sign about 10 times the size. Income generation by trickery isn't a nice feeling for law-abiding borough residents who try to behave responsibly.

Place – Environment and Neighbourhoods **Are there any changes or proposals we haven't included that you think we should consider?**
Trees and parks I support spending more money on the environment as long as it's not green washing as usual. Planting trees while doing nothing to stop the amount of cars on our roads is pointless. No wonder so many children and adults in Haringey are obese when the streets are not worthy to walk on. The parks can't be used in the dark and people don't want to go for a walk next to a mile long queue of traffic. Replacing all street trees where they have been removed and the spot tarmaced over. In Landrock Road 3 trees have been removed. The Council department wanted the residents to pay £250 themselves to replace each tree. Will your commitment to plant new trees include replacing street trees at no cost to residents? You must invest more in parks. They were allowed to get to an appalling state before the removal of Green Flag status and I fear they will be allowed to decline again now it has been restored. Providing support for local greening initiatives from Finsbury Park plant nursery, in the form of saplings, shrubbery,

maintenance equipment and advice - the nursery should be open for therapeutic work with young adults, people with disabilities, older citizens and any other group who is willing to contribute labour.

I was surprised to see (unless I missed it) no mention of: * Bruce Castle museum and park – this unique building and surrounding area should be a focal point for celebrating Haringey's heritage. However the building fabric is badly in need of refurbishment and the park lacks key facilities such as a permanent cafe and toilets. Given that Bruce Castle is also the borough archive and houses a wide variety of artefacts which are key to understanding Haringey's various communities I would have thought that the Council budget might at least indicate concern and what it intends to do about this shameful situation. Even budgeting a small amount to demonstrate that development funding is to be sought would be reassuring. Compared with other London boroughs Bruce Castle and park are currently inadequate as representations of Haringey's history and forward thinking.

Traffic and pollution from vehicles
Very concerned about the desire for a greener environment and the proposed road closures scheme (trial in October) which caused massive bus delays, pollution and created rat runs out of smaller residential roads.

Prevent traffic, charge a lot more for parking spaces. Driving should be seen as more expensive than public transport but children are being driven to school when they live two streets over.

Relocating the Cranford Way Industrial Estate which allows hundreds of Toxic polluting vehicles leave their premises to drive up our road (T Lane) at speed with harmful emissions to our lungs. Many of us have developed Asthma and serious Lung problems as a result. Also change the Law re the Meat refrigeration Company opposite our homes to change their working hours to day time so we can sleep or relocate them elsewhere.

I'd like to have seen a much bigger emphasis on reducing vehicle emissions in the borough.

I would like to see more money allocated to address specifically noise and pollution in the borough, I live on Wightman Road and despite the road safety measures undertaken still feel traffic levels are too high for a residential road like this, which contributes negatively to noise and pollution for residents like me. Traffic filtering or work at the Turnpike Lane junction could help this situation hugely, I know many residents on this road share my concerns.

Building competent cycle highways

More detail plan to improve use + impact of investment by other parties (such as TFL). We need better cycle facilities to reduce car use.

Increase parking charges, parking permit charges and do away with all free staff car parking and charge staff to use their dirty cars.

Friends of the Earth has proposed a levy on parking permit charges for diesel vehicles which could generate £1.8m annual revenue for cleaner greener transport projects while also encouraging a shift to cleaner vehicles and transport modes. This is not reflected in the proposals but I think it should be. Generally, I think the proposals related to the climate emergency need to be much stronger. We have to tax use of fossil fuels heavily at all opportunities and invest the income in fossil-free technology.

Road safety, traffic control, reducing volume and speed of traffic - as has been done successfully in neighbouring boroughs.

There should be more exploration of projects which simultaneously engage and benefit the community, and reduce council costs. These could include: - Provide residents with polite anti-idling cards or stickers (eg 'please turn off your engine -help to save lives'. This could engage residents and save council 'policing' costs - Set up in-house or

community one-stop-shop retrofit teams for private housing as part of Climate Action Plan. This could possibly generate income directly through a sliding scale of charges, and potentially indirectly through training that reduced unemployment and crime. Make 2020 a special Haringey Tree Planting Year, engaging schools and community groups (including vulnerable adults) in a major programme of raising awareness, identifying sites and planting. This could provide savings directly (council planting costs) and indirectly (through tacking mental health, social isolation or exclusion). Increase income by collecting more trade waste. I hope that this will also lead to more recycling of trade waste. Move to fully electric fleet for parks vehicles. In addition to the increase in parking permit charges for petrol vehicles with the highest emissions, a levy on parking permit charges for diesel vehicles. This could generate £1m annual revenue for cleaner, greener transport projects while also encouraging a shift to cleaner vehicles and transport modes. Increase income from fines where possible for anti-social driving and/ or parking.
Fly-tipping Domestic waste collection and fly-tipping Can learn lessons from other London boroughs on how to reduce domestic waste and prevent fly-tipping. Providing free waste and furniture, and extra-large waste for free this would help people to work with the council, rather than treating them as criminals. Fly-tipping becomes more of health and safe issue and it's gone out of control. Not seen much done by Haringey to stop this.

PLACE – HOUSING AND ECONOMY	
Savings proposal	**Comments**
Set up Community Benefit Society which will lease properties bought by the council to people in need of housing	Stop spending extra money on social housing when the rest of the working population has to suffer cuts.
Charge Homes for Haringey for Carbon Management Team work	Not sure why Homes for Haringey is to pay for the carbon management team.
Reduction in North Tottenham regeneration revenue budgets	You're failing Tottenham residents – the streets are filthy
Increase charge to Housing Revenue Account of regeneration work for work on estates and delivery of new housing	The proposals for financial changes between the wholly owned Haringey Homes Arm's Length Management Organisation (ALMO) and Haringey Council are not genuine savings. These merely move the spending from Haringey Council to Haringey Homes. This means that the budget cuts will be applied to council tenants, who are among the poorest in the borough. There are genuine opportunities for savings. Haringey Homes has a Department for Corporate affairs with its own director and secretariat. One can understand why Amazon might have a Department for Corporate Affairs but it's a mystery why Haringey Homes should have one. This is simply a waste of tenants' rent and service charge monies. It is clear from the Housing and Place proposals that Haringey Council already wastes council taxpayers' money in dialogue with the Haringey Homes Corporate Affairs Department. Instead of shifting the financial burden

	from council taxpayers to council tenants, Haringey Council should legally, rather than physically, move the operational services for tenants and leaseholder from Haringey Homes to Haringey Council. Many councils have managed to make savings of up to 30% of the housing revenue account by winding up their equivalent ALMO organisations. This means that Haringey Council have already wasted tens of millions of pounds. Haringey Council should arrange for an efficient plan to end the waste of council tenants and council taxpayers' money to be put in place.
Restructure senior management in Housing, Regeneration and Planning	Proposal supported by some who expressed general support for reducing staff at a senior level. "Far too many managers earning way too much for very little." [Proposals] NOT acceptable if they risk adversely affecting service provision or staffing levels or are carried out without genuine consultation.
Income from outdoor media including rental income for digital billboards and other digital displays	One response in support
Increase income by carrying out overdue rent reviews	Not clear what other kinds of building 'rent reviews' cover but community centres ALL need subsidised rents to survive and give good social value for them.
Increase income from Mobile Operators and Infrastructure providers	The ones I particularly support are… increase income from Mobile Operators and Infrastructure providers

Housing and economy **Are there any changes or proposals we haven't included that you think we should consider?**
Self-build housing: The Housing and Planning Act 2016 requires all Local Authorities in England to grant sufficient 'development permissions' to meet the demand for Custom and Self-build housing in their area, as established by their register, on a rolling basis.
Several respondents suggested bringing housing management back in house, for example: Bring housing management back in house: the cost of managing the Haringey's housing stock by an Arm's Length Management Organisation compared to direct management was estimated at £500,000 per annum in 2015. There were once 20 ALMOS in London, now there are only five, because boroughs have brought these services back in house to eliminate duplication of services. Homes for Haringey has a long-term negative direction of travel on resident satisfaction. Haringey Council should close the ALMO and bring housing management back in house.
Scrap so-called 'Affordable' Rents: Haringey Council has 18 properties with Affordable Rents which are more than double normal council rents, £228.13 pw rather than £101.97 for a two bed. These rents do not comply with Schedule C of Haringey Council's Housing Strategy. They should be converted to the Social Rents paid by the rest of the borough's 15,000 council tenants. The cost of this would be £125,000 a year, from a rental income of £83 million for the whole stock. Haringey Council should be proud to stand up against unaffordable rents
Four respondents raised concerns about the level of tenant service charges, and the lack on consultation on this subject, for example: Provide information and consultation on tenant service charges: Service charges are a leading cause of family poverty in the UK. NO detail has been provided about proposed changes to the 21 weekly tenant service charges, which are an integral part of the Gross Rent which tenants have to pay. We need and deserve proper public oversight and consultation on all proposed increases. These charges are not an unproblematic book keeping exercise, because additional costs can be added to any service charge, and this has been done on many

occasions. It is wrong that 8,000 tenants around the borough pay through our service charges for clean-ups after Tottenham Hotspur events. This should not be allowed in 2020/21.
Developers need to pay much more for local infrastructure.
Should consider how you will be boosting office and industry space to bring more revenue into Haringey. Islington is doing this successfully.

YOUR COUNCIL	
Savings Proposal	**Comments**
Reduction in paper use	Two expressions of support
Increase in detection of fraud, joining up with boroughs across London	One expression of support
Reduction in grant to Alexandra Palace and Park Charitable Trust from £1,950k (revenue)	One opposed if risk of adversely affecting service provision
Redesign of Libraries Service to make full of the buildings and space	I was glad to see continuing spending on libraries in 2021 -2023. By maintaining and funding all nine of Haringey's branch and main libraries it should be possible to ensure that the buildings and contents are available and fully accessible to members of all local communities, whatever their age and physical abilities. Some sensible combining of services shows you are thinking hard. Investing in libraries is also a positive. Good to see support for libraries I support all the proposals and am glad to see that, even with the punishing cuts imposed by government, Haringey council is innovating as well as sustaining important services like libraries. The libraries should operate as business incubators helping to grow the service sector in the area. One submission was opposed to the libraries proposal: Please stop using space for books and other types of literature and learning with council services selling parking permits as you have done in Wood Green Library. Our libraries need to be for reading and learning, they are precious especially for disadvantaged children who have nowhere quiet to study and just be.
Extend approach to redesigning front and back office services by improving digital offer and processes	[Suggestion for] Hack Days where the public + SMEs can look in detail at way to improve service outcome at low cost, but like the digital service proposals. [Proposal for] Careful scrutiny of a greater reliance on digital, and electronic means of accessing services - this runs the risk of disenfranchising older people, poorer people and those whose first language is not English.

	Please consider impact of cuts on older people who are not internet users. Making everything digital increases their demand for special advice and support services - they need paper information or phone responses.
Increase income from film companies who want to film in the borough	Should increase charges for filming
Increase the number of sites for street digital advertising	Should increase charges for street digital ads similar to neighbouring towns.
Review corporate services and reduce number of posts	The following are NOT acceptable if they risk adversely affecting service provision or staffing levels or are carried out without genuine consultation: 'Restructure Senior Management in Housing, Regeneration and Planning'; 'Efficiency savings from the Finance Directorate'; Reduction in grant to Alexandra Palace and Park Charitable Trust from £1,950k (revenue)' 'Review corporate services and reduce number of posts' [Opposed to] Staff reductions. Easy to make but runs the risk of losing the very talent we need to get us through the next few years

Your Council **Are there any changes or proposals we haven't included that you think we should consider?**
I was surprised to see no mention of the Fairness Commission - I had expected that the budget might include a sum which would indicate that the outcomes of the Fairness Commission will entail some spending over the next five years even if, at this stage, it is not clear which recommendations are likely to be taken up.
Stop printing and sending out pointless council newsletters. Get rid of your 'estate agency' arm. Stop wasting money on anti-fly tipping posters that don't work, stop wining and dining developers, stop funnelling revenue from the poorest parts of the borough into maintaining and improving the richest parts.
Minimising number councillors. We don't need too many councillors to do too minimal jobs. Or can have part time councillors to save money.
Have economies of scale from combining with other boroughs been sufficiently explored? (in many service fields).
Haringey Council needs to be financially accountable and transparent... All council buildings, leases and services should be sold or let under a commercial contract with maximising the income and receipts in mind. Where a party under contract provides a discounted or free service that is directly of benefit to Haringey residents that organisation should receive a grant for the provision of the service…Most councils moved to this transparent way of charging for their buildings decades ago. This means that an organisation that stops providing services for residents commissioned by Haringey can no longer hang onto free use of the building because their grant would be stopped.

GENERAL COMMENTS

Roughly equal numbers expressed support for the Council Tax increase (8) / opposed to council tax increase (9) while another 5 were in support subject to conditions: two respondents wanted increase targeting at higher incomes. A further two were against full rebates for families in receipt of benefits. One was in support on the condition that councillors' allowances were reduced.

Theme	**Comments**
Agree to entire consultation (12)	Overall, they're good, but they're not forward thinking and radical enough.

	I support all the proposals generally All seem sensible [Agree with] most of them - certainly increasing council tax (protecting those really unable to pay)
Disagree with the entire or most of the consultation (4)	An increased focus on decreasing business rates - to bring our high streets back. making local businesses more accessible offering parking flexibility None which raise the amount - you've raised it too much already I don't think cuts to social care, housing budgets, Veolia management or anything else should take priority over bungs to developers or council staff bonuses. The majority of your so-called savings are actually charging a load of extra fees. Find some actual savings.
Agree with Council Tax increase (13: 8 +5 with conditions)	I support all the proposals and am glad to see that, even with the punishing cuts imposed by government, Haringey Council is innovating as well as sustaining important services like libraries. I would support increase in Council Tax only if councillors agree to reduce their salary by 5% and agree to give number of benefits and allowances they claim annually. I'm happy with the proposals to increase council tax and allocating money for social care. Acknowledging the difficulties faced by LA's as a result of Central Government funding cuts, I have no personal objection to the increase in council tax. That said, it is something which hits those on low incomes disproportionately and mitigations need to be put in place to support those who will be most affected by this increase. Furthermore, whilst I walk around Crouch End, Muswell Hill and Highgate and notice clean streets, empty bins and traffic controlled areas - the same cannot be said for Tottenham. Perhaps more focus on the Wood Green/Tottenham side of the borough would be a beneficial use of Council Tax resource.
Disagree with council tax increase (9)	It's not fair to tax hardworking taxpayers more and more and more every single year. Such a big increase in council tax, especially after the freeze. 3% is more than enough. I'm concerned about a rise in council tax as a disabled person on very limited income but who doesn't qualify for council tax relief because I don't have children. I'm sure many other people on low incomes in the borough will also struggle to pay a higher rate of council tax, whether as a result of disability or some other reason. Any increase should be targeted at residents with higher incomes, if it is possible to identify them apart from in terms of banding of homes for the purposes of council tax (which is a blunt tool at best in this context). People live on basic wages not meeting the benefit threshold will be impact by proposed council tax. Council Tax far too high already. I live in a very small attic flat and it is extortionate for very poor services and as a Pensioner.

	Disagree with the council tax increase for everyone, the tax increase should be for people earning over £30-40k and own their property. DO NOT INCREASE COUNCIL TAX on people who are working in a legitimate job. We are NOT getting value for money as it is as there are too many other groups, who do not contribute, but wait with hands outstretched expecting Council help.

Question 4 We have legal duty to test our proposal to ensure that they do not have any unfair or unequal impact on different group of people within the community. In considering our proposal please let us know if you think there will be any specific equality impacts.	Comments
General comments on the consultation exercise	No publicity about this consultation on local newspapers or HARINGEY People Yes you have failed to publicise enough so everyone could put their thoughts forward. Systematically designed this survey not given enough time (Up to 12 weeks consultation required) and support for people to give their voice. No public events so people, get involved to express their concerns about this proposal. The following are NOT acceptable if they risk adversely affecting service provision or staffing levels or are carried out without genuine consultation Insufficient info. is provided for me to make any meaningful comment Haringey Council's failure to tell tenants about proposed service charges is discriminatory against council tenants, against people with low incomes and low savings, against BAME residents, against female headed households, and against single parent households, all of whom are disproportionately represented amongst service charge paying council tenants.
Disability	Older people, particularly those living with impairments and chronic conditions do not seem to figure in the proposals Clearly, cutting transport spend for disabled children will have an equality outcome.
Age	Please consider impact of cuts on older people who are not internet users. Making everything digital increases their demand for special advice and support services - they need paper information or phone responses. Careful scrutiny of a greater reliance on digital, and electronic means of accessing services- this runs the risk of disenfranchising older people, poorer people and those whose first language is not English.

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Appendix 11 - Budget Scrutiny Recommendations

Housing and Regeneration Scrutiny Panel					
Ref	**MTFS Proposal**	**Further info requested by the Panel (if appropriate)**	**Recommendation**	**Cabinet Response Required (Yes/No)**	**Director Response**
EC02	Reduction of North Tottenham revenue budgets		The Panel was concerned that levels of engagement with the local community could fall as a consequence of the budget reductions. The Panel recommends that the Cabinet give consideration to what measures would be necessary to mitigate this.	Yes	This savings proposal is linked to a proposed capital budget for Northumberland Park, to be targeted at investments in the station and the area around the estate, as an overarching approach to estate improvements is developed. The new capital budget will now provide for some costs previously charged to revenue. It is not proposed that there are any reductions in the number of staff, including engagement officers, in the North Tottenham team as part of this proposal.
EC08	Income from Outdoor Media – Strand 2 (Rental payments from outdoor media companies)	Details of the number and type of buildings to be used for the outdoor advertisements that are proposed. Details of Haringey Council's advertising policy.	The Panel had concerns about the potential for over-commercialisation of Council-owned buildings and public spaces through their use as hosts for advertisements from outdoor media companies. However, the Panel was not provided with sufficient information about the nature of the sites that would be used for this and the size of the advertisements.	Yes	Outdoor Media comprises a variety of types. Street screens are part of an exclusive contract with Clear Channel which has seen in 2019 the replacement of paper backlit screens (which have been located along the Wood Green High Road for the last 20+ years) by digital screens. Fewer digital screens are installed as media can be changed frequently so offering access to more advertisers. The content of the advertisements is controlled by a policy that is incorporated

					into the contract to enable the Council to utilise the technology for its own messages and to control the type of advertisement to prevent unacceptable advertisements as well as preventing the promotion of unhealthy foods and beverages. It is intended that larger billboard and other property-based opportunities' advertising is subject to a concessions contract tender to be placed in the near future. As such no sites are identified except for a single paper billboard site that already exists near the Leeside Industrial Estate. The successful tenderer(s) would need to identify potential sites and obtain town planning consent. The content of advertisements would be controlled by the policy that is already in use for street screens, although it may be updated to reflect the larger sizes and impact of the installations. The relevant policy has been sent to the Overview and Scrutiny Committee.
EC10	Strategic Property Unit – New Income 5G		The Panel noted that mobile phone masts can potentially cause damage to buildings when attached to them and that some residents in the immediate vicinity may be concerned about potential	Yes	The Council will always be cautious, and the types/locations used for this purpose. The commercial portfolio includes a small number of roof top aerial and mast locations on rooftops across the Borough to provide 4G communications, which

			health risks caused by mobile phone signals. The Panel recommended that caution be exercised about the type and location of Council-owned buildings used for this purpose.		have been in place for several decades with 2 and 3G in earlier years. Small cell relays are also installed on lamp posts under a contract with Arqiva that is now in its fifth year of ten. It is proposed that a tender will be issued in the near future to enable the future 5G technology to be available across Haringey as part of the Borough Plan for economic growth and connected communities. LSH has been appointed to review existing licences for access to rooftops for aerials and masts to enable 4G communications. In addition, they have been asked to advise the Council on a digital policy which will address historic health fears and establish a methodology to secure better communications across the Borough. This technology will be across some of the Council's buildings but predominantly across the street assets as 5G requires closer spacing of relays due to the shorter distance capability of the 5G signal.
Various	HRA		Concerns were expressed about additional charges being added to the Housing Revenue Account (HRA) which is under pressure and	Yes	The proposed new recharges to the Housing Revenue Account fall into two separate categories. The first relates to the work of the Carbon Management team, where it is proposed that the HRA

			that movements of cost from the General Fund to the HRA risks delaying repairs and improvements to the communal areas of housing estates. The Committee requested clarity on what is being proposed in relation to the additional charges added to the Housing Revenue Account		be recharged for the work on the renewing the district heating network at Broadwater Farm, and to support the best possible energy performance in the emerging Council housing development programme. The second relates to the work of the Regeneration team, where it is proposed that the HRA be recharged for work on improvements to existing Council housing estates, and to support the Council housing development programme by bringing forward large and complex sites. The emerging HRA business plan absorbs these costs without putting any pressure on current or future plans to maintain and improve Council housing stock

Environment and Community Safety Panel – Place Priority					
Ref	**MTFS Proposal**	**Further info requested (if appropriate)**	**Comments/Recommendation**	**Cabinet Response Req'd (Yes/No)**	**Director Response**
PL01 & PL03	Selective Licensing/CCTV enforcement of weight limits and emissions through ANPR/DVLA check	The Panel requested that Cabinet provide further evidence of the feasibility of achieving these two net savings targets. The Panel also sought further assurance from Cabinet around the enforcement activities that would be in place to ensure compliance and, ultimately, ensure that the stated income levels were achieved. As a specific example, the Panel commented that there were two cameras already in place at either end of Wightman Road to enforce against weight limits for vehicular traffic. However, HGVs continued to use this road regularly with over 1400 incidents in 2018 and approximately 2,000 incidents so far in 2019. How would Cabinet ensure that robust enforcement would be carried out in relation to PL03, if existing enforcement activities on weight limits on Wightman Road were only partially successful?	The Panel welcomed the savings proposals. It noted the significant level of savings set out in both schemes (£239K & £642k respectively) but questioned the extent to which these net savings were achievable.	Yes	**PL01:** The proposed Selective Licence scheme will bring in a significant investment in resources to regulate and support the Private Rented Sector. The proposal is for a Selective Licensing fee of £600 and assumes 60% of the Borough will be licenced. Whilst there is further work to be done given previous work and the proliferation of PRS in the borough it would be likely that 60% threshold could be reached. The proposal is subject to consultation, Cabinet approval and Secretary of States approval. Saving relate to existing costs of established positions, the savings will be met from a reduction of core staffing funding gross budget in 2021/22. Initially the scheme will see an additional member of staff to ensure compliance and administration in the first year of the scheme.

					In line with policy, we will maximise the use of additional fee income recharges against ancillary services, overheads, training costs during service delivery. The five-year scheme will have an additional Enforcement Officer over the 5 years which is an investment in Enforcement staff. The team will use its experience from the additional Licencing scheme and intelligence models to identify and properties which require a licence to ensure that income levels are brought in over the 5 year period. All surplus income generated from the scheme needs to be ring fenced for housing improvement objectives. **PL03** This enforcement while important to residents is relatively new and has been secondary to parking and other traffic violation i.e. bus lanes and yellow box junctions. We are now focusing on the enforcement of weight restrictions and the estimated income levels may be exceeded

					or may require additional capital investment as the programme roll outs. We are also working with neighbouring boroughs whom have rolled out similar projects to identify best practise.
PL6	Contract Centre Efficiencies		The Panel raised concerns with saving proposal PL06 in relation to the loss of two staff members from the Veolia Contact Centre. The Panel were clear that waste, recycling and cleansing services were a key area of concern for residents and questioned the necessity and impact of making this saving. The Panel noted the mitigation that management sought to channel shift customers online but were concerned about the equalities impact of this as well as a lower level of responsiveness overall. The Panel requested that Cabinet reconsider this saving proposal in light of the potential impact on the level of service to our residents and the relatively small net saving achieved as a result.	Yes	The Veolia Contact Centre consistently provides high standards of call handling and customer response. 93% of calls are answered within 30 seconds. The average call time is two and a half minutes. Less than 1% of calls are dropped. Customers increasingly want to access services via electronic media such as web and app delivery. The Our Haringey app is the most common source of reporting for street cleansing issues and enquiries. 75% of street cleansing reports are made via the app with email and telephone contact accounting for 13% and 8% respectively. The remaining contacts are via twitter, web form or other media. Telephone is a more popular route for reporting missed collections. There is scope to make this simpler to report on line. We have invested in web enabled subscriptions including direct debits for charged services such as garden waste. This trend is expected to continue rather than diminish and more of

					our services will be designed for electronic delivery. We will always retain telephone contact for those customers that require it but increasingly this is becoming a smaller part of our business. As we increase use of electronic media and e-forms our back office processing and data entry requirements diminish. Given the significant lead in to the proposed savings we would expect to manage the savings through natural staff turnover rather than redundancy.
PL8	FM Transformation	The Panel suggested that some of the staff affected had been treated poorly by the Council and the Panel would like assurance that the organisation would ensure that adequate training and support for staff was in place for those being transferred. The Panel would also like assurances that staff coming back into the organisation would be recycled into other roles, where that service was subject to staffing reductions and that in general, redeployment of staff was done in an imaginative, compassionate and constructive manner.	In light of the proposal for FM Transformation (PL08) and the commercial exit from the incumbent FM contract and the TUPE transfer of staff back to the Council, the Panel requested that Cabinet give consideration as to what lessons could be learnt for the future.	Yes	Noted
PL13	EV Charging	The Panel requested that Cabinet provide assurances of how the additional roll out of EV charging points would be communicated	The Panel broadly welcomed proposals to increase the number of Electric Vehicle charging points across the Borough	No	Noted

		across the borough, including the impact on specific locations i.e. loss of individual parking spaces. The Panel also requested that Cabinet provide further information on the roll-out and equitable distribution of charging points across the borough. The Panel would to know how will this would be done, what locations were proposed and the timescales involved. Furthermore, how would all of this be communicated to residents and local businesses?	(PL13). In the context of recent concerns relayed to the Panel around consultation and engagement, the Panel set out the importance of clear and effective communication with residents and local businesses.		

Children and Young People's Panel – Children's Services					
Ref	**MTFS Proposal**	**Further info requested by the Panel (if appropriate)**	**Comments/Recommendation**	**Cabinet Response Req'd (Yes/No)**	**Director Response**
PE09	0-19 year old public health commissioned services - a new integrated commissioned service delivery model		Panel Members queried the presentation of a budget reduction in the Public Health Service as having a positive impact. It noted that health visiting had previously been targeted, with parents only receiving a small number of visits. However, the service had now been transformed and increased its reach against the five health visiting mandated areas. The proposed savings were to be achieved through merging the health visiting and school nursing services. This would lead to natural efficiencies through less duplication and back office savings. Public health grant funding was ring fenced and the savings achieved would need to be deployed elsewhere within Public Health. The Panel noted that the provider for health visiting was Whittington Health. 92% of parents were currently receiving a new birth visit between 10 and 14 days of the birth. 78% of parents were receiving a 6 to 8 week visit. Although this represented an improvement, further progress still needed to be made.	No	Noted
120	Children's Services Estate - Capital Maintenance		The Panel noted that the main capital investment that was planned was in respect of schools estate maintenance. A swathe of surveys of the schools estate had taken	No	Noted

			place during the last 18 months and these had revealed its condition. An additional amount of £10 million per year for five years had been put into the capital budget to fund the work that was required. It was noted that the government only provided a grant of £3 million per year. However, the amounts that had been allocated were still not enough to cover all of the work that was required. The Council was currently developing an asset management plan which would assist in the setting of priorities. It was agreed that a report be submitted to a future meeting of the Panel on the challenges that schools estates were facing. The Panel noted that the additional funding would cover all the Children's Services estate and not just schools. It was accepted that the amount that had been allocated was indicative but the need for investment needed to be balanced against the pressure on the Council's revenue budget, which was under pressure and would be affected by additional borrowing costs. The Asset Management Plan and the Capital Strategy would contain additional detail on the proposals including scheduling and priorities. In respect of deliverability, current performance showed an improvement so that was an increased level of confidence. The Director of Children's Services commented that a lot of preparatory work had been undertaken in the past year on the		

			schools estate due to its maintenance being given a higher priority. Specific criteria was being used to prioritise work that was based on the degree of urgency. In addition, consideration was also given to the priorities of individual schools. Further detail could be provided in a report to a future meeting. The Cabinet Member stated that there was a massive need for repairs in schools and as much as possible had been allocated for this work. However, there were longer term issues that needed to be considered, such as the future school population. The Panel noted that there would be a regular cycle of reports to inform and guide the work that was undertaken, including the pupil place planning reports. The environmental impact of work would be considered as part of the process.		

Adults & Health Scrutiny Panel					
Ref	**MTFS Proposal**	**Further info requested by the Panel (if appropriate)**	**Recommendation**	**Cabinet Response Required (Yes/No)**	**Director Response**
PE01	Public Health Lifestyles		The Panel noted this savings proposal but was concerned about the potential negative impact on public health outcomes. The Panel requested that progress on public health targets/performance indicators continue to be reported to the Scrutiny Panel for future monitoring.	Yes	The concerns of the scrutiny committee are noted. Implementation of savings is from 2021 onwards and we will work to ensure any negative impacts on outcomes are mitigated. Scrutiny can receive reports on performance and public health targets such as smoking prevalence as requested.
PE02 and Capital Scheme 220	Osborne Grove Redevelopment	The Panel requested further information on a number of points: - Why has the Capital cost of the Osborne Grove proposals had quadrupled to around £30m since the original proposals? - What projections have been made about the expected demand in the market given the financial risks associated by unused places in future years?	Although the Panel could see that this initial years' saving would be made, in light of the questions raised the Panel wished to record its concerns that there could be a financial risk to the Council in future years if the new nursing home did not run at full capacity.	Yes	Cabinet welcomes the interest of Adults and Health Scrutiny Panel in the exciting redevelopment of Osborne Grove Nursing Home which will enable in-borough provision of nursing care in future years. The Council and the Clinical Commissioning Group have been working together on demand for nursing care for Haringey. In addition, the Council is working closely

		- How does the projected build cost per bed compare with other similar new care homes? - What is the current number of clients and estimated cost of care for the current financial year for out of borough placements due to the unavailability of space at Osborne Grove?			with the four other boroughs in North Central London (NCL) to ensure stronger working on capacity, demand and quality improvement across nursing care. Across both strands, there remains a strong case for in-borough nursing care and for safeguarding nursing care provision within the NCL area. Cabinet would welcome OSC reviewing how the new Osborne Grove facility is operating once open.
Capital programme (217 to 220)	Various		The Panel welcomed the information provided about the capital programme but did not feel that it was in a position to make detailed recommendations on the specific proposals as it did not yet have access to the relevant business plans and detailed financial information. However, the Panel wishes to continue to monitor the proposals and therefore recommends that: a) As further information becomes available for each of the capital programmes	Yes	Cabinet supports the continued focus on developing the Council's capital assets and on ensuring alignment of the capital and revenue investment and spend across Adults and Health. The capital programme is a financial framework. Information on individual business cases will go through the normal governance processes and those which relate to key

			this is provided to the Panel for further scrutiny via the Panel's budget monitoring reports throughout the year. b) Details of these capital proposals and all future ongoing capital projects should be brought to the annual budget scrutiny meeting of the Panel and not just the 'new proposals'.		decisions will normally go through Cabinet, therefore OSC will have the opportunity to receive and understand these as and when the schemes reach this stage.
General	Budget information provided to Scrutiny Panels		The Panel took the view that the information provided with the agenda papers was not sufficient to understand the overall changes of the proposed Adults & Health budget in 2020/21 (and subsequent years) as compared to the previous year. Information that would be required for this purpose includes: - the full extent of budget savings that are taking effect in 2020/21 (and subsequent years), including those that were submitted to scrutiny panels in previous years and not just 'new' savings proposals. - changes to the budget caused by 'policy growth', e.g. changes resulting from the London Living Wage. - changes to the budget caused by 'demographic growth' - additional funds originating from internal Council sources such as	Yes	Cabinet recognises that scrutiny of the budget proposals is an important part of the annual Budget development process. Cabinet welcomes the constructive feedback provided. The draft Cabinet report produced in December provides the detailed information regarding proposed changes to Service budgets and this will be provided to Panels / Committee in the future along with the detail of savings and capital expenditure agreed in prior years' processes.

			reserves being used to mitigate any budget gap. - additional funds originating from external Council sources such as government grants. - additional funds originating from the Adult Social Care precept. The Panel therefore recommends that future agenda papers for budget scrutiny meetings for all four Scrutiny Panels should include: a) A breakdown of all the important factors affecting the overall budget (for the Panel's relevant budget area) for all relevant years that the Panel is scrutinising, including all savings proposals, policy growth, demographic growth, other pressures, any additional funding from internal or external sources and any other relevant factors. b) In addition to the details of new savings proposals, all Scrutiny Panels should be provided with their relevant section of the MTFS Savings Tracker to enable them to monitor ongoing savings proposals that were		

			submitted to that Scrutiny Panel in previous years but that take effect during any relevant years that the Panel is scrutinising.[1] c) That the relevant sections of the MTFS Savings Tracker provided to the Scrutiny Panels should include a column that provides details of the date of the meeting at which each savings proposal was originally considered by that Scrutiny Panel.		
General	Risks associated with Government grants	Information about any contingency plans to mitigate against circumstances where Government grants are not available to cover budget gaps in future years.	The Panel noted that pressures on the overall Adults & Health budget had been balanced by a new grant from the Government of £4.9m. The Panel was concerned about the risks associated with this given that Government grants of this nature cannot necessarily be relied upon in future years. The Panel requested further information on what contingency plans exist to mitigate against this should such grants not be available in future years.	Yes	The 2020/21 Budget and 2020-2025 MTFS report clearly acknowledges the risk to the MTFS of grant changes beyond 2020/21. Close attention will continue to be paid to this over the coming months and any resultant impact on the MTFS for 2021/22 and beyond will be addressed in future Budget updates.

[1] A recent version of the MTFS Savings Tracker was provided in the Cabinet agenda papers for its meeting on 10th Dec 2019 and can be viewed from page 59 at https://www.minutes.haringey.gov.uk/documents/g9155/Public%20reports%20pack%2010th-Dec-2019%2018.30%20Cabinet.pdf?T=10

Ongoing Savings[2]	Haringey Learning Disability Partnership	An explanation of the reasons for a shortfall in the expected savings and of what action is being taken.	The Panel expressed concern about the shortfall in the expected savings on this proposal and requested further information to explain why this had occurred, what action is being taken to rectify this.	Yes	n.b. this Recommendation appears to be in relation to in year budget monitoring rather than scrutiny of the 2020/21 Budget / MTFS proposals. This will be addressed as part of the regular Budget updates to Cabinet

[2] This relates to a previous savings proposal considered by the Panel in Dec 2017 – see B2.8 in the MTFS Savings Tracker for further details.

Overview and Scrutiny Committee – Your Council					
Ref	**MTFS Proposal**	**Further info requested by the Panel (if appropriate)**	**Comments/Recommendation**	**Cabinet Response Req'd (Yes/No)**	**Director Response**
YC02	Income from joining the London Counter-Fraud Hub.		The Committee noted that this proposal was contingent on at least 26 other local authorities signing up to the scheme and that discussions were ongoing. The saving therefore was not certain to go ahead. OSC felt that this saving was somewhat theoretical and would like assurance of how the £50K would be generated if the Counter-Fraud Hub did not proceed. The Committee would also like assurance that Cabinet would monitor this scheme to ensure that income generated through fraud prevention was maximised and, where possible, opportunities were explored to generate further income above the stated £50k.	Yes	In the absence of the London Counter Fraud Hub (LCFH) going ahead, the Audit team will use the National Fraud Initiative (NFI) to deliver the £50k income identified in the savings proposal. The Audit team have already carried out detailed work using the NFI, and although the NFI is not as precise as the LCFH, the NFI will deliver the additional income. Discussions around the model and design of the Fraud Hub are continuing and are likely to evolve. Once these are finalised, the Audit team will seek to maximise the benefits of the technology of the Hub and seek to identify and generate additional income over and above the £50k identified where possible. Delivery of savings will be reported to the Corporate Committee and Cabinet.
YC05	Alexandra Park and Palace Charitable Trust (APPCT).	The Committee requested further information about how APPCT would mitigate the budget gap that would arise from a reduction in the	The Committee commented that there was a lack of detail around the potential impact on APPCT as a result of the proposed reduction in grant funding.	Yes	The APPCT were first informally notified of the possibility of a reduction in their revenue grant funding more than 12 months ago.

		revenue grant received from the Council.	The Committee were particularly concerned that the reduction would impact some of the Trust's outreach work as well its ability to provide free access to community events and inclusive exhibitions. The Committee were also concerned about any reduction in events and exhibitions that were disability friendly. The Committee requested that Cabinet provide assurance that conversations were taking place with the Palace to mitigate the concerns outlined above.		It is recognised that the Chief Executive of APPCT has written to advise *"Whilst we fully understand the pressures that the Local Authority is under we feel that the Trust's finances are too fragile and uncertain to absorb and sustain a cut of this size at this time. The Trustee Board therefore would recommend that, if the cut to the Trust's funding cannot be avoided, that it is delayed by at least 12 months".* Their response is being provided in full as part of the report to Cabinet and the Council on the outcome of the public consultation on the Council's Budget and MTFS. While noting that the proposed level of funding reduction would consequently increase the level of financial pressure upon the APPCT, they themselves recognise that the revenue grant from the Council has been stable for some years. Given that the Council's level of resources has dropped substantially over that period, which has necessitated cuts in Council services, it is considered that the proposed approach to the APPCT 2020/21 grant is reasonable and that the size of their business should afford them adequate opportunities to mitigate the impact of the grant reduction.
YC06	Re-imagining Libraries	The Committee would like further information about where the savings would come from, given the commitment that the number of libraries and existing	The Committee raised some concerns about the viability and deliverability of some of the schemes set out in this proposal and would like assurance that the proposed activities were sustainable and there	Yes	The Cabinet would welcome further OSC scrutiny/engagement on our future service offer from libraries. Cabinet is fully committed to ensuring that library buildings are used to their full capacity.

		opening times would be maintained The Committee would also like clarification about what the term co-ordinated opening hours meant and whether libraries would be unstaffed, for example.	was a demand for them. The Committee feels strongly that the Council needs to retain libraries and to protect their core function as a library. Where it is proposed to generate additional revenue by creating and letting workspaces, local start-ups and community and voluntary groups should be given priority with concessionary rates where possible. The Committee would like Cabinet commitment and engagement for further scrutiny work to take place around this proposal and the future service offer in libraries.		The figures quoted refer to income generation and are based on circa 60 workspaces calculated on a monthly fee of approx. £100pm for each workspace. Research indicates that other existing providers fees range from £100pm to £350pm depending on location. There have been initial conversations with WimbleTech https://wimbletech.com/ a not for profit organisation delivering workspace provision in libraries in other Boroughs. They are keen to get involved and feel that there is potential. The Highgate Friends group also feel it would be well received there. The proposal utilises spaces, predominantly on the first floor that are not used for the core library function. Therefore, the core library function will not be affected. There is an expectation that improving spaces and with a more proactive approach to marketing will result in an increase in room hire income. There are no plans to change opening hours, or for any of the current open hours to be unstaffed. The term 'coordinated hours' referred to the extended community use/workspace offer.
YC07	Extending FOBO approach across Council Services		OSC have followed the journey of FOBO/Community First closely and emphasise that we would not like to see an improved service offer for some residents coming at the expense of other groups. Particularly	Yes	The Customer First programme will build on the changes the Council has made over the last two years, which have enabled those people who want to connect through online channels to do so and freed up time in traditional channels

			in terms of those that do not use information technology or have complex or urgent needs.		of face-to-face and telephone to ensure those with urgent and complex needs to receive the targeted support they need. This approach has, for example, seen significant reductions in Housing Benefit processing times, which has enabled people with complex cases to receive more thorough support. The approaches developed in the last year will be applied to a broader range of Council services with the explicit aim of freeing up time for more complex and urgent interactions.
YC12	Capitalisation of IT infrastructure staff.	The Committee requested further information on the figures presented in relation to this proposal. In particular, the Committee sought clarification on the discrepancy between the estimated £416k staff cost savings from capitalisation and the £345k figure outlined in the financial benefits summary section of this saving.		No	Noted

Appendix 12 - Equality Impact Assessment
Budget Report (2020/21) and Medium Term Financial Strategy 2020/21 – 2024/25

January 2020

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1. Introduction

1.1. Purpose of report

This report considers the implications of the proposals in the 2020/21 Budget Report and Medium-Term Financial Strategy Proposals (MTFS) on groups of residents who share the protected characteristics defined in the Equality Act 2010.

Wherever relevant, service areas have carried out EqIAs for each individual MTFS proposals. This report considers the cumulative impact of those savings and the ways in which negative impacts across the Council might be minimised or avoided. In addition, this report considers the wider context internal and external to Haringey Council in terms of potential equalities impact.

1.2. Public Sector Equality Duty

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 the protected characteristics and those who do not
- Foster good relations between people who share the protected characteristics and those who do not

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty. These are sometimes referred to as the three aims or arms of the general equality duty.

Haringey Council also has specific duties to publish information to demonstrate compliance with the Equality Duty, at least annually; and to set and publish equality objectives, at least every four years. This includes publishing information relating to people who are affected by our policies and practices who share protected characteristics

Haringey Council undertakes Equality Impact Assessments (EqIAs) on significant changes to policy or services and decisions that may impact on individuals or groups protected under the Equality Act 2010.

Equality Impact Assessments enable to Council to:

- Demonstrate due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts of decisions on individuals and groups with protected characteristics and plan mitigating action accordingly
- Identify additional opportunities to advance equality within policies, strategies, and services

Haringey Council guidance stipulates that EqIAs should:

- Contain enough relevant information on the groups likely to be affected by a decision to enable the Council to demonstrate that it has had due regard for the aims of the equality duty in its decision making
- Consider ways of mitigating or avoiding any adverse impacts

EqIAs need to be proportionate to the decision being made. All proposals for changes in policy, practice, procedure, budgets are screened to establish whether a full EqIA is needed to inform the decision-taker.

Further detail on EqIAs in Haringey Council, including contextual information, published EqIAs and how to complete an EqIA is available on the Haringey website[1].

1.3. Equalities profile of Haringey

The total population of the borough is 254,926 according to the 2011 Census.

In terms of equality, demographics break down as follows:

Gender:

- 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

Age:

- Haringey has a relatively young population with a quarter of the population under the age of 20
- 91% of the population is aged under 65 (89% London; 83% England)

Ethnicity:

- Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities (55% for London; 20% England)
- The proportion of non-White British communities varies across the different wards from 35.2% in Muswell Hill to 83.4% in Northumberland Park

Religion:

- Haringey is one of the most religiously diverse places in the UK
- The most common religion was Christianity, accounting for 45% of residents (London 48.4%; 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)

[1] Haringey Council. 2020. *Equality Impact Assessments (EqIA)*. [ONLINE] Available at: https://www.haringey.gov.uk/local-democracy/about-council/equalities/equality-impact-assessments-eqia. [Accessed 27 January 2020].

- A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%)

Disability:

- 14% of residents have a long-term health problem that limits their day to day activity, lower than England but in line with London
- 5.7% of residents report being in bad health, slightly higher than England and London

Marital Status 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 (London 0.4%; England 0.2%)

Sexual Orientation

- As per the ONS Integrated Household Survey, 3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this would equate to 6,491 residents

Further detail on the equalities profile of Haringeyis available on the Haringey website[2].

2. Internal context

2.1. Borough Plan 2019-2023: Equality Principles and Objectives

The Borough Plan 2019-2023 sets the Council's objectives for the next four years. In addition to these, the Plan presents a set of Equality Principles reflecting Haringey Council's commitment to the principles of equality and opportunity, fairness and quality of life for all, both in terms of the work carried out with the community and in the role as an employer:

1. Work with residents and employees to create communities which are able to come together, value diversity and challenge discrimination
2. Actively talk to community groups who are made up of and/or support people with protected characteristics
3. Work alongside the wider voluntary sector, statutory partners and local businesses to promote equality of opportunity and foster good relations
4. Continue to monitor and assess the impact of our strategies, policies, programmes, projects and commissioning on equalities
5. Improve and strengthen the collection and use of equality data, so that we can seek to improve outcomes for groups with protected characteristics
6. Continuously seek to improve our approach to promoting equality, drawing on best practice from elsewhere, input from our staff equality networks and feedback from our residents

[2] Haringey Council. 2019. *Equalities Profile of Haringey*. [ONLINE] Available at: https://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf. [Accessed 11 January 2019].

7. Ensure that the requirements of the Equality Act are well communicated in the borough; starting conversations about equalities at the earliest opportunity; and fostering an environment where everyone understands their responsibilities under the Act

The Borough Plan 2019-23 also sets out four Equality Objectives:

1. To narrow the gap in outcomes
2. To identify and reduce violence that has a disproportionate impact on particular communities and groups
3. To support the development of strong communities
4. To have a diverse workforce at all levels of the organisation

2.2. Review of Fees and charges

Every year the Council reviews the level of fees and charges levied on service users. Where increases were proposed for 2020/21, relevant services conducted equality screenings on their proposals. In a few instances, the equality screenings identified small impacts and proposed satisfactory mitigating actions. In four cases the initial screening pointed at the possibility of the proposal impacting on the Council's Equality Duty and therefore the relevant service carried out full EqIAs. These assessments demonstrated that the proposals were robust and any negative impacts could be mitigated. These assessments are accessible at this link.

2.3. Council Tax Reduction scheme

Following the abolition of Council Tax Benefit by the then Conservative-Lib Dem coalition UK Government in 2013, many of the lowest income households in Haringey became liable to pay at least 19.8% of the Council Tax charge according to the band in which their property falls.

In response to the abolition of Council Tax Benefit at a national level, local Council Tax Reduction Schemes have been developed by individual local authorities. Haringey Council developed its own Council Tax Reduction Scheme (CTRS) in 2012/13 and decided to protect working-age claimants on a prescribed disability-related or disability premium. Those working age claimants received the same maximum level of CTR as those of pensionable age (100%).

As an enactment of the new administration's commitment in 2018 to redistribute the burden of Council Tax, Haringey Council amended its 2019/20 CTRS in order to provide more financial support to working age claimants with children and so re-instating extra support for over 6,000 families in Haringey on low income. The CTRS has been maintained for 2020/21.

The maximum level of Council Tax Reduction continues to be 100% for pensioners and working age claimants in receipt of disability related benefits.

An EqIA on the proposal demonstrated there was no potential for discrimination or adverse impact.

2.4. Council Tax rise

We are proposing to increase council tax by 1.99% (£2m), plus the 2% precept allowed by national government to fund adult social care (£2m). For nine years Haringey's council tax was frozen, except for three years of the adult social care precept. The proposed rise will create an additional £4m to deliver local services.

3. External context

The impact of the council budget proposals cannot be seen in isolation. The challenging economic climate is also likely to impact on some groups who share the protected characteristics and add to the cumulative impact of council proposals.

A more detailed view of the impact of tax and welfare reform is offered in subsection 3.1 below.

3.1. Impact of tax and welfare Reform

Tax and welfare reforms brought forward by the UK Government since 2010 have had an impact on equality.

The Equality and Human Rights Commission conducted an analysis[4] of these welfare reforms (both implemented and proposed) and related government spending decisions as well as of the potential impacts on different groups protected under the Equality Act 2010. The key findings of this analysis are:

> Overall, changes to taxes, benefits, tax credits and Universal Credit (UC) announced since 2010 are regressive, however measured – that is, the largest impacts are felt by those with lower incomes. This is true even when increases in gross earnings from the NLW are taken into consideration.
> Those in the bottom two deciles will lose, on average, approximately 10% of net income, with much smaller losses for those higher up the income distribution.
>
> Moreover, the changes will have a disproportionately negative impact on several protected groups, including disabled people, certain ethnic groups, and women:

[4] Equality and Human Rights Commission. 2018. *The cumulative impact of tax and welfare reforms*. Available at: https://www.equalityhumanrights.com/en/publication-download/cumulative-impact-tax-and-welfare-reforms. This report is a cumulative impact assessment of the distributional impacts of tax and spending decisions on people sharing different protected characteristics. The analysis covers all policy changes made between May 2010 and January 2018, which will have been implemented by the financial year 2021–22.

- Negative impacts are particularly large for households with more disabled members, and individuals with more severe disabilities, as well as for lone parents on low incomes.
- For some family types, these losses represent an extremely large percentage of income. For example, for households with at least one disabled adult and a disabled child, average annual cash losses are just over £6,500 – over 13% of average net income.
- The impact of changes to direct taxes and benefits is to reduce the income of Bangladeshi households by around £4,400 per year on average.
- At an individual level, women lose on average considerably more from changes to direct taxes and benefits than men. Women lose about £400 per year on average, and men only £30, although these figures conceal very substantial variation within both genders.
- Lone parents in the bottom quintile (bottom fifth) of the household income distribution lose around 25% of their net income, or one pound in every four, on average.
- On average, disabled lone parents with at least one disabled child fare even worse, losing almost three out of every ten pounds of their net income. In cash terms, their average losses are almost £10,000 per year.
- Around one and a half million more children are forecast to be living in households below the relative poverty line as a result of the reforms.

In addition, there will be particularly negative impacts on intersectional groups who experience multiple disadvantages (for example, lone parents with disabled children).

These negative impacts are largely driven by changes to the benefit system, in particular the freeze in working-age benefit rates, changes to disability benefits and reductions in UC rates. The changes are also likely to lead to significant increases in the number of children below a minimum acceptable standard of living.

4. Cumulative EqIA of Medium-Term Financial Strategy and Savings Proposals

4.1. MTFS proposals

Since 2010, Haringey Council has seen a 62% real terms reduction in government funding, with the central government grant funding reduced by £123.7m in real terms.

Our funding has been reduced for 10 years in a row against a background of rising demand, particularly for Adults' and Children's Services and services related to homelessness, including temporary accommodation. Across the country, local authorities are seeing a similar pattern.

This financial challenge significant, but we are committed to delivering budget reductions as fairly as possible and minimising the direct impact on residents who need the most support. To help us do this we developed a set of guiding principles:

- Identify where we are spending money on things that are not a stated priority
- Identify commercial, income-generating or invest to-save options
- Identify alternative ways of meeting people's needs
- Identify opportunities for contract efficiencies or changes to service levels
- Continue to invest in early help or preventative services where they deliver a clear benefit
- Closer integration of revenue and capital expenditure in decision making
- To set realistic budgets that recognise the realities of the service pressures that we face

The MTFS proposals considered in this report put forward budget reductions totalling £14.3m. Looking beyond next year to future financial years, the forecast is that the Council will still have to put in place further budget reductions of £23.3m.

The budget reduction proposals that have been developed through the budget setting process are summarised below:

People (Children's Services)

The proposals include plans for a new delivery model for public health services, combining the Health Visiting Service, the School Nursing Service and Family Nurse Partnership programme

People (Adult Services)

The service has two proposals. One is a service redesign of public health services, the other relates to the closure of Osborne Grove Nursing Home and its redevelopment as a new expanded facility that supports more people.

Place – Clean and Safe borough

Proposals include major savings from transforming the way we control parking in the borough making it easier to buy permits and more efficient for the council to run the service, a scheme for licensing privately rented homes and enforcing existing rules designed to limit the damage caused by the heaviest and most polluting vehicles.

Housing & Economy – Housing, Growth and Employment

Proposals include setting up a new Community Benefit Society as a way of providing housing to those most in need, and changes to the way services are funded.

Your Council – Enabling Savings

Proposals include a major investment in our libraries to maximise their use, ways of generating additional income from filming and advertising contracts, and improving the efficiency of services.

More detail on the budget reduction required and how the Council is intending to save over the next 5 years is available on the Haringey website[3].

4.2. Assessing impact of MTFS proposals on equalities

The extent of the assessment of the MTFS proposals in terms of impact on equalities breaks down as follows:

- 37 were deemed not to require a full EqIA
- 8 had a full EqIA conducted

4.2.1. Proposals with full EqIAs conducted

8 MTFS proposals had a full EqIA conducted.

The table below shows the detail of the 8 MTFS proposals that had a full EqIA conducted:

Priority name	Title	Positive Impacts Identified	Negative Impacts Identified	Mitigating actions identified
People (Children's)	0-19 year old public health commissioned services	Yes: Sex, Age, Disability, race	None	N/A
People (Children's)	SEND Transport	Yes: Age, Disability	None	N/A
People (Children's)	Positive Families Partnership	Yes: Sex, Age, Disability, Race	None	N/A
People (Children)	PAUSE Project	Yes: Sex, Age, Race, Pregnancy & Maternity	None	N/A
People (Adults)	Osborne Grove Redevelopment	Yes: Sex, Age, Disability, Race, Religion	Yes: Sex, Age, Disability, Race	Yes
People (Adults)	Public Health Lifestyles Service	None	None	N/A
Place	Selective Licensing Scheme	Yes: Sex, Age, Disability, Race, Religion, Pregnancy & Maternity	None	N/A
Place	Parking Transformation Programme	Yes: Sex, Age, Disability, Race, Pregnancy & Maternity	Yes: Age, Disability	Yes
Total		**7**	**2**	**2**

[3] Haringey Council. 2020. *Budget Proposals*. [ONLINE] Available at: https://www.haringey.gov.uk/local-democracy/policies-and-strategies/your-haringey-your-future/budget-proposals . [Accessed 27 January 2020].

4.2.2. Proposals for which EqiAs do not apply

With regards to those proposals for which an equality assessment does not apply:

- 31 went through fresh EqIA screening with the result of no full EqIA required
- 6 were reported not to require any equality assessment given that the proposals involve staffing arrangements

4.3. Mitigation of impact of MTFS on equalities

There are several ways in which the Council has worked to prevent or mitigate the potential impacts of MTFS proposals on equalities:

- The Council has mitigated impact by ensuring as far as possible that MTFS proposals taken forward align with the principles listed at para. 4.1.

- Where MTFS proposals had a full EqIA conducted, the proposals were found to be measures that would advance equality of opportunity for groups who share the protected characteristics. Where negative impacts were identified they tended to be relatively short-term and/or minor in nature. In these cases, the relevant proposals were all assessed as being proportionate means of achieving legitimate aims. Measures tailored to the relevant proposals are outlined in the EqIAs to mitigate for any potential negative impact.

5. Summary

Since 2010, Haringey Council has seen a 62% real terms reduction in government funding, with the central government grant funding reduced by £123.7m in real terms.

Our funding has been reduced for 10 years in a row against a background of rising demand, particularly for Adults' and Children's Services and services related to homelessness, including temporary accommodation. Across the country, local authorities are seeing a similar pattern.

The MTFS proposals considered in this report put forward budget reductions totalling £14.3m. Looking beyond next year to future financial years, the forecast is that the Council will still have to put in place further budget reductions of £23.3m.

In line with the Equality Act 2010 and in order to ensure that proposed budget reductions do not have a negative impact on equality within Haringey, the Council has completed the following process:

- The Council has focused as far as possible on achieving savings through efficiencies and income generation. In doing so, the aim has been to minimise cutting frontline services.

- The Council has evaluated the impact of MTFS proposals following the appropriate equality impact assessment (EqIA) process, conducting equalities screenings and full EqIAs where appropriate and proportionate to the proposal.

- For MTFS proposals where full EqIAs have been applicable and where potential impacts on equalities been identified, EqIAs have been completed. These set out both positive and negative impacts and mitigating measures for any negative impacts

- The Borough Plan 2019/2023 contains Equality Principles and Objectives that set the Council's approach to reducing inequality and advancing equality of opportunity. Budgets and savings proposals have been developed with these in mind.

6. Appendix 1: Record of MTFS proposals and equality assessment conducted

This appendix contains a spreadsheet listing all MTFS proposals providing a description of the proposal, the all years' net savings figure and the extent to which assessment of equalities impact has been conducted for each proposal.

7. Appendix 2: Compilation of all full EqIAs conducted for MTFS proposals

This appendix contains the 10 full EqIAs conducted for MTFS proposals in one single document.

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APPENDIX 12A

Appendix 12A - MTFS 2020/21 - 2024/25 Equalities Assessments					
Priority	**REF**	**Name**	**EqIA Screening complete?**	**EqIA needed?**	**EqIA complete?**
People - Adults	**20/25-PE01**	Public Health Lifestyles Option B	Yes	Yes	Yes
	20/25-PE02	Osbourne Grove Redevelopment	Yes	Yes	Yes
People - Children's	**20/25-PE03**	Invest to Save - Positive Families Partnership	Yes	Yes	Yes
		Invest to Save - Haringey Adolescent Resources Team (HART)	Yes	No	N/A
	20/25-PE04	Invest to Save proposal - In-House Fostering	Yes	No	N/A
	20/25-PE05	Invest to Save - SEND Transport	Yes	Yes	Yes
	20/25-PE06	Invest to Save - Pause Project	Yes	Yes	Yes
	20/25-PE07	Invest to Save - Family Centre	Yes	No	N/A
	20/25-PE08	Invest to Save - Foster Carer Room Extension	Yes	No	N/A
	20/25-PE09	0-19 year old public health commissioned services - a new integrated commissioned service delivery model	Yes	Yes	Yes
	20/25-PE10	Reducing placement costs through effective management of the market	Yes	No	N/A
	20/25-PE11	UASC Accommodation	Yes	No	N/A
	20/25-PE12	Reduce operational costs in Schools and Learning and Commissioning	Yes	No	N/A
	20/25-PE13	Review of spend on transport and taxis	Yes	No	N/A
Place	**20/25-PL01**	Selective Licensing	Yes	Yes	Yes
	20/25-PL02	Debt Recovery	Yes	No	N/A
	20/25-PL03	CCTV enforcement of weight limits and emissions through ANPR/DVLA check	Yes	No	N/A
	20/25-PL04	Increase permit charges for highest emitting 'petrol' vehicles	Yes	Yes	Yes
	20/25-PL05	Increased trade waste	Yes	No	N/A
	20/25-PL06	Contact Centre Efficiencies	Yes	No	N/A
	20/25-PL07	Mechanisation of High Street Cleansing	Yes	No	N/A
	20/25-PL08	FM Transformation	N/A - Staffing	N/A	N/A
	20/25-PL09	Hybrid Mail proposal	Yes	No	N/A
	20/25-PL10	Creamatorium Lease	Yes	No	N/A
	20/25-PL11	New Lease Income v2	Yes	No	N/A
	20/25-PL12	Fuel Savings (Parks fleet)	Yes	No	N/A
	20/25-PL13	EV Charging	Yes	No	N/A
	20/25-PL14	Parking Transformation Programme	Yes	Yes	Yes
Economy	**20/25-EC01**	Head Lease Acquisition Programme	Yes	No	N/A
	20/25-EC02	Reduction of North Tottenham Regeneration revenue budgets	Yes	No	N/A
	20/25-EC03	Alternative funding model for sites delivery work	Yes	No	N/A
	20/25-EC04	Use of Strategic Acquisitions budget for sites delivery work	Yes	No	N/A
	20/25-EC05	Increased capitalisation of staff time and project costs	N/A - Staffing	N/A	N/A
	20/25-EC06	Increased recharge to HRA	Yes	No	N/A
	20/25-EC07	HRP Senior Restructure	N/A - Staffing	N/A	N/A
	20/25-EC08	Strategic Property Unit – New Income Outdoor Media	Yes	No	N/A
	20/25-EC09	Strategic Property Unit – New Income Rent Reviews	Yes	No	N/A
	20/25-EC10	Strategic Property Unit – New Income 5g	Yes	No	N/A
Housing	**20/25-HO01**	Transferring PSLs to the CBS	Yes	No	N/A
	20/25-HO02	HfH and Council Housing Programme- funding for Carbon Management team time	Yes	No	N/A
Your Council	**20/25-YC01**	Reduce the amount of paper being used	Yes	No	N/A
	20/25-YC02	Income from joining the London Counter Fraud Hub	Yes	No	N/A
	20/25-YC03	Increase the income target of providing legal services to Haringey Clinical Commissioning Group (CCG) by £30K.	Yes	No	N/A
	20/25-YC05	Alexandra Palace	Yes	No	N/A
	20/25-YC06	Libraries - Re-imaging our Libraries offer for a better future.	Yes	No	N/A
	20/25-YC07	Extend FOBO approach to Wider Council	Yes	No	N/A
	20/25-YC08	Flexible Capital Receipts to fund ALL posts in the CPMO	N/A - Staffing	N/A	N/A
	20/25-YC09	Maximising income from filming and venue management	Yes	No	N/A
	20/25-YC10	Additional sites for on street digital advertising	Yes	No	N/A
	20/25-YC04	Finance Directorate Savings	Yes	No	N/A
	20/25-YC11	Review of Corporate Centre	N/A - Staffing	N/A	N/A
	20/25-YC12	Digital Services - Proposed Contribution	N/A - Staffing	N/A	N/A

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Equality Impact Assessments for Medium-Term Financial Strategy Savings Proposals 2020/21 – 2024/25

Compilation of all full EqIAs conducted for MTFS proposals

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EQUALITY IMPACT ASSESSMENT

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

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Osborne Grove Nursing Home Development
Service area	Adult Social Care
Officer completing assessment	Emily Snelling
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	June 2019
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

Osborne Grove Nursing Home is a 32-bedded nursing unit currently providing nursing care for less than 5 residents. The home is located on a site, owned by the Council, in Stroud Green which has a sizeable garden, a large carpark and day centre provision.

On 12th December 2017 Cabinet agreed to the closure of the home following a public consultation. A separate EQIA was produced for that decision. It is available here: http://minutes.harinet.haringey.gov.uk/documents/g8292/Public%20reports%20pack%2012th-Dec-2017%2018.30%20Cabinet.pdf?T=10 .

On the 26th June 2018, the cabinet gave approval for Haringey to retain the Osborne Grove site and agreed that its use as a residential/nursing home should continue. Cabinet instructed that a design partner should be identified to undertake a feasibility study into the future design and feasibility options for site. The feasibility study was to include the construction works required to be undertaken, whether this can be undertaken with residents in situ, the risk to and likely impact on residents and whether and how current residents can be safeguarded. An EQIA was produced for that decision. It is available here: http://minutes.harinet.haringey.gov.uk/documents/g8727/Public%20reports%20pack%2026th-Jun-2018%2018.30%20Cabinet.pdf?T=10

The detailed Feasibility study completed demonstrates that this land offers significant opportunity for development, increasing provision to a 70-bedded nursing unit. The feasibility study provides the council five potential development options for the future of the site at Osborne Grove which will be presented to cabinet in July 2019. The council therefore is seeking approval from cabinet to agree to move to the next design phase with a variant of Option 4 of the Feasibility Study: demolish the current building and rebuild a 70 bed nursing provision including clinic site whilst ensuring that the use of the site is maximised.

This decision is regarding options for future use of the Osborne Grove site and the impact of the preferred option on the supply of nursing care in the borough and also the impact on current residents. All options are to be subject to detailed design work as well as consultation with residents and other stakeholders. During the building stage of any new nursing home - projected to last 3 years – there will be a temporary reduction in the supply of nursing home beds in the borough. When the new home has been built and opened, there will be more nursing beds available than currently and therefore there will be an overall increase in the supply of nursing home beds in the borough.

Each option would increase the supply of beds available in the borough and will create nursing placements fit to meet the increasingly complex needs of service users. During the building stage of the new nursing home - projected to last 3 years – there will be a

temporary reduction in the supply of nursing home beds in the borough. The proposal will affect current residents and the future recipients of nursing care in Haringey. This EQIA explores the potential impacts of the recommended options as there is a need for further information to be gathered through the detailed design phase consultation.

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	Service data State of the Borough https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough	N/A
Gender Reassignment	Data not held	N/A
Age	Service data State of the Borough https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough	N/A
Disability	Service data State of the Borough https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough	N/A
Race & Ethnicity	Service data State of the Borough https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough	N/A
Sexual Orientation	Service data State of the Borough https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough	N/A
Religion or	Census 2011	N/A

Belief (or No Belief)		
Pregnancy & Maternity	Data not held	N/A
Marriage and Civil Partnership	Data not held	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.

Protected Characteristic	**% Service Users in Nursing Placements in Borough**	**% population in Haringey**
Sex	59% female; 41% male	49.3% Female; 50.7% Male
Gender Reassignment	Data not held	Data not held
Age	85% over 65; 15% under 65;	10% 65+
Disability	70% Physical Disability; 18% Dementia; 5% Mental Health Condition; 4% Learning disability; 4% other We expect an increase in people with age related disabilities	23% of Haringey households include one person with a long-term health problem or disability
Sexual Orientation	Data not held	3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 9th largest LGB community in the country.
Race & Ethnicity	50% White; 25% Black British/Black African; 4% Asian/Asian British; 17% Other	57.7% White British/Other; 18.7% Black British/African/Caribbean; 9.5% Asian/Asian British
Religion or Belief (or No Belief)	Data not held	45% Christian; 14% Muslim; 3% Jewish; 2% Hindu; 25% no religion
Pregnancy and Maternity	N/A	N/A
Marriage and Civil Partnership	Data not held	50% Married; 0.6% Civil Partnered

As indicated in the table above, nursing care is predominantly commissioned for older people (over 65's) and people with age or health related disabilities. As life expectancy for women is higher than that for men, we are likely to continue to see a higher proportion of

women than men accessing nursing care into the future. It is also notable that a significantly higher proportion of service users in nursing placements in Haringey are Black British/Black African.

The recommended options increase the supply of nursing beds in the long term, which will help meet the increased demand for older people's services in the future and will benefit people with protected characteristics, in particular those aged over 65 and women. The recommended options also ensure that the new build nursing home is more suitable than the current provision for people with disabilities and long-term health conditions such as dementia.

The recommended option of relocation of the home's current residents to alternative Nursing homes will disproportionately affect residents over 65, women and those with disabilities.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The Co-Design Reference Group which involves a range of stakeholders including family members, the Chair of the Older People's Reference Group, the Chair of Healthwatch, ward councillors, Trade Unions and the Lead Member for Adults and Health, in order to ensure the process incorporates a variety of perspectives was formed prior to the Feasibility Study phase of this development.

As noted, detailed design is due to be carried out following decision to move to the next design phase with a variant of Option 4 of the Feasibility Study: Demolish the current building and rebuild a 70 bed nursing provision including clinic site whilst ensuring that the use of the site is maximised. It is therefore our intention to continue to consult with the Co Design Reference Group throughout the next design stage. The Council will continue to use the design principles, developed with stakeholders through a co-design process which was approved at Cabinet in June 2018;

- The design of the home is geared towards meeting the current and future needs of Haringey residents
- A financially viable and sustainable future for the continuation of nursing care provision on the site
- Recognition of the benefits of outstanding design to flexible care delivery now and into the future
- Aspiration for outstanding provision
- 'An open home', which is outward facing and supports engagement with the wider community, and health & care partners
- Partner and community engagement in supporting OGNH to operate to the full benefit of residents and other older people
- Focus on working in ways which build relationships and start from people's

strengths
- Increased access to the most enabling help even for those with high and complex needs.

Alongside the work of the Co-Design Reference Group, there will be continued engagement with a wider range of stakeholders over the coming months throughout the detailed design and planning processes

Views from stakeholders and the Co Design reference group will be gathered and used to help inform the design brief used by the Design Team whilst developing the final design plans for the development.

The Co- Design Group will also consider the full range of impacts on protected groups in the borough.

Following the selection of the preferred option, there will be consultation with residents and families directly affected by the proposal to ensure that their individual needs are met.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

The input of potential users, families and local residents to the detailed design and service model proposals for delivery of care at the home will be important to ensuring that their needs and outcomes are met through the proposals.

To date, the Co-Design Reference Group has worked on a set of design principles to guide the future approach. Their views have already informed the selection of a preferred option and are actively engaged in discussions about the model of care for the future. The draft design principles can be summarised as:

- The design of the home is geared flexibly towards meeting the current and future needs of Haringey residents
- A financially viable and sustainable future for the continuation of nursing care provision on the site
- Recognition of the benefits of outstanding design to flexible care delivery now and into the future
- Aspiration for outstanding provision
- 'An open home', which is outward facing and supports engagement with the wider community, and health & care partners
- Partner and community engagement in supporting OGNH to operate to the full benefit of residents and other older people
- Focus on working in ways which build relationships and start from people's strengths
- Increased access to the most enabling help even for those with high and complex

needs

The draft design principles take into account the specific needs of individuals and groups who share the protected characteristics, most notably older residents and those with disabilities and/or long-term health conditions.

The co-design reference group and identified key stakeholders have been consulted throughout the feasibility study process facilitated by the design team, project team and commissioning team. Consultation with identified stakeholders and local residents will continue throughout the detailed design and planning stage

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

Women are overrepresented among service users. The majority of recipients of nursing care are female due to the higher life expectancy of women. The long-term impact of moving to the next design phase. A variant of Option 4 of the Feasibility Study to demolish the current building and rebuild a 70 bed nursing provision including clinic site. Whilst ensuring that the use of the site is maximised would be positive for women who need nursing services as in the long term it will increase the supply of nursing beds in Haringey and will ensure these nursing beds are fit for purpose. This option would increase in-borough nursing capacity, allowing service users to remain close to their support networks and helping to meet expected increased demand due to an ageing population.

In the short term, developing a new unit will lead to a period of three years where no additional nursing provision will be delivered on-site. There will be no new provision for prospective residents. This will limit the availability of in-borough nursing placements in the short-term. However, the Council will seek to mitigate this by endeavouring to make placements in either Haringey or neighbouring boroughs during this period, including the introduction of block booking of available beds in the borough to boost the supply. As women are overrepresented among service users, they are more likely to be affected by these changes.

The recommended option of relocation of the home's current residents to alternative Nursing homes will affect more female residents than male residents.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

2. Gender reassignment

The Council does not have local data regarding this protected characteristic. There is no reason to believe that there will be specific impacts for this protected group and the council will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

Positive		Negative		Neutral impact		Unknown Impact	X

3. Age

People aged 65+ are overrepresented among service users relative to the population of Haringey. The long-term impact of moving to the next design phase. A variant of Option 4 of the Feasibility Study to demolish the current building and rebuild a 70 bed nursing provision including clinic site. Whilst ensuring that the use of the site is maximised would be positive for older people who need nursing services as it will increase the supply of nursing beds in Haringey and will ensure these nursing beds are fit for purpose. This option would increase in-borough nursing capacity, allowing service users to remain close to their support networks. People aged 65+ will be the primary beneficiaries of this change.

In the short term, developing a new unit will lead to a period of three years where no additional nursing provision will be delivered on site. There will be no new provision for prospective residents. This will limit the availability of in-borough nursing placements in the short-term. However, the Council will seek to mitigate this by endeavouring to make placements in either Haringey or neighbouring boroughs during this period, including the introduction of block booking of available beds in the borough to boost the supply. All those affected by this are aged 65+.

The recommended option of relocation of the home's current residents to alternative Nursing homes will affect more residents over 65.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

4. Disability

People with disabilities are overrepresented among service users. A high proportion of recipients of nursing care have a physical or neurological disability. The long-term impact of moving to the next design phase. A variant of Option 4 of the Feasibility Study to demolish the current building and rebuild a 70 bed nursing provision including clinic site. Whilst ensuring that the use of the site is maximised would be positive for people with disabilities who need nursing services as it will increase the supply of nursing beds in Haringey and will ensure these nursing beds are fit for purpose. This option will increase in-borough nursing capacity - allowing service users to remain close to their support

networks; will provide nursing capacity that better meets the needs of people with disabilities; and will future proof for age related disabilities, such as dementia.

In the short term, developing a new unit will lead to a period of three years where no nursing provision will be delivered on site. This will limit the availability of in-borough nursing placements in the short-term. However, the Council will see to mitigate this by endeavouring to make placements in either Haringey or neighbouring boroughs during this period, including the introduction of block booking of available beds in the borough to boost the supply. Individuals with disabilities are likely to be over-represented among those affected.

The recommended option of relocation of the home's current residents to alternative Nursing homes will affect more residents with a disability.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

5. Race and ethnicity

The long-term impact of this option would be positive. A higher proportion of recipients of nursing care in Haringey are Black British/Black African/Black Caribbean than the population of Haringey as a whole. The long-term impact of moving to the next design phase with a variant of Option 4 of the Feasibility Study to demolish the current building and rebuild a 70 bed nursing provision including clinic site, whilst ensuring that the use of the site is maximised would increase Haringey's ability to place clients within borough, close to their support networks. Therefore, proportionately benefit Black British/Black African/Black Caribbean residents.

In the short term, developing a new unit will lead to a period of three years where no nursing provision will be delivered on site. This will limit the availability of in-borough nursing placements in the short-term. However, the Council will see to mitigate this by endeavouring to make placements in either Haringey or neighbouring boroughs during this period, including the introduction of block booking of available beds in the borough to boost the supply. As a higher proportion of service users are from BAME communities, these groups are more likely to be affected than White British residents.

Positive	X	Negative	X	Neutral impact		Unknown Impact	

6. Sexual orientation

Data is unavailable on the number of service users who have undergone gender reassignment. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 9th largest LGB community in the country. It is therefore likely that LGB individuals will be affected by the decision. Any LGB resident will be treated the same as if they were heterosexual. The council and any providers will ensure that service provision is compliant with the Council's Public Sector Equality Duty.

Positive		Negative		Neutral		Unknown	X

				impact		Impact	

7. Religion or belief (or no belief)

A higher proportion of Haringey residents are from Muslim and Jewish communities, relative to the populations of London or the UK. It is therefore likely that residents from these faith groups, as well as those from Christian communities and those with no religion, will be affected by the decision. In the long-term, residents from faith communities and those with no belief will benefit from additional supply of nursing beds and increased in-borough nursing capacity. The council and any provider's will ensure that service provision is compliant with the Council's Public Sector Equality Duty.

Positive	X	Negative		Neutral impact		Unknown Impact	

8. Pregnancy and maternity

Due to the age group affected by the decision, there is no reason that pregnant women or mothers with young children will be directly affected by the decision.

Positive		Negative		Neutral impact	X	Unknown Impact	

9. Marriage and Civil Partnership

Data is unavailable on the number of service users who are in a civil partnership. Any resident that is in a civil partnership will be treated the same as if they were married.

Positive		Negative		Neutral impact	X	Unknown Impact	

Outline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?**
  This includes:
  a) **Remove or minimise disadvantage suffered by persons protected under the Equality Act**
  b) **Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
  c) **Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**

Any decision to increase nursing capacity for Haringey clients in borough will have a long term positive impact on residents aged 65+, a greater proportion of whom are likely to be women, BAME, and/or have disabilities, by increasing the availability of nursing provision in-borough, and reducing the proportion of Haringey clients that have to be placed out of borough. No direct/indirect discrimination is anticipated, and the increase in provision will help to advance equality of opportunity by taking steps to meet the needs of residents with protected characteristics where these are different from those of other groups.

In the short-term, the preferred option would be to cease capacity at OGNH for a 3-year period. Mitigating actions will be taken to ensure that the wellbeing of those current residents are safeguarded.

In the longer term, there will be actions to ensure future nursing care recipients are afforded as much choice as possible within Haringey or neighbouring boroughs, such as through block booking nursing beds to ensure that supply within the borough is available to residents living within the borough. The increased nursing care capacity at the end of the build period, however, will have a net positive impact on supply and therefore will benefit local residents in the long term.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which	Action	**Lead officer**	**Timescale**

protected characteristics are impacted?			
The preferred option in the cabinet report: To proceed option 4 to the next stage of design: Demolishing existing building and building new 70-bed nursing home provision. The proposed development to include the site of clinic with a view to intensifying usage of the site, This will lead to a period of up to 3 years where there will be no nursing capacity on site. This will affect older people, mostly women, and people with disabilities disproportionately as the Council may need to secure provision out of borough. The feasibility study identified that it would not be advisable for the current residents(2) to remain in situ during the construction phase of development. This is due to the significant disruption and potential risks to individual residents' health and wellbeing due to being exposed Noise, Health and Safety concerns, Construction Dust impacting on air quality and required Relocation of residents twice during construction phase.	Haringey Council will continue to endeavour to place residents in Haringey or within neighbouring boroughs through proactive engagement with providers to secure placements. Haringey Council will also be seeking to establish block contracts with care homes in Haringey and within neighbouring boroughs to secure beds for use by Haringey residents. This will help to mitigate the impact of the short-term loss of supply in Haringey.	Charlotte Pomery	2019/20–2021/22

Please outline any areas you have identified where negative impacts will happen as a result of the proposal, but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.
N/A
6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:
The development of the home and the transition of new service users to a future scheme on the site, will be monitored to ensure referrals reflect the borough and user profile. Commissioned providers will be required to comply with the Public Sector Equality Duty under the Equality Act 2010 and this duty will be monitored in their contracts. We will also be engaging with a range of stakeholders in the further development of the home to ensure that it meets a wide range of needs, including for those of protected groups, through the established Co-Design Reference Group. The Council will continue to promote individual resident wellbeing and ensure all their needs are safely met and welfare safeguarded. For now, the Council will continue to monitor any impact from its recommended options on the residents at Osborne Grove Nursing Home. This will be through the day-to-day service provision, the Reference Group and in the plans for tasks to be undertaken on the future provision on the site.

7. Authorisation	
EqIA approved by: Charlotte Pomery, Assistant Director Commissioning.....	Date 17/06/2019 .....

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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Appendix C **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	Transport Review
Service area	Special Educational Needs and Disabilities
Officer completing assessment	Vikki Monk-Meyer
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	8th October 2019
Director/Assistant Director	Eveleen Riordan

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The council wishes to commission an external provider to review all aspects of the travel and transport service provided to children and adults with special educational needs and disabilities. The external review will cover:

- how decisions are made about whether and how to provide transport services to children and adults,
- the application and review process,
- how the routes are planned and delivered for children and adults,
- the staffing requirements of the service and range of commissioned vehicle providers,
- improvement of the services' external communications with schools and families.

The ultimate aim is to ensure the service is as cost effective as possible, whilst also supporting local resident's needs.

The majority of children and adults who use services provided by the travel and transport service are those attending special schools both in and out of the borough, although some adults with complex needs also travel to day centres and respite and also use the services. Key stakeholders are therefore;

- Those who have a special educational need and/or disability (SEND) and require travel assistance to access school or other educational services
- Users of adult social care that require supported transport to access care settings
- Parents of those children and young people with SEND or carers of those eligible for adult social care
- Residential homes/supported living

The service provides supported travel arrangements for over 500 children and young people needing assistance to travel to their educational establishment. The Council also currently provides supported travel to around 150 adults who need assistance in travelling to adult care services.

Supported travel arrangements can include (i) Haringey's in-house transport service, (ii) commissioned transport services from external providers, (iii) provision of an escort, and (iv) support with travel arrangements on public transport. The service's delivery of travel training and buddying will be maximised to promote young people's independence where possible.
The Council has a statutory requirement to have a Sustainable Modes of Travel Strategy and a Transport Policy Statement in place.
Nationally safe and efficient school transport and travel is a primary need for families of children with SEND. Locally we offer transport for children in line with our travel policy which includes the aspirations to promote independence as far as possible, whist ensuring children can attend to school in a timely way. The transport service has worked hard to implement new initiatives to support these aspirations, including travel buddies and independent travel training. As with many boroughs, the transport service is high cost for the number of children being transported. Currently 525 children and young people receive the service. The demand on the service are increasing in line with our new statutory duties to transport young people if they remain in education, which means a new cohort are being transported who are between the ages of 19 and 25 years. The combination of the above has placed additional strain on the current service provision and budget, resulting in both an overspend and also increased parental dissatisfaction.

In order to decide on whether an external provider needs to carry out this review, the service has spoken to local special schools and families about their views of the service and what they would like to see improved. The service has concluded that there is not the local capacity to thoroughly review all the above aspects of the service, and therefore an external provider is needed. There has therefore been a tender process with a range of transport specialists applying for the role of external reviewer. As a result of that tender process Edge has been successful candidate and we wish to award this company the contract.

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	SEND Service Data	
Gender Reassignment	SEND Service Data	
Age	SEND Service Data	
Disability	SEND Service Data	
Race & Ethnicity	SEND Service Data	
Sexual Orientation	ONS	
Religion or Belief (or No Belief)	Census 2011	
Pregnancy & Maternity	ONS	
Marriage and Civil Partnership	Not applicable	

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.

There are only a small number of staff in the transport team, so to analyse their specific characteristic risks them being identified and risks revealing personal information. An EQIA has therefore not been carried out on the staff group. The Council and the appointed contractor will take appropriate measures to ensure that no member of staff experiences discrimination, harassment, or victimisation.

The data used to inform the EQIA is the population of children and young people in Haringey who have an education health and care plan as this is the group of users most likely to use the service and from the joint strategic needs assessment.

<u>Sex</u>

25% of children and young people who have an education health and care plan are female and 75% are male, compared to an approximately even split in the wider

population of children and young people. This indicates that males are overrepresented among those likely to be affected by the proposal

Gender Reassignment

Fewer than five children and young people who have an education health and care plan identify with a gender different to the one with which they were assigned at birth.

Age

Age break down of children and young people accessing supported travel:

- 5- 9-year olds 19%
- 10- 14-year olds 36%
- 15 – 18-year olds 30%
- 19 -25-year olds 15%
-

This indicates that 85% of those likely to be affected by the decision are children and 15% are adults

Disability

All service users have some form of disability. The proportions of those disabilities among those using SEND transport is as follows:

- Learning disabilities /Autistic 31%
- Wheelchair user 13%
- Cerebral palsy 7%
- Down Syndrome 4%
- Blind/visually impaired 4%
- Various other disabilities 41%

Race and Ethnicity

39% service users described themselves as white, 33% are black/black Caribbean and black British 6% Asian and Asian British with the remainder from a range of ethnic groups or mixed background. Compared to all children and young people in Haringey, the service user cohort has a smaller proportion of individuals from BAME communities.

Sexual Orientation

Office for National Statistics data indicates that at a national level young people are more likely to identify as LGB than the population as a whole. Within the 16 to 24-year-old category 3.3% identify as LGB, compared to 1.7% of the general population. The data also indicates that London has a higher proportion of residents identifying as LGB than the national population.

Religion or Belief

Census 2011 data indicates that 42% of 8-19-year-olds in Haringey are Christian, 23% are Muslim, 4% are Jewish, 1% are Buddhist, 1% are Hindu, fewer than 1% are Sikh, and 19% have no religion.

Pregnancy and Maternity

The conception rate among SEND transport service users is not recorded. ONS data on under 18 conception rates in the year to September show an under-18 conception rate in Haringey 2016 of 20.3 per 1000 compared to the rate for London (17.9 per 1000) and for England and Wales (19.3 per 1000).

Marriage and Civil Partnership

The marital status of service users is not recorded. The proposal will not result in any differential impact on those in marriages as opposed to those in civil partnerships.

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

Parents of children with disabilities have fed back current concerns about the transport service in terms of planning of routes, types of transport provided and communications from the service. This has come from feedback from events such as the Fairness Commission and also the SEND services public events such as the 'Local Offer' events. Feedback from the Local Offer event is published on the local offer website on: https://www.haringey.gov.uk/children-and-families/local-offer/about-local-offer/send-local-offer-review-and-action-plan

This outlines areas that parents and families would like to see change.

The external provider has assured the council in the application and through communication with schools that they will work with local parent groups, SEND service, individuals and settings such as schools to co-produce proposed changes. |The provider has a track record of engagement with settings and family groups and would be able to use the SEND service's current established communications as well as proposing a specific working party around progression of the transport changes.

The findings from the transport scoping indicated that key areas to address would be:

- Communication and engagement
- Application of policy
- Expansion of range of transport providers
- Cost comparison of costs per mile and deployment of resources such as escorts
- Planning of routes and size of vehicle
- Maximisation of the independent travel training and buddying schemes

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?

We know that the families want the transport application process to be easier and want the online application changed, they want better understanding of the way that transport routes are planned and have nearer pick up points and smaller vehicles if possible. Parents want to be assured that the staff are well trained and that the vehicles and drivers are of good quality. Parents and families are positive about the independent travel training and transport buddy approaches and want this preserved. The provider has experience in all these areas and has a proven track record in developing services in a way that meets both the children and families' needs and stays within budget.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	x	Unknown Impact	

Services are not planned based on an individual's sex. The Transport Service Review is deemed to have no impact on residents of different sexes as the policy is based on needs and applies equally irrespective of sex. There is no indication that residents of different sexes are treated differently under the terms of this policy or are disadvantaged compared to other groups by this policy, although we will continue to keep this under review. While it is notable that the majority of those likely to be affected by any service changes are males, and males therefore constitute the majority of those benefiting from improvements, females will not be disadvantaged in any way.

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)*

We do not think there will be specific impacts for this protected group, but we will ensure that this group are not be subjected to discrimination, harassment and victimisation due to their protected characteristic. Services are not delivered differently according to a person's identified gender

Positive		Negative		Neutral impact	x	Unknown Impact	

3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	

The Travel Policy and Transport Service applies differently to children and young people who are in education from adults aged 18 or above eligible for Adult Social Care. This is because of the statutory duty on the Council to ensure that all children and young people can access education locally, and to ensure that complex disabilities or other factors do not present a barrier to this. For adults, the Council's Travel Policy is there to assist those adults who cannot independently travel to adult care services.

The majority of people affected will be children and young people where we anticipate that the impact will be a positive one in terms of journey times and ease of access to transport. If possible, young people who are over the age of 11 years will be offered the opportunity for independent travel training or travel buddying, thus increasing their ability to access leisure and hobbies and work opportunities independently in later life. This will be assessed and planned based on an individual's ability, routes to school and preferences.

4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	x	Negative		Neutral impact		Unknown Impact	

The proposal will ensure that children with SEND who use the transport service are able to have a positive experience to get to school and are able to have their skills developed to maximise their independent travel training abilities. The Transport Service Review is deemed to have a positive impact upon residents with disabilities as it ensures that they will be able to access schools/services which meet their needs and are not discriminated against by being unable to access them due to not being able to get there.

5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	x	Unknown Impact	

Services are not planned based on a child's race or ethnicity. The Transport Service Review is deemed to have no impact on residents of different races and ethnicity as the policy is based on needs and applies equally irrespective of ethnicity. There is no indication that residents of different races and ethnicity are treated differently under the terms of this policy or are disadvantaged compared to other groups by this policy, although we will continue to keep this under review and address any inequalities in a timely and proportionate way.

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)

Services are not planned based on a person's sexual orientation. The Transport Service Review is deemed to have no impact on residents of different sexual orientations as the policy is based on needs and applies equally irrespective of sexual orientation. There is no indication that residents of different sexual orientation are treated differently under the terms of this policy or are disadvantaged compared to other groups by this policy, although we will continue to keep this under review.

Positive		Negative		Neutral impact	x	Unknown Impact	

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)*

Services are not planned based on a person's religion or belief. The Transport Service Review takes into consideration children, young people and parent's choice to apply for admission to a particular faith school, even if this is not the closest school to them by travel distance. This will ensure that those children and young people who want to attend a faith school because of their religion/beliefs are not indirectly prevented from doing so because of proximity restrictions on travel support and therefore this is a positive impact of the transport offer.

Positive		Negative		Neutral impact	x	Unknown Impact	

8. Pregnancy and maternity (*Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Transport Service Review is deemed to have no impact on residents who are pregnant or who have children under the age of one, as the policy is based on needs and applies equally irrespective of pregnancy/maternity. There is no indication that residents who are pregnant are treated differently under the terms of this policy or are disadvantaged compared to other groups by this policy, although we will continue to keep this under review.

Positive		Negative		Neutral impact	x	Unknown Impact	

9. Marriage and Civil Partnership (*Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Positive		Negative		Neutral impact	x	Unknown Impact	

The Transport Service Review is deemed to have no impact on residents who are married or in civil partnerships, as the policy is based on needs and applies equally irrespective of marital status. There is no indication that residents who are married or in civil partnerships are treated differently under the terms of this policy or are

disadvantaged compared to other groups by this policy, although we will continue to keep this under review.

10. Groups that cross two or more equality strands e.g. young black women

To the extent that these groups are represented in the service user cohort, the proposal will have an impact on:

- Children and young people with SEND
- Girls and young women with SEND
- BAME young people with SEND
- LGBT+ young people with SEND
- Children and young people with SEND from minority faith communities

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?**

The service review will not result in any direct or indirect discrimination to any of the protected groups.

In particular, the review will help to advance equality of opportunity between those with disabilities and those without by continuing to ensure that those with disabilities are able to access schools that are not local to them, that they would otherwise be unable to access without travel assistance.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	*N*

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	

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
N/A			

Please outline any areas you have identified where negative impacts will happen as a result of the proposal, but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

There will be a steering group chaired by the Assistant Director for Schools and Learning and comprising the councils, parents and partner organisations who will be responsible for monitoring the implementation and outcomes of the review and any subsequent changes to the transport service. Outcomes for protected groups will be monitored within this activity and any identified inequity will be rectified

7. Authorisation

EqIA approved by Eveleen Riordan (Assistant Director/ Director)	Date .....

8. Publication

Please ensure the completed EqIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

EQUALITY IMPACT ASSESSMENT

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	Positive Families Partnership
Service area	Early Help
Officer completing assessment	Meeta Mahtani
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	N/A
Director/Assistant Director	Ann Graham

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*

Summary of the proposal:

The Positive Families Partnership (PFP) consortium is led by the social investor Bridges Fund Management and Social Finance, and deliverers are the charity Family Action, Family Psychology Mutual; and South West London and St George's Mental Health Trust

PfP offers 3-5 month interventions using either Multi-Systemic or Family Functional Therapy interventions with the following target cohort, with an aim to keep children out of care:

○ Aged 11-16 years (10 and 17 years considered by exception)
○ Deemed to be at risk of entry into care.
○ Displaying Challenging, anti-social or offending behaviours, have drug and alcohol or school related problems or are going missing
○ Must live at home or with a main caregiver or be in a short term care placement with a clear reunification plan (3 weeks or less) to return home.
○ Young people at risk of care with primary needs: Family in acute stress; Family dysfunction; or Socially unacceptable behaviour

There is an opportunity for Haringey Council to enter the partnership with the referral period continuing up to the end of 2020 and a further 2-year run-off tracking period.

The programme of support is designed to improve outcomes for children and young people by enabling them to remain at home with their family.

https://www.positivefamiliespartnership.com/

The proposal is funded by a social impact model, where PfP is paid a weekly fee for every week a young person is proven to have been kept out of care.

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	*Source: MOSAIC case record data, used to inform scoping exercise.*	N/A – External referral
Gender Reassignment	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents, where recorded and available.*	N/A – External referral
Age	*Source: MOSAIC case record data on Children, Young People and their parents, used to inform scoping exercise.*	N/A – External referral
Disability	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents.*	N/A – External referral
Race & Ethnicity	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents.*	N/A – External referral
Sexual Orientation	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents, where recorded and available.*	N/A – External referral
Religion or Belief (or No Belief)	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents, where recorded and available.*	N/A – External referral
Pregnancy & Maternity	*No information found.*	N/A – External referral
Marriage and Civil Partnership	*N/A. No information found.*	N/A – External referral

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.

In order to consider the potential client referral cohort, it is useful to consider the protected characteristics of Haringey Looked After Children as this indicates the likely protected characteristics of children who are at risk of going into care, who may be referred to Positive Families Partnership. For completeness, Children with a Protection Plan data is also considered.

In Haringey Looked After Children (LAC) have the following characteristics where data has been identified as of December 2019:

Sex:
Of the 401 Looked After Children in Haringey as of 09/12/2019, 62% were identified as male and 38% female.

Similarly, of 175 Children with a Protection Plan, 56% were identified as male, 42% female and 2% unborn as of 03/12/2019.

Women and girls constitute 50.5% of Haringey's population. Male children are therefore overrepresented among LAC and children with a protection plan relative to the population of the borough as a whole.

Age:
71% of Looked After Children are older children aged 11-18 as of 09/12/19

Looked After Children (09/12/2019)

Age	Number
0-4	60
5-10	58
11-16	206
17-18	77

Similarly, in the case of Children with a Protection Plan (at risk of going into care with a protection plan), the numbers as spread across all age ranges. However, it is also clear that older children are more likely to escalate and become Looked After Children, hence are the key focus for PfP referrals.

Children with a Protection Plan (03/12/2019)

Age	Number
0-4	68
5-10	42
11-16	63
17-18	2

Ethnic Background:
Haringey is a highly diverse borough, within which 186 languages are spoken. People of White and White Other ethnic background are the largest group overall (66.9%), Black (14.4%), Mixed/Other (11.9%) and Asian (6.8%). However, there is significant variation by ward, with the East of the Brough having higher levels of ethnic diversity and in addition material deprivation (Borough Plan EQIA 2019).

The racial profile of Looked After Children is highly diverse, with 73% from a BAME background.

Ethnic Background of Looked After Children (09/12/2019)

Ethnicity	Count
Black / African / Caribbean / Black British	196
White	107
Mixed / multiple	66
Other Ethnic Group	19
Asian / Asian British	13

Grand Total	401

PfP will be working with Children on the Edge of Care, therefore it is useful to examine the ethnic background of the 175 Children with a Protection Plan. Again, a similar proportion (67%) are from a Black or Minority Ethnic Background. This increases to 70% for children aged over 11 (most likely to become Looked After Children).

Ethnic Background	Number
Black / African / Caribbean / Black British	65
White Other	37
Mixed	21
White British	20
Asian / Asian British	18
Other	13
No Data	1

It is therefore apparent that BAME children are overrepresented among LAC and children with a protection plan.

Disability:
8% (32 of 401) Looked After Children had a declared disability. Of Children with a Protection Plan (on the edge of care), 9 of 175 (5%) had a declared disability in November 2019.

Census 2011 data indicates that 4% of the under-24 population in Haringey have their day-to-day activities limited a little or a lot due to a disability or long-term health condition. Children with disabilities are therefore overrepresented among LAC and children with a protection plan.

Gender Reassignment

A surveillance study examining the incidence and clinical presentation of Gender Dysphoria in children and adolescents aged 4 to 15 years suggests an incidence of 1.6 per 100,000 in the UK. A significant limitation of this surveillance study is that it only captured data for those presenting between their 4th and 16th birthdays - meaning that it is not possible to comment on the incidence of gender dysphoria among 16 and 17 year olds, which referral trends to the service suggest have significantly increased the overall incidence rate. This figure only reflects those who presented to NHS paediatric or psychological services and not those who have chosen not to, or who have been unable to access this care. The figure does not reflect the total number who may have accessed their GP regarding their gender dysphoria, or include those who have elected to seek private support.

Religion or Belief
Census 2011 data indicates that 42% of 8-19 year-olds in Haringey are Christian, 23% are Muslim, 4% are Jewish, 1% are Buddhist, 1% are Hindu, fewer than 1% are Sikh, and 19% have no religion. Data is not available for LAC or children with a protection plan but we will ensure that any inequalities and discrimination experienced on the basis of this protected characteristic are considered.

Sexual Orientation
We do not hold ward-level or borough-level data on sexual orientation, and it is not collected

nationally through the census. However, the ONS estimates that 3.7% of Haringey‟s population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country. We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA.

Pregnancy and Maternity

ONS data on under 18 conception rates in the year to September show an under-18 conception rate in Haringey 2016 of 20.3 per 1000 compared to the rate for London (17.9 per 1000) and for England and Wales (19.3 per 1000).

Marriage and Civil Partnerships

We do not hold data on this protected group's representation among parents of children at risk. We do not envisage discrimination, harassment or victimisation based upon this protected group.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

No external stakeholder consultation was undertaken before the service was agreed, although positive feedback from other London authorities using PfP was received (e.g. London Borough of Sutton).

Where a referral is proposed consultation with the young person and written consent is of course required. of the young person will be sought for information sharing purposes prior to going to Resources Panel to agree to seek a referral to PfP and to share personal information (as per DPIA). Should PfP then accept the referral a further informed consent form will be signed.

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?

1:2:1 consultation will influence whether or not an individual referral is processed.

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)*

The project will focus on supporting adolescents on the edge of care aged 11-16. This is in line with the Edge of Care cohorts, who are predominately older children.

The proposals are likely to disproportionately include young males age 11-16, as this group are disproportionately more likely on the edge of care and otherwise become Children Looked After.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not have local data regarding this children and young people with gender dysphoria. We do not think there will be specific impacts for this protected group. If any inequity is identified, we will take steps to rectify this.

Positive		Negative		Neutral impact		Unknown Impact	X

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)*

The proposals are likely to disproportionately include children aged 11-16, as this group are disproportionately more likely on the edge of care and otherwise become Children Looked After. The proposals can be expected to have a positive impact on this age group by enabling them to remain with their family.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

Our data analysis indicates that children with disabilities are more likely than average to be

LAC or have a protection plan. It is therefore reasonable to expect that this group will be disproportionately impacted by the proposal and benefit from being able to remain within family settings.

PfP will accept referrals from children with all kinds of disabilities, except very occasional and unlikely circumstances where the individual has an extreme mental health issue (such a psychosis or suicidal or homicidal behaviours), and/or severe Autism Spectrum Disorder affect social interaction. In such instances, admission will still be considered on a case-by-case basis, alongside other referrals and support to the person.

There is limited evidence available as to whether this would affect referrals to PfP but will be dealt with on a case-by-case basis. It is also important to note PfP is the delivery partner for an existing Pan-London project and that the London Borough of Haringey has recently this partnership which has pre-agreed evidence-based eligibility criteria which cannot be changed for Haringey alone.

Prior to being referred, all cases are screened for suitability through a Clinical Consultation with a trained therapist, following which any suitable referrals must be approved by the Assistant Director for Safeguarding at the Resources Panel. This secondary check ensures a robust review, to ensure that this is the right intervention for the family.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

As Children on Edge of Care may come disproportionately from Black and Minority Ethnic Backgrounds, it is likely the referrals may be more likely to come from Black and Minority Ethnic Backgrounds.

However, in practice referrals will be small in number and on a presenting needs basis, Referrals will be made and PfP will work with young people regardless of race or ethnicity. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic.

Prior to being referred, all cases are screened for suitability through a Clinical Consultation with a trained therapist, following which any suitable referrals must be approved by the Assistant Director for Safeguarding at the Resources Panel. This secondary check ensures a robust review, to ensure that this is the right intervention for the family.

With regard to Haringey's linguistic diversity, this will be monitored during initial contacts and where need arises interpretation support will be sought.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)

We do not think there will be specific impacts for this group. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic as described above.

Positive		Negative		Neutral impact	X	Unknown Impact	

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)*

We do not think there will be specific impacts for this group We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic as described above.

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

We do not think there will be specific impacts for this group. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	

9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

People who are in a civil partnership will be treated the same as people who are married

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

The proposals are likely to disproportionately positively affect young males age 11-16 from Black and/or Minority Backgrounds, as they are more likely to become Looked After Children.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group**

that shares the 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?**

The proposal will not result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.

It will provide positive support to certain groups at higher risk of becoming Looked After Children, aged 11-16 who are more likely (but not exclusively) to be male and from a black or minority ethnic background, and thereby advance equality of opportunity for these groups.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Should a person with severe mental health of LD not be referred to or accepted by PfP.	Key Social Worker and Resources Panel will consider provision of alternative support services.	Key Social Worker	Immediately after not accepted.

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

As detailed by the methodology and data provided, no negative impact is anticipated. However, it will be monitored to quarterly to continue to analyse the characteristics of both staff and service users.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

Quarterly performance report will continue to analyse the characteristics of both service users referred and accepted by PfP.

The Early Help service have also developed a tracker to follow which cases are accepted/rejected by PfP. As data arises equalities information will be examined as part of this.

7. Authorisation

EqIA approved by: Bev Hendricks (Assistant Director)	Date: 16/12/2019

8. Publication

Please ensure the completed EqIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to 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	PAUSE PROGRAMME
Service area	Safeguarding
Officer completing assessment	Colette Elliott-Cooper
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	N/A
Director/Assistant Director	Ann Graham

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The proposal aims to set up a Pause Practice within Haringey (to be called 'Pause Haringey'). This will involve recruiting a team of five staff to deliver the Pause programme, according to the Pause Framework (created by the national charity, Pause). The Pause programme works with women who have experienced, or are at risk of, repeated pregnancies that result in children needing to be removed from their care. The programme aims to break this cycle and give women the opportunity to pause and take control of their lives. The purpose of Pause is to prevent the damaging consequences of countless more children being taken into care each year.

The Pause model

Pause Haringey will work with women who have had two or more children removed from their care and are at risk of further pregnancies that are likely to result in care proceedings. To be eligible for the programme women need to have no children in their care and be willing to take a pause from pregnancy.

Pause Haringey will work intensively with up to 24 women over a period of 18 months. They will offer a programme of therapeutic, practical and behavioural support, tailored around each woman's needs. The key element of the programme is the relationship between the woman and a skilled, experienced Practitioner who will adopt a trauma-informed, systemic approach to the women and those in her environment. It is predicated on the vital importance of assertive outreach. The women that Pause works with are the core focus of the intervention. They shape and co-design their programme – this is an essential element of the model to ensure success. Each woman works with her Practitioner to focus and prioritise the goals she wants to achieve over the course of the programme; these are regularly reviewed and adapted accordingly.

Intended outcomes

Outcomes for individual women will vary greatly. For some women simply experiencing a positive relationship will be success, whereas others will achieve greater change. The range of outcomes we expect to see are described below.

Reduction in the number of children being taken into care. There is a significantly reduced risk of women getting pregnant during the programme. Early evidence suggests there is a longer term impact both on the conception rate of the women who have been through the Pause programme and on their ability to parent, but there is not yet sufficient data to state this with certainty.

Women will be more stable – we measure this through the following indicators:

- Women being safer from domestic abuse;
- Women having increased income and less debt;
- Women having improved employability;
- Women having less rent arrears;

- Women being in more safe and secure housing;
- Women having reduced drug and alcohol misuse;
- Women having less, or less severe, contact with the criminal justice system.

Women will have improved health, wellbeing and self-esteem – we measure this through the following indicators:

- Women being better able to manage loss;
- Women having improved resilience;
- Women showing improved confidence and self-esteem;
- Women having improved mental health;
- Women having more healthy relationships and networks;
- Women having better relationships with services.

Following research into the effectiveness of the PAUSE model elsewhere an Invest to Save business case was scope. The decision to take forward the PAUSE project was then made at July Cabinet 2019, with future decisions delegated to the Director of Children's Services and the Portfolio Holder for Children and Families.

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	*Source: MOSAIC case record data, used to inform scoping exercise.*	SAP
Gender Reassignment	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents, where recorded and available.*	Data not collected
Age	*Source: MOSAIC case record data on Children, Young People and their parents, used to inform scoping exercise.*	SAP
Disability	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young*	SAP

	People and their parents.	
Race & Ethnicity	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents.*	SAP
Sexual Orientation	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents, where recorded and available.*	Data not collected
Religion or Belief (or No Belief)	*Source: MOSAIC case record data, used to inform scoping exercise for Children, Young People and their parents, where recorded and available.*	Data not available.
Pregnancy & Maternity	*Source: MOSAIC case record data, used to inform scoping exercise for Parents.*	Data not collected
Marriage and Civil Partnership	*Source: MOSAIC case record data, used to inform scoping exercise for Parents.*	SAP

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.

There will not be any groups disproportionately affected by the proposal.

Service will be provided based on level of need.
The service will be staffed by staff from a diverse background.

Sex
As described above, the project scope and method focuses on supporting women who have had at least two children.

Haringey Council commissioned a Pause scoping exercise to understand the number of women that would be eligible to receive support. The scoping exercise was completed in

February 2019; the data will be updated before Pause Haringey goes live later this year.

The scoping exercise identified a cohort of 58 women in Haringey who have had 174 children removed from their care. 43% of the women have had two children removed; 52% have had between three and five children removed; three women have had six children removed. The average number of children removed per woman is 3.0.

Pause Haringey will work with up to 24 of these 58 women – a process of prioritisation takes place so that those women with the most complex needs and most risk of repeat removals of children from their care are identified. Pause Practitioners will use a skilful and sensitive model of assertive outreach to locate and build a relationship with the women, in order to help them make an informed choice about accessing the service.

Further details about this cohort of 58 women are included below, with relevance to groups with protected characteristics

Gender Reassignment
Reliable data has not been found so far but will be added and this Equality Impact Assessment amended if found at a later date.

Age
The ages of the women (as at February 2019) ranged from 22 to 43 years. The mean average age is 33 and the median average age is 32. Grouping the women into age ranges shows that over half the women are aged between 26 and 35, with another large percentage (31%) of the women aged between 36 and 40. The age of the women when they gave birth to their first child ranged from 15 to 36. The average age at first birth was 22.

Race and Ethnicity
Haringey is a highly diverse borough, within which 186 languages are spoken. People of White and White Other ethnic background are the largest group overall (66.9%), Black (14.4%), Mixed/Other (11.9%) and Asian (6.8%). However, there is significant variation by ward, with the East of the Brough having higher levels of ethnic diversity and in addition material deprivation (Borough Plan EQIA 2019).

The ethnicities of the 58 women breaks down as:

- Black African – 48%
- White British – 27%
- Mixed White and Black – 6%
- White Polish – 6%
- White Irish – 4%
- Asian British – 2%
- White Bulgarian – 2%
- White Lithuanian – 2%
- White Turkish Cypriot – 2%

Presenting issues
The women have many complex and often inter-linking needs:

- 67% have experienced domestic abuse
- 55% have issues with drug misuse
- 47% have mental health needs (not necessarily diagnosed)
- 24% have a criminal justice history
- 28% have issues with alcohol misuse
- 17% have a learning difficulty
- 14% have a history of social care involvement as a child (not LAC)
- 10% were Looked After Children

7% are involved in sex work.

Disability
Limited information has been found so far but it is noted:

- 47% have mental health needs (not necessarily diagnosed)
- 17% have a learning difficulty.

Religion or Belief
No comprehensive information has been found so far but will continue to be monitored and added to this Equality Impact Assessment if found.

Sexual Orientation
No comprehensive information has been found so far but will continue to be monitored and added to this Equality Impact Assessment if found.

Pregnancy and Maternity
Our analysis indicates that the average annual birth rate for the cohort of women is 0.24 per year. Therefore, we can estimate that, without any targeted intervention, 24 women (the maximum number of women a Pause Practice works with) could go on to have six children in any future year. The women aged 30 and under have a higher birth rate of 0.28 per year. Therefore, without any targeted intervention, 24 women in this age group could go on to have seven children in any future year.

Marriage and Civil Partnerships
Limited comprehensive information has been found so far but should be more easily identifiable as 1:2:1 work with potential Service Users commences. Data will continue to be collected and monitored and this Equality Impact Assessment amended should new information arise.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The target groups will be, vulnerable known to Service, also referrals from stakeholders. The target group is typically hard to reach, therefore they are unlikely to respond to any form of consultation. However, once Pause Haringey is engaging with women, the women co-design their programme and are consulted with throughout. There are currently 24 Pause Practices across the UK – Pause (national) is committed to learning from these Practices and their service users (Pause Participants), and sharing this across the Pause network – Pause Haringey will benefit from this learning. Pause (national) has a 'getting involved' programme which enables Pause Participants to influence and shape what the charity does, ensuring their voices are at the heart of decision making – this learning ensures service delivery is continually improved, based on women's voices.

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?

Key consultation and engagement will be with the target group of women being supported, with progress and monitoring by the Council of outcomes achieved.

PAUSE can really make a difference to the lives of vulnerable women.

For example, quotes from vulnerable women who have been supported by other Pause Practices in the country (quotes are anonymous to protect women's identities):

"When I first started working with Pause I was unemployed, close to being homeless and very anxious. I had no confidence and I struggled to have motivation to attend appointments. Pause has built me up to the point of being confident, self-reliant. I am no longer anxious, I have full time employment, a new property with a stable tenancy, I work with services with ease, I attend appointments, completed a course and gained a diploma. I am currently working towards an honours degree and I am using my voice and now able to make confident, decisive and constructive decisions. Pause has completely changed me and given me drive and focus."

"I've been in care since the age of 13, so I've been through many different organisations. With Pause, they actually took the time to get to know me as a person. And, knowing what I need help on, my Practitioner actually travels with me and she sees what actually benefits me. It has helped me a lot. I wouldn't be doing a second year of college if it weren't for Pause. I'd barely do the first year. I wouldn't be doing exercise. I wouldn't be wanting to better myself, actually. It's helped a lot. It really has."

"Pause has really helped me. It's a good organisation for women who do need help. If it wasn't for working with Pause I probably would have ended up just getting pregnant again, but they've helped me see things in a clearer way and we have a laugh together too. It's been good to make friends and meet other women on the Pause programme. They've helped me a lot with my relationship and they speak sense even when I don't listen!"

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)*

Pause Haringey will work with women and others in her system (e.g. partners, other agencies). Women will experience a range of positive outcomes as the purpose of the programme is to help them tackle destructive behaviours and take control over their lives

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not think there will be specific impacts for this group. The programme may not be suitable for many people undergoing gender reassignment as it is for women who are at risk of having recurrent pregnancies and removal of children from their care. However, we will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	

3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Ages of the eligible women ranged from 22 to 43 years – Pause Haringey will undertake a prioritisation exercise to identify which of these women have the most complex needs and are at highest risk of further repeat removals of children from their care. It is likely that women towards the higher end of the age range will be at lower risk of giving birth to more children, so Pause Haringey may end up working with younger women, however each case will be assessed individually.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not think there will be specific impacts for this group – Pause works with women regardless of whether they have a disability. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	

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)*

The ethnic background of the women identified to work with is highlight diverse, with 48% from a Black African background. It is therefore likely that this group will experience a positive impact disproportionately.

However, Pause will work with women regardless of race or ethnicity. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic.

With regard to Haringey's linguistic diversity, this will be monitored during initial contacts and where need arises to best endeavours interpretation support will be sought.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not think there will be specific impacts for this group – Pause works with women regardless of sexual orientation. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	

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)*

We do not think there will be specific impacts for this group – Pause works with women

regardless of sexual orientation. We will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic. If a women is unable to use contraception (one of the requirements of the programme) due to religious beliefs, the woman and her Practitioner will work alongside sexual health professionals to see if a suitable alternative can be found to enable her to have a break from pregnancy and fully engage in the Pause programme.

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Pause works with women when they are not pregnant and do not have children in their care – by asking women to voluntarily take this time to focus on themselves, an opportunity is created for them to tackle destructive patterns, develop new skills and avoid further trauma. This sets in place strong foundations on which to build more positive futures for themselves. The purpose of Pause is to prevent the damaging consequences (for both women and children) of recurrent pregnancies and repeated removal of children from women's care. By taking a pause in pregnancy, women are able to break this destructive cycle.

The following section explains how this works in further detail, as evidence to assure the impact will be positive.

Pause works with women for up to 16 weeks, giving them time to understand if Pause is the right programme for them at this time. Pause works with women to enable them to exercise their right to choose. We help them understand their reproductive choices, their options as well as where and how to get support. This includes making an informed choice about whether she wants to take a break from the cycle of pregnancy and removal (of children) that has caused such deep trauma to date

Positive	X	Negative		Neutral impact		Unknown Impact	

9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

We do not think there will be specific impacts for this group

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

As mentioned under the Race and Ethnicity section above, Black women will be disproportionately impacted positively.

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?**

The proposal will not result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.
A small and specific number of women (58) are eligible to take part in Pause Haringey and the Practice will only work with 24 women in the initial cohort. A process of prioritisation will be undertaken to identify the women with most need – this prioritisation is based mainly on birthing histories and presenting issues, the majority of the protected categories are not taken into consideration when prioritising the women (apart from age, but this is linked to birthing histories and remaining length of child bearing years). Therefore, we do not think that the programme will result in any direct/indirect discrimination for any group.

One of the core things that Pause Practitioners support women to do is break barriers for them accessing services, education, employment (depending on the women's self-identified goals). The women will all be vulnerable, experiencing a range of issues (e.g. mental health, domestic abuse, substance misuse, etc) that prevent them from fully engaging in society – Pause helps to overcome these issues so that women can engage fully and ensure they have equal opportunities, regardless of their protected characteristics.

Pause Haringey will bring the Pause Participants together to engage in group work, therefore the programme will help foster good relationships between this group of 24 women, who will have a range of characteristics (both protected and not).

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is	

robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
No negative impact on any groups are identified.			

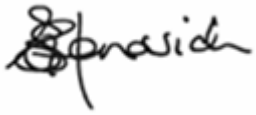
Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

As detailed by the methodology and data provided, no negative impact is anticipated. However, it will be monitored to quarterly to continue to analyse the characteristics of both staff and service users.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

Quarterly performance report will continue to analyse the characteristics of both

staff and service users.

7. Authorisation	
EqIA approved by: Bev Hendricks (Assistant Director) 	Date: 06.09.2019

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to 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	Selective Property Licensing
Service area	Community Safety and Enforcement
Officer completing assessment	Lynn Sellar
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	TBC
Director/Assistant Director	Stephen McDonnell Director Eubert Malcom AD

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*

Selective licensing is a tool that local Authorities can use to tackle issues within the private housing sector which is affecting them locally. A designation may be made to combat problems in an area experiencing Low housing demand, High Anti-social behaviour, poor property conditions, population churn, a high level of deprivation or high levels of crime. The proposed scheme will make it a legal requirement for owners of privately rented homes to licence those premises with the Council. The aim of the scheme is to ensure the private rented market offers good quality, safe housing for our tenants and to also ensure that these properties are well managed so that it doesn't impact on tenants and the local community alike.

At present research has been undertaken to evidence our need for a licensing scheme using data and information available to us about Haringey Borough, its residents, the effect the private rented market is having on our residents and the impact that poorly managed property has on Council services. The Licensing of Houses in Multiple Occupation (HMO) accommodation already exist within the borough.

The scheme will involve those persons responsible for single household privately rented properties to licence with the Council. The aim of the scheme is to improve living conditions for tenants and ensure the property is effectively managed. Key stakeholders will be ;-

- Tenants
- Landlords/letting agents
- Wider residents

The proposed scheme will require Consultation, Cabinet approval and approval from Secretary of State.

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	Service users	Sta

group		ff
Sex	*Equalities Profile of Haringey – 2013 Mid Year estimates:* *http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf*	
Gender Reassignment	*Borough wide profile not available*	
Age	*Equalities Profile of Haringey – 2013 Mid Year estimates:* *http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf*	
Disability	*Equalities Profile of Haringey – 2013 Mid Year estimates:* *http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf*	
Race & Ethnicity	*Equalities Profile of Haringey – 2013 Mid Year estimates:* *http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf*	
Sexual Orientation	*Borough wide profile not available*	
Religion or Belief (or No Belief)	*Equalities Profile of Haringey – 2013 Mid Year estimates:* *http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf*	
Pregnancy & Maternity	*Borough wide profile not available*	
Marriage and Civil Partnership	*Equalities Profile of Haringey – 2013 Mid Year estimates:* *http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf*	

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.

Our research and data analysis has indicated that a Selective licensing scheme is required within predominantly the east of Haringey borough and is likely to cover at least 12 of the 19 wards in Haringey.

The scheme is legally only allowed to target privately rented homes and it is our proposal

to include within this designation only those occupied by single households as other licensing scheme cover those privately rented homes which are multiply occupied.

Within the approved designation all groups who own, manage or live in privately rented accommodation are likely to be affected by the introduction of a property licensing scheme. People of ethnic minority origin, single parents and young children and certain vulnerable people are key tenant groups and are therefore likely to be affected as they are over-represented in the private rented sector and notably in properties which are in poorer condition.

Generally, the effect of property licensing is to formalise the lightly regulated private rented housing market by imposing an increased regulatory framework to force obligations on landlords / licence holders. It should lead to better quality accommodation and greater community stability for groups who are unable to access social housing or homeownership.

Property Licensing can therefore assist with community cohesion and tackle exclusion. Better managed private sector dwellings also improve the quality of life of many other Haringey residents, as they are often indirectly affected by low level neighbourhood anti-social behaviour such as fly tipping and noise.

Haringey is an exceptionally diverse and fast-changing borough.

Haringey has a population of 254,900 according to the 2011 National Census made up of 101,955 households. The number of households in Haringey has continued to increase since 2011.

The borough ranks as one of the most deprived in the country with pockets of severe deprivation in the east. Haringey is the 84th most deprived borough in England (based on those with the highest proportion of LSOAs that fall within the 10 per cent most deprived in England)

Home ownership in Haringey remains lower than London at 38.9% with the level of private renting amongst the highest in London. The level of over occupancy in Haringey is significantly above that for London.

The 2011 census recorded a reduction in full time workers and an increase in part time and self-employed workers. The 2011 census recorded that more people in Haringey identified as never having worked or in long-term unemployment than in London. Over a quarter of households (28%) living in Haringey have no adult in employment. This figure is similar to that of London as a whole.

Our key finding of our analysis in relation to key equalities characteristics are as follows:-

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). 38% of the borough's population is aged 25-39, which is higher than the London level. The Borough has a higher proportion of young adults and a smaller proportion of older people than in the rest of London. There are more children living in the East of our borough than

in the west both in absolute terms and as a proportion of the population.

The private rented sector (PRS) is increasingly being used as an alternative to home ownership for young people who cannot afford to get onto the property ladder. We know that private renting is being used increasingly by families with young children. Haringey has a higher than average population of young adults and so it is likely that young adults are over-represented in the private rented sector.

Young children are over-represented in the private rented sector and notably in properties which are in poorer condition. Moreover, private renters are, on average, younger than social renters and owner occupiers, with a mean age of 40 years (compared with 52 years for social renters and 57 years for owner occupiers).

We do not have data on the age profile of landlords in Haringey. In the operation of this scheme we will take steps to monitor the extent to which affected landlords share the protected characteristics, including the extent to which older people are represented among landlords.

Disability
14% of residents have a long-term health problem that limits their day to day activity, lower than England but in line with London. 5.7% of residents report being in bad health, slightly higher than England and London.

In 2016-17, 23% of privately rented households in the UK reported a household member with a long-term illness or disability. It is therefore likely that a higher proportion of residents in the private rented sector have a long-term illness or disability than in the population of Haringey as a whole.

The English House Condition Survey 2015-16 identified that 23% of households in the private rented sector included at least one member who had a long-term illness or disability, lower than the proportion of such households in the social rented sector; where 49% of households included someone with a long-term illness or disability. Among owner-occupiers, 29% of households had at least one member with a disability or long-term illness. Although this is higher than in the private rented sector, this might be due to the fact that owners are in general older than renters and are therefore might more likely to have age-related illness or disability.

We do not have data on landlords in Haringey. In the operation of this scheme we will take steps to monitor the extent to which affected landlords share the protected characteristics, including the extent to which individuals with disabilities are represented among landlords.

Gender reassignment
The council does not have local data regarding this protected characteristic. There is no reason to believe that there will be specific impacts for this protected group and we will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

Pregnancy and maternity
The number of children born to Haringey residents has been increasing year on year since 2002 in line with the London and England trend. The birth rate (births per

1000 of the population) in Haringey has been consistently higher than London in this period until 2008 and is now level with London. In 2012 there were 4,209 births in Haringey.

Lone parents, of whom the vast majority are women, are over-represented in the private rented sector and notably in properties which are in poorer condition relative to the population of Haringey as a whole.

Race and Ethnicity

Almost two-thirds of the borough's population, and over 70% of its young people, are from ethnic minority backgrounds. Haringey's population is the fifth most ethnically diverse in the country. Over 65% of residents come from non-White British communities, compared to 20% in England and 55% for London. 190 different languages are spoken in our schools. The proportion of non-White British communities varies from 35.2% in Muswell Hill in the west of the borough to 83.4% in Northumberland Park in the east of the borough.

Both at a national level and in Haringey, BAME individuals are over-represented in the private rented sector and notably in properties which are in poorer condition. It is notable that migrants are more likely than UK nationals to live in private-rented accommodation.

We do not have data on the racial profile of landlords in Haringey. In the operation of this scheme we will take steps to monitor the extent to which affected landlords share the protected characteristics, including the extent to which BAME groups are represented among landlords.

Religion and 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 Islam (14.3%) – higher than London (12.3%) - and Judaism (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%).

We do not have local data regarding the representation of this protected group in the private rented sector. However, we know that recent and second-generation migrants in the UK are likely to live in the private rented sector rather than social or privately-owned housing. It is likely that a significant proportion of these individuals will be members of minority faith groups and are therefore represented among private rented sector tenants.

We do not have data on the religious/faith profile of landlords in Haringey. In the operation of this scheme we will take steps to monitor the extent to which affected landlords share the protected characteristics, including the extent to which faith groups are represented among landlords.

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.

The English House Condition Survey 2015-16 identified that 61% of households in the PRS had a male Household Reference Person (HRP). Lone parents, of whom the vast majority are women, are over-represented in the private rented sector and notably in properties which are in poorer condition.

Sexual orientation
3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013 (ONS Integrated Household Survey). In Haringey this equates to 6,491 residents.

We do not have local data regarding the representation of this protected group in the private rented sector. There is no reason to believe that there will be specific impacts for this protected group and we will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

Marriage and Civil partnership.
A third of the population of Haringey is made up of single households.
Lone parent households account for 10% of the borough's household make up.
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.

We do not have local data regarding the representation of this protected group in the private rented sector. There is no reason to believe that there will be specific impacts for this protected group and we will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

People in marriages and people in civil partnerships will be treated the same in all aspects of the proposed scheme.

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

It is a statutory requirement for relevant stakeholders to be consulted as part of the Selective Licensing approval process.
The consultation period will be a minimum of 12 weeks, our approach will be to use a external company to undertake our consultation engagement and for the results to be independently evaluated by this third party to ensure compliance.

It is envisaged that a wide range of consultation techniques will be used to ensure that all sections of the community have an opportunity to take part. This includes:

- Email to landlords/Letting Agents operating in Haringey Council.
- Hand delivered letters to every household within the proposed designation area.
- Letters hand delivered to identified private sector properties in the borough.
- Leaflets, Posters and paper questionnaires distributed to Libraries.
- Information available on the Council's, web site.
- Officers attending the Borough Wide Neighbourhood Watch Meeting and local Neighbourhood Watch meetings.
- Details of the consultation emailed to all London Boroughs to share with their landlord' forums/letting agents.
- Press release by third parties, radio, local Journals and the press have been used in the past,
- Stakeholder engagement with organisations and groups such as :-
    - Bridge Renewal Trust
    - HFH Resident' Associations
    - Neighbourhood Watch representatives.
    - Landlords/agents
    - Met Police
    - London fire Authority

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?

None has yet been undertaken.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

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)*

The outcome of licensing is to improve standards within the PRS, and so tenants of any sex are likely to be positively impacted. We can reasonably anticipate benefits for women, as the vast majority of lone parent households in Haringey are headed by women and these households are overrepresented in the private rented sector.

We have no data as to the sex of landlords in Haringey but the proposal will affect any landlord or letting agent equally regardless of their sex and we do not anticipate a disproportionate impact based on this protected characteristic.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not have local data regarding the representation of individuals who identify as a gender different to the one they were assigned at birth in the private rented sector. Our consultation findings lead us to believe that there will not be specific impacts for this protected group, but we will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic. If any inequity in treatment is identified we will take steps to rectify this.

Positive		Negative		Neutral impact		Unknown Impact	X

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)*

The private rented sector (PRS) is increasingly being used as an alternative to home ownership for young people who cannot afford to get onto the property ladder. We also know that private renting is being used increasingly by families with young children. Additional licensing is targeted at houses in multiple occupation, including properties,

which are likely to be shared houses as well as bedsit and studio accommodation, which tend to be a cheaper forms of renting and therefore more accessible to young adults who are more likely to be on low incomes. The impact of this proposal for young people in the private rented sector is going to be positive as it will help ensure that the quality of accommodation they are accessing is good and that the landlord they are renting from is fit and proper..

We have no data as to the age of landlords in Haringey but the proposal will affect any landlord or letting agent equally regardless of their age and we do not anticipate a disproportionate impact based on this protected characteristic

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

14% of Haringey residents have long term health problems that limits their day to day activity, which is lower than England but in line with London. 23% of households in the private rented sector included at least one member who had a long-term illness or disability. It is therefore likely that individuals with disabilities are over-represented among private-rented sector tenants and therefore those impacted by the proposal..

HMO licensing would not be able to take into consideration an individual tenant's disability or needs associated with their disability when applying standards. The effect of licensing overall however would be positive for these households in improving overall housing conditions.

We have no data as to how many landlords in Haringey have disabilities but the proposal will affect any landlord or letting agent equally and we do not anticipate a disproportionate impact based on this protected characteristic.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We know from the 2011 census that Haringey is the 5th most diverse borough in the country. 65% of residents come from non-white British communities.
In summary 45% of the population was born outside of Britain. The main nationalities of non-UK-born residents are Polish, Turkish, Jamaican, Irish, Ghanaian and Somalian.

Individuals and groups from ethnic minority backgrounds are over-represented among private-rented sector tenants. The impact of this proposal, in improving conditions in the private-rented sector, will therefore be positive overall for this protected characteristic.

We have no data as to the ethnicity of landlords in Haringey but the proposal will affect any landlord or letting agent equally regardless of their ethnicity and we do not anticipate a disproportionate impact based on this protected characteristic

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not have local data on the representation of LGBT individuals in private rented sector accommodation. Consultation findings relating to similar schemes lead us to believe that there will not be specific impacts for this protected group, but we will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic. If any inequity in treatment is identified we will take steps to rectify this.

Positive		Negative		Neutral impact	X	Unknown Impact	

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)*

Haringey is one of the most religiously diverse places in the UK. At the time of the 2011 census the most common religion in Haringey was Christianity, accounting for 45% of residents, this is less than London. The next most common faith is Islam (14.3%) and Judaism (3%). Hindu and Sikh faiths are under-represented in Haringey compared to London. As we know the PRS is the most likely tenure for new communities and will therefore provide housing for a large diverse population it is very likely that different faith groups will be represented. Licensing will improve the condition of private rented housing and will therefore have a positive impact for households from religious minorities.

We have no data as to the faith of landlords in Haringey but the proposal will affect any landlord or letting agent equally regardless of their faith and we do not anticipate a disproportionate impact based on this protected characteristic

Positive	X	Negative		Neutral impact		Unknown Impact	

8. **Pregnancy and maternity** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

It is highly likely that due to the age demographics of those living in the PRS and the over-representation of lone parents that pregnancy and maternity is a characteristic that will be impacted on by licensing. The link between poor living accommodation and health is well

evidenced, as is the impact of poor standards of accommodation on children's health and development. Licensing will affect positively on both maternity and pregnancy through improving these standards for residents.

Positive	X	Negative		Neutral impact		Unknown Impact	

9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

People who are in a civil partnership will be treated the same as people who are married.

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

Groups that are likely to be over-represented among those affected by the proposal include:

- Young women
- Young people from BAME communities
- Young people with disabilities
- Ethnic minority individuals with disabilities
- Ethnic minority individuals from minority faith communities

These groups are all likely to be over-represented in the private rented sector and are therefore all likely to be positively impacted by the proposal's aim to improve conditions in the private rented sector.

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?**

This analysis has concluded that, overall, the extension of HMO licensing is likely to have

a positive impact on all tenants and those with protected characteristics in particular. Licensing will have the greatest impact on those who are disadvantaged and who have little or no choice but having to rent in the private sector, including specific groups of tenants who share protected characteristics. .

A key purpose of the scheme is to improve housing conditions and reduce property related antisocial behaviour which will benefit residents across all protected characteristics and particularly more vulnerable groups. In particular, BAME groups, new migrants, families with young children, disabled residents and vulnerable adults will benefit from better enforcement of licence conditions and of the Housing Health and Safety Rating System standards. The proposal will therefore advance equality of opportunity to high quality housing for individuals and groups who share protected characteristics.

We do not anticipate any direct discrimination for any group that shares protected characteristics. The results of previous consultations has identified some potential adverse indirect impacts for lower income groups, particularly young people, migrants, single parents, if landlords decide to increase rents as a direct result of licensing. However, based on our existing licensing schemes in Haringey and that of other Councils who have introduced licensing, we believe that this is very unlikely to materialise and so the likelihood of this impact is very low.

The proposal will help to foster good relations between individuals and groups who share protected characteristics and those who do not by improving accommodation standards and fostering greater community stability for groups who are unable to access social housing or homeownership. Better managed private sector dwellings also improve the quality of life of many other Haringey residents, as they are often indirectly affected by low level neighbourhood anti-social behaviour such as fly tipping and noise

. .

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y

Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	*N*
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
N/A			

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

N/A

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The following measures will help to monitor the equalities impact of the proposal:

- A full consultation with wide range of stakeholders

- Assessment of any impact and feedback
- Revising this EQIA based on consultation results
- Scoping use of Haringey's equalities monitoring form in the operation of the scheme and analysis of completed forms

7. Authorisation	
EqIA approved by ..... (Assistant Director/ Director)	Date .....

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty'** on all public bodies to have '**due regard'** to 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	Parking Transformation Programme
Service area	Environment and Neighbourhoods
Officer completing assessment	Greville Percival /
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	
Director/Assistant Director	Eubert Malcolm

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*

1. The proposal covers three inter-related objectives which are part of the 'parking transformation programme' (PTP) designed to provide safe and accessible parking for all users and to discourage unnecessary use of vehicles in order to help lower air pollution and improve safety for all road users specifically including pedestrians and cyclists. The main elements of the policy are:

- Improved parking enforcement by means of additional CEOs and greater use of CCTV
- Parking charges (including diesel surcharge, increased charges for 2nd and additional vehicles) to discourage car use and encourage transition to use of lower-polluting vehicles;
- Offering additional payment facility through use of contactless / 'chip & pin' bank cards

1a New Enforcement Operating Model. This involves recruiting and deploying additional CEOs (most notably for events at the new Tottenham Hotspur Football Club stadium), and increased use of CCTV cameras in areas with high incidence of parking and related traffic contraventions. The objective is to better meet the need for efficient parking enforcement; without which the value and purpose of having parking controls in place is undermined.

1b Pricing Policy Charges and Inflation: Diesel surcharge, 2nd and subsequent parking permits issued per household, Permit inflation. This involves the introduction of dynamic permit charging models which will be made possible through the new Parking IT system, which is programmed for delivery in April 2020. Underpinning these measures is the objective to cut pollution and improve air quality and health.

1c Stop and Shop - Pay for Parking Stop (Contactless and Chip & Pin). Parking consultations have included feedback that many residents – especially those who do not drive regularly or who just make short local shopping trips - prefer to pay for parking by cash or card and do not like being required to use smart phone apps. It is therefore planned to introduce bank card payment facility in Haringey's 'town centre' shopping areas.

2. Key Stakeholders comprise all who use public parking facilities, and those who use public transport, walk, and cycle - including Haringey residents, businesses and services. Young children, expectant mothers, and older people are groups most at risk from toxic air pollutants.

3. The Parking Transformation Programme will be submitted to Cabinet for approval in January 2020

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	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf GLA London Ward Profiles https://londondatastore-upload.s3.amazonaws.com/instant-atlas/ward-profiles-html/atlas.html	*No impact*
Gender Reassignment	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	No impact
Age	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf GLA London Ward Profiles https://londondatastore-upload.s3.amazonaws.com/instant-atlas/ward-profiles-html/atlas.html TfL Roads Taskforce Technical note 12: http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf	No impact
Disability	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	No impact
Race & Ethnicity	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf TfL Roads Taskforce Technical note 12: http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf	No impact
Sexual Orientation	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	No impact
Religion or Belief (or No Belief)	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	No impact
Pregnancy & Maternity	Census 2011 TfL Roads Taskforce Technical note 12: http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf	No impact
Marriage and Civil Partnership	Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	No impact

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.

Key Findings

The PTP contains proposals to significantly reorganise parking fees and charges in order to meet Haringey's priorities by having a parking service which addresses significant challenges of traffic congestion, street safety and toxic air pollution. A failure to take action now will have severe impact on future generations of road users and Haringey's population as a whole. Collectively, the measures in the PTP are designed to encourage increased use of sustainable transport modes such as walking and cycling, and greater use of initiatives such as car clubs in order to improve air quality, and the street scene environment, as well as offering transport choice and improved health for residents.

Discouraging the use of diesel fuelled vehicles which are a major source of Nitrous Oxide (NO2) in London, will help improve air quality. In addition, measures to discourage multiple car ownership (multicar households) will also help reduce transport related CO2 and NO2 emissions.

Events at the new Tottenham Hotspur FC stadium require an enhanced Transport and Enforcement Plan, and Haringey has committed to a Code of Enforcement (CoE) to ensure that spectators and background traffic are managed safely. The Stadium Local Area Management Plan (LAMP) has been in place for nearly a year and the enhanced CoE which has been delivered through the New Operating Model has widely been viewed as a traffic management success. Increased enforcement of banned turns, yellow box junctions etc. will benefit road safety and reduce congestion, and will improve bus running times, which in turn encourages more people to use public transport instead of cars - and is essential for the environment.

The Ultra-Low Emission Zone (ULEZ) was introduced in central London in April 2019 and many more motorists commuting into central London who previously parked in the inner London area, are now choosing Boroughs such as Haringey in which to park close to the main transport hubs. This is why Haringey's protective measures such as diesel surcharges and Controlled Parking Zones, supported by improved enforcement, are essential – especially around transport hubs in Wood Green and Tottenham

Stop and shop (pay to park) machines to facilitate contactless and chip & pin card payments will be well received by businesses and their customers. Consultations and analysis of cashless payment transactions confirm that many customers cannot or do not like using contactless parking Apps such as Pay by Phone. The introduction of contactless and chip & pin card payment options will offer support to these customers and will benefit businesses and services in Haringey's Town Centres.

Haringey is one of the most deprived areas of the UK (24th out of 236). Job Seekers Allowance claimants are the 2nd highest in London. Therefore, some low-income households will struggle with the cost of car ownership if they drive older, higher polluting vehicles. By promoting practical alternatives to car travel and having less congested and healthier streets; the Parking Transformation Programme (PTP) will benefit all residents in terms of health and safety - specifically including those in deprived areas. The Council also needs to lead by example and ensure its own vehicle fleet and those of its contractors are ULEZ compliant

Although some protected characteristic groups are more likely to experience deprivation, it is anticipated that most will be positively impacted by the PTP. Less congested and less polluted roads help deal with obstructive parking which can delay buses and service vehicles. Less congested and less polluted roads also improve conditions for pedestrians and cyclists.

Vehicle emissions pollution is a major area of concern, especially in more deprived parts of the borough where take up of less polluting cars and car ownership in general remains lower than in

other areas. All residents will benefit from the reduced polluting emissions although the initial costs will impact more on those in low income groups who use higher polluting cars. However, car reduction measures and measures that improve air quality will benefit the borough as a whole.

Some groups may not be able to fully engage in 'active travel' and are likely to remain dependent on private vehicle use. Improved parking enforcement, and the introduction of contactless card payments will benefit protected groups such as those with disabilities and pregnant women by making it easier to park close to home and when using a car to visit local shopping areas for short stay parking.

Sex

Improved parking enforcement: Positive impact.
The borough has a relatively equal gender split - just over half the population is female (50.5%) Improved enforcement will have positive impact by making it easier for all residents to park close to home and for all who need to use vehicles to easily find parking space when they need to use cars. The National Travel Survey: England 2014 reported that women are more likely to make short/local car trips as they tend to be the primary carers to young children, and elderly or disabled relatives. They may be negatively impacted by the ambition to reduce private car use but will benefit from cleaner air and reduced traffic congestion and improved availability of parking spaces that are often currently taken up by illegal or obstructive parking by non-local vehicles. Residents also report that the presence of uniformed parking enforcement staff helps discourage antisocial behaviour. Successive parking and highways consultations in Haringey have indicated that loitering men and antisocial behaviour are seen as major problems by residents, with females particularly vulnerable

Pricing Policy Charges:
Positive impact by discouraging households with multiple vehicles from taking up excessive parking spaces. The pricing policy will also discourage vehicles with high emissions and thereby improve air quality and reduce health inequalities. Research from 2013 found that men in Haringey are more than three times as likely to cycle as are women and any measures which make roads safer and less congested will encourage greater uptake of more sustainable transport options.

Stop and Shop payment options: Positive impact by making payments easier for all who need to use cars for local shopping trips. Payment by bank card will be introduced for 'pay to park' bays at Haringey's 'town centre' shopping areas.

Gender Reassignment

There is no evidence or published information to indicate either positive or negative impact on people transitioning gender as a result of the proposals in the PTP

Improved parking enforcement:
Positive impact. Empirical research indicates that gender reassignment can increase the risk of hostile and antisocial behaviour, in which case a greater presence of on-street enforcement measures with more CEOs and CCTV coverage will help deter antisocial behaviour.

Pricing policy changes:
It is anticipated that people with this protected characteristic will not be negatively or differentially affected by changes to parking charges or the introduction of a diesel surcharge.

Stop and Shop payment options:
Positive impact. The ability to pay to park using bank cards has no negative or differential impact on this protected characteristic

Age

Census data and the studies cited above confirm that older people are more likely to have disability or long term mobility restrictions. Older people are more likely to experience health issues and will therefore benefit from improved air quality but could be disadvantaged by parking restrictions and costs when having visitors. However, improved air quality will benefit older people and children as well as young people who spend more time on the streets.

Improved parking enforcement:
Neutral / Positive impact. Older residents with cars living in controlled parking zones will benefit from improved enforcement as this helps stop the incidence of unauthorised parking taking up residential parking space. A lack of enforcement may lead to greater incidence of unauthorised parking, which would disproportionately affect older residents and those with mobility impairments may not be able to walk far and need to park close to home. There will be no benefits from improved enforcement for those living in roads which are not subject to parking controls but, equally there will be no negative impact

Pricing policy changes: Positive and negative impact
Haringey has a relatively young population - a quarter of the population is under the age of 20. At present approximately 75% of the borough is covered by Controlled Parking Zones and increased charges and permit prices will negatively impact on older residents who are more likely to have mobility issues, drive older and diesel vehicles, and who rely on regular family/carer visits and will therefore need to purchase significant quantities of Visitor Permits. Conversely, both older people and young children will benefit from measures designed to discourage high pollutant vehicles and encourage sustainable travel modes. The main benefits will be in terms of improved health as a result of better air quality.

Stop and Shop payment options:
Positive impact for older residents who may not drive regularly and who may not have smartphones but who do need to drive to shops and services. Being able to pay by bank card (contactless or chip and pin) will be a major improvement over the current situation where stop and shop parking requires use of smartphone and App.

Disability

There is no evidence to suggest adverse or disproportionate impact resulting from the proposals in the PTP based on this protected characteristic. The PTP measures are designed to reduce numbers of polluting vehicles on the streets and as such will reduce toxic pollutants such as NO2, PM10 & PM2.5. This will particularly benefit people with pre-existing health conditions such as chronic obstructive pulmonary disease (COPD) and asthma.

Improved parking enforcement: Positive impact.
Census data shows that 14% of residents have a long-term health problem that limits their day to day activity. Improved enforcement will help ensure that disabled bays are not occupied by motorists without blue badges and having allocated bays will further ensure that blue badge holders can park close to home. Improved enforcement will also help keep roads free from obstructive parking and this will further assist motorists with disabilities to find parking space where they need it.

Pricing policy changes: Negative impact
While pricing policy designed to provide less congested roads and fewer high-polluting vehicles will have positive impact for those who need to use a car, disabled residents who require family and carer visits will be disadvantaged by having to buy quantities of higher priced visitor permits for their friends / family /carers and other visitors. The PTP should consider this aspect
Stop and Shop payment options: Positive impact
Those with disabilities who need to drive to local shops and services will benefit from the increased convenience of being able to make contactless bank card payments to park in stop and shop bays.

Race and Ethnicity

There is no evidence to suggest adverse or disproportionate impact resulting from the proposals in the PTP.

Haringey is the 5th most ethnically diverse borough in the country. 66% of residents come from non-White British communities compared to 20% in England and 55% for London. Minority ethnic British communities in Haringey are concentrated in areas that have higher than average levels of air pollution. It is therefore expected that this group will greatly benefit from PTP measures to discourage high polluting vehicles, households with multiple vehicles as these will encourage improved air quality and a reduced exposure to pollution.

Improved parking enforcement: Positive impact

BAME communities in areas including Northumberland Park will benefit from improved enforcement designed to tackle parking congestion associated with the THFC stadium, as well as non-local and commuter parking in residential streets around the main transport hubs. Tottenham 'quality of life' consultations carried out by the council confirm that antisocial behaviour, crime and drug use/dealing is seen by residents as a severe problem and an increased presence of on street enforcement staff and use of CCTV are seen as measures that will help to address this.

Pricing policy changes: Positive and Negative impact

BAME communities are more likely to live in areas with high levels of air pollution and this measure will offer positive impact by reducing the number of older high polluting vehicles. Less congested roads and fewer high-polluting vehicles will have positive health benefits. However the Tottenham area has parking controls which operate for extended hours especially on match and event days and this is seen as a disadvantage by residents because of the restrictions on visitors resulting from the need to buy large numbers of visitor permits.

Stop and Shop payment options: Positive impact

Those who need to drive to use local shops and services will benefit from the facility to use contactless card payment for parking

Sexual Orientation

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013 (ONS Integrated Household Survey). In Haringey this equates to 6,491 residents. There are no statistics or other evidence to suggest that LGB individuals would be negatively or positively affected by the PTP measures.

Improved parking enforcement: Neutral impact

All residents should benefit from the improvements which tackle obstructive and illegal parking as well as parking by non-local vehicles which reduces parking space for residents. There is no indication of any differential effect on this characteristic, and there could be some positive impact in terms of street safety as a result of improved on street enforcement staff presence and improved CCTV surveillance

Pricing policy changes: Neutral impact

This protected characteristic, in common with most residents should benefit from a parking pricing model which leads to reduced traffic congestion, improved availability of on-street parking space, improvements in air quality and reduction in exposure to pollution. There are disadvantages to all residents faced with increased permit charges if they drive high polluting or diesel cars, but there is no disproportionate or differential effect on this protected characteristic

Stop & Shop payment options

There is no expected disadvantage or differential effect, as having improved choice when paying for parking is a clear benefit to all those who need to drive to main shopping areas

Religion and Belief

Haringey is highly diverse in terms of religion: Christianity 45% (less than London (48.4) and England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey has 1.8% of residents who are Hindu and 0.3% who are Sikh. 25% of Haringey residents stated that they did not have a religion. This compares with 21% in London.

It is considered, at this stage, that there are no specific needs identified for faith groups in the borough and therefore they should not be adversely or disproportionately impacted by any aspects of the PTP

Improved parking enforcement

While no specific needs have been identified for faith groups, some consideration needs to be given to parking arrangements at places of worship, as consultations indicate some difficulties can arise when those attending places of worship occupy residential parking spaces. While improved parking enforcement will not directly impact this, it is an issue to be monitored.

Pricing policy changes

There is no indication of any adverse or disproportionate impact on this protected characteristic as a result of changes to pricing policy.

Stop and Shop payment options

there are no specific parking needs identified for faith groups in the borough apart from parking needs when attending places of worship. As the payment options are designed to make it easier for all users of pay-to-park bays; there is no expectation of adverse or disproportionate impact

Pregnancy and Maternity

Expectant mothers and those caring for young babies will benefit from parking controls which make it easier for residents and their visitors – including carers, to park close to home. Long term exposure to air pollution is associated with low birthweight (which leads to a higher risk of a range of complications and longer-term health effects), and although expectant mothers may not be able to access all of the opportunities available from measures designed to reduce car use, they, and babies and ,young children will benefit from improvements in air quality and reduction in exposure to pollution resulting from a reduction in high pollutant vehicles

Improved parking enforcement

There will be no adverse effect from improved enforcement the measure and could offer positive impact by helping to ensure availability of parking space close to home, and by making some positive contribution to safer streets; given that many residents report feeling safer as a result of on street and CCTV parking enforcement.

Pricing policy changes

Expectant mothers and those caring for young babies will benefit from parking controls which make it easier for residents and their visitors to find parking space. While a pricing policy which discourages use of polluting vehicles and increases costs of visitor permits will result in higher costs this will not have disproportionate effect on this group. By reducing the number of high polluting vehicles on streets and reducing traffic congestion, this measure will provide positive impact in terms of improved air quality and healthier streets – specifically including areas of deprivation where pollution is most evident.

Stop and Shop payment options

Improved choice when paying for parking in local town centre shopping areas will benefit this group along with all who need to use a car for shopping trips

Gender Reassignment

The Equality and Human Rights Commission estimate that there are between 300,000-500,000

transgender people in the UK but Haringey does not hold data on how many people in the borough identify as transgender.

It is anticipated that people with this protected characteristic will not be negatively or differentially affected by any of the measures set out in the Parking Transformation Programme

Improved parking enforcement
Empirical research indicates that trans people can encounter hostile or antisocial behaviour, in which case measures including more on-street enforcement staff and CCTV surveillance may be beneficial in terms of street safety (less antisocial behaviour) and will not offer any disadvantage or adverse disproportionate impact.

Pricing policy changes
There is no adverse impact expected for this group. Any price increases will have adverse effect those on low incomes but there is no indication that this protected characteristic would be disproportionately affected. Empirical evidence suggest some increase in gender reassignment amongst young people in which case improved air quality as a result of pricing policies designed to reduce traffic pollution will have health benefits.

Stop and Shop payment options
This measure offering payment choice represents positive impact across all groups.

Marital status and Civil Partnership
The 20111 Census indicated that Haringey had a higher proportion of couples in a registered same sex civil partnership than England and London. The PTP measures will not cause adverse or differential impact on people in marriages or civil partnerships. People in marriages and in civil partnerships will be treated the same in all aspects of the PTP.

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

Public consultations are conducted regularly in-house on individual projects undertaken by Operations (Traffic Management) on controlled parking zones and their operating hours. Consultation reviews are planned across the borough including deprived areas such as Northumberland Park to assess parking issues and what changes or improvements may be needed. Our policy on all highways and parking consultations is to encourage residents and businesses to comment not only on proposed measures but more generally on issues affecting the street scene environment and the feedback received has informed measures in the Parking Transformation Programme (PTP). Thus we are aware of concerns amongst residents that a lack of parking enforcement is resulting in an increase in unauthorised parking by non-local vehicles in residential streets. Parking revenue surveys confirm that a lack of payment options in 'Stop and Shop' locations mean that many drivers who find it inconvenient or resent having to use smart phone parking apps, will risk getting a parking ticket because of the lack of payment options.

Market research studies including Tottenham Quality of Life Survey, and Green Lanes District Schemes will continue to inform the council of equalities issues and concerns that are important for residents' quality of life.

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?

Parking consultation results are published on the website and confirm that residents value the ability offered to park close to home and not have to walk long distances to get to and from their cars especially when carrying heavy shopping or accompanied by small children. The consultations also confirm that residents feel safer walking on roads which are not heavily parked because clearer roads give improved visibility and residents report feeling safer as a result.

Public consultations are conducted regularly in-house on individual projects undertaken by Operations (Traffic Management) on controlled parking zones, highways and road safety schemes. These confirm the need to improve parking enforcement and discourage the parking of trade vans, campers, non-local vehicles which are currently often left parked for long periods in residential streets and reduce parking space for residents. Haringey's policy of encouraging car-free housing developments is seen as a problem by many residents because many of those who live in the new developments have cars which are parked in nearby streets. A further problem shown by consultation is the growing number of households with multiple vehicles – many of which are not registered to the local address. While these parking issues have widespread affects, they also impact on those protected characteristics who need parking provision close to their homes. As a result, Haringey's PTP is designed to tackle the issues shown by consultations to be a significant problem for residents.

Haringey has not conducted research on the principal of the measures proposed in the Parking Transformation Plan because these are established national public policy instruments and have been subject to equality impact assessments. Specific measures will be subject to individual equality impact assessments and statutory consultation before being implemented by Haringey.

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)*
The PTP will deliver benefits to all residents regardless of sex. Women can be expected to benefit from reduced air pollution, greater road safety, and easier parking near where they live. As females are more likely to rely on private cars, they may be negatively impacted by costs of private car use. The PTP is not seeking to eliminate car use but to encourage sustainable travel and use of less polluting vehicles Those who do need to use cars will be assisted by parking controls which make it easier to park close to home and to have parking space for visitors.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*
There is no indication of any adverse impact. On balance, the presence of improved parking enforcement with more on-street visibility will help reduce antisocial behaviour which can present a threat to individuals who identify as a different gender to the one they were assigned at birth as this group is disproportionately represented among hate crime victims

Positive		Negative		Neutral impact		Unknown Impact	X

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)*
Children and older people will benefit from less traffic congestion, improved air quality, and safer roads. Older people are more likely to be dependent on cars for travel, particularly as they are more likely to have a disability. They may be negatively impacted by reduction in private car use. The PTP is not seeking to eliminate car use but to encourage use of less polluting vehicles. Those who do need to use cars will be assisted by parking controls which make it easier to park close to home. Increased charges may impact adversely on those older people who rely on regular visits from family and from carers. Measures to mitigate any adverse effects will be identified in the consultations planned to review the operating hours of controlled parking zones

Positive	X	Negative	X	Neutral impact		Unknown Impact	

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)*
Disabled people will benefit from parking space close to home, lower pollution levels, and safer streets. However, increased charges for visitor permits may adversely impact individuals with disabilities who require a higher than average number of home visits. Measures to mitigate any adverse effects will be identified in the consultations planned to review the operating hours of controlled parking zones

Positive	X	Negative	X	Neutral impact		Unknown Impact	

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)*
This group are particularly vulnerable to poor air quality due to the overrepresentation of BAME communities in areas in Haringey where pollution levels are high. They will benefit accordingly from improvements in air quality resulting from reduced numbers and use of high polluting vehicles.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*
It is anticipated that there will be no differential or adverse impact of these recommendations on those who identify as LGB

Positive		Negative		Neutral impact	X	Unknown Impact	

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)*
There will be no differential or adverse impact of these recommendations on people in this protected group, on condition that parking provision is available near places of worship

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity (*Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*
Expectant mothers and mothers up to 6 months after birth will benefit from better air quality, and safer streets. Overall the PTP will have a positive impact on this characteristic

Positive	X	Negative		Neutral impact		Unknown Impact	

9. Marriage and Civil Partnership (*Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*
It is anticipated that the impact of these recommendations on people in a civil partnership will be the same as for people who are married.

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

To the extent that the PTP results in positive impacts for residents with particular protected characteristics, these positive impacts will be felt by:

- Older women
- Older people with disabilities
- BAME women
- BAME people with disabilities
- Older BAME people
- Young BAME people

Many people will identify with more than one protected characteristic. There are no cumulative adverse or positive impacts identified in this plan on people who identify with more than one protected characteristic

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?**

The Parking Transformation Programme (PTP) is not considered to result in any direct/indirect discrimination for any groups that share the protected characteristics.

The PTP is considered to bring benefits for all residents in Haringey. All residents will benefit from a reduction in traffic congestion and high polluting vehicles; improved health from being enabled to take up active travel options and from improved air quality; and safer streets. These are seen as mitigating against the impact of increased parking charges which do impact on low income groups. The PTP therefore represents a step towards addressing health inequalities affecting groups who share the protected characteristics.

The PTP may help to foster good relations between groups to the extent that it helps to address anti-social behaviour and hate crime through increased presence of enforcement officers and increased CCTV coverage.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	*N*
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Reducing the reliance on	Provide a range of options	AD Planning	

the private car affects young children and their carers (more likely to be women); pregnant women; disabled people; and older people.	for those who want to choose more sustainable modes of transport but at the same time use consultations to collect views form those who do need to use cars	and Sustainability	Ongoing
Changes to and extension of parking charges can impact adversely on those who rely on regular visits from family and from carers	The needs of those affected will be addressed in further consultations and reviews on the operation of controlled parking zones	AD Planning and Sustainability	Ongoing

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The impact will be monitored through consultation feedback from residents and accompanied by monitoring of policy and practice in other London Boroughs, and through reports produced by the Department for Transport, and London Councils.

7. Authorisation	
EqIA approved by ..... (Assistant Director/ Director)	Date .....

8. Publication

Please ensure the completed EqIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

EQUALITY IMPACT ASSESSMENT

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	Commissioning a 0-19 year old Integrated Service
Service area	Public Health
Officer completing assessment	Linda Edward, Senior Commissioner for Children and Young People
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	February 2020
Director/Assistant Director	Susan Otiti

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*

Public Health will combine the functions of the council's commissioned health visiting and school nursing services, with the implementation of a single 0-19 year old integrated service specification.

This is the 3rd phase of a transformation programme that started when the council received from the NHS commissioning responsibility for these two services in 2013 and 2015. The Public Health team has worked with the NHS provider on all aspects of the transformation programme.
Phase 1 the health visiting service – Changing the service from a targeted to a universal service and to lead implementation of the 0-5 year old Healthy Child Programme[1] – completed in 2017.
Phase 2 the school nursing service – Change the school nursing service to a proactive public health nursing service supporting the needs of schools, parents and school aged children and young people and leading the implementation of the 5-19 year old Healthy Child Programme. This was completed spring 2019. NHS England decommissioned the NHS School health service provider of its function to deliver the school-based immunisation programme. NHS England is the commissioner of school based immunisation programme and the service is provided by Vaccination UK.
Phase 3, service integration - This phase is focused on integration and the introduction of a vulnerable parent pathway to support vulnerable families. Completion due December 2020.
'Integrated care' is a term used to improve patient experience and achieve greater efficiency and value from health delivery systems. The aim is to address fragmentation in services, and enable better coordinated and more continuous care, shared decision making, alignment of clinical, managerial and users' interest. (NHS England, March 2015). The overall aim is to maximise the impact of service delivery. This transformation programme links and interfaces with screening programmes e.g., vision, and hearing and other public health programmes including immunisation, emotional health and wellbeing, sexual health, smoking, substance misuse and oral health promotion.

As well as seeking innovation, it is anticipated the 0-19 year old integrated service model will also lead to the realisation of financial savings for the Council. We will decommission the FNP programme and introduce an evidence based vulnerable parent pathway to be aligned within the 0-19 year old integrated service model. The new vulnerable parent pathway will; cover a wider reach of vulnerable families including the current cohort of families that meet the FNP programme eligibility criteria, provide value for money and achieve the financial savings for the Council.

[1] The evidenced based national Healthy Child Programme provides a framework for prevention and early intervention of public health priorities, and supports collaborative working and integration of service delivery for children and young people across the system.

The decision to commission a 0-19 year old Integrated Service to include a new vulnerable parent pathway is based on:
1.The known benefits of service integration and utilisation of the national 0-19 year old service specification developed by Public Health England.
2.The introduction of the vulnerable parent pathway (the MESCH programme) will provide a consistent offer of support to a larger number of families identified in need of additional support.
3.The FNP programme has been delivered in Haringey since October 2010, for the past few years due to the decline in Haringey's teenage pregnancy rate the programme has not been operating at full commissioned capacity despite locally extending the eligibility criteria.

In addition, The Building Blocks Trail, Evaluating the Family Nurse Partnership Programme in England *(September 2014 Cardiff University)* compared the FNP programmes across England with routine health visiting services, the research found no difference between two in the four primary outcomes. This included the proportion of mothers who smoked at late pregnancy, the proportion of women with a second pregnancy within 24 months of their first child's birth, differences in mean birth weight, and differences in rate of A&E attendances or hospital admissions for the child. Except for a systematic review, a randomised controlled trial is the strongest form of research evidence. The authors of the research concluded that *"programme continuation is not justified based on available evidence".*

The commissioned provider has been fully informed of our commissioning intentions and the Public Health team is working with the provider to change the current service provision into one single 0-19 year old integrated service model incorporating a new vulnerable parent pathway which is the Maternal Early Childhood Sustained Home visiting (MESCH).

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	2011 census JSNA Haringey Child Health Profile 2019	N/A
Gender	ONS	

Reassignment	Equality and Human Rights Commission	N/A
Age	2011 census JSNA Haringey Child Health Profile March 2017	N/A
Disability	2011 census JSNA ONS Haringey Public Health Intelligence 2018	N/A
Race & Ethnicity	2011 census JSNA ONS Haringey Child Health Profile 2017	N/A
Sexual Orientation	ONS 2017	N/A
Religion or Belief (or No Belief)	ONS IMD	N/A
Pregnancy & Maternity	ONS September 2018 Haringey Child Health Profile 2017	N/A
Marriage and Civil Partnership	ONS IMD 2018	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.

Age

The FNP programme eligibility criteria stipulate that young first time parents who access the programme must be under 19 years old. The age range was increased locally to 24 years of age to meet the needs of children in care and care leavers. The introduction of the Maternal Early Childhood Sustained Home visiting programme as part of a vulnerable parent pathway will expand the reach and provide an offer to a broader range of families with no age limit criteria.

The total children and young people 0-19 years population is 66,500 and is projected to increase in 2017 by 23.1%- 68,600. Child Health Profile 2017 published by PH England 2019.

Sex, (Girls and Young Women)
49% of the 8-19 year old population of Haringey are female; 50.5% of Haringey residents are female.

In Haringey, the estimated 15-17 year old female population is projected to increase by 0.8% from 2017 to 2022, less than the 12.1% increase predicted for London overall. All pregnant women will benefit from the integrated service and the introduction of the vulnerable parent pathway.

Race and Ethnicity

According to the Census 2011, 65% of the Haringey population are not White British. This is higher than the London figure of 55%. It was estimated that the largest ethnic groups in Haringey are White British (34.7%), White Other (23.0%), Black Caribbean (7.1%) and Black African (9.0%).

Using information from the School Census is another way of measuring ethnic diversity of an area. According to data extracted in January 2013 from our local School Census, the most common ethnic origin of school pupils in Haringey is White Other (29.2%) followed by White British (18.7%), Black African (16.6%) and Black Caribbean (9.2%)
It is acknowledged that black and minority ethnic (BAME) populations have until now experienced poorer health and barriers to accessing certain services.

Public Health England data source 2017 showed that school children from ethnic minority groups make up 29,391 (79.8%) of Haringey school population. *PHE Child Health Profile 2019.*

The west of the borough has the highest concentration of White British 0-5year olds with Alexandra, Crouch End and Fortis Green wards being particularly high. The east of the borough has a high concentration of BME 0-5 year olds with Northumberland Park, Tottenham Green and Tottenham Hale wards having the highest. Muswell Hill ward had a particularly low proportion of BME children, significantly less than other wards in the west. Seven Sisters had a significantly less BME population than the others wards in the east. This transformation programme does not affect this protected characteristic.

Pregnancy and Maternity
Total births in Haringey have been steadily increasing since 2002 but have now taken a dip since 2008. The birth rate (births per 1000 of the population) in Haringey has been consistently higher than London in this period until 2008 and is now level with London. The number of children born to Haringey residents has been increasing year on year since 2002 in line with the London and England trend.

Total number of live births in Haringey in 2017 was 3,881 (PHE Child health profile 2019)
Teenage pregnancy has reduced significantly in Haringey the same as across England. The under 18s conception rate in Haringey was 20 per 1,000 population in 2017, which is not significantly different to the 2016 rate. This rate is also similar to the average rates for London (16 per 1,000) and England (18 per 1,000) in 2017.
Applying the population growth to the actual rate for conception in under 18s, this would estimate a 1.1% increase in the number of pregnancies occurring in women aged 15-17 in 2022, based on the 2017 figure and assuming no changes in the rate over time. This is

lower than the estimated 12.2% increase expected in London.

- In 2016, the under 18s conception rate in Haringey was 19 per 1,000 population. This is similar to the average rate for London (17 per 1,000) and England (19 per 1,000).
- The under 18s conception rate in Haringey was 20 per 1,000 population in 2017, which is not significantly different to the 2016 rate. This rate is also similar to the average rates for London (16 per 1,000) and England (18 per 1,000) in 2017.

Disability

- In 2018, there were 6,396 pupils with special educational needs and disabilities (SEND) in Haringey schools, 15% of Haringey pupils. Of these pupils, 8% were in special schools. The proportion of Haringey pupils with SEND in special schools is in line with the London average and lower than the national average.

Although SEND is often thought of in the context of schools, the primary types of needs impacting SEND can be present throughout the life course:

- In Haringey, 510 children under 5 with SEND are benefiting from funded early education in 2018.
- 1,130 individuals aged 18+ are diagnosed with a learning disability in Haringey as of 2017/18.

Religion or belief

The Census 2011 show 45% of Haringey residents were Christian, slightly less than 48.4% in London overall. Second most common religion stated was Muslim (14.2%) followed by Jewish (3%) and Hindu (1.8%).

Gender Reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country, and is likely to be reflected in both the pupil and parent populations. However, ONS data shows that 0.5% families are same sex cohabitating couples , which suggests that LGB people are less likely to be parents, compared with the wider population.

Marriage/Civil Partnership

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%

London	40%	0.4%
England and Wales	47%	0.2%

The number of married people (only available to heterosexual couples at the time of the 2011 Census) is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales average. Decisions will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

Engagement with our commissioned provider on the transformation programme commenced in January 2019. This included a time tabled period to enable our commissioned provider to comment on the 0-19 year old integrated service model and service specification which incorporates the MESCH. Their feedback and comments regarding our proposal were received and this was used to agree a clear strategic partnership approach in going forward.

Regular scheduled meetings take place with our commissioned provider to ensure on-going discussion is maintained on their preparation for implementation, including a clear timeline to inform staff within the commissioned services and other commissioned and non-commissioned stakeholders.

We have not consulted with residents on the transformation programme as; the existing clients who are currently participating in the FNP programme will be transitioned into the new vulnerable parent pathway and we do not envisage any adverse impact to these clients. All new clients who would have met the criteria for the FNP programme and been referred will be offered the MESCH programme.

The generic health visiting service routinely provides support to families who have additional needs, these families are managed within the targeted element of the health visitor's caseload, therefore this will mitigate any potential risk to families during the transition period. These families will be offered the MESCH programme.

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?

Evidence taken from surveys and user engagement during implementation of the national Healthy Child Programme;

- Focused groups with parents to co-produce publicity and information supporting the 0-5 year old Healthy Child Programme delivered by health visitors, reflected the need to improve access to 0-5 year old services and ensure that families have good quality advice and information to promote good parenting and healthy lifestyle.

- The bi-annual Haringey children and young people health related behaviour questionnaire; identified the need to continue focusing on; emotional wellbeing, obesity, drugs and alcohol, sexual health and oral health – a wide range of health issues which impact on children, young people and their families.

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

- **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)*.

The 0-19 year old integrated service model will have a positive impact on women as the service aims to ensure that all women's needs are met from pregnancy up to when the child reaches early adulthood. The service forms an integral part of Public Health England's priority to support healthy pregnancy, ensure children's early development and readiness for school, and reduce health inequalities in young children irrespective of sex.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*

We do not have local data. We do not think there will be specific impacts for this protected group. Monitoring arrangements will be established so that any inequalities can be addressed if they are identified.

Positive		Negative		Neutral impact		Unknown Impact	X

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*
The 0-19 year old integrated service model is inclusive of children aged 0-19 years. The introduction of the Maternal Early Sustained Childhood Home visiting programme will have a positive impact on this characteristic as there is no age limit for women/parent /carer regarding access to the service.

Positive	X	Negative		Neutral impact		Unknown Impact	

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 0-19 integrated service model is under pinned by the evidence based Healthy Child Programme and aims to prevent problems in child health and development and contribute to a reduction in health inequalities.

Our service specification stipulates, and performance monitoring demonstrate that the commissioned services comply with the Equality Act 2010, which sets out the duty of public authorities to make reasonable adjustments to ensure that service users are not disadvantaged due to their disability. For example, installing a ramp or lift, widening doorways or installing disabled toilets.

Commissioning clinical support for children with additional health needs or long-term conditions and disabilities, including clinical support for enuresis or diabetes, special schools lies with NHS England and clinical commissioning groups, to ensure co-ordinated support across the life course. Meeting the health needs of children and young people with disabilities is an integral part of the health visiting service and the introduction of the MESCH programme will further strengthen health visiting practice for supporting families who have additional needs and therefore have a positive impact.

Positive	X	Negative		Neutral impact		Unknown Impact	

- **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)*

The proposal with have a positive impact on this characteristic, as the majority of affected families are likely to be from BAME communities and the vulnerable parent pathway (MESCH) will further strengthen the existing health visiting service.

Positive	X	Negative		Neutral impact		Unknown Impact	

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)*
We do not have local data regarding this protected characteristic. However, integral to the service is that it is inclusive and provides a service to all groups irrespective of sexual orientation.

Positive		Negative		Neutral impact	X	Unknown Impact	

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)*

Integral to the service is that it is inclusive and provides a service to all groups irrespective of religion or belief (or no belief).

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity (*Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The 0-19 integrated service begins in early pregnancy and ends in early adulthood. The health visiting and school health services deliver the Healthy Child Programme, its universal reach provides an invaluable opportunity in particular to identify teenage parents that need additional support and children who are at risk of poor outcomes.
The proposal will have a neutral impact as all pregnant women currently access the existing health visiting service and will continue to be offered a service. The 0-19 year integrated public health services work together and continue to improve collaboration

within the wider partnership with other services such as maternity services, including supporting early years, early help and social care to ensure that there is a multi-disciplinary approach that focuses on prevention, early assessment and intervention to 'get it right first time' and achieve key outcomes for children, young people and their families.

Positive		Negative		Neutral impact	X	Unknown Impact	

9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Parents who are in a civil partnership will be treated the same as parents who are married. The service makes no distinction regarding marital or non-marital status of parents/carers.

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

The Healthy Child Programme is a progressive universal service, i.e. it includes a universal service that is offered to all families, with additional services for those with specific needs and risks. The Healthy Child Programme schedule includes both the universal service to be offered to every family and the progressive services for children and families with additional needs and risks. A progressive universal Healthy Child Programme is one that offers a range of preventive and early intervention services for different levels of risk, need and protective factors.

Women from BAME groups
In a diverse borough such as Haringey, one size does not fit all, understanding different childcare practices, the need for the use of interpreters are examples of key factors which is an integral part of the health visiting and school health service in meeting the needs of a diverse community.

Children and young people from Minority Religions and Beliefs

Minority religions and beliefs are over-represented among young people in Haringey. The proposal will positively impact on young people, by ensuring our commissioned service demonstrates culturally sensitive provision.

Disabled children

The service has a positive impact on children with special education needs or a disability as it has a pathway within the council's children's services to ensure that the needs of these children are met.

The commissioned 0-19 year old integrated service will play a key role in supporting

children and young people with SEND and in addition, Haringey clinical commissioning groups commissions health provision for special schools.

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?**

The 0-19 year old Integrated Service will not result in any direct or indirect discrimination for any group that shares the protected characteristics. In fact, the 0-19 year old Integrated Service will enhance the existing support offered to these protected groups. The 0-19 year old Integrated Service will provide greater flexibility across the commissioned workforce to respond to emerging need and allows for a whole family approach to service delivery. It will provide the following outcomes for all children and their families within the community who have the protected characteristics:

1. Narrowing the gap in outcomes for children and young people through effective practices in the early years. E.g., children are kept physically and emotionally safe.
2. Improved children's educational attainment through a better quality family based support for early years. E.g., children ready to learn at 2 years and ready for school by 5 years.
3. Improved outcomes of children's life course journey through effective practice in integrating both health visiting and school nursing services. E.g. children and young people have healthy lifestyle habits, are emotionally healthy and resilient, and are nurtured within supportive families.
4. Parents/carers are resilient and know how to deal with life's challenges, e.g. residents will know as parents what will help their child's development, are well informed, recognise when they need help and know where to get it.
5. By introducing the vulnerable parent pathway, the service will expand the reach from 100 to 400 potential additional families and provide an offer to a broader range of families exhibiting vulnerabilities.

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 implementation of he 0-19 year old Integrated Service: the EqIA demonstrates the service change is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the service change: the EqIA identifies potential problems or missed opportunities. Adjust the service change to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the service change: the service change 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
One aspect of the 0-19 year old Integrated Service is to discontinue with the Family Nurse Partnership programme for first time mothers under the age of 19 who are pregnant there is a risk that young people will not be transitioned into the new vulnerable parent pathway or referred by other services into the new vulnerable pathway. Therefore impacting negatively on these groups in terms of not	1.Regular scheduled meetings have been taking place with the provider to ensure preparation for implementation of the 0-19 year old Integrated Service, including a communication plan. A clear timeline to inform the other commissioned and non-commissioned stakeholders. 2.The commissioned provider has a comprehensive project plan. 3.Information and an update on progress will be provided to all relevant stakeholders both internal and external, particularly frontline	Linda Edward	31st March – December 2020

receiving a service.	practitioners working with children and families via a multi-agency seminar is planned for February 2020.		

Please outline any areas you have identified where negative impacts will happen as a result of the proposal, but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The preparation, implementation and post implementation phase of the 0-19 year old Integrated Service will be closely monitored through scheduled commissioner and provider meetings.

Strategic oversight will be undertaken by the Assistant Director of Public health.

7. Authorisation

EqIA approved by ..... (Assistant Director/ Director)	.....

8. Publication

Please ensure the completed EqIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

EQUALITY IMPACT ASSESSMENT

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	Removal of NHS Health Checks and smoking cessation services delivered in GP surgeries and smoking cessation services in local pharmacies
Service area	Public Health
Officer completing assessment	Sarah Hart
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	
Director/Assistant Director	Will Maimaris

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*

- NHS Health Checks and smoking cessation services are currently delivered in a variety of venues across the borough. The proposal reduces the options for residents to receive an NHS Heath Check or smoking cessation service to the Integrated Lifestyles community service. There will be no services delivered via GP surgeries (NHS Health Checks and smoking cessation) or pharmacies (smoking cessation). The Integrated Lifestyles service is delivered flexibly within a variety of community settings with high footfall or to targeted settings accessing specific groups i.e. homeless people, those living in areas of deprivation, black and ethnic minority groups.
- Key stakeholders affected includes the residents who access NHS Health Checks and smoking cession services via their GP surgeries or a local pharmacy, the Clinical Commissioning Group (CCG) whose strategy to reduce ill-health these services deliver into, the Local Pharmacy Committee (LPC) (the professional body which coordinates pharmacy activity). Public Health England (PHE) would also have to be informed of the decision in respect of the NHS Health Checks as this is a mandated public health service.
- This is part of the MTFS which will be presented to Cabinet.

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	PHE Fingertips, local Haringey service data and the recent STARS review of NHS Health checks	NA
Gender Reassignment	No data source available	NA
Age	PHE Fingertips, local Haringey service data	NA
Disability	Improving Health and Lives – Learning disabilities observatory -	NA

	Health Inequalities & People with Learning Disabilities in the UK: 2010	
Race & Ethnicity	PHE Fingertips, Haringey JSNA, Haringey population data (ONS),	NA
Sexual Orientation	ASH data on smoking in the LGBT community Integrated Household Survey	NA
Religion or Belief (or No Belief)	Census 2011	NA
Pregnancy & Maternity	PHE Fingertips, local service performance data, ASH data from the smoking in pregnancy challenge group	NA
Marriage and Civil Partnership	Census 2011	NA

Smoking cessation service - Nationally smoking rates in the UK are at their lowest ever with 14.9% of the population smoking, yet Public Health England (PHE) figures indicate that within Haringey the rate is 16%, however GP patient registration data shows a prevalence of 21%

NHS Health Checks – This is a universal service for all residents between the ages of 40 and 74 years with no pre-existing conditions. A letter is automatically generated and send to all of those fitting the criteria.

Given these profiles, and our intention to continue with the Integrated Lifestyles community delivery of NHS Health Checks, we consequently, do not envisage that any protected characteristic group will be disproportionately affected by the proposal.

Sex
Smoking – Nationally more males (20.0%) than females (19.0%) smoke. The prevalence of smoking is 4% higher for men than women in Haringey, with more women accessing stop smoking services than men. Males and females have similar success rates at stopping smoking, although fewer male smokers than expected may access the service.

Female and male smokers aged 45-49 and female smokers aged 60+ are over-represented in Stop Smoking service.

Health Checks
Slightly more females (54%) than males (46%) have an NHS Health check in the community. According to the 2011 census, 49.5% of the Haringey population is male and 50.5% is female.

Gender Reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

We do not hold ward or borough level data on gender reassignment, it is likely that the population is reflected in those invited to use the service by GPs.

Age

Smoking - The highest prevalence of smoking in adults is in the 25-34 year age group (20%) and the lowest in those over 65 years. Young people are more likely to smoke regularly if they live with other people who smoke and this increases the greater the number of smokers in the household. Smoking before the age of 18 is a key risk factor. The lowest rates of smoking were seen in those over 65 years of age. Uptake of Stop Smoking Service by 16-34 year olds is significantly lower than the proportion of GP registered smokers from the same age group in Haringey.

Health Checks – Health checks are a universal service for those 40 and 74 years with no pre-existing conditions. The 2011 ONS Interim Sub National Population Projections predict that the 18-64 population in 2021 will account for 69.5% of the Haringey population, and that the 65+ population in 2021 will account for 9.4% of the Haringey population

The 51-55 and 56-60 age groups are over-represented, in contrast to the older end of the spectrum (61-70 and 71-74) which are under-represented. This discrepancy could be due to wider issues around mobility, transport and confidence. Also, patients in older age groups more likely to be ineligible due to having a long-term condition

Disability

Smoking – there is insufficient data available in regard to uptake and delivery of service among cohort of patients with disability. Smoking is also more than twice, and up to three times as prevalent among people with mental disorders than in the general population, and this has changed little over the past 20 years. Fewer adults with learning disabilities who use learning disability services smoke tobacco or drink alcohol compared to the general population, but rates of smoking among adolescents with mild learning disability are higher than among their peers. Around 14,000 smokers live with a long term condition, in particular Chronic Obstructive Pulmonary Disorder (COPD), Serious Mental Illness, and Chronic Liver Disease.

Health Checks – Coronary heart disease is a leading cause of death amongst people with learning disabilities (14%-20%) and the prevalence of dementia is higher amongst older adults with learning disabilities compared to the general population (22% vs 6% aged 65+).

Race and Ethnicity

Smoking – The prevalence of smoking is highest amongst white, and mixed ethnic groups. In Haringey, smokers from White and Asian ethnicities are most likely to access the service; smokers from Mixed, Black, or Chinese ethnicities are significantly less likely to use services

In Haringey as of December 2018, among the male GP registered population aged 16+, smoking prevalence is highest among patients from the following ethnic groups:
- Traveller (41%)
- Turkish (39%)
- White – Other (38%)
- Kurdish (37%)

Among the female GP registered population aged 16+, smoking prevalence is highest among patients from the following ethnic
- Traveller (31%)
- Eastern European (28%)
- White - Other (28%)

NICE guidance recommends targeting of NHS Stop Smoking Services toward minority ethnic and socioeconomically disadvantaged communities in the local population.

Health Checks Health checks are a universal service for those 40 and 74 years with no pre-existing conditions. GP Data shows most ethnicities are accurately represented. This pattern is reflected in the Integrated Lifestyles service, community NHS Health Checks service, where in-fact a higher percentage of the checked population came from the Black African communities.

Sexual Orientation

Smoking – Data from the Integrated Household Survey shows that lesbian and gay people are much more likely to smoke than the general population and are more likely to experience health inequalities. Young lesbian, gay and bisexual (LGB) people are more likely to smoke, start at a younger age and smoke more heavily

Health Checks - N/A

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country. It is likely that the population is reflected in those invited to use the service by GPs.

Religion or Belief

Haringey is one of the most religiously diverse places in the UK. In the 2011 census 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%).

Smoking and health checks

We do not hold ward or borough level data on religion or belief it is likely that the population is reflected in those invited to use the service by GPs.

Pregnancy/Maternity

Smoking – Smoking remains one of the few modifiable risk factors in pregnancy. It can cause a range of serious health problems, including lower birth weight, preterm birth, placental complications and perinatal mortality. In 2017/18, 6% of pregnant women in Haringey were smokers at time of delivery which is significantly higher than the London average (5%) but significantly lower than the England average (11%).

• **Health Checks** – N/A

Marriage/Civil Partnership

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%
London	40%	0.4%
England and Wales	47%	0.2%

The number of married people (only available to heterosexual couples at the time of the 2011

Census) is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales average. Decisions will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

We do not hold ward or borough level data on marriage and civil partnership it is likely that the population is reflected in those invited to use the service by GPs.

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

As this is a direct access service, we would not be able to identify groups to target for consultation. GPs will be in a position to keep us informed if they become aware that this is adversely impacting any group with a protective characteristic. We will also make Healthwatch aware of these changes

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?

We have not undertaken consultation/engagement activities.

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**

The Integrated Lifestyles service community team will continue to offer smoking cessation and NHS Heath Checks. Whilst there are more male than female smokers the community team can address this by accessing males through targeted local campaigns.

NHS Health Checks data shows that men participate at a lower rate in GP settings, however they are already well represented in the Integrated Lifestyles service NHS Health Checks delivered by Tottenham Hotspurs Foundation.

We therefore anticipate a neutral impact of removing the GP and pharmacy delivery.

Positive		Negative		Neutral impact	X	Unknown Impact	

2. Gender reassignment

No discriminating factors are anticipated based on gender reassignment in terms of service access for either service. Once again having a flexible community service allows us to provide tailored services/events for this community.

Positive		Negative		Neutral impact	X	Unknown Impact	

3. Age

Most smoking cessation clinics are currently offered through the community-based service which is accessible to all ages above 12 years – consequently we do not expect the withdrawal of GP or pharmacy appointments to have any impact on our service delivery.

Nationally NHS Health Checks are only available to adults between the ages of 40 and 74 years with no pre-existing conditions. However, as the service will continue to be offered via community outreach settings there is the potential to increase access for older people who are underrepresented in GP health checks.

Positive		Negative		Neutral impact	X	Unknown Impact	

4. Disability

Patients with disabilities already have personal care plans in place and receive regular reviews from their GP's who will continue to conduct a form of health check, therefore these individuals will not be affected.

Those with mobility issues may be impacted by accessibility issues and therefore we will ensure that community delivery of stop smoking services are available in accessible venues.

Those with mental health issues will continue to be offered smoking cessation through the local NHS mental health trust and the community service.

Positive		Negative		Neutral impact	X	Unknown Impact	

5. Race and ethnicity

GP smoking cessation services are not targeted. The Integrated Lifestyles service is able to target BME communities via both the localities where the service is offered and directed campaigns. The service has materials in multiple languages and has a workforce reflective of the borough.

NHS Health Checks will continue to be offered to adults based on PHE guidelines which do not exclude any individual based on protected characteristic. As the community delivery has traditionally focussed in the east of the borough where a significant number of ethnic minority groups are represented, we do not therefore anticipate any adverse impact on these groups.

Positive		Negative		Neutral impact	X	Unknown Impact	

6. Sexual orientation

We do not currently hold data on the sexual orientation of participants accessing either NHS health checks or the smoking cessation services. However, the community schemes which will continue are accessible to all residents irrespective of them identifying with this protective characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	

7. Religion or belief (or no belief)

We do not currently hold data on the religious beliefs of participants accessing either NHS health checks or the smoking cessation services delivered via GP's. However, the Integrated Lifestyles service will continue to be accessible to all residents irrespective of them identifying with this protective characteristic. The Integrated lifestyles provider and the public health team regularly work with faith leaders to arrange special health events.

Positive		Negative		Neutral impact	X	Unknown Impact	

8. Pregnancy and maternity

NHS Health Checks to this group is not applicable

Smoking is a serious issue and there is the potential for the removal of the GP delivered service to impact negatively on some pregnant women. However, this is more than mitigated by the retention of the community smoking cessation offer and a new service commissioned across North Central London (NCL) offering all pregnant women services via their midwife.

Positive		Negative		Neutral impact	X	Unknown Impact	

9. Marriage and Civil Partnership

No discriminating factors are anticipated based on a person's marital or civil partnership status.

Positive		Negative		Neutral impact	X	Unknown Impact	

10. Groups that cross two or more equality strands e.g. young black women

Pregnant women
Smoking within this group is a serious issue which could impact the health of the unborn child. Whilst there is the potential for the removal of the GP delivered service to impact negatively on some pregnant women, this is more than mitigated by the retention of the community smoking cessation offer and in particular the NCL wide roll out of BabyClear within every Acute Trust maternity department.

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?**

- The proposal does not result in any direct/indirect discrimination because the flexible delivery model of the remaining services allows adaptation to ensure that those with protective characteristics have equality of access.
- The disadvantage which pregnant women could experience by the removal of GP/Pharmacy smoking cessation services is mitigated by the NCL wide roll out of BabyClear services within each Acute Trust's maternity department. The midwives will discuss the impact of smoking on their clients and their unborn child's health and arrange a referral to the local Haringey smoking cessation service.
- The proposal will not help to advance equality of opportunity. However, alternatives will continue to be available to ensure that the needs of individuals and groups with the protected characteristics with regard to smoking cessation services can be met.

The proposal will have no impact on relations between groups

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	No
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.	No

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
All protected characteristic groups	As far as data collection allows, we will continue to ensure that those representing different protected characteristic groups are well represented within the lifestyle services.	Sarah Hart	Ongoing throughout life of contract

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 continue to monitor the demographic breakdown of all service users accessing the Integrated Lifestyle Service. Data is provided and reviewed at the monthly monitoring meetings.

7. Authorisation	
EqIA approved by ..... (Assistant Director/ Director)	Date .....

8. Publication *Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

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Appendix 13 – Council Tax Base Report

Haringey Council
Written Statement/Record of a decision made by an officer under delegated authority

Decision Maker (Post Title)	Director of Finance and Section 151 Officer
Subject of the decision	2020-21 Council Tax Base Report
Date of decision	31st January 2020
Decision	I approve the recommendation as set out in the attached report: That, the council tax base for 2021-21 is set at 78,543 in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012; and That, the assumed collection rate is set at 96.5% for 2020-21.
Reasons for the decision	The Council is required to set its council tax base by the 31st January each year. The Council has delegated the decision for setting the council tax base to the s151 officer in consultation with the cabinet member for Finance. Setting the council tax base is a statutory requirement and a fundamental part of the revenue budget and council tax setting process. It represents a measure of the taxable capacity of the Council and when multiplied by the band D council tax rate indicates the Council's tax generating potential for that year.
Details of any alternative options considered and rejected by the officer when making the decision	No alternatives were considered as this is a requirement of a Statutory Instrument.
Conflicts of interest – Executive decisions Details of any conflict of interest declared by a Cabinet Member who is consulted by the officer which relates to the decision and details of dispensation granted by the Council's Head of Paid Service	None
Conflicts of interest – Non executive decisions	N/A

Where the decision is taken under an express delegation e.g. by a Committee, the name of any Member who declared a conflict of interest in relation to this matter at the committee meeting,	
Title of any document(s), including reports, considered by the officer and relevant to the above decision or where only part of the report is relevant to the above decision, that part) These documents need to be attached to the copy of this record/statement kept by the Authority but must not be published if they contain exempt information	2020-21 Local government finance settlement report including the 2020-21 council tax report that sets the referendum principle. https://www.gov.uk/government/collections/provisional-local-government-finance-settlement-england-2020-to-2021
Reasons for exemption with reference to categories of exemption specified overleaf, or Reason why decision is confidential (see overleaf) Note: decisions containing exempt or confidential information falling within the categories specified overleaf are not required to be published.	N/A
Communicating your decision: Who needs to know about this decision and is a plan in place to tell them? (officers in your department, in other departments where necessary, members, external stakeholders).	In accordance with the Council's constitution, the Cabinet Member for Finance has been consulted on the contents of this report.
Signature of Decision Maker	
Name of Decision Maker	Jon Warlow, Director of Finance and Section 151 Officer
Does the decision need to be published? Yes [√] No [ ]	

Title: Council Tax base for 2020/21

Report authorised by: Jon Warlow, Director of Finance and Section 151 Officer

Lead Officer: Andrei Moclinda, Principal Accountant

Ward(s) affected: All
Report for Key/

Non-Key Decision: Key decision

1. Describe the issue under consideration

1.1. This report sets out the recommended Council Tax Base for 2020/21. Regulations require the council tax base to be set by 31st January each year.

2. Introduction

2.1. The determination of the council tax base is an important element of the Council's budget setting process. This is because, it is the estimated base that is multiplied by the average council tax amount to derive the amount of council tax/precept that the Council will collect in 2020/21.

2.2. A key element of the council tax base calculation is the projected collection rate. The collection rate for 2020/21 has been set at 96.5%, in line with the previous year's rate.

2.3. The Council has also experienced growth in its council tax base due to a net 309 additional homes coming into rating. The latest forecast of the number of CTRS claimants is lower than the number forecast last year. After taking into the consideration the estimated impact of the CTRS in 2020/21 and a retained collection rate of 96.5%, the average Band D property count is projected to increase by 1,278 dwellings. This equates to an increase in income of approximately £1.69m when compared to last financial year (excluding any additional income that will arise from the proposed 1.99% increase in council tax amount in 2020/21 or the proposed 2% ASC Precept).

3. Recommendations

3.1. That:

- the London Borough of Haringey's council tax base is **78,543** for the year 2020/21 in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012, detailed in Statutory Instrument 2012:2914 which came into force on 30th November 2012.

- the assumed collection rate of 96.5% for 2020/21.

4. Reason for Decision

4.1. The Council is required to set its council tax base by the 31st January each year. The Council has delegated the decision for setting the council tax base to the Section 151 Officer in consultation with the Cabinet Member for Finance.

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

5. Alternative options considered

5.1. No alternatives were considered as this is a statutory requirement.

6. Background information

6.1. The Council as Billing Authority is required to calculate the tax base for the Borough in order for it to calculate its own council tax and is also required to notify this figure by 31st January each year to any major precepting authority (the Greater London Authority) as well as the levying bodies (Environment Agency, Lee Valley Regional Park Authority, North London Waste Authority and London Pension Fund Authority) in order for them to calculate and set their own budgets and determine the level of precept / levy to be made to Haringey.

6.2. The calculation of the council tax base is prescribed by regulations. It is the aggregate of estimated number of properties in each valuation band each year, subsequently adjusted to take account of the estimated number of discounts, disregards and exemptions which are likely to apply and any estimated increase / decrease in the list in the forthcoming year. The Council levies council tax on the basis of properties in band D and thus the numbers for each valuation band are adjusted to the proportion which their number is to band D; these proportions are set out in statute. Finally, the council must estimate its rate of council tax collection for the year and apply this figure to arrive at the council tax base figure.

6.3. The latest forecast of the number of CTRS claimants is lower than the number forecast last year which impacts on the level of taxbase proposed in this report. This change looks to be driven by changes in the national benefits system and the rollout of Universal Credit in Haringey.

6.4. The calculation below sets the tax base and not the council tax amount itself which is due to be set on 24th February 2020 at Full Council.

7. Calculation of the Billing Authority's Council Tax base

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

Relevant Amount

7.2. The calculation of 'A' – the relevant amounts for each band is complex and includes several calculations which are shown in detail in Appendices 1 & 2. The resultant relevant number of properties per band is summarised in the table below:

Band	Relevant Amount (i.e. Number of Dwellings)
A	2,976
B	9,345
C	21,991
D	20,332
E	11,053
F	6,880
G	7,427
H	1,390
TOTAL	**81,392**

***Relevant amounts have been rounded for presentation purposes**

7.3. The relevant amount (i.e. total number of properties after adjusting for estimated impact of proposed changes to CTRS) is 1,324 higher than the relevant amount for 2019/20. This increase is attributed to approximately 1.7% growth in the number of taxable properties against the 2019/20 original base position.

Collection Rate

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

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

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

7.6. For 2020/21 collection rates are forecast at 96.5%.

Council Tax Base

7.7. The tax base is calculated by applying the following formula:

A x B = T

Where:

A is the total amount of the relevant amounts for that year
B is the authority's estimate of its collection rate for that year.
T is the calculated tax base for that year

7.8. In accordance with the requirements of the regulations and following the calculations in Appendix 1 to this report and above, the calculation of the Council Tax Base (T) for the London Borough of Haringey in 2020/21 is as follows:

2020/21	
Total Amount of Relevants (A)	81,392
X	
Collection Rate (B)	96.5%
Council Tax Base (T)	**78,543**

8. Contribution to Strategic Outcomes

8.1. The calculation of the council tax base is prescribed in law. Whilst the council tax base may have some impact on the Council's ability to generate revenue and therefore assist with delivery of corporate goals, the Council needs to adhere to the prescribed technical calculation set out by law in deriving its council tax base.

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

Chief Finance Officer's Comments

9.1. The council tax base set out in this report and any projected surplus/deficit on the council tax collection fund as at 31 March 2020 will be used to set the council tax amount for 2020/21 that will be recommended to Full Council on 24th February 2020.

Assistant Director of Corporate Governance's Comments

9.2. Article 4, part 2, section 4.01 of the Council's constitution delegates the decision on setting the council tax to the s151 officer in consultation with CAB and the Cabinet Member for Finance.

9.3. The Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012 contain rules for the calculation of the council tax base, which is an amount required

by the Local Government Finance Act 1992 to be used in the calculation of council tax by the Council and major precepting authorities and in the calculation of the amount of a precept payable by the Council to a major precepting authority. The 2012 Regulations requires the Council to calculate its council tax base by the 31st January in calculating the council tax amount due in the following financial year and to also notify all precepting/levying bodies of its council tax base.

Equality Comments

9.4 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

The Council as Billing Authority has a statutory duty to calculate the tax base for the borough and notify this figure to the relevant authorities annually on the 31st of January.

Forecast calculations have been modelled using data gathered from previous years and information on new properties in the borough.

It is forecast that the number of Council Tax Reduction Scheme (CTRS) claimants will be lower than the number forecast in previous years, with this impacting on the level of tax base proposed in the report. This is likely driven by changes in the national benefit system and the rollout of Universal Credit in Haringey.

Calculating the boroughs tax base does not impact on a resident's ability to access the CTRS and will have a neutral or no impact on those with a protected characteristic.

10. Use of Appendices

10.1. Appendix 1 & 2 – Calculation of the estimated adjusted band D properties for the London Borough Haringey 2020/21.

11. Local Government (Access to Information) Act 1985

11.1. For access to the background papers or any further information please contact Andrei Moclinda, Principal Accountant.

Appendix 1 - Calculation of the Billing Authority's Tax Base

1 Regulation 3 of the Local Authorities (Calculation of Council Tax Base) Regulations 1992 (S.I. 1992 No.612) and amended by (S.I. 2012 No. 2914) states that a Billing Authority's Council Tax Base for a financial year shall be calculated by applying the formula –

'A' x 'B'

Where 'A' is the total of the relevant amounts for each of the Valuation Bands which are shown or likely to be shown in the Authority's Valuation list as at 30 November in the year prior to the year in question, adjusted for estimated discounts, exemptions, disregards, increases / decreases; and where 'B' is the Authority's estimate of its collection rate for that year.

2 The Regulations state that item **'A'** should be calculated by applying the following formula:

((H – Q + E + J) – Z (F / G) where

H is the number of chargeable dwellings in that band

Q is a factor to take account of the discounts of council tax payable. It is calculated as Q = (R x S)

R is the number of discounts estimated to be payable in respect of these dwellings

S is the percentage relating to each discount classification

E is a factor to take account of any premiums to be added to the Council tax base

J is the amount of any adjustment in respect of changes in the number of chargeable dwellings, discounts or premiums calculated by the authority in accordance with paragraph 7 due to factors such as:

(a) New properties and properties being banded

(b) Variations in number of exempt properties

(c) Successful Appeal against bandings

(d) Variations in the number of discounts

Z is the total amount that the authority estimates will be applied in relation to the authority's council tax reduction scheme in relation to the band, expressed as an equivalent number of chargeable dwellings in that band.

F is the relevant prescribed proportion of council tax to be paid for each dwelling in that band.

G is the relevant prescribed proportion of council tax to be paid for Band D

3 Appendix 2 sets out the detailed calculations for **A** for the London Borough of Haringey but the summary is set out below:-

Calculation Item	Disabled Band A	A	B	C	D	E	F	G	H	2020/21 Total
H	-1	7,757	18,763	33,724	26,226	10,941	5,353	4,672	707	**108,142**
Q	0	-1,093	-2,392	-2,992	-1,639	-586	-218	-148	-17	**-9,084**
E	0	20	29	19	34	7	9	5	9	**132**
J	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0**
(H-Q+E+J)	**-1**	**6,684**	**16,400**	**30,751**	**24,622**	**10,362**	**5,144**	**4,530**	**700**	**99,191**
Z	0	-2,220	-4,386	-6,011	-4,290	-1,319	-381	-73	-5	**-18,685**
(H-Q+E+J) - Z	**-1**	**4,464**	**12,014**	**24,739**	**20,332**	**9,043**	**4,763**	**4,456**	**695**	**80,505**
F/G		0.67	0.78	0.89	1.00	1.22	1.44	1.67	2.00	
((H-Q+E+J) - Z) x (F/G)		**2,976**	**9,345**	**21,991**	**20,332**	**11,053**	**6,880**	**7,427**	**1,390**	**81,392**

The table below compares the 2020/21 calculations with those for 2019/20 and highlights where the biggest changes are estimated to occur.

Calculation Item	2019/20 Tax Base	2020/21 Tax Base	Change
H	107,805	108,142	337
Q	-9,092	-9,084	9
E	156	132	-24
J	0	0	0
(H-Q+E+J)	**98,869**	**99,191**	**322**
Z	-18,929	-18,685	244
(H-Q+E+J) - Z	**79,095**	**80,505**	**1,410**
F/G			
((H-Q+E+J) - Z) x (F/G)	**80,067**	**81,392**	**1,324**
Collection Rate	96.50%	96.50%	
Council tax base	**77,265**	**78,543**	**1,278**

Appendix 2

Calculation of the Council Taxbase for 2020-2021

Line		Band	@	A	B	C	D	E	F	G	H	Total
	Actual current properties											
1	Dwellings on database @ 06.01.20		0	7,996	19,158	34,266	26,637	11,062	5,393	4,689	715	**109,916**
2	Exemptions @ 07.01.20		0	-224	-368	-486	-433	-164	-47	-35	-17	**-1774**
	Disabled Reductions of Band:											
3	Add to Lower Bands		0	1	16	43	99	77	34	27	9	**306**
	Take from Higher Bands		-1	-16	-43	-99	-77	-34	-27	-9	0	**-306**
4												
5	Line 1-2+3-4 = *H*		-1	7,757	18,763	33,724	26,226	10,941	5,353	4,672	707	**108,142**
6	Number in *H* above Entitled to One 25% Discount			-4,371	-9,565	-11,935	-6,508	-2,306	-843	-562	-58	**-36,148**
7	Line 6 x 25%			-1092.75	-2391.25	-2983.75	-1627.00	-576.50	-210.75	-140.50	-14.50	**-9037.00**
8	Number in *H* above Entitled to two 25% (50%) Discount		0	-1	-1	-17	-23	-19	-14	-14	-4	**-93**
9	Line 8 X 50%			-0.50	-0.50	-8.50	-11.50	-9.50	-7.00	-7.00	-2.00	**-46.50**
10	No in *H* above entitled to 10% discount			0	0	0	0	0	0	0	0	**0**
	10% of above			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
11	No in *H* above entitled to 0% discount			0	0	0	0	0	0	0	0	**0**
	0% of above			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
12	*Total Discounts = Q*			-1093.25	-2391.75	-2992.25	-1638.50	-586.00	-217.75	-147.50	-16.50	**-9083.50**
13	Line 5+ Line 12		-1.00	6,663.75	16,371.25	30,731.75	24,587.50	10,355.00	5,135.25	4,524.50	690.50	**99,058.50**
	Estimated changes											
14	Properties Awaiting Banding											
16	Line 14			0	0	0	0	0	0	0	0	**0**
17	Properties to be Deleted											
18	Known Errors in Valuation List			0	0	0	0	0	0	0	0	**0**
19	Line 17 + Line 18		0	0	0	0	0	0	0	0	0	**0**
20	Line 16 + Line 19 (J)		0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
21	Empty homes premium			20	29	19	34	7	9	5	9	**132**
	at 100% (E)			20	29	19	34	7	9	5	9	132
22	Debt movement (J)											
23	Estimated change total		0	20.00	29.00	19.00	34.00	7.00	9.00	5.00	9.00	**132.00**
	CTR Discount											
	Band reduction based on total monetary award		0	-2,220.24	-4,385.80	-6,011.37	-4,290.00	-1,318.65	-381.33	-73.41	-4.53	**-18,685.33**
	Expected in year changes			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
24	Total CTR Band Equivalent		0.00	-2,220.24	-4,385.80	-6,011.37	-4,290.00	-1,318.65	-381.33	-73.41	-4.53	**-18,685.33**
	Z total CTR Discount		0.00	-2,220.24	-4,385.80	-6,011.37	-4,290.00	-1,318.65	-381.33	-73.41	-4.53	**-18,685.33**
25	*H - Q + J - Z*		-1.00	4,463.51	12,014.45	24,739.38	20,331.50	9,043.35	4,762.92	4,456.09	694.97	**80,505.17**
26	*To calculate band equivalents*			0.67	0.78	0.89	1.00	1.22	1.44	1.67	2.00	
27	Band D Equivalent: lines 25 x 26		0	2,975.67	9,344.57	21,990.56	20,331.50	11,052.98	6,879.77	7,426.82	1,389.94	**81,391.82**
28	Band D equivalent for Taxbase calculation											**81,392**
30	**Band D Equivalent for Taxbase Calculation**									*Before allowance for collection rate*		**81,392**
	Band D equivalent for Taxbase calculation after non-collection allowance **(3.50%)** applied											**78,543**

Annex 2

Cash Limit analysed at Priority Level 2020/21

Priority Area	2020/21 £'000
Housing	16,382
People - Children	55,189
People - Adults	83,784
Place	24,915
Economy	1,006
Your Council	35,999
Council Wide	25,017
Council Cash Limit	**242,292**

Annex 3a

Haringey Council – Reserves Policy

Background

1. Sections 32 and 43 of the Local Government Finance Act 1992 require local authorities to consider the level of reserves when setting a budget requirement. Section 25 of the Local Government Act 2003 requires the Chief Financial Officer (Section 151 Officer) to report formally on the adequacy of proposed reserves when setting a budget requirement. The accounting treatment for reserves is set out in the Code of Practice on Local Authority Accounting.

2. CIPFA has issued Local Authority Accounting Panel (LAAP) Bulletin No.55, Guidance Note on Local Authority Reserves and Balances and LAAP Bulletin 99 (Local Authority Reserves and Provisions). Compliance with the guidance is recommended in CIPFA's Statement on the Role of the Chief Financial Officer in Local Government.

3. This note sets out the Council's policy for compliance with the statutory regime and relevant non-statutory guidance.

Overview

4. The Council's overall approach to reserves will be defined by the system of internal control. The system of internal control is set out, and its effectiveness reviewed, in the Annual Governance Statement. Key elements of the internal control environment are objective setting and monitoring, policy and decision-making, compliance with statute and procedure rules, risk management, achieving value for money, financial management and performance management.

5. The Council will maintain:

   - a General Fund general reserve;
   - a Housing Revenue Account (HRA) general reserve; and
   - a number of earmarked reserves.

6. Additionally, the Council is required to maintain ***unusable*** reserves to comply with accounting requirements although, as the term suggests, these reserves are not available to fund expenditure.

General Fund general reserve

7. The purpose of the general reserve is to manage the impact of emergencies or unexpected events. Without such a reserve, the financial impact of such events could cause a potential financial deficit in the general fund, which would be severely disruptive to the effective operation of the authority. The reserve should mitigate against immediate service reductions if there were any unforeseen financial impacts.

8. The level of the general reserve is a matter for the Council to determine having had regard to the advice of the S151 Officer. The level of the reserve will be a matter of judgement which will take account of the specific risks identified through the various corporate processes. It will also take account of the extent to which specific risks are supported through earmarked reserves. The level will be expressed as a cash sum over the period of the general fund medium-

term financial strategy. The level will also be expressed as a percentage of the general funding requirement (to provide an indication of financial context).

HRA general reserve

9. The purpose of the HRA general reserve is similar to the General Fund general reserve above except applied to the ring-fenced HRA. The HRA 10-year Financial Plan assumes a revenue contribution to capital outlay (RCCO) of at least £9.3m pa. This will enable the council to react to changes in government policies and manage risks associated with the extensive expansion programme. The plan also assumes a working balance of £14.2m.

Earmarked reserves

10. The purpose of earmarked reserves is to enable sums to be set aside for specific purposes or in respect of potential or contingent liabilities where the creation of a provision is not required or permitted.

11. The Council will maintain the following earmarked reserves:

a. **Schools Reserve** - This balance represents the net balances held by the Council's 63 schools. The Secretary of State for Education allows Local Authorities to have within their Scheme for Financing Schools, a provision whereby surplus balances that are deemed excessive can be withdrawn from the school in question and applied elsewhere within the Dedicated Schools Budget.

b. **Transformation Reserve** - This reserve is earmarked for the costs associated with the Council's Transformation programmes including the investment necessary to deliver longer term efficiencies and change, together with the associated costs of redundancies and decommissioning.

c. **Services Reserve** - It is Council policy that services may request funds to be carried forward, subject to approval by the Cabinet in the year-end financial outturn report. This reserve earmarks those funds to either be carried forward to the following financial year or retained. This reserve also includes the Dedicated Schools Grant (DSG) negative £2.2m balance from 2018/19. On Friday 31 January 2020 the DfE published the outcome of the consultation on clarifying the DSG ringfence. This stated:
"The effect of these provisions is that Las will not be permitted to fund any part of the deficit from sources other than DSG (and any specific grants whose conditions allow them to be applied to the schools budget) without the authorisation of the Secretary of State. If a LA wished to use other sources, it must apply to the Secretary of State for authorisation to disregard the new arrangements."
However, the proposed changes have yet to be formally adopted. In the absence of the formal ratification, no change to the reserve is proposed at this time. All reserve balances and treatment will be reviewed again as part of the 2019/20 outturn report to Cabinet, planned for June 2020 by which time it is expected that the updated School and Early Years Finance (England) Regulations 2020 will have

been enacted along with the necessary changes to the DSG grant conditions.

d. **PFI lifecycle Reserve** - The PFI reserve is increased by PFI grant received in excess of contractual payments. This will be utilised to fund future years' PFI related costs.

e. **Debt Repayment / Capital Reserve** - this reserve is used to set aside money that the Council has for repaying outstanding debt in the future and/or for the purposes of setting aside money earmarked for capital investment.

f. **Insurance Reserve** - The Council self-insures a number of risks including liability, property and theft. Insurance claims are erratic in their timings and so the Council maintains a reserve to smooth the charge to the Council's revenue account in the same way as a premium to an external insurance provider would smooth charges to the revenue account.

g. **Unspent Grants Reserve** - This reserve holds grant income recognised in the CIES when received, but which will finance related expenditure in future years.

h. **Labour Market Growth Resilience Reserve** - It is beneficial for the Council to support people into work and this reserve will support activities which achieve that aim.

i. **Financing Reserve** - The financing reserve is a key tool for managing the impact of financial plans from one year to another. This reserve requires balances to be at different levels year to year depending on the demand as identified through previous and current budget plans.

j. **IT Infrastructure Reserve** - The Council has built into base budgets, a limited provision for the planned maintenance and renewal of certain assets as, by their nature these costs are irregular in their occurrence. The IT infrastructure reserve spreads the charge to revenue for this type of expenditure.

k. **Resilience Reserve** - This reserve will be used as a one-off measure to offset non-delivery / delay of planned savings and other budget risks contained within the MTFS. It will provide additional robustness and financial resilience for the Council.

l. **Other Reserves** - This reserve represents other small reserve balances held by the Council.

    i. **Urban Renewal Reserve:** it would be beneficial for the council to support local businesses so they can share the benefits of

the growth, this could include supporting town centres and business investment districts and maintaining retail business.

m. **Smoothing Reserve (HRA):** this is used to accumulate changes in asset values within the HRA that must, under accounting rules, be charged against the revenue costs of the HRA. The reserve will assist the impact of volatile movements from one year to another.

n. **Homes for Haringey Reserve:** This reserve is earmarked for Homes for Haringey and it helps to fund the Company's innovation, growth and unforeseen cost pressures. The use of this reserve is regulated by the Management Agreement with the Council. Homes for Haringey may request the Council to consider proposals to use this reserve during the financial planning process.

Management and control

12. The schools reserve and the insurance reserve are clearly defined and require no further authority for the financing of relevant expenditure.

13. The use of all other reserves requires budgetary approval in the normal way.

14. All reserves are reviewed as part of the budget preparation, financial management and closing processes.

Reporting and review

15. The Council will consider a report from the S151 Officer on the adequacy of the reserves in the annual budget-setting process. The report will contain estimates of reserves where necessary. The Corporate Committee will consider actual reserves when approving the statement of accounts each year.

16. The Council will review the reserves policy on an annual basis.

Annex 3b

RESERVES AND THEIR ADEQUACY

1. General Fund General Reserve

1.1. The judgement on the adequacy of the general fund general reserve needs to reflect the risk management and financial control processes that are in place, and the residual risk of emergencies or unexpected events. For this purpose, identification of the key risks is done in three ways:

- identification of risks during the financial planning and budget setting process as set out in the main report;
- risk assessment of the agreed investment and savings proposals in the agreed budget package, and;
- key risks identified, monitored and managed through the Council's risk management strategy and framework.

1.2. The calculation of the potential financial impact of these assessed risks has been undertaken and in the light of this, it is considered that the level of the General Fund un-earmarked balance which is maintained at £15.8m during 2020/21 is appropriate.

1.3. The risks set out in Annex 3c assess a potential financial impact at £20m for 2020/21; the Chief Finance Officer (CFO) regards the range set out above as being sufficient to cover the potential risks. It is, however, clear that resources for managing potential risk are not significantly greater than the level of risk identified, so the CFO is specifically highlighting the need for robust budget management in 2020/21 including the efficient delivery of agreed savings.

1.4. The 2020/21 figure for general balances (£15.8m) represents 6.5% of the Council's budget requirement.

1.5. The estimates of the reserves position at period 10 2019/20, including earmarked and un-earmarked reserves for the General Fund, Schools and the HRA are detailed in the following table. It should be noted however, that by the nature of these reserves, the timing of when draw down may be required is uncertain and thus unless specific timeframes have been identified no draw down is assumed.

Annex 3b - Projected Reserves Position (To Period 10 - 2019/20)

		Forecast		
Description (£'000)	**Balance at 31/03/2019**	**Transfer In 2019/20**	**Transfer Out 2019/20**	**Balance at 31/03/2020**
General Fund Reserve	**-15,828**	**0**	**0**	**-15,828**
General Fund earmarked reserves:				
Schools reserve	-10,382	0	0	-10,382
Transformation reserve	-6,096	0	2,836	-3,259
Services reserve	-7,878	0	3,724	-4,154
PFI lifecycle reserve	-13,684	0	0	-13,684
Debt repayment reserve	-5,045	0	0	-5,045
Insurance reserve	-5,911	0	0	-5,911
Unspent grants reserve	-7,336	-2,294	1,434	-8,196
Labour market growth resilience reserve	-705	0	259	-446
Financing reserve	-6,247	0	4,600	-1,647
IT Infrastructure reserve	-3,000	0	0	-3,000
Resilience Reserve	-7,303	0	0	-7,303
Other reserves	-726	0	0	-726
GF earmarked reserves:	**-74,313**	**-2,294**	**12,854**	**-63,754**
Total General Fund Usable Reserves	**-90,141**	**-2,294**	**12,854**	**-79,582**
Housing Revenue Account	**-31,325**	**0**	**0**	**-31,325**
Housing Revenue Account Earmarked Reserves:				
HRA Smoothing reserve	**0**	**0**	**0**	**0**
Homes for Haringey	**-1,426**	**0**	**0**	**-1,426**
HRA earmarked reserves	**-1,426**	**0**	**0**	**-1,426**
Total HRA Usable Reserves	**-32,750**	**0**	**0**	**-32,750**

Annex 3c

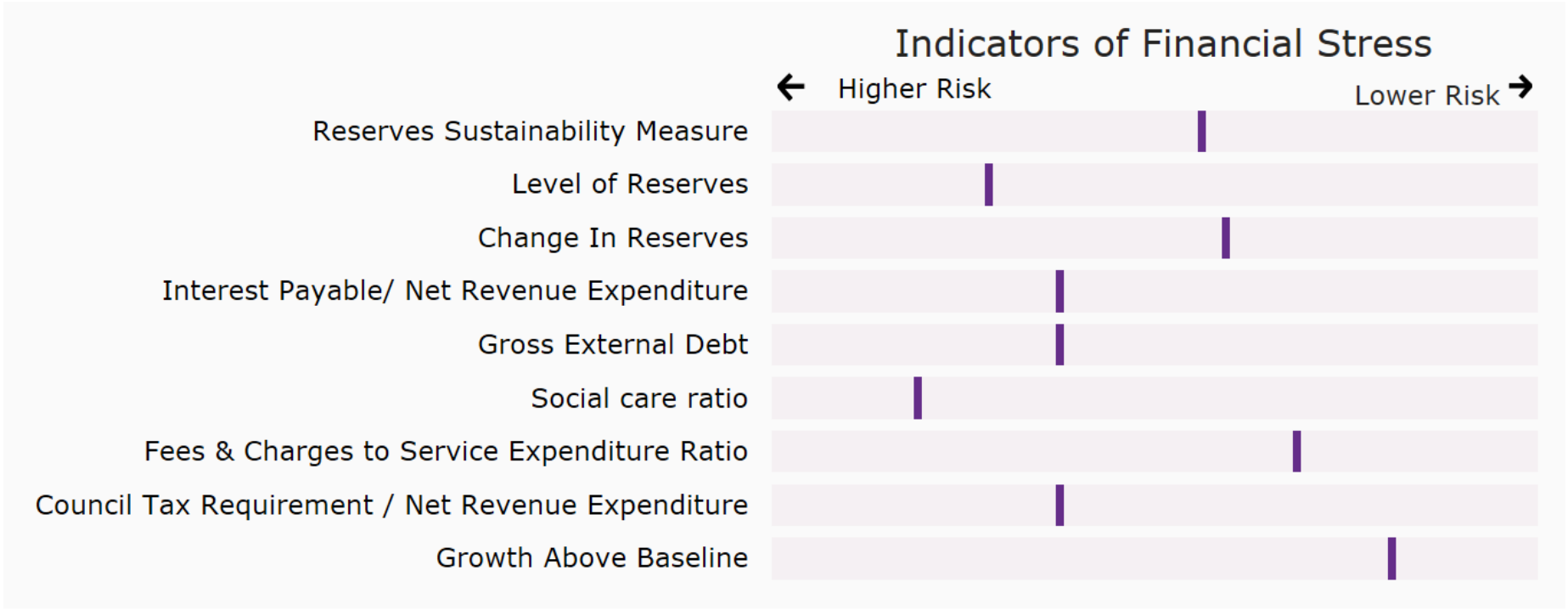
Adequacy of Reserves - Risk Assessment 2020/21

Three key assessment areas:

1. Identification of risks via the financial planning and budget setting process as set out in the main report;
2. Risk assessment of the agreed investment and budget reductions proposals in the proposed budget package, and;
3. key risks identified, monitored and managed through the Council's risk management strategy in the corporate risk register.

	Net Budget Exposure	Risk	Residual Impact
	£m	%	£m
1. Budget Process			
Children's Services	55.2	A High-level risk assessment (10%) has been applied to the budget amount potentially at risk	14.7
Adults Social Services	83.8		
Temporary Accommodation	7.8		
2. Budget Reduction Proposals			
- Delivery Programme	14.6	High risk (33%) on savings proposals for 2020/21	4.8
3. Other Service Unidentified Risks		Estimated	0.5
Total Risks			**20.0**
Less Resilience Reserve			7.3
Less un-earmarked (General) reserves for the above			15.8
Available after risks			**3.1**

CIPFA Financial Resilience Index – Comparison with other London Boroughs



Indicator	Description	Relationship to risk and interpretation
Reserves Sustainability Measure	This indicator is the ratio between the current level of reserves and the average change in reserves in each of the past three years. A negative value (which implies reserves have increased) or one greater than 100 is recoded to 100.	The indicator provides a measure of how long (in years) it will take for a council to completely denude its reserves, if they continue to use reserves at the same rate as in the previous three years. A low value suggests that there is a risk that the authority will run out of reserves. A high value says, that on current trends, they are unlikely to deplete their reserves.
Level of Reserves	This is the ratio of the current level of reserves (total useable excluding public health & schools) to the council's net revenue expenditure. We have set the figure at 100% for a small number of district councils to remove the impact of extreme outliers.	A low level of reserves may indicate that a council has low capacity to cope with financial shocks. It will also face a risk should expenditure exceed income.
Change in Reserves	This indicator shows the average percentage change in reserves (total useable excluding public health and schools) over the past three years.	A council that is using up its reserves may be at risk if they do not move to a more balanced budget.
Interest Payable / Net Revenue Expenditure	This indicator is the ratio of Interest Payable and Net Revenue Expenditure.	This indicator aims to provide a better insight in terms of the budget flexibility of a council. Should a council have a high proportion of its expenditure dedicated to repaying debt, this could limit the council's flexibility to make further savings.
Gross External Debt	This indicator compares the gross external debt held by the council to the total revenue reserves (excl. Schools and Public Health).	This is a cover ratio that would give some idea of how proportionate a council's borrowing activity is compared to the reserves of the authority.
Social care ratio	This indicator is the ratio of total spending on adults' and children's social care to net revenue expenditure.	This indicator provides a measure of the degree of flexibility within a council's budget. Spending on these items is less likely to be reduced compared to other categories. A high ratio suggests the council has little flexibility to make further savings, potentially leading to risk.
Fees & Charges to Service Expenditure Ratio	This indicator shows the proportion of fees and charges against the council's total service expenditure.	Fees and charges are an increasing source of income. Thus, compared to the service expenditure a council incurs, a relatively low level of fees and charges may suggest a limited capacity to ensure budget flexibility.
Council Tax Requirement / NRE	This indicator shows the ratio of council tax as a proportion of net expenditure.	As locally raised council tax becomes more important, a lower ratio may be associated with difficulties in raising the income necessary to support spending.
Growth Above the Baseline	The Growth above the baseline figure is calculated as the difference between the baseline funding level and retained rates income, over the baseline funding level. The data for this is obtained from the RO and the 2019/20 Business Rates Levy and Safety net calculator.	A higher growth above the baseline may indicate a larger risk.

Annex 4

London Borough of Haringey
Treasury Management Strategy Statement 2020/21

1. **Introduction**

1.1. Treasury management is the management of the Authority's cash flows, borrowing and investments, and the associated risks. The Authority has borrowed and invested substantial sums of money and is therefore exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of financial risk are therefore central to the Authority's prudent financial management.

1.2. Treasury risk management at the Authority is conducted within the framework of the Chartered Institute of Public Finance and Accountancy's *Treasury Management in the Public Services: Code of Practice 2017 Edition* (the CIPFA Code) which requires the Authority to approve a treasury management strategy before the start of each financial year. This report fulfils the Authority's legal obligation under the *Local Government Act 2003* to have regard to the CIPFA Code.

1.3. Investments held for service purposes or for commercial profit are considered in section 6 of this report, in line with the 2018 MHCLG Investment Guidance.

2. **External Context – provided by the Council's appointed treasury advisor, Arlingclose**

2.1. **Economic background:** The UK's progress negotiating its exit from the European Union, together with its future trading arrangements, will continue to be a major influence on the Authority's treasury management strategy for 2020/21.

2.2. UK Consumer Price Inflation (CPI) for September registered 1.7% year on year, unchanged from the previous month. Core inflation, which excludes the more volatile components, rose to 1.7% from 1.5% in August. The most recent labour market data for the three months to August 2019 showed the unemployment rate ticked back up to 3.9% while the employment rate was 75.9%, just below recent record-breaking highs. The headline 3-month average annual growth rate for pay was 3.8% in August as wages continue to rise steadily. In real terms, after adjusting for inflation, pay growth increased 1.9%.

2.3. GDP growth rose by 0.3% in the third quarter of 2019 from -0.2% in the previous three months with the annual rate falling further below its trend rate to 1.0% from 1.2%. Services and construction added positively to growth, by 0.6% and 0.4% respectively, while production was flat and agriculture recorded a fall of 0.2%. Looking ahead, the Bank of England's Monetary Policy Report (formerly the Quarterly Inflation Report) forecasts economic growth to pick up during 2020 as Brexit-related uncertainties dissipate and provide a boost to business investment helping GDP reach 1.6% in Q4 2020, 1.8% in Q4 2021 and 2.1% in Q4 2022.

2.4. The Bank of England maintained Bank Rate to 0.75% in November following a 7-2 vote by the Monetary Policy Committee. Despite keeping rates on hold, MPC members did confirm that if Brexit uncertainty drags on or global growth fails to recover, they are prepared to cut interest rates as required. Moreover, the downward revisions to some of the growth

projections in the Monetary Policy Report suggest the Committee may now be less convinced of the need to increase rates even if there is a Brexit deal.

2.5. Growth in Europe remains soft, driven by a weakening German economy which saw GDP fall -0.1% in Q2 and is expected to slip into a technical recession in Q3. Euro zone inflation was 0.8% year on year in September, well below the European Central Bank's target of 'below, but close to 2%' and leading to the central bank holding its main interest rate at 0% while cutting the deposit facility rate to -0.5%. In addition to maintaining interest rates at ultra-low levels, the ECB announced it would recommence its quantitative easing programme from November.

2.6. In the US, the Federal Reserve began easing monetary policy again in 2019 as a pre-emptive strike against slowing global and US economic growth on the back on of the ongoing trade war with China. At its last meeting the Fed cut rates to the range of 1.50-1.75% and financial markets expect further loosening of monetary policy in 2020. US GDP growth slowed to 1.9% annualised in Q3 from 2.0% in Q2.

2.7. **Credit outlook:** Credit conditions for larger UK banks have remained relatively benign over the past year. The UK's departure from the European Union was delayed three times in 2019 and while there remains some concern over a global economic slowdown, this has yet to manifest in any credit issues for banks. Meanwhile, the post financial crisis banking reform is now largely complete, with the new ringfenced banks embedded in the market.

2.8. Challenger banks hit the news headlines in 2019 with Metro Bank and TSB Bank both suffering adverse publicity and falling customer numbers.

2.9. Looking forward, the potential for a "no-deal" Brexit and/or a global recession remain the major risks facing banks and building societies in 2020/21 and a cautious approach to bank deposits remains advisable.

2.10. **Interest rate forecast:** The Authority's treasury management adviser Arlingclose is forecasting that Bank Rate will remain at 0.75% until the end of 2022. The risks to this forecast are deemed to be significantly weighted to the downside, particularly given the need for greater clarity on Brexit and the continuing global economic slowdown. The Bank of England, having previously indicated interest rates may need to rise if a Brexit agreement was reached, stated in its November Monetary Policy Report and its Bank Rate decision (7-2 vote to hold rates) that the MPC now believe this is less likely even in the event of a deal.

2.11. Gilt yields have risen but remain at low levels and only some very modest upward movement from current levels are expected based on Arlingclose's interest rate projections. The central case is for 10-year and 20-year gilt yields to rise to around 1.00% and 1.40% respectively over the time horizon, with broadly balanced risks to both the upside and downside. However, short-term volatility arising from both economic and political events over the period is a near certainty.

2.12. A more detailed economic and interest rate forecast provided by Arlingclose is attached at Appendix A.

2.13. For the purpose of setting the budget, it has been assumed that new treasury management investments will be made at an average rate of 0.75%, and that new long-term loans will be borrowed at an average rate of 3.5%.

Local Context

2.14. On 31st December 2019, the Authority held £407.2m of borrowing and £33.8m of investments. Forecast changes to borrowing balances are shown in the balance sheet analysis in table 1 below.

2.15. Table 1a: Balance sheet summary – cumulative forecast Capital Financing Requirement (CFR) and borrowing balances

	31.3.19 Actual £m	31.3.20 Estimate £m	31.3.21 Forecast £m	31.3.22 Forecast £m	31.3.23 Forecast £m	31.3.24 Forecast £m	31.3.25 Forecast £m
General Fund CFR	383.8	466.5	608.9	720.0	815.4	877.1	909.9
HRA CFR	249.8	300.7	464.1	610.0	683.2	744.5	829.0
Total CFR	**633.7**	**767.2**	**1,073.0**	**1,330.0**	**1,498.6**	**1,621.6**	**1,738.9**
Less: Other debt liabilities *	-31.8	-27.5	-23.4	-19.2	-14.8	-10.2	-8.2
Loans CFR	**601.9**	**739.8**	**1,049.6**	**1,310.9**	**1,483.9**	**1,611.4**	**1,730.7**
Less: Internal borrowing	-213.1	-213.1	-213.1	-213.1	-213.1	-213.1	-213.1
CFR Funded by External Borrowing	**388.8**	**526.7**	**836.5**	**1,097.8**	**1,270.8**	**1,398.3**	**1,517.6**
Breakdown of external borrowing:							
Existing Borrowing**	388.8	406.7	398.9	387.9	384.0	366.3	365.3
New Borrowing to be raised	0.0	120.0	437.6	709.8	886.8	1,032.1	1,152.3

*leases and PFI liabilities and transferred debt form part of the Authority's total debt
** shows only loans to which the Authority is committed and excludes optional refinancing

2.16. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR). Usable reserves and working capital are the underlying resources available for investment. The Authority's current strategy is to maintain borrowing and investments below their underlying levels, by utilising the cash representing these reserves and working capital, this is known as internal borrowing.

2.17. The Authority has an increasing CFR due to the capital programme and will therefore be required to raise new borrowing of up to £1,152m over the forecast period.

2.18. CIPFA's *Prudential Code for Capital Finance in Local Authorities* recommends that the Authority's total debt should be lower than its highest forecast CFR over the next three years. Table 1a shows that the Authority expects to comply with this recommendation during the course of the MTFS.

2.19. The capital plans which underpin the borrowing requirement above are dealt with in the council's main budget report (in particular the Capital Strategy section). All of the Council's capital programme is robustly scrutinised and tested to ensure that the capital plans are affordable and prudent. The above shows the five-year effects of the Council's capital programme, however all capital plans are assessed in their entirety (i.e. some schemes are for a greater than 5-year time frame).

2.20. The breakdown of the borrowing position at each financial year end for both the General Fund and the HRA is shown below:

Table 1b: Year end borrowing position summary

	31.3.19 Actual £m	31.3.20 Estimate £m	31.3.21 Forecast £m	31.3.22 Forecast £m	31.3.23 Forecast £m	31.3.24 Forecast £m	31.3.25 Forecast £m
GF	170.3	227.3	373.8	489.1	588.9	655.2	690.0
HRA	218.5	299.4	462.7	608.6	681.9	743.1	827.6
Total	**388.8**	**526.6**	**836.5**	**1,097.7**	**1,270.8**	**1,398.3**	**1,517.6**

3. Borrowing Strategy

3.1. The Authority currently holds £407 million of loans, as part of its strategy for funding previous years' capital programmes. The balance sheet forecast in table 1a shows that the Authority expects to increase its borrowing by up to £438m by the end of 2020/21. The Authority may also borrow additional sums to reduce its existing internal borrowing to satisfy future years' borrowing requirements, providing this does not exceed the authorised limit for borrowing as set out in table 2 of this report.

3.2. **Objectives:** The Authority's chief objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans should the Authority's long-term plans change is a secondary objective.

3.3. **Strategy:** Given the significant cuts to public expenditure and in particular to local government funding, the Authority's borrowing strategy continues to address the key issue of affordability without compromising the longer-term stability of the debt portfolio. With short-term interest rates currently much lower than long-term rates, it is likely to be more cost effective in the short-term to either use internal resources, or to borrow short-term loans instead. However, given the size of the Council's capital programme, and the need to diversify the Council's debt portfolio, long term borrowing will also be required during 2020/21, so the strategy will be to fulfil the Council's borrowing requirement with a mixture of long and short term borrowing.

3.4. By taking short term borrowing, the Authority is able to reduce net borrowing costs. The benefits of short-term borrowing will be monitored regularly against the potential for incurring additional costs by deferring longer term borrowing into future years when long-term borrowing rates are forecast to rise modestly. Arlingclose will assist the Authority with this 'cost of carry' and breakeven analysis. Its output may determine to what extent the Authority borrows additional sums at long-term fixed rates in 2020/21 with a view to keeping future interest costs low, even if this causes additional cost in the short-term.

3.5. The Authority has in recent years raised all of its long-term borrowing from the PWLB. The government increased PWLB rates by 1% in October 2019. Long-term borrowing will therefore now be considered from a variety of sources besides the PWLB such as banks, pensions and local authorities, and will investigate the possibility of issuing bonds and similar instruments, in order to lower interest costs and reduce over-reliance on one source of funding in line with the CIPFA Code. The Authority's immediate cashflow requirements can be fulfilled by short term borrowing from other Local Authorities.

3.6. Alternatively, the Authority may arrange forward starting loans during 2019/20, where the interest rate is fixed in advance, but the cash is received in later years. This would enable certainty of cost to be achieved without suffering a cost of carry in the intervening period.

3.7. Sources of borrowing**:** The approved sources of long-term and short-term borrowing are:

- Public Works Loan Board (PWLB) and any successor body
- any institution approved for investments (see below)
- any other bank or building society authorised to operate in the UK
- any other UK public sector body
- UK public and private sector pension funds (except Haringey Pension Fund, and the London Collective Investment Vehicle)
- capital market bond investors
- UK Municipal Bonds Agency plc and other special purpose companies created to enable local authority bond issues

3.8. **Other sources of debt finance:** In addition, capital finance may be raised by the following methods that are not borrowing, but may be classed as other debt liabilities:

- leasing
- hire purchase
- Private Finance Initiative
- sale and leaseback

3.9. **Municipal Bonds Agency:** UK Municipal Bonds Agency plc was established in 2014 by the Local Government Association as an alternative to the PWLB. It plans to issue bonds on the capital markets and lend the proceeds to local authorities. This will be a more complicated source of finance than the PWLB for two reasons: borrowing authorities will be required to provide bond investors with a guarantee to refund their investment in the event that the agency is unable to for any reason; and there will be a lead time of several months between committing to borrow and knowing the interest rate payable. Any decision to borrow from the Agency will therefore be the subject of a separate report.

3.10. **LOBOs:** The Authority holds £125m of LOBO (Lender's Option Borrower's Option) loans where the lender has the option to propose an increase in the interest rate at set dates, following which the Authority has the option to either accept the new rate or to repay the loan at no additional cost. £50m of these LOBOs have options during 2020/21, and although the Authority understands that lenders are unlikely to exercise their options in the current low interest rate environment, there remains an element of refinancing risk. The Council will repay LOBO loans with no penalty if it can, however, it recognises that lenders are highly unlikely to offer this while the interest rates on existing loans remain above prevailing rates.

3.11. Some LOBO lenders are now open to negotiating premature exit terms from LOBO loans via payment of a premium to the lender. Haringey Council's policy will be to exit LOBO agreements if the costs of replacing the loans, including all premium, transaction and funding costs, generate a material net revenue saving for the Council over the life of the loan in net present value terms, and all costs are consistent with Haringey's approved medium term financial strategy. Whether to repay a LOBO loan will be determined by the S151 Officer, in line with Haringey's constitution.

3.12. When loans are prematurely repaid, there is usually a premium payable to the lender, to compensate them for interest forgone at the contractual rate, where prevailing interest rates are lower. Haringey would need to refinance LOBOs by raising borrowing for both the original sum borrowed, and the premium payable to the lender. However, this type of arrangement can prove beneficial where interest savings exceed premium costs. Replacing LOBOs, that contain an option for lenders to increase the rate, with fixed rate debt will reduce refinancing and interest rate risk.

3.13. **Short-term and variable rate loans**: These loans leave the Authority exposed to the risk of short-term interest rate rises and are therefore subject to the interest rate exposure limits in the treasury management indicators below. Financial derivatives may be used to manage this interest rate risk (see section below).

3.14. **Debt rescheduling:** The PWLB allows authorities to repay loans before maturity and either pay a premium or receive a discount according to a set formula based on current interest rates. Other lenders may also be prepared to negotiate premature redemption terms. The Authority may take advantage of this and replace some loans with new loans, or repay loans without replacement, where this is expected to lead to an overall cost saving or a reduction in risk.

3.15. **Borrowing Limits:** The council's total borrowing limits are set out in table 2 below.

3.16. The **Authorised Limit** sets the maximum level of external borrowing on a gross basis (i.e. not net of investments) and is the statutory limit determined under Section 3(1) of the Local Government Act 2003 (referred to in the legislation as the Affordable Limit). The Indicator separately identifies borrowing from other long-term liabilities such as finance leases. The Authorised Limit has been set on the estimate of the most likely, prudent but not worst-case scenario with sufficient headroom over and above this to allow for unusual cash movements.

3.17. The **Operational Boundary** links directly to the Council's estimates of the CFR and estimates of other cashflow requirements. This indicator is based on the same estimates as the Authorised Limit reflecting the most likely, prudent but not worst-case scenario but without the additional headroom included within the Authorised Limit. The Operational Boundary and Authorised Limit apply at the total level.

3.18. The Chief Finance Officer has delegated authority, within the total limit for any individual year, to effect movement between the separately agreed limits for borrowing and other long-term liabilities. Decisions will be based on the outcome of financial option appraisals and best value considerations. Any movement between these separate limits will be reported to the next meeting of the Corporate Committee.

3.19. Table 2 Borrowing Limits

	2019/20 limit	2020/21 limit	2021/22 limit	2022/23 limit	2023/24 limit	2024/25 limit
	£m	£m	£m	£m	£m	£m
Authorised limit – borrowing	752.4	979.6	1,240.9	1,413.9	1,541.4	1,660.7
Authorised limit – PFI & leases	39.9	30.9	25.3	19.5	13.4	10.9
Authorised limit – total external debt	**792.3**	**1,010.5**	**1,266.1**	**1,433.4**	**1,554.8**	**1,671.5**
Operational boundary - borrowing	702.4	929.6	1,190.9	1,363.9	1,491.4	1,610.7
Operational boundary – PFI & leases	36.3	28.1	23.0	17.7	12.2	9.9
Operational boundary – total external debt	**738.7**	**957.7**	**1,213.8**	**1,381.6**	**1,503.6**	**1,620.6**

4. **Investment Strategy - Treasury Investments**

4.1. The Authority holds invested funds, representing income received in advance of expenditure plus balances and reserves held. In the past 12 months, the Authority's investment balance (excluding exceptional transactions) has generally ranged between £10 and £50 million, and similar levels are expected to be maintained in the forthcoming year. It is a requirement of the Markets in Financial Instruments Directive II (MiFID) that the Council maintains an average investment balance of at least £10m, in order to remain professional client status (see also par 11.7)

4.2. **Objectives:** The CIPFA Code requires the Authority to invest its funds prudently, and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Authority's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income. Were balances to be invested for more than one year, the Authority would aim to achieve a total return that is equal or higher than the prevailing rate of inflation, in order to maintain the spending power of the sum invested.

4.3. **Negative interest rates:** If the UK enters into a recession in 2020/21, there is a small chance that the Bank of England could set its Bank Rate at or below zero, which is likely to feed through to negative interest rates on all low risk, short-term investment options. This situation already exists in many other European countries. In this event, security will be measured as receiving the contractually agreed amount at maturity, even though this may be less than the amount originally invested.

4.4. **Strategy:** Given the increasing risk and very low returns from short-term unsecured bank investments, the Authority aims to maintain its policy of utilising highly creditworthy and

highly liquid investments such as loans to other local authorities, AAA rated money market funds and the Debt Management Office (part of HM treasury). The Authority will consider diversifying into more secure and/or higher yielding asset classes during 2020/21, in particular for the estimated £10m that is available for longer-term investment due to being required for the MiFID professional client status. Any such diversification would represent a change in strategy over the coming year and would be the subject of further reports.

4.5. **Business models:** Under the new IFRS 9 standard, the accounting for certain investments depends on the Authority's "business model" for managing them. The Authority aims to achieve value from its internally managed treasury investments by a business model of collecting the contractual cash flows and therefore, where other criteria are also met, these investments will continue to be accounted for at amortised cost.

4.6. **Approved counterparties:** The Authority may invest its surplus funds with any of the counterparty types in table 3 below, subject to the cash limits (per counterparty) and the time limits shown.

4.7. Table 3: Approved investment counterparties and limits

Credit rating	Banks unsecured	Banks secured	Government	Corporates	Registered Providers
UK Govt	n/a	n/a	£ Unlimited 50 years	n/a	n/a
AAA	£5m 5 years	£5m 20 years	£5m 50 years	£5m 20 years	£5m 20 years
AA+	£5m 5 years	£5m 10 years	£5m 25 years	£5m 10 years	£5m 10 years
AA	£5m 4 years	£5m 5 years	£5m 15 years	£5m 5 years	£5m 10 years
AA-	£5m 3 years	£5m 4 years	£5m 10 years	£5m 4 years	£5m 10 years
A+	£5m 2 years	£5m 3 years	£5m 5 years	£5m 3 years	£5m 5 years
A	£5m 13 months	£5m 2 years	£5m 5 years	£5m 2 years	£5m 5 years
A-	£5m 6 months	£5m 13 months	£5m 5 years	£5m 13 months	£5m 5 years
None	£1m 6 months	n/a	£5m 25 years	£5m 5 years	£5 m 5 years
Pooled funds and real estate investment trusts		£5m per fund or trust			

4.8. **Credit rating:** Investment limits are set by reference to the lowest published long-term credit rating from a selection of external rating agencies. Where available, the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors including external advice will be taken into account.

4.9. **Banks unsecured:** Accounts, deposits, certificates of deposit and senior unsecured bonds with banks and building societies, other than multilateral development banks. These investments are subject to the risk of credit loss via a bail-in should the regulator determine that the bank is failing or likely to fail. See below for arrangements relating to operational bank accounts.

4.10. **Banks secured:** Covered bonds, reverse repurchase agreements and other collateralised arrangements with banks and building societies. These investments are secured on the bank's assets, which limits the potential losses in the unlikely event of insolvency, and means that they are exempt from bail-in. Where there is no investment specific credit rating, but the collateral upon which the investment is secured has a credit rating, the higher of the collateral credit rating and the counterparty credit rating will be used to determine cash and time limits. The combined secured and unsecured investments in any one bank will not exceed the cash limit for secured investments.

4.11. **Government:** Loans, bonds and bills issued or guaranteed by national governments, regional and local authorities and multilateral development banks. These investments are not subject to bail-in, and there is generally a lower risk of insolvency, although they are not zero risk. Investments with the UK Central Government may be made in unlimited amounts for up to 50 years.

4.12. **Corporates:** Loans, bonds and commercial paper issued by companies other than banks and registered providers. These investments are not subject to bail-in, but are exposed to the risk of the company going insolvent. Loans to unrated companies for treasury purposes will only be made either following an external credit assessment or to a maximum of £5m per company as part of a diversified pool in order to spread the risk widely.

4.13. **Registered providers:** Loans and bonds issued by, guaranteed by or secured on the assets of registered providers of social housing and registered social landlords, formerly known as housing associations. These bodies are tightly regulated by the Regulator of Social Housing (in England), the Scottish Housing Regulator, the Welsh Government and the Department for Communities (in Northern Ireland). As providers of public services, they retain the likelihood of receiving government support if needed.

4.14. **Pooled funds:** Shares or units in diversified investment vehicles consisting of the any of the above investment types, plus equity shares and property. These funds have the advantage of providing wide diversification of investment risks, coupled with the services of a professional fund manager in return for a fee. Short-term Money Market Funds that offer same-day liquidity and very low or no volatility will be used as an alternative to instant access bank accounts, while pooled funds whose value changes with market prices and/or have a notice period will be used for longer investment periods.

4.15. Bond, equity and property funds offer enhanced returns over the longer term, but are more volatile in the short term. These allow the Authority to diversify into asset classes other than cash without the need to own and manage the underlying investments. Because these funds have no defined maturity date, but are available for withdrawal after a notice period, their performance and continued suitability in meeting the Authority's investment objectives will be monitored regularly.

4.16. **Real estate investment trusts:** Shares in companies that invest mainly in real estate and pay the majority of their rental income to investors in a similar manner to pooled property funds. As with property funds, REITs offer enhanced returns over the longer term, but are

more volatile especially as the share price reflects changing demand for the shares as well as changes in the value of the underlying properties. Investments in REIT shares cannot be withdrawn but can be sold on the stock market to another investor.

4.17. **Operational bank accounts:** The Authority may incur operational exposures, for example though current accounts, collection accounts and merchant acquiring services, to any UK bank with credit ratings no lower than BBB- and with assets greater than £25 billion. These are not classed as investments, but are still subject to the risk of a bank bail-in, and balances will therefore be kept below £10m per bank. The Bank of England has stated that in the event of failure, banks with assets greater than £25 billion are more likely to be bailed-in than made insolvent, increasing the chance of the Authority maintaining operational continuity.

4.18. **Risk assessment and credit ratings**: Credit ratings are obtained and monitored by the Authority's treasury advisers, who will notify changes in ratings as they occur. Where an entity has its credit rating downgraded so that it fails to meet the approved investment criteria then:

- no new investments will be made,
- any existing investments that can be recalled or sold at no cost will be, and
- full consideration will be given to the recall or sale of all other existing investments with the affected counterparty.

4.19. Where a credit rating agency announces that a credit rating is on review for possible downgrade (also known as "rating watch negative" or "credit watch negative") so that it may fall below the approved rating criteria, then only investments that can be withdrawn will be made with that organisation until the outcome of the review is announced. This policy will not apply to negative outlooks, which indicate a long-term direction of travel rather than an imminent change of rating.

4.20. **Other information on the security of investments**: The Authority understands that credit ratings are good, but not perfect, predictors of investment default. Full regard will therefore be given to other available information on the credit quality of the organisations in which it invests, including credit default swap prices, financial statements, information on potential government support, reports in the quality financial press and analysis and advice from the Authority's treasury management adviser. No investments will be made with an organisation if there are substantive doubts about its credit quality, even though it may otherwise meet the above criteria.

4.21. When deteriorating financial market conditions affect the creditworthiness of all organisations, as happened in 2008 and 2011, this is not generally reflected in credit ratings, but can be seen in other market measures. In these circumstances, the Authority will restrict its investments to those organisations of higher credit quality and reduce the maximum duration of its investments to maintain the required level of security. The extent of these restrictions will be in line with prevailing financial market conditions. If these restrictions mean that insufficient commercial organisations of high credit quality are available to invest the Authority's cash balances, then the surplus will be deposited with the UK Government via the Debt Management Office or invested in government treasury bills for example, or with other local authorities. This will cause a reduction in the level of investment income earned, but will protect the principal sum invested.

4.22. **Investment limits**: The Authority's revenue reserves expressly available to cover investment losses are forecast to be £5 million on 31st March 2020. In order that no more

than 100% of available reserves will be put at risk in the case of a single default, the maximum that will be lent to any one organisation (other than the UK Government) will be £5 million. A group of banks under the same ownership will be treated as a single organisation for limit purposes. Limits will also be placed on fund managers, investments in brokers' nominee accounts, foreign countries and industry sectors as below. Investments in pooled funds and multilateral development banks do not count against the limit for any single foreign country, since the risk is diversified over many countries.

Table 4: Investment limits

	Cash limit
Any single organisation, except the UK Central Government	£5 m each
UK Central Government	unlimited
Any group of organisations under the same ownership	£5m per group
Any group of pooled funds under the same management	£5m per manager
Negotiable instruments held in a broker's nominee account	£5m per broker
Foreign countries	£5m per country
Registered providers and registered social landlords	£5m in total
Unsecured investments with building societies	£5m in total
Loans to unrated corporates	£5m in total
Money market funds*	£25m in total
Real estate investment trusts	£5m in total

*These limits apply for both Haringey Council and Haringey pension Fund, so the limit for Money Market Funds is £5m per MMF and £25m aggregate limit for the Council, and £25m for the fund.

4.23. **Liquidity management**: The Authority uses purpose-built cash flow forecasting software to determine the maximum period for which funds may prudently be committed. The forecast is compiled on a prudent basis to minimise the risk of the Authority being forced to borrow on unfavourable terms to meet its financial commitments. Limits on long-term investments are set by reference to the Authority's medium-term financial plan and cash flow forecast.

5. Investment Strategy – Non-Treasury Management Investments

5.1. The Authority invests its money for three broad purposes:

- because it has surplus cash as a result of its day-to-day activities, for example when income is received in advance of expenditure (known as **treasury management investments** – see section 5 of this report),
- to support local public services by lending to or buying shares in other organisations (**service investments**), and
- to earn investment income (known as **commercial investments** where this is the main purpose).

5.2. This section (section 6) of this report meets the requirements of statutory guidance issued by the government in January 2018, and focuses on the second and third of the above categories.

5.3. Treasury Management Investments

5.3.1. The Authority typically receives its income in cash (e.g. from taxes and grants) before it pays for its expenditure in cash (e.g. through payroll and invoices). It also holds reserves for future expenditure. These activities, plus the timing of borrowing decisions, lead to a cash surplus which is invested in accordance with guidance from the Chartered Institute of Public Finance and Accountancy. The balance of treasury management investments is expected to fluctuate between £10m and £50m during the 2020/21 financial year.

5.3.2. **Contribution:** The contribution that these investments make to the objectives of the Authority is to support effective treasury management activities.

5.3.3. **Further details:** Full details of the Authority's policies and its plan for 2019/20 for treasury management investments are covered in the previous section, section 5 of this report.

5.4. **Service Investments:**

5.4.1. **Contribution:** The Council lends money to third parties such as its subsidiaries, local businesses, local charities, local residents and its employees to support local public services and stimulate local economic growth. These are usually treated as capital expenditure and included within the Council's capital programme

5.4.2. **Security:** The main risk when making service loans is that the borrower will be unable to repay the principal lent and/or the interest due. In order to limit this risk, it will be ensured that any new loans made will remain proportionate to the size of the Authority. Balances as at 31.3.19 were as follows:

5.4.3. *Table 5: Loans for service purposes in £ millions*

Category of borrower	31.3.2019 actual		
	Balance owing	Loss allowance	Net figure in accounts
Subsidiaries	0.3	-0.3	0.0
Local businesses	4.8	-0.6	4.2
Local charities	47.4	-43.5	3.9
Local residents	0.1	0.0	0.1
Employees	0.1	0.0	0.1
TOTAL	52.7	-44.4	8.3

5.4.4. The largest balance above relates to Alexandra Palace debts (shown under local charities). There are historic debt balances owed by the Trust that have not been legally discharged, totalling £46.7m. Of this £3.6m relates to loans made in 2015/16 and 2016/17 for works to the Ice Rink and West Storage Yard, which are being repaid by the Trust in line with the original loan agreements. A further £43.1m is legally outstanding but does not currently have repayments being made, this debt dates back to previous decades when the Council expended funds on behalf of the Trust. Although this £43.1m debt has not been legally discharged, the Council has agreed that it will

only seek to recover this when the Trust is in a position to repay amounts due. The loans to local business include the opportunity investment fund, and a loan to a business who operates some of Haringey's leisure facilities.

5.4.5. Accounting standards require the Authority to set aside loss allowance for loans, reflecting the likelihood of non-payment. The figures for loans in the Authority's statement of accounts from 2018/19 onwards are shown net of this loss allowance. However, the Authority makes every reasonable effort to collect the full sum lent and has appropriate credit control arrangements in place to recover overdue repayments.

5.4.6. **Risk assessment:** The Authority assesses the risk of loss before entering into and whilst holding service loans by weighing up the service outcomes any such loan could provide against the creditworthiness of the recipient. This is done on a case by case basis, given the low number of such arrangements. This forms part of the Council's capital programme, further details of which are in the Council's annual medium-term financial strategy.

5.5. **Commercial Investments: Property**

5.5.1. **Contribution:** The Council holds properties which are classified as 'investment properties' in the Council's statement of accounts. These properties are all within the local area, and include approximately 200 shops, offices and other commercial premises. The revenue stream associated with these (net of the costs of maintaining the properties) forms part of the Council's annual budget, therefore contributing to the resources available to the Council to spend on local public services. Any future acquisitions that the Council makes in this area will be made with reference to the CIPFA Prudential Property Investment guidance issued in 2019.

5.5.2. The value of investment properties disclosed in the 2018/19 statement of accounts was £70.5m.

6. Capacity, Skills, Culture and Advice

6.1. CIPFA's Treasury Management Code of Practice requires the Chief Financial Officer to ensure that all members tasked with treasury management responsibilities, including scrutiny of the treasury management function, receive appropriate training relevant to their needs and understand fully their roles and responsibilities.

6.2. Given the significant amounts of money involved, it is crucial members have the necessary knowledge to take treasury management decisions. Training sessions are arranged for members to keep their knowledge up to date.

6.3. The needs of the Council's treasury management staff for training in investment management are assessed as part of the staff appraisal process, and additionally when the responsibilities of individual members of staff change. Staff regularly attend training courses, seminars and conferences provided by Arlingclose and CIPFA. Relevant staff are also encouraged to study professional qualifications from CIPFA, the Association of Corporate Treasurers and other appropriate organisations.

6.4. The Council has appointed Arlingclose Limited as treasury management advisers and receives specific advice on investment, debt and capital finance issues. The quality of this service is reviewed by the Council's treasury management staff.

6.5. Appropriately skilled and experienced finance and legal staff members work with service departments to ensure that the risks associated with any projects they undertake, and compliance with regulation and statutory guidance are properly understood, and form a key consideration in any decision-making process.

6.6. The Council's constitution has clearly defined roles and responsibilities for treasury management responsibilities, both for members, committees, and officers.

7. Investment Indicators

7.1. The Authority has set the following quantitative indicators to allow elected members and the public to assess the Authority's total risk exposure as a result of its investment decisions.

7.2. **Total risk exposure:** The first indicator shows the Authority's total exposure to potential investment losses.

7.3. *Table 6: Total investment exposure in £ millions*

Total investment exposure	**31.03.2019 Actual**	**31.03.2020 Forecast**	**31.03.2021 Forecast**
Treasury management investments	30.6	15.0	15.0
Service investments: Loans	8.3	7.9	7.5
Commercial investments: Property	70.5	70.5	70.5
TOTAL INVESTMENTS	109.4	93.4	93.0

7.4. **How investments are funded:** Government guidance is that these indicators should include how investments are funded. Since the Authority does not normally associate particular assets with particular liabilities, this guidance is difficult to comply with. However, the following investments could be described as being funded by borrowing. The remainder of the Authority's investments are funded by usable reserves and income received in advance of expenditure.

7.5. *Table 7: Investments funded by borrowing in £ millions*

Investments funded by borrowing	31.03.2019 Actual	31.03.2020 Forecast	31.03.2021 Forecast
Treasury management investments	0.0	0.0	0.0
Service investments:	5.4	5.6	6.0
Commercial investments: Property	45.5	50.2	56.2
TOTAL FUNDED BY BORROWING	50.9	55.8	62.2

7.6. **Rate of return received:** This indicator shows the investment income received less the associated costs, including the cost of borrowing where appropriate, as a proportion of the sum initially invested. Note that due to the complex local government accounting framework, not all recorded gains and losses affect the revenue account in the year they are incurred.

7.7. *Table 8: Investment rate of return*

Investments net rate of return	2018/19 Actual	2019/20 Forecast	2020/21 Forecast
Treasury management investments	0.66%	0.75%	0.75%
Service investments:	3.70%	3.70%	3.70%
Commercial investments: Property	6.16%	4.00%	4.00%
ALL INVESTMENTS	4.43%	3.45%	3.45%

8. Treasury Management Indicators

8.1. The Authority measures and manages its exposures to treasury management risks using the following indicators.

8.2. **Security:** The Authority has adopted a voluntary measure of its exposure to credit risk by monitoring the value-weighted average credit rating of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

Credit risk indicator	Target

Portfolio average credit rating	*Above A-, score of 7 or lower*

8.3. **Liquidity:** The Authority has adopted a voluntary measure of its exposure to liquidity risk by monitoring the amount of cash available to meet unexpected payments within a rolling 3-month period, without additional borrowing.

Liquidity risk indicator	**Target**
Total cash available within 3 months	£10m

8.4. **Interest rate exposures**: This indicator is set to control the Authority's exposure to interest rate risk. The upper limits on the one-year revenue impact of a 1% rise or fall in interest rates will be:

Interest rate risk indicator	**Limit**
Upper limit on one-year revenue impact of a 1% rise in interest rates	£2m
Upper limit on one-year revenue impact of a 1% fall in interest rates	£2m

8.5. The impact of a change in interest rates is calculated on the assumption that maturing loans and investments will be replaced at current rates.

8.6. **Maturity structure of borrowing:** This indicator is set to control the Authority's exposure to refinancing risk. The upper and lower limits on the maturity structure of borrowing will be:

Refinancing rate risk indicator	**Upper limit**	**Lower limit**
Under 12 months	50%	0%
12 months and within 24 months	40%	0%
24 months and within 5 years	40%	0%
5 years and within 10 years	40%	0%
10 years and above	100%	0%

8.7. Time periods start on the first day of each financial year. The maturity date of borrowing is the earliest date on which the lender can demand repayment.

8.8. **Total short-term borrowing:** the Council has used short term borrowing (under 1 year in duration) from other local authorities extensively in recent years, as an alternative to longer term borrowing from PWLB, due to the lower interest rates, and corresponding revenue savings. Short term borrowing could also be raised from other counterparties such as banks. Short term borrowing exposes the Council to refinancing risk: the risk that interest rates rise quickly over a short period of time, and are at significantly higher rates when loans mature and new borrowing has to be raised. With this in mind, the Authority will set a limit on the total amount of short term borrowing that has no associated protection against interest rate rises, as a proportion of all borrowing.

Short term borrowing	**Limit**
Upper limit on short term borrowing that exposes the Council to interest rate rises as a percentage of total borrowing	30%

8.9. **Principal sums invested for periods longer than a year:** The purpose of this indicator is to control the Authority's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long-term principal sum invested to final maturities beyond the period end will be:

Price risk indicator	2019/20	2020/21	2021/22
Limit on principal invested beyond year end	£10m	£10m	£10m

9. **Minimum Revenue Provision Policy Statement**

9.1. Where the Authority finances capital expenditure by debt, it must put aside resources to repay that debt in later years. The amount charged to the revenue budget for the repayment of debt is known as Minimum Revenue Provision (MRP), although there has been no statutory minimum since 2008. The Local Government Act 2003 requires the Authority to have regard to the Ministry of Housing, Communities and Local Government's *Guidance on Minimum Revenue Provision* (the MHCLG Guidance) most recently issued in 2018.

9.2. The broad aim of the MHCLG Guidance is to ensure that capital expenditure is financed over a period that is either reasonably commensurate with that over which the capital expenditure provides benefits, or, in the case of borrowing supported by Government Revenue Support Grant, reasonably commensurate with the period implicit in the determination of that grant.

9.3. The MHCLG Guidance requires the Authority to approve an Annual MRP Statement each year and recommends a number of options for calculating a prudent amount of MRP. The following statement only incorporates options recommended in the Guidance.

9.4. The Council's MRP policy was reviewed and revised to better reflect the rules set out in the prudential code and government guidance around prudent provision for repayment of borrowed capital. The revised policy, which took effect from 1 April 2016, ensured that provision for capital repayment is made over a period that is commensurate with the period in which the asset purchased provides benefits.

General Fund MRP policy: borrowing before 2007/08

9.5. The Council calculates MRP on historic debt based on the Capital Financing Requirement (CFR) as at 1 April 2007.

9.6. The Council calculates the MRP charge based on 2% of that CFR, fixed at the same cash value so that the whole debt is repaid after 50 years in total.

9.7. The historic MRP policy for borrowing incurred before 2007/08 led to MRP charges that exceeded what prudence required during the period from 1 April 2007 to 31 March 2016. This resulted in a cumulative charge at 31 March 2016 that was in excess of what is considered prudent and appropriate under the current policy. To reflect the historic over-provision the Council undertakes an annual review to determine whether to make a realignment of MRP charged to the General Fund, using the policy set out above, to recognise the excess sum charged to that point.

9.8. The following conditions will apply to the annual review:
- Total MRP after applying realignment will not be less than zero in any financial year.
- The cumulative total of the MRP realignment will never exceed the amount of historical over-provision calculated to 31 March 2016.

9.9. The table below summarises the historic overprovision position on pre 2008 General Fund expenditure:

Table 9 – Summary of historic overprovision of MRP on pre 2008 GF expenditure

	£m
MRP provided between 2008-2016 under previous policy to 31.3.2016	78.0
MRP required to be provided between 2008-2016 under current policy	45.2
Overprovision as at 31.3.2016	32.9

9.10. The remaining overprovision of MRP as at 31.3.2019 was £17.7m. The estimated MRP charges relating to pre 2008 general fund expenditure are summarised in the table below, due to the historic overprovision, MRP charges are estimated to be nil until part way through 2022/23 at which point the historic overprovision will be cleared.

Table 10: Estimated MRP charges on GF pre 2008 expenditure

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
	£m	£m	£m	£m	£m	£m
MRP charge on pre 2008 GF expenditure	5.0	5.0	5.0	5.0	5.0	5.0
Less: historic overprovision	-5.0	-5.0	-5.0	-2.7	0.0	0.0
Net MRP charge for pre 2008 expenditure	0.0	0.0	0.0	2.3	5.0	5.0

General Fund MRP policy: prudential borrowing from 2007/08

9.11. For borrowing incurred on schemes described by the Government as Prudential Borrowing or Unsupported Borrowing, MRP will be calculated over the estimated remaining useful life applicable to the expenditure (usually the useful life of the asset it is financing) using the Annuity repayment method in accordance with Option 3 of the guidance.

9.12. This means that MRP will be calculated on an annuity basis (like many domestic mortgages) over the estimated life of the asset, at an appropriate interest rate. Estimated life periods will be determined by the Section 151 Officer under delegated powers.

9.13. In accordance with the provisions in the guidance, MRP will be first charged in the financial year following the one in which the entire asset to which the charge relates, becomes fully operational.

9.14. Financial agreements such as loans, investments or where assets are to be acquired for future development (including where capital receipts are part of the business case), will not, at the discretion of the CFO, attract MRP. This discretion will be applied where it is reasonable to assume that the initial capital investment will be returned to the Council in full at maturity or over a defined period.

HRA MRP policy

9.15. There is no statutory requirement to make an annual MRP charge for HRA assets, and the Authority does not currently plan to do this given the current low level of debt per property that the Council holds, and the fact that sums charged as depreciation in the HRA are spent on major repairs to the Authority's housing stock to ensure they remain in suitable condition. This policy will be kept under annual review.

Concession Agreements

9.16. MRP in relation to concession agreements (e.g. PFI contracts) and finance leases are calculated on an asset life method using an annuity repayment profile, consistent with the method for all prudential borrowing since 2007/08. Estimated life periods will be determined under delegated powers.

Finance Leases

9.17. For assets acquired by finance leases, including leases brought on Balance Sheet under the International Financial Reporting Standards (IFRS) based Accounting Code of Practice, MRP will be determined as being equal to the element of the rent or charge that goes to write down the balance sheet liability.

Statutory capitalisations

9.18. For expenditure which does not create a fixed asset, but is statutorily capitalised and subject to estimated life periods that are referred to in the guidance, these estimated periods will generally be adopted by the Council. However, the Council reserves the right to determine useful life periods and prudent MRP in exceptional circumstances where the recommendations of the guidance would not be appropriate.

9.19. Other methods to provide for debt repayment may occasionally be used in individual cases where this is consistent with the statutory duty to be prudent, at the discretion of the Section 151 Officer.

9.20. The Section 151 Officer may approve that such debt repayment provision may be made from capital receipts or from revenue provision.

10. Related Matters

10.1. The CIPFA Code requires the Authority to include the following in its treasury management strategy.

10.2. **Financial Derivatives:** Local authorities have previously made use of financial derivatives embedded into loans and investments both to reduce interest rate risk (e.g. interest rate

collars and forward deals) and to reduce costs or increase income at the expense of greater risk (e.g. LOBO loans and callable deposits). The general power of competence in Section 1 of the *Localism Act 2011* removes much of the uncertainty over local authorities' use of standalone financial derivatives (i.e. those that are not embedded into a loan or investment).

10.3. The Authority will only use standalone financial derivatives (such as swaps, forwards, futures and options) where they can be clearly demonstrated to reduce the overall level of the financial risks that the Authority is exposed to. Additional risks presented, such as credit exposure to derivative counterparties, will be taken into account when determining the overall level of risk. Embedded derivatives, including those present in pooled funds and forward starting transactions, will not be subject to this policy, although the risks they present will be managed in line with the overall treasury risk management strategy.

10.4. Financial derivative transactions may be arranged with any organisation that meets the approved investment criteria. The current value of any amount due from a derivative counterparty will count against the counterparty credit limit and the relevant foreign country limit.

10.5. In line with the CIPFA Code, the Authority will seek external advice and will consider that advice before entering into financial derivatives to ensure that it fully understands the implications.

10.6. **Housing Revenue Account:** On 1st April 2012, the Authority notionally split each of its existing long-term loans into General Fund and HRA pools. From 2012 going forwards, new long-term loans borrowed have been, and will be assigned in their entirety to one pool or the other. Interest payable and other costs/income arising from long-term loans (e.g. premiums and discounts on early redemption) will be charged/ credited to the respective revenue account. Differences between the value of the HRA loans pool and the HRA's underlying need to borrow (adjusted for HRA balance sheet resources available for investment) will result in a notional cash balance which may be positive or negative. This balance will be measured each month and interest transferred between the General Fund and HRA at the Authority's average interest rate on investments.

10.7. **Markets in Financial Instruments Directive**: The Authority has opted up to professional client status with its providers of financial services, including advisers, banks, brokers and fund managers, allowing it access to a greater range of services but without the greater regulatory protections afforded to individuals and small companies. Given the size and range of the Authority's treasury management activities, this is the most appropriate status.

11. Revenue Budget Implications

11.1. The budget for investment income in 2019/20 is £0.2 million, based on an average investment portfolio of £25 million at an interest rate of 0.75%. This is assumed to remain constant throughout the MTFS.

11.2. The budget for debt interest paid in 2020/21 is detailed in the table below for both the General Fund and HRA. If actual levels of investments and borrowing, or actual interest rates, differ from those forecast, performance against budget will be correspondingly different.

11.3. The table below demonstrates the revenue budgets in both the General Fund and HRA for both interest costs on borrowing, and Minimum Revenue Provision charges. The Council's capital programme is moving to a financing strategy that seeks to ensure that investment via the capital programme is self-financing. The self-financing schemes will normally only proceed if they produce a reduction in expenditure that includes reductions enough to cover the cost of financing the investment. The level of these savings are demonstrated in the table below.

Table 11 Revenue Budgets for Interest Costs and MRP:

	2019/20 Forecast	2020/21 Budget	2021/22 Budget	2022/23 Budget	2023/24 Budget	2024/25 Budget
	£m	£m	£m	£m	£m	£m
MRP - pre 2008 expenditure	0.0	0.0	0.0	2.3	5.0	5.0
MRP - post 2008 expenditure	4.4	6.4	11.7	15.5	18.4	21.3
Total MRP	**4.4**	**6.4**	**11.7**	**17.8**	**23.4**	**26.4**
Interest Costs (General Fund)	4.2	5.0	6.9	8.7	10.2	11.4
Total Gross Capital Financing Costs (General Fund)	**8.6**	**11.5**	**18.6**	**26.4**	**33.6**	**37.7**
Offsetting Savings for self financing schemes	0.0	-2.2	-6.0	-9.7	-13.5	-15.4
Total Net Capital Financing Costs (General Fund)	**8.6**	**9.3**	**12.7**	**16.7**	**20.1**	**22.3**
Interest Costs (HRA)	**14.4**	**16.4**	**22.0**	**25.4**	**27.4**	**30.0**

11.4. The largest individual component of the increase in capital financing costs across the MTFS is the end of the pre 2008 expenditure MRP holiday coming to an end part way through 2022/23, with a full year effect of an additional £5.0m per annum in MRP costs from 2023/24 going forwards.

12. Other Options Considered

12.1. The CIPFA Code does not prescribe any particular treasury management strategy for local authorities to adopt. The Director of Finance (S151 Officer) having consulted the Cabinet Member for Finance, believes that the above strategy represents an appropriate balance between risk management and cost effectiveness. Some alternative strategies, with their financial and risk management implications, are listed below.

Alternative	Impact on income and expenditure	Impact on risk management
Invest in a narrower range of counterparties and/or for shorter times	Interest income will be lower	Lower chance of losses from credit related defaults, but any such losses may be greater
Invest in a wider range of counterparties and/or for longer times	Interest income will be higher	Increased risk of losses from credit related defaults, but any such losses may be smaller
Borrow additional sums at long-term fixed interest rates	Debt interest costs will rise; this is unlikely to be offset by higher investment income	Higher investment balance leading to a higher impact in the event of a default; however long-term interest costs may be more certain
Borrow short-term or variable loans instead of long-term fixed rates	Debt interest costs will initially be lower	Increases in debt interest costs will be broadly offset by rising investment income in the medium term, but long-term costs may be less certain
Reduce level of borrowing	Saving on debt interest is likely to exceed lost investment income	Reduced investment balance leading to a lower impact in the event of a default; however long-term interest costs may be less certain

Appendix A – Arlingclose Economic & Interest Rate Forecast December 2019

Underlying assumptions:

- The global economy is entering a period of slower growth in response to political issues, primarily the trade policy stance of the US. The UK economy has displayed a marked slowdown in growth due to both Brexit uncertainty and the downturn in global activity. In response, global and UK interest rate expectations have eased.
- Some positivity on the trade negotiations between China and the US has prompted worst case economic scenarios to be pared back. However, information is limited, and upbeat expectations have been wrong before.
- Brexit has been delayed until 31 January 2020. A key concern is the limited transitionary period following a January 2020 exit date, which will maintain and create additional uncertainty over the next few years.
- UK economic growth has stalled despite Q3 2019 GDP of 0.3%. Monthly figures indicate growth waned as the quarter progressed and survey data suggest falling household and business confidence. Both main political parties have promised substantial fiscal easing, which should help support growth.
- The weaker external environment severely limits potential upside movement in Bank Rate, while the slowing UK economy will place pressure on the MPC to loosen monetary policy. Indeed, two MPC members voted for an immediate cut in November 2019.
- Inflation is running below target at 1.7%. While the tight labour market risks medium-term domestically driven inflationary pressure, slower global growth should reduce the prospect of externally driven pressure, although political turmoil could push up oil prices.
- Central bank actions and geopolitical risks will continue to produce significant volatility in financial markets, including bond markets.

Forecast:

- Although we have maintained our Bank Rate forecast at 0.75% for the foreseeable future, there are substantial risks to this forecast, dependant the evolution of the global economy.
- Arlingclose judges that the risks are weighted to the downside.
- Gilt yields have risen but remain low due to the soft UK and global economic outlooks. US monetary policy and UK government spending will be key influences alongside UK monetary policy.
- We expect gilt yields to remain at relatively low levels for the foreseeable future and judge the risks to be broadly balanced.

	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Average
Official Bank Rate														
Upside risk	0.00	0.00	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	**0.21**
Arlingclose Central Case	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**
Downside risk	-0.50	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	**-0.73**
3-month money market rate														
Upside risk	0.10	0.10	0.25	0.25	0.25	0.25	0.25	0.25	0.30	0.30	0.30	0.30	0.30	**0.25**
Arlingclose Central Case	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**
Downside risk	-0.50	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	-0.75	**-0.73**
1yr money market rate														
Upside risk	0.10	0.20	0.20	0.20	0.20	0.20	0.20	0.25	0.30	0.30	0.30	0.30	0.30	**0.23**
Arlingclose Central Case	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**	**0.85**
Downside risk	-0.30	-0.50	-0.55	-0.65	-0.65	-0.65	-0.65	-0.65	-0.65	-0.65	-0.65	-0.65	-0.65	**-0.60**
5yr gilt yield														
Upside risk	0.30	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.40	0.45	0.45	0.45	**0.37**
Arlingclose Central Case	**0.50**	**0.50**	**0.50**	**0.55**	**0.60**	**0.60**	**0.60**	**0.60**	**0.60**	**0.60**	**0.60**	**0.60**	**0.60**	**0.57**
Downside risk	-0.35	-0.50	-0.50	-0.55	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	**-0.56**
10yr gilt yield														
Upside risk	0.30	0.30	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.40	0.40	0.45	0.45	**0.37**
Arlingclose Central Case	**0.75**	**0.75**	**0.80**	**0.80**	**0.85**	**0.85**	**0.90**	**0.90**	**0.95**	**0.95**	**1.00**	**1.00**	**1.00**	**0.88**
Downside risk	-0.40	-0.40	-0.40	-0.40	-0.45	-0.45	-0.45	-0.45	-0.50	-0.50	-0.50	-0.50	-0.50	**-0.45**
20yr gilt yield														
Upside risk	0.30	0.30	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.40	0.40	0.45	0.45	**0.37**
Arlingclose Central Case	**1.20**	**1.20**	**1.25**	**1.25**	**1.25**	**1.30**	**1.30**	**1.30**	**1.35**	**1.35**	**1.35**	**1.40**	**1.40**	**1.30**
Downside risk	-0.40	-0.40	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.50	-0.50	**-0.45**
50yr gilt yield														
Upside risk	0.30	0.30	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.40	0.40	0.45	0.45	**0.37**
Arlingclose Central Case	**1.20**	**1.20**	**1.25**	**1.25**	**1.25**	**1.30**	**1.30**	**1.30**	**1.35**	**1.35**	**1.35**	**1.40**	**1.40**	**1.30**
Downside risk	-0.40	-0.40	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.45	-0.50	-0.50	**-0.45**

PWLB Certainty Rate (Maturity Loans) = Gilt yield + 1.80%

PWLB Local Infrastructure Rate (Maturity Loans) = Gilt yield + 0.60%

Annex 5

The Formal Budget Resolution

The Council is recommended to resolve, in accordance with the Local Government Finance Act 1992 (the 'Act'), as amended by the Localism Act 2011, as follows:

1. It is noted that on 31st January 2020 the Director of Finance and Section 151 Officer, after consultation with the Cabinet Member for Finance, calculated the 2020/21 Council Tax Base for the whole Council area as **78,543**.

2. The Council Tax Requirement for the Council's own purposes for 2020/21 is calculated as **£107,805,112**

3. That the following amounts be calculated for the year 2020/21 in accordance with Sections 31 to 36 of the Act:

   a) **£949,632,829**

      being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) (a) to (f) of the Act;

   b) **£841,827,717**

      being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) (a) to (d) of the Act;

   c) **£107,805,112**

      being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax Requirement for the year;

   d) **£1,372.56**

      being the Council Tax Requirement at 3(c) above, divided by the Council Tax Base at 1, above, calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year;

4. To note that the Greater London Authority has issued a precept to the Council in accordance with Section 40 of the Act for each category of dwellings in the Council's area as indicated in the table below.

5. That the Council, in accordance with Sections 30 and 36 of the Act, hereby sets the aggregate amounts shown in the table below as the amounts of Council Tax for 2020/21 for each part of its area and for each of the categories of dwellings.

Valuation Bands

LONDON BOROUGH OF HARINGEY

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
915.04	1067.54	1220.05	1372.56	1677.58	1982.58	2287.60	2745.12

GREATER LONDON AUTHORITY

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
221.38	258.28	295.17	332.07	405.86	479.66	553.45	664.14

AGGREGATE OF COUNCIL TAX REQUIREMENTS

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
1136.42	1325.82	1515.22	1704.63	2083.44	2462.24	2841.05	3409.26

6. Pursuant to Section 52ZB of the Act and the principles determined by the Secretary of State to apply to local authorities in England in 2020/21 as set out in The Referendums Relating to Council Tax Increases (Principles) (England) Report 2020/21, it is determined that the Council's relevant basic amount of Council Tax for the year is not excessive.