

NOTICE OF MEETING

CABINET

Tuesday, 10th March, 2020, 6.30 pm - Civic Centre, High Road, Wood Green, N22 8LE

Members: Councillors Joseph Ejiofor (Chair), Zena Brabazon (Vice-Chair), Charles Adje, Kaushika Amin, Mark Blake, Gideon Bull, Seema Chandwani, Kirsten Hearn, Emine Ibrahim and Sarah James

Quorum: 4

1. FILMING AT MEETINGS

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

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

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

2. APOLOGIES

To receive any apologies for absence.

3. URGENT BUSINESS

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear. New items of Urgent Business will be dealt with under Item 36 below. New items of exempt business will be dealt with at Item 43 below).

4. DECLARATIONS OF INTEREST

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

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

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

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

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

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

This agenda contains exempt items as set out at **Item [37] : Exclusion of the Press and Public**. No representations with regard to these have been received.

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

6. MINUTES (PAGES 1 - 38)

To confirm and sign the minutes of the meeting held on 11th February 2020 as a correct record.

7. DEPUTATIONS/PETITIONS/QUESTIONS

To consider any requests received in accordance with Standing Orders.

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

Cabinet to consider the Scrutiny Review on Special Education Needs and Disabilities and further consider the response to the Scrutiny recommendations.

The Scrutiny Review to be introduced by Cllr Dogan, Chair of the Children and Young People's Scrutiny Panel
Response to the Scrutiny recommendations – Cllr Brabazon– Cabinet Member for Children and Families

9. SCRUTINY REVIEW ON SEND (PAGES 39 - 86)

[Report of the Director of Children's Services. To be introduced by the Cabinet Member for Children and Families]

This report sets out the proposed Cabinet Response to the recommendations of the Scrutiny Panel on the review of Special Educational Needs and Disabilities (SEND).

10. AWARD OF CONTRACT FOR HOME SUPPORT & REABLEMENT BUNDLED HOURS (PAGES 87 - 114)

[Report of the Director of Adults and Health. To be introduced by the Cabinet Member for Adults and Health]

This report details the outcome of a mini-competition process conducted via the Council's Dynamic Purchasing System (DPS) Supplier Agreement for Home Support and Reablement Services and seeks approval to award a 'Call-Off contract to the successful tenderers.

11. HARINGEY CLIMATE ACTION PLAN (PAGES 115 - 190)

[Report of the Director of Housing, Regeneration and Planning. To be introduced by the Cabinet Member for Climate Change and Sustainability]

This report seeks Cabinet to agree the launch and publication of the Haringey Climate Change Action Plan.

12. 2019/20 BUDGET UPDATE (PAGES 191 - 224)

[Report of the Director of Finance. To be introduced by the Cabinet Member for Finance and Strategic Regeneration]

This report will provide an update on the Quarter 3 budget monitoring and will seek approval for any budget changes required to respond to the changing financial scenario and the delivery of the MTFS.

13. HIGH ROAD WEST SCHEME - NEXT STEPS FOR CONSULTATION ON RESIDENT OFFERS AND LOCAL LETTINGS POLICY (PAGES 225 - 304)

[Report of the Director of Housing, Regeneration and Planning. To be introduced by the Cabinet Member for Housing and Estate Renewal]

This report seeks approval to consult on the offers to existing residents which would form part of the scheme, namely benefits for secure tenants and non-secure tenants in temporary accommodation through a proposed Local Lettings Policy, and a proposed Leaseholder Offer.

14. INSOURCE ACTION PLAN (PAGES 305 - 326)

[Report of the Director for Customers, Transformation and Resources. To be introduced by the Leader of the Council]

This report sets out: progress to date on insourcing initiatives; the approach to insourcing services; the decision making in relation to a service delivery model; and the resourcing strategy for supporting insourcing initiatives.

15. TRANSFER OF CLEANING SERVICES TO HARINGEY COUNCIL (PAGES 327 - 332)

[Report of the Director of Customers, Transformation and Resources. To be introduced by the Cabinet Member for Finance and Strategic Regeneration]

This report seeks Cabinet to approve the amendment of the FM Operating Model to transfer Cleaning directly to the Council, rather than HfH, as part of the insource of FM services from Amey on 1st April 2020.

16. ALTERNATIVE PROVISION (PAGES 333 - 368)

[Report of the Director of Children's Services. To be introduced by the Cabinet Member for Children and Families]

This report sets out details of proposals for the future model of alternative provision in Haringey and to propose a number of recommendations in order to take forward these proposals.

17. HARINGEY FAIRNESS COMMISSION (PAGES 369 - 428)

[Report of the Chief Executive. To be introduced by the Cabinet Member for Corporate and Civic Services]

This report sets out a series of recommendations for the council, Mayor, national government and partners; including the police, voluntary community sector (VCS) and schools, designed to affect change and increase equality and fairness across the borough.

18. ECONOMIC DEVELOPMENT STRATEGY CONSULTATION (PAGES 429 - 496)

[Report of the Director of Housing, Regeneration and Planning. To be introduced by the Cabinet Member for Local Investment and Economic Growth]

This report seeks Cabinet to approve the publication of the Economic Development Strategy for consultation.

19. HIGHWAYS WORK PLAN 2020/21 (PAGES 497 - 536)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Neighbourhoods]

This report seeks approval of the Highways Works Plan for 2020/21 which sets out the Council's approach to managing the highways infrastructure, delivering the Borough Plan priorities as well as the Council's strategies as set out in the Local Implementation Plan (LIP3) and in the Transport Strategy.

20. MAKING OF NON-IMMEDIATE ARTICLE 4 DIRECTION TO REMOVE PERMITTED DEVELOPMENT RIGHTS FOR CHANGES OF USE FROM OFFICE (CLASS B1(A)) TO RESIDENTIAL (CLASS C3) USES IN PRESCRIBED AREAS (PAGES 537 - 592)

[Report of the Director of Housing, Regeneration and Planning. To be introduced by the Cabinet Member for Climate Change and Sustainability]

This report recommends the making of a non-immediate Article 4 Direction for growth areas and town centres in the Borough to remove permitted development rights for Office (B1a) to Residential (C3).

21. HIGHGATE SCHOOL SUPPLEMENTARY PLANNING DOCUMENT (SPD) CONSULTATION (PAGES 593 - 702)

[Report of the Director of Housing, Regeneration and Planning. To be introduced by the Cabinet Member for Climate Change and Sustainability]

This report introduces a proposed draft Highgate School Supplementary Planning Document (SPD) for consultation.

22. DHP POLICY 2020-21 (PAGES 703 - 724)

[Report of the Director for Customers, Transformation and Resources. To be introduced by the Cabinet Member for Corporate and Civic Services]

This report seeks Cabinet to approve the Haringey's Discretionary Housing Payments Policy 2020/21 as the means by which the Council will determine

how the DHP funds will be allocated during the 2020/21 financial year having regard to the Equalities Impact Assessment.

23. GLA GOOD GROWTH FUND – ADAPTIVE WOOD GREEN AND STRATEGIC INVESTMENT POT (SIP) (PAGES 725 - 736)

[Report of the Director of Housing, Regeneration and Planning. To be introduced by the Cabinet Member for Local Investment and Economic Growth]

This report relates to the Greater London Authority Good Growth Fund (GGF), which was launched in 2017. The Good Growth Fund is Mayor Sadiq Khan's £70 million regeneration programme to support growth and community development in London.

24. CONTROLLED PARKING ZONE POLICY REVIEW (PAGES 737 - 748)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Neighbourhoods]

This report seeks approval to adopt a Controlled Parking Zone Policy. This formalises arrangements that have evolved in recent years, with improved design principles to support cycle parking and spaces for electric vehicles and a built-in review process.

25. PARKING CHARGE REVIEW (PAGES 749 - 776)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Neighbourhoods]

This report proposes changes to a range of parking charges including a surcharge on Diesel fuelled vehicles.

26. AWARD OF A BLOCK CONTRACT FOR THE EXTRA CARE PROVISIONS (PAGES 777 - 784)

[Report of the Director of Adults and Health. To be introduced by the Cabinet Member for Adults and Health]

This report seeks approval for the award of a block contract to One Housing Group (OHG) for a total of 142 extra care units in three Haringey-based schemes at Protheroe House, Lorenzo House and Roden Court.

27. EXTENSION OF INFORMATION, ADVICE AND GUIDANCE CONTRACT (PAGES 785 - 794)

[Report of the Director of Adults and Health. To be introduced by the Cabinet Member for Adults and Health]

This report seeks approval to vary and extend the Council's contract for the provision of Information, Advice and Guidance services, held by Haringey Citizens Advice Bureaux, for up to 23 months from 2nd April 2020 to 1st April 2022.

28. EXTENSION OF HOUSING RELATED SUPPORT CONTRACTS-MENTAL HEALTH-PATHWAY OF SHORT TERM SUPPORTED HOUSING (PAGES 795 - 800)

[Report of the Director of Adults and Health. To be introduced by the Cabinet Member for Adults and Health]

This report seeks approval to extend the Council's contract for the provision of Housing Related Support Mental Health Accommodation provided by St Mungo's and Sanctuary Housing. The extension is requested for one year from 1 April 2020 to 31 March 2021.

29. EXTENSION AND VARIATION OF THE CONTRACT FOR CHILDREN, YOUNG PEOPLE AND FAMILIES SUBSTANCE MISUSE SERVICE (PAGES 801 - 808)

[Report of the Director of Adults and Health. To be introduced by the Cabinet Member for Adults and Health]

This report seeks agreement from Cabinet for the extension and variation of the contract held by Humankind for the Children, Young People and Families Substance Misuse to enable a one year extension of the contract to 31st March 2021.

30. CONSULTATION TO CONSIDER FINSBURY PARK AREA PUBLIC SERVICE PROTECTION ORDER (PAGES 809 - 870)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Communities and Equalities]

This report seeks Cabinet to approve the 12 weeks consultation on the draft Public Space Protection Order (PSPO) as contained in Appendix 1.

31. RENEWAL OF ALCOHOL & DOG CONTROL PSPOS (PAGES 871 - 960)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Communities and Equalities]

This report considers the extension of the existing Public Space Protection Orders (PSPO) for Alcohol & Dog Control, due to expire on the 18th October 2020.

32. MARSH LANE - RELOCATION OF ASHLEY ROAD DEPOT TO THE NEW FACILITIES AT MARSH LANE (PAGES 961 - 968)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Neighbourhoods]

This report is seeking an approval to appoint a main contractor to develop Marsh Lane site.

33. THE AWARD OF HIGHWAYS CONTRACT ARRANGEMENTS (PAGES 969 - 978)

[Report of the Director of Environment and Neighbourhoods. To be introduced by the Cabinet Member for Neighbourhoods]

This report seeks the approval to award a Highway Maintenance and Minor Improvement Works Contract for an initial term of five years, with an option for a two year extension period; thereby the maximum term of the contract being seven years.

34. MINUTES OF OTHER BODIES

None

35. SIGNIFICANT AND DELEGATED ACTIONS (PAGES 979 - 986)

To note significant and delegated actions taken in February.

36. NEW ITEMS OF URGENT BUSINESS

To consider any items admitted at Item 3 above.

37. EXCLUSION OF THE PRESS AND PUBLIC

Note from the Acting Democratic Services and Scrutiny Manager

Items 38,39, 40, 41, and 6 allow for consideration of exempt information in relation to Items 10,26,32,33,and 42.

TO RESOLVE

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

- Information relating to the financial or business affairs of any particular person (including the authority holding that information).
- Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

38. AWARD OF CONTRACT FOR HOME SUPPORT & REABLEMENT BUNDLED HOURS (PAGES 987 - 994)

As per item 10.

39. AWARD OF A BLOCK CONTRACT FOR THE EXTRA CARE PROVISIONS (PAGES 995 - 996)

As per item 26.

40. MARSH LANE - RELOCATION OF ASHLEY ROAD DEPOT TO THE NEW FACILITIES AT MARSH LANE (PAGES 997 - 1002)

As per item 32.

41. THE AWARD OF HIGHWAYS CONTRACT ARRANGEMENTS (PAGES 1003 - 1004)

As per item 33.

42. EXEMPT MINUTES (PAGES 1005 - 1008)

To agree the exempt minutes of cabinet held on the 11th February 2020.

43. NEW ITEMS OF EXEMPT URGENT BUSINESS

To consider any items admitted at Item 3 above.

Ayshe Simsek, Acting Democratic Services & Scrutiny Manager
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Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Monday, 02 March 2020

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MINUTES OF THE MEETING OF THE CABINET HELD ON TUESDAY, 11TH FEBRUARY, 2020, 6.30pm

PRESENT:

Councillors: Joseph Ejiofor (Chair), Zena Brabazon (Vice-Chair), Charles Adje, Kaushika Amin, Mark Blake, Seema Chandwani, Kirsten Hearn, Emine Ibrahim and Sarah James

Also in Attendance – Councillors: das Neves, Mitchell, Barnes, Hare, Hakata, Berryman, and Connor

151. FILMING AT MEETINGS

The Leader referred to the notice of filming at meetings and attendees noted this information.

152. APOLOGIES

Apologies for absence were received from Councillor Bull.

There were apologies for lateness from Councillor Hearn and she arrived just as item 3, urgent business was starting.

153. URGENT BUSINESS

There were no items of urgent business put forward.

154. DECLARATIONS OF INTEREST

There were no declarations of interest put forward.

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

There were no representations received at the agenda publication stage in relation to exempt items on the agenda.

156. MINUTES

RESOLVED

To approve the minutes of the Cabinet meeting held on the 21st of January 2020 as a correct record of the meeting.

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

There were no matters referred to by Overview and Scrutiny as part of this item. The Overview and Scrutiny budget recommendations would be considered with item 9.

158. DEPUTATIONS/PETITIONS/QUESTIONS

Deputation from Paul Burnham - Consultation on Service charges

Mr Burnham put forward representations concerning the 2020/21 Budget report and 2020 – 2025 MTFs, objecting to the proposed increase to the rent charges for the Council's 18 affordable rent tenancies within the Housing Revenue Account and further objecting to proposed increases in service charges as no consultation had taken place.

Mr Burnham commended the Council on its policy for supporting social rents rather than affordable rents and highlighted that there were still 18 properties with affordable rent tenancies, paying 80% of normal market rents and paying double the rate of Council rents. The deputation did not want these tenants to be forgotten and contended that they should be included in the Council rents scheme. The deputation expressed that the Mayor of London had created confusion on the definition of social rents and asked the Council to use the social rent formula as required by government guidance and not to set the rents at cap.

The deputation requested that the Council be open on how it sets every social rent in the borough, as this was the only way to provide certainty that they were charging tenants normal Council rent and no more.

Mr Burnham continued to object to the proposed services charge increases for tenants and leaseholders. He contended that the evidence was incontrovertible that something had gone wrong with converted properties cleaning service charges. The tenants were charged 12 months before the service began. He highlighted that there were tenant's charges for the leaseholder contribution in this financial year and Council tenants were set to pay leaseholder contributions for next year as well. This was while leaseholders were also paying contributions. In the deputation's view, this was a revenue driven service and they recommended that the Council deliver this particular service at nil charge to the tenants next year. The deputation felt that this proposal was justified, once Cabinet Members examined the figures.

The deputation highlighted that there was one service charge that had been consulted upon. This was the consultation was undertaken on estate parking. The deputation called on the Council to publish these findings. They contended that the results would demonstrate tenant's rejection of new and additional charges and would also reject the subsidy argument which was the main focus for the increase in charges.

The deputation asserted that tenants and leaseholders would not be spilt and were unified in wanting a say in the charges being put to them. There was £18m of proposed income arising from charges made to residents without a consultation.

The deputation concluded by asking the Cabinet to work with residents instead of against them, especially with the current government in place. The deputation called on the Cabinet to make the proposed changes put forward by them and offered to work with the Council to make these changes.

The Cabinet Member responded to the deputation, thanking them for the issues that they had raised which were noted.

It was the Cabinet Member's understanding that there was no requirement to carry out a consultation where only an increase in tenant service charge was proposed. There was no requirement even where a change is proposed in what services are charged for.

The Cabinet Member continued to advise that the existing policy provides that tenant's service charges are set at a level that recovers the cost of the service, and no more than that. The amount tenants pay increases where the cost of providing the service is anticipated to increase and reduces when the cost of providing the service reduces.

The Cabinet Member emphasised that in preparing the service charge for 2020/21, consideration was given to consultation, and the Council took into account its methodology for calculating the services charges and this was entirely consistent with its existing policy, on which there was consultation. Therefore, under the policy, there was no expectation or requirement to consult further.

The Cabinet Member expressed that the Council would not be consulting on this matter and further outlined that the proposed tenant service charges were in any case set to increase by an average of 1.1%. This was less than the rate of inflation and so represented a reduction in cost in real terms.

The Cabinet Member further responded to the issues raised on the 18 homes being charged affordable rents. He reiterated the Council's programme for delivering 1,000 Council homes at Council rents was founded on the idea that these will be new homes at true social rents and this was known in technical jargon as formula rents.

The Cabinet Member advised that existing Council homes, when they come up for re-letting, were let at these formula rents and it was not the current policy to convert any of the Council's homes to Affordable Rent or any other type of rent.

The Cabinet Member accepted that there was an anomaly that these 18 households are charged a higher rent than tenants who move into all these other Council homes and was sympathetic to the arguments made that these rents should be reduced. However, it would be premature to change this situation at this meeting.

The Cabinet Member outlined that Council stock had previously fallen into disrepair and pointed to the low level of decent homes due to historic decisions made by previous administrations to hold all rents down to a level that starved the HRA of the funds that it needed to reinvest in the stock. The move towards formula rents that was introduced by the last Labour Government's rent restructuring programme and the lifting of the HRA borrowing cap provided the means to change this situation.

The Cabinet Member underlined that the Budget report was making the funds available not just to finally bring stock up to the decent homes standard, but to make it fire safe and fit for the low carbon future. It was also funding a new generation of Council housing. All this was based on borrowing against the Council's rental income.

So to make any change to that projected rental income, without properly modelling the impacts on these hugely important investments would not be appropriate.

The Cabinet Member concluded by acknowledging the anomaly and providing assurance that he would instruct officers to urgently model the impact of this proposed change and, if it was viable for the HRA, the Cabinet Member committed to bring a report addressing this point back to the first Cabinet meeting where it was feasible to do so.

159. 2020/21 BUDGET AND 2020-2025 MTFS REPORT

The Cabinet Member for Finance and Strategic Regeneration introduced the report which sought approval to the proposals concerning the 2020/21 Budget and five-year Medium-Term Financial Strategy (MTFS). The budget aimed to provide a clear financial plan during this unprecedented period of uncertainty for Local Authority budgeting.

The Cabinet Member was pleased to announce that the budget gap of £0.6m, highlighted in the last budget report to Cabinet, had been bridged without needing to make any further reductions to Service budgets.

The Cabinet Member outlined two transposition errors within table 8.6 of the budget report for Cabinet to note

- In column 5 (31/3/23), the first line should read £1,270,764, not £12,709,764. The subtotal should read £1,285,516 not £12,724,516.
- In column 7 (31/3/25), the second line should read £8,221 not £82,211. The subtotal should read £1,525,796 not £1,599,786.

These errors were purely presentational, and the underlying figures which have been used throughout the Council's MTFS model were correct. They would be corrected in the final version of the report to Full Council. It was also noted that they were portrayed correctly in the Treasury Management Strategy Statement that had been considered at Overview and Scrutiny and has just been approved by Corporate Committee.

The Cabinet Member continued to outline how the budget was continuing to support the manifesto commitments and the progress made in relation to:

- The Council Tax Reduction Scheme (CTRS) which was extended to a maximum of 100% for least well-off families with children.
- 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.
- 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.

- Increasing apprenticeship numbers within the Council and across other organisations within the Borough.
- To invest £50m in our school buildings over the next 5 years.
- Secured more than £60m funding from the Mayor of London to support this housing programme.
- 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.

The Cabinet Member was pleased to be able to propose a balanced Budget for 2020/21 which did not utilise any balances and enabled the Council to invest funds to continue to deliver the shared Borough Plan outcomes and make the Borough a place to be proud to live and work in.

The Leader invited Councillor Connor, Vice Chair of Overview and Scrutiny to further present the Scrutiny budget recommendations which were included at appendix 11 of the attached report.

Cllr Connor outlined that the specific budget scrutiny recommendations were mainly around risk of delivery and further noted the Cabinet's response to these concerns.

Cllr Connor was pleased that last year's recommendation to provide more detailed information on the capital programme was acted upon and it had enabled a clearer and more structured scrutiny process.

There were specific recommendations from Overview and Scrutiny Committee around the budget scrutiny process as a whole, including future Budget Scrutiny sessions being provided with information on the year-on-year position for savings proposals across the current MTFS period as well as the year-on-year ongoing position of the implementation of capital projects across each of the priority areas. This would allow Overview and Scrutiny to track the rolling budget positions rather than just the new proposals. The Committee also requested to receive the MTFS savings tracker that was submitted to Cabinet as part of future budget scrutiny papers.

It was also requested that future budget scrutiny reports to both Panels and the main Committee include the following information:

- Comment by finance officers on MTFS savings over 5 years
- Pressure on the Councils budget
- Also total growth
- Actual savings both new and ongoing for each of the five Scrutiny panel areas
- Information on Budget reserves both earmarked and un-earmarked
- An account of the position of the Housing Revenue Account
- Any particular pressures on the Councils position – for instance DSG
- Comment by finance officers on overall Capital budget over the five year MTFS

- Actual capital budget spend within each of the Scrutiny panel areas, both new and ongoing high level information
- Capital budget information already provided within the Treasury management report.
- Revenue Budget Implications already stated within TMR

Cllr Connor felt that having the above information was an important part of the budget scrutiny process as the scrutiny panels needed to be able to scrutinise their budgets in the wider context of the budget implications in their area. This context then allowed the savings proposed to be clearly set out and scrutinised. This would include both new and ongoing savings within the MTFS.

In understanding both sets of savings, meaningful recommendations from the panels to Overview and Scrutiny could be made. Also in having all the capital and revenue proposals clearly laid out supported compilation of the final recommendations to Cabinet.

Cllr Connor thanked finance officers for their support during this process and their agreement to these measures and the more detailed section under the heading 'General' on pages 153- 155 of the attached report pack, which would ensure both the capital and revenue budget scrutiny process continued to be strengthened.

In response to questions from Councillor Brabazon, and Barnes the following information was noted:

- The report was forecasting that there could be a lower number of residents eligible for Council tax reduction scheme due to changes to the benefit system.
- Cllr Brabazon recommended looking at the implications of this.
- In relation to service charge increases for conversions and landscaping works outside properties, the Cabinet Member was concerned if Homes for Haringey were charging tenants for work not completed and would make enquiries to find out, if the case. If tenants and lessees did not want this work done, as outlined by Cllr Barnes, then it seemed unfair for them to pay for this. However, this issue required further examination and there would likely be contractual tenancy issues and leaseholder agreements, in order to ascertain if they contained maintenance obligations. Also when these types of works were carried out the charges would be set out and section 20 notice issued to leaseholders. Therefore, this was not an issue to be resolved at this meeting.
- With regards to the financial benefits of the commitment to provide London Living wage to staff providing care services to adults through the Council's partner organisations, essentially the costs were more initially but there were subsequent cost mitigations as it secured stable provision and supply of care which were essential to authority. Also, this facilitated a different relationship between Council and care suppliers. The report set out some of the service changes that were expected to be put in place such as better use of technology.

RESOLVED

1. To 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.
2. To 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. To propose approval to the Council of the 2020/21 Budget and MTFS 2020/25 Budget Reduction Proposals as set out in Appendix 2.
4. To 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.
5. To propose approval to the Council of the General Fund Medium Term Financial Strategy (MTFS) 2020-2025 as set out in Appendix 1.
6. To 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.
7. To 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.
8. To propose approval to the Council of the 2020/21 Housing Revenue Account budget as set out in Table 9.3.
9. To 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.
10. To 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.

11. To agree the changes to service charges to tenants as set out in Appendix 8.
12. To propose approval to the Council of the 2020/21 – 2024/25 General Fund capital programme detailed in Appendix 4.
13. To propose approval to the Council of the 2020/21 – 2024/25 Housing Revenue Account (HRA) capital programme detailed in Appendix 7.
14. To propose approval to the Council of the Capital Strategy detailed in Section 8 of this report.
15. To 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).
16. To propose to the Council the Dedicated Schools Budget (DSB) allocations for 2020/21 of £261.9m as set out in Appendix 9.
17. To 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.
18. To 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.
19. To 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.
20. To 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.

Reasons for decision

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.

Alternative options considered

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.

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.

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.

160. BOROUGH PLAN 2019-2023 YEAR 2 DELIVERY PLAN

The Leader introduced this report which set out what would be delivered in the second year of the Council's four-year Borough Plan (2019-23), including resource and budget considerations. It also looked back at what had been delivered in the first year of the plan.

The Leader highlighted that the report focussed on what the Council had achieved so far, and what the Council needed to focus on in the year to come. There was a lot to be proud of. For example:

- On housing, the Council have restarted Council house building in Haringey and hired the people to deliver this ambitious programme; As of May, 350, of the first 1,000 planned Council homes will have started on site.
- From April this year, more care workers across Haringey would be paid the London Living Wage of £10.75 an hour – giving them the pay they deserve and further boosting spending power in our local economy.
- The real strides made to bring Council services in-house again.

The Leader noted there was still more to do, and that the Council was ambitious and optimistic about what can be achieved. The report demonstrated that real change was possible, that the Council was making real progress.

In response to questions from Councillors Hare, das Neves and Palmer, the following information was provided:

- Regarding recording base line satisfaction levels for park improvement, the Leader confirmed that the Council would continue to improve on that level, year on year.
- Regarding improving cycling infrastructure in the borough, the Leader noted this was the intention of the Council, however, consultation with residents was necessary on any proposed routes and that took time to complete. It was the aspiration of the borough to improve environmentally friendly transport options, such as improving cycling infrastructure. The Borough Plan outlined the steps the Council would take to becoming a healthier, active and greener place. Wherever possible, the Council would consult with residents to ensure that their views were considered in any proposals.
- Acknowledging the delay between the Fairness Commission's consultation events and its reports publication date, the Leader noted there was a set process that needed to be adhered to in the production of the Fairness Commission's report. That process included ensuring that those who participated in the consultation were satisfied with the report's outcomes. The Leader assured that residents would be consulted in the future on the Fairness Commission's progress as their views were integral.
- Regarding 1.6 – '*Ensuring an appropriate mix of new supply in terms of family sized homes and supported/specialist housing*' Officers apologised for the apparently missing information and would explore locating and providing this information.[It has since been clarified that the information against points 1.4 and 1.5 also applied to point 1.6 and that this was a presentational issue with the pagination of the report pack]
- Regarding the High Road West Scheme, the Cabinet Member for Strategic Finance and Regeneration noted the Council were in ongoing discussions with the Mayor of London to include more social homes. The Council had also been working with the local residents and businesses on the Scheme. The Cabinet Member noted there was a scrutiny review of the Scheme but that it was business as usual and the Scheme would continue to be worked on whilst that review took place. There had been a delay in the progress of the Scheme due in part to the recent Deputy Mayor of London (who the Council had been liaising with as this Scheme was part of the GLA's Affordable Housing Programme) having become an MP. A new Deputy Mayor had been appointed but had yet to assume their role and duties.
- The Leader noted that the Council had been developing a High Street Strategy which would look at improving all high streets within the Borough. The production of the Strategy would involve local businesses and Councillors and would be available soon.
- Regarding tree planting, the Leader confirmed that it was the intention of the Council to plant as many trees as it could in any one year. Officers noted that

the Council had been seeking external funding to assist in tree planting, such as from the GLA and recent success with that.

- The Director for Environment and Neighbourhoods would provide further information to Cllr das Neves on tree canopy targets. Cabinet Member informed that, as a result of the music band 1975 playing at Finsbury Park, 1,975 trees were to be planted in Haringey Hackney and Islington.
- The Cabinet Member for Climate Change and Sustainability assured that despite there being no direct budget for the Air Quality Action Plan, this would largely be delivered through other budgets. For example, the School Streets programme would be delivering better air quality.

RESOLVED

To approve the Year 2 Delivery Plans for each of the five Borough Plan priorities, set out in appendices 1 to 5 of the attached report.

Reasons for decision

To agree the delivery priorities for 2020-21, the second year of the four-year Borough Plan. This provides context for related decisions including on budget setting, engagement with residents and management of staff.

Alternative options considered

The alternative option would be not to set out delivery plans for each year of the Borough Plan. However, Cabinet agreed in July 2019, when it agreed the Borough Plan Year 1 Delivery Plans, that prioritisation of delivery on a yearly basis was important to help the Council understand where to focus its efforts and resources.

161. ASSET MANAGEMENT PLAN

The Cabinet Member for Finance and Strategic Regeneration introduced the report which provided an overview of the Council's Asset Management Plan and would cover a five-year period from 2020-2025.

It was noted that the Asset Management Plan (AMP) was an important tool in achieving the Council's policy and service ambitions. The AMP is part of the capital strategy and is the context for capital investment decisions, setting out major initiatives and priorities for capital investment, as well as investment required for compliance and carbon management planning.

The Cabinet Member outlined that the plan's focus is how the Council uses its land and property assets to deliver its Borough Plan priorities. This plan provided this important overview and included a number of important principles and plans which were already in place. The plan also included the Council's new Disposals and Acquisitions Policy. The Cabinet Member advised that in some areas there is more to

do, so the outcome of further work and future decisions will be incorporated in the first annual review of the plan.

In response to questions from Councillor Barnes, the following information was noted

- There were no reduction in services arising from, potentially, locating a swimming pool on the Wood Green Library site.
- With regards to the consideration of fire safety in Council homes and inclusion of sprinklers as a potential addition and cost for future assets in the AMP, the housing revenue account business plan had set aside funding for fire safety measures in Council homes. The Council still needed to await outcome of the changes to building regulations following the Grenfell fire. It was not fully certain if it will be a requirement for buildings to have sprinklers. Also it would be important to await other potential additional recommended works as fitting in sprinklers would, in itself, be disruptive to tenants and leaseholders. If further regulations were issued for additional safety works, this could mean taking forward two lots of works. Therefore, there was a need to have clarity on this from the government before any action was taken. The budget included an allocation for a prudent sum to make changes when they come through but at the moment the Council could not second guess the changes to regulations in respect of fitting sprinklers.

RESOLVED

1. To adopt the Asset Management Plan 2020-2025 (“AMP”) summarised at paragraph 6 and as attached as the Appendices 1 and 2 of this report.
2. To agree the Acquisitions and Disposals Policy set out in Appendix 1 (main AMP) section ‘Acquisitions, Disposals and Void Property’ and as summarised at paragraphs 6.4 – 6.5.
3. To agree the strategic recommendations of the commercial portfolio review set out in Appendix 1 (main AMP) section ‘Commercial Portfolio’ and as summarised in paragraph 6.6 and 6.7.

Reasons for decision

In August 2018, the Chartered Institute of Public Finance & Accounting (CIPFA) published its Strategic Asset Management Framework guidance for local authorities. The proposal to adopt and publish an Asset Management Plan as part of the 2020/21 budget strategy to ensure that the Council uses its land and property assets effectively to deliver its service and Borough Plan priorities is an important part of ensuring that the Council complies with that guidance.

Alternative Options

If the Council does not publish an Asset Management Plan there will be a gap in the budget strategy for 2020/21 to 2023/24. The publication of an AMP is a requirement of CIPFA.

162. WARDS CORNER POLICY ADVISORY GROUP REPORT ON THE OPTIONS FOR THE FUTURE MANAGEMENT OF THE SEVEN SISTERS MARKET - NON KEY

The Cabinet Member for Finance and Strategic Regeneration introduced this report which asked Cabinet to note the work of the Wards Corner Policy Advisory Group (PAG), which was established to review the options for the future management of the Seven Sisters Market in Tottenham Green Ward, in response to ongoing concern regarding the current management of the market.

At the outset, the Cabinet Member stressed that the Council had no ownership of the Seven Sisters Market and that the PAG's recommendations were not for the Council to implement. It was hoped that the key stakeholders would work together to ensure the recommendations were met.

The Cabinet Member informed that he had worked with Tottenham Ward Councillors to commission the independent review and enable this important conversation on the future management of the Seven Sisters Market to take place with key partners and stakeholders. As PAG, we have been very clear that we want the Seven Sisters Market, which includes the Latin Village, to be the best it can possibly be and recognise the social value that it brings to Haringey. That was why, even though the Council itself has no ownership or management role in the market, we recognise that the status quo was not working for all parties and we are committed to engaging with all the key stakeholders to find a sustainable solution for the future management and operation of the market that enables this important trading community to thrive in the future.

The Cabinet Member informed that, in recommending the Partnership Model as the proposed solution for future management and operation of this market, the review had considered the particular circumstances that the Seven Sisters Market finds itself in and balanced the importance of social value with the requirement for a viable operation. The PAG was confident, therefore, that the Partnership Model combined the benefits of an operator model with the right governance oversight from the key stakeholders.

The Cabinet Member highlighted that the approach was entirely consistent with the Community Wealth Building objectives of the Borough Plan which sought to build the strength, depth and wealth of our local economy and our Business Pledge to support SME businesses. And, it was vitally important that the key stakeholders came together to develop this model further to suit their combined requirements and aspirations.

The Cabinet Member was pleased this work had engaged with key stakeholders, including the majority of permitted traders as well as Grainger, TfL, the Mayor of London, the Assembly Member for Enfield and Haringey, Council Officers and Tottenham Councillors past and present in an effort to balance the needs and interests of all parties.

On behalf of PAG, the Cabinet Member paid a special thanks to the key stakeholders for their participation in this critical review and invited them to work collaboratively to implement all of the review's recommendations and ensure a successful Seven Sisters Market.

In response to questions from the Leader, Cllr Brabazon, Cllr Hare, Cllr Ibrahim, Cllr Chandwani, and Cllr Hakata, the following information was provided:

- The Cabinet Member informed that the Independent Market Expert had written to a number of key stakeholders, including the Tottenham MP who had not responded.
- The Cabinet Member clarified that the Council was not the owner of the site but had a role within the Section 106 agreement. It was anticipated that by Friday 14th February 2020, Grainger would appoint a new acting Market Facilitator. The Cabinet Member welcomed that step to ensure that there was someone to work with the traders to ensure the recommendations in the report were implemented.
- The Cabinet Member highlighted that the Market Facilitator and Market Operator were separate. It was expected that a permanent Market Facilitator would be appointed by April 2020.
- The Cabinet Member confirmed that Market Asset Management's (the Market Operator) lease with TfL in respect of the existing market was due to end in September 2020 and it was expected that lease would not be renewed. MAM would continue to be a key stakeholder in the partnership model until that lease came to an end. Therefore, for as long as MAM continued to be the Market Operator, that was the basis for which they would continue to be a key stakeholder.
- The Leader noted the Council fully supported the 15 recommendations (as outlined on pages 505 and 506) put forward by the PAG. The Leader also noted that on Grainger's website, they were committed to the Section 106 agreement, which included ensuring that rents did not go up by more than 2% a year for the duration of the temporary market and the first 30 months of the new market. The Leader assured that the Council was committed to ensuring that what was contained within the Section 106 agreement was honoured.
- The requirement, as set out in the Section 106 agreement, was to appoint a Market Facilitator.
- The Cabinet Member informed that the PAG had not looked at the historical aspects of Wards Corner but rather focussed on the future of the Seven Sisters Market. It was noted there had been a scrutiny review which had explored the historical aspects and Cabinet had responded to that review. The PAG looked

at how the Council could assist in using the influence available to it to ensure that the recommendations were actioned. The recommendations focussed on developing a viable operating model for the new market

- The Cabinet Member informed there had been no discussions between the Council and the traders of the market since the January 2020 Cabinet meeting.
- The Cabinet Member noted the Planning department had completed an internal piece of learning from the management of the Section 106, which it was monitoring.
- The Cabinet Member did not see a contradiction in what was written at paragraphs 4.2.2 and 4.2.4 of the PAG report. Paragraph 4.2.2 outlined the relationship between TfL and MAM. Paragraph 4.2.4 detailed there could be a future relationship between Grainger and MAM.

RESOLVED

1. To note the findings and recommendations of PAG's independent review of the future management models for the Seven Sisters Market.
2. To note that the Council has no role in the ownership or management of the market and therefore cannot implement the recommendations – it is for the key stakeholders to adopt and implement the recommendations of this review.

Reasons for decision

Members are being asked to note the findings and recommendations of the independent experts review.

Although the Council is not in a position to make a decision on the management and operation of the Seven Sisters Market, it has an important role to play in ensuring a sustainable management and governance model that has the support of all parties is agreed in order to secure a sustainable future for the Seven Sisters Market.

The Council also has an interest in the regeneration of Wards Corner and is in a development agreement with Grainger to bring forward this site.

Alternative options considered

As part of his review the independent market expert considered a series of market management model options before recommending a preferred model for further discussion with key stakeholders.

The review considered a shortlist of 12 market management models which were assessed against the following criteria agreed by PAG:

1. Ability to be affordable and self-financing
2. Have an effective management/operation structure with robust governance
3. Ability to be implemented within specified timeframes and resource/capability available
4. Ability to facilitate entrepreneurship, business support and growth
5. Ability to support social value by providing opportunities for local people
6. Ability to support and contribute to the place and offer

The review concluded that of the 12 shortlisted market models a total of 6 scored more than two thirds of the total weighted score. In accordance with the criteria agreed with PAG, the following 6 market models were provisionally accepted for further development and discussions with the key stakeholders.

1. Social Enterprise – Community Interest Company operates the market as a business with specific ethical focus
2. Cooperative – market owned and operated by the Traders for their cooperative benefit
3. Partnership – day to day management of the market by a third-party operator with strategic oversight delegated to a multi stakeholder board
4. Market Operator – market leased and operated by a third-party i.e. the current position
5. Arms-length – market operated by an ‘arms-length’ company of Grainger
6. Local Authority – market owned and operated directly by the LBH

The management and operational vehicle that is being recommended by the review is the Partnership Model. This model has been selected as, like all the 6 top scoring options, it can be implemented within required timescales and could be applied to any of the possible market locations, including the current Wards Corner development. Also, the model brings with it the expertise, knowledge base and resources that good operators with a proven track record can provide. Coupled with the additional oversight from the Board this will result in a highly effective solution that will address most of the key stakeholders’ issues, priorities and aspirations.

As current and future landlord TfL and Grainger are ultimately responsible for implementing the recommended management and operational model including the appointment of the operator.

163. ADMISSION TO SCHOOLS – DETERMINED ADMISSION ARRANGEMENTS FOR 2021/22

The Cabinet Member for Children and Families introduced the report which outlined the statutory decisions required to determine the Council’s admission arrangements for the academic year 2021/22. The full range of reasons for agreeing the decision were set out from paragraph. 4.1 - 4.3 of the report.

RESOLVED

1. To determine the Council's admission arrangements for the academic year 2021/22 as set out in Appendices 1 – 4.
2. To agree the in-year fair access protocol (IYFAP) as set out in Appendix 5 to come into force from 1 March 2020.
3. To agree that the determined arrangements for all maintained primary and secondary schools in the borough are published on the Council's website by 15 March 2020 with an explanation of the right of any person or body, under the School Admissions (Admission Arrangements and Co-ordination of Admission Arrangements) Regulations 2012, to object to the Schools Adjudicator in specified circumstances.

Reasons for decision

The School Admissions Code 2014 requires all admission authorities to determine admission arrangements every year, even if they have not changed from previous years. Regulation 17 of the School Admissions Regulations 2012 also requires admission authorities to determine admission arrangements by 28 February in the determination year.

In addition, the Regulations require the admission authority (in this case the local authority) to publish on its website by 15 March in the determining year the determined arrangements of all maintained primary and secondary school and academies in the borough, advising the right to object to the Schools Adjudicator, where it is considered that the arrangement do not comply with the mandatory provisions of the School Admissions Code 2014.

The Council consults on its admission arrangements annually irrespective of whether or not there is a proposed change to the arrangements. This is to ensure transparency and openness on the contents of the admission arrangements and to allow all stakeholders to make representations which can then be considered as part of the determination of the arrangements.

Alternative options considered

This year we are not proposing a change to the oversubscription criteria for community and VC schools. While there are other ways admission arrangements can influence the allocation of school places set out in the Schools Admissions Code 2014 (e.g. designated catchment areas, identified feeder schools or giving priority in our oversubscription criteria to children eligible for the early years premium/ pupil premium), no alternative option is being considered at the time of writing this report.

164. THE FUTURE OF STAMFORD HILL PRIMARY SCHOOL

The Cabinet Member for Children and Families introduced this report which set out the result of the statutory representation period on the proposal to amalgamate Stamford Hill Primary with Tiverton Primary School.

The Cabinet Member highlighted that this report was the final in a series of reports that had been presented to Cabinet over the amalgamation of Stamford Hill Primary with Tiverton Primary. All required consultations had now taken place and the report sought the formal agreement of Cabinet to agree the amalgamation from September 2020.

RESOLVED

1. To note that no comments or objections were received during the 4-week representation period despite consulting widely with all relevant parties.
2. To note the revenue budget to operate Stamford Hill Primary School successfully in the future is severely diminished with the school's very low pupil numbers.
3. To note the equalities impact assessment at Appendix 4.
4. To approve the proposal to amalgamate Stamford Hill Primary School with Tiverton Primary School. This will mean the closure of Stamford Hill Primary School from 31 August 2020 with displaced pupils transferring to Tiverton Primary School at the beginning of the 2020/21 academic year.

The Chair of Overview and Scrutiny has agreed that the call-in procedure shall not apply to this decision as the action being taken is urgent and time critical and any delay in implementation caused by the call-in procedure would seriously prejudice the Council's or the public's interests. This is in accordance with Part 4, Section H, and Paragraph 18 (a) and (b) of the Council Constitution.

Reasons for recommendation

Following an 'inadequate' inspection judgement by Ofsted in November 2018, the Regional Schools Commissioner, on behalf of the Secretary of State and the Department of Education, placed a directive academy order on the school. Since April 2016, the Department has issued directive academy orders to maintained schools that Ofsted has rated as inadequate. Its aims for these schools to open as sponsored academies.

Significant concerns were raised about the long-term sustainability of Stamford Hill Primary School in terms of the vulnerability of its financial stability and its historic ability to attract pupils to the school. Based on the low level of demand for school places locally and the expected future declining demand, the Council considers that Stamford Hill Primary and other local schools will continue to face difficult financial challenges because classes won't be full. Schools are largely funded on a 'per pupil' basis i.e. how many pupils attend the school.

The Council has a duty of care to ensure children in its schools are able to receive a good education and to access the full curriculum. A school with a declining roll will be

challenged to do this effectively because of inevitable financial pressures from reduced funding.

Schools in the local area currently have a significant surplus of places and current school roll projections do not indicate any future demographic growth before 2026/27 and possibly beyond. In view of this, the Regional Schools Commissioner agreed for the Council to consider alternative options in parallel with the pursuit of Academisation.

The Council's preferred option and one that provides a long-term sustainable solution to local falling demand, is an **amalgamation** between Stamford Hill Primary School and Tiverton Primary. Tiverton Primary is a local school located on other side of Seven Sisters Road, within a 5-minute walking distance to Stamford Hill Primary. The proposal would mean the closure of Stamford Hill Primary with displaced pupils being accommodated by Tiverton Primary School, to create a single two form entry school operating from one site.

Full consultation has been undertaken over a period of six months including meetings with staff, governors, and parents, along with other interested stakeholders. On the 27 November 2019, Council's Cabinet agreed to publish a statutory notice commencing the statutory representation period, which was the last opportunity for people and organisations to comment on the proposal.

Alternative options considered

A number of options on the future of Stamford Hill Primary School were presented to local stakeholders during the consultation periods before the publication of the statutory notice.

All alternative options were rejected because they did not offer a viable solution in the context of falling demand. Local stakeholders were informed of the reasons these alternative options were less desirable than the Council's preferred option of amalgamation:

- A. **Keeping Stamford Hill open:** This option does not provide a long-term sustainable solution to falling local demand and leaves Stamford Hill and other local schools vulnerable because demand for school places are falling more widely in the locality.
- B. **Federation:** Federation is an option that focuses on improving educational delivery by allowing the governing body to use budget, resources and staff across a federation to improve the educational outcomes for all pupils. This option would need another school to federate with Stamford Hill Primary. Also, under a federation, schools would remain as separate organisations and this again would not address the decline in numbers on roll at Stamford Hill (and other local schools) or the financial challenges that other schools are facing. This option is therefore less desirable than amalgamation.
- C. **Amalgamation with split site:** This would involve Tiverton Primary School having two permanent sites and would not be desirable because it would involve the overheads of permanently running two sites in a context of reduced revenue from falling demand for school places.

- D. **Closure of Stamford Hill Primary with pupils moving to other local schools (including Tiverton Primary):** This would involve closing Stamford Hill Primary School and giving parent/carers the opportunity to apply for a school place at any other Haringey primary school (including Tiverton) and in other local authorities. This option provides a less outcome focused solution to those parents with children currently at Stamford Hill Primary and doesn't provide a mechanism for ensuring cohorts of children are, as far as reasonably possible, kept together, which is an outcome some parents expressed as the part of the earlier consultations.

Stamford Hill Primary will not be educationally or financially viable in the future with low pupil numbers and falling demand that is projected to remain static until 2026/27 and possibly beyond. There is a significant risk that the school will not be able to provide pupils with a rounded education that meets their academic, social and emotional needs. Keeping the school open would therefore have a negative impact on raising standards and narrowing the attainment gap and would not be in the best interests of educational provision in the area.

165. CLOSURE OF OSBORNE GROVE NURSING HOME PENDING REDEVELOPMENT

The Cabinet Member for Adults and Health introduced the report which provided feedback from the statutory consultation to close the home in order to enable a redeveloped improved facility with increased beds for this nursing home. The report included, the equalities impact assessment of the proposal, the analysis of the issues and the legal duties required make a decision on the proposal to close the Home.

The Cabinet Member referred to the Cabinet decision in July 2019, to build a new 70-bed nursing home on the Osborne Grove site, which demonstrated the Council's commitment to providing high-quality nursing care in the borough and represented a major investment in new facilities. As demand for nursing care continues to grow there was a need to increase the supply of residential nursing care places which the redevelopment would provide for.

The Feasibility Study had determined that the redevelopment of Osborne Grove would have implications for the current residents, in terms of health and personal wellbeing due to the inevitable disruption that would result from the building work and site preparation. Therefore an extensive consultation has been undertaken and this report sets out the findings and recommendations to proceed.

Following a question from Councillor Barnes, it was noted that residents of the care home had been moved to alternative 'good' or 'outstanding' provision.

RESOLVED

1. To consider and take into account the feedback from the consultation set out in section 6.

2. To consider and take into account the Equalities Impact Assessment undertaken at Appendix 1 which includes actions proposed to mitigate the impact of the proposed closure on protected groups.
3. Having considered the above, to agree to the closure of Osborne Grove Nursing Home to allow for the demolition works and construction of a new 70 bed nursing home on site.
4. To agree that the closure be subject to an implementation plan that includes:
 - a) engagement with all stakeholders including service users and carers;
 - b) the re-assessment or review of the care and support needs of service users with a view to identifying suitable alternative provision to meet assessed needs; and
 - c) Individual transition plan that is sensitive to the needs of service users, mitigates the impact of the closure, ensures the process of change is safely handled and the care and support needs of the service user continue to be met.
5. To agree that the closure is managed in accordance with the Managing Care Home Closures Good Practice Guide and Management Checklist approved by the CQC.

Reasons for decision

In June 2018 a decision was taken by Cabinet to stop the previously agreed closure of the Home, pending a feasibility study to be undertaken for the future development of the site. Part of this decision was that the existing residents should be allowed to remain in the Home if they choose, pending the outcome of the feasibility study report.

In July 2019 the feasibility report was presented to Cabinet and they agreed to endorse the preferred option: that is, to demolish the current building and rebuild a 70 bed nursing provision including the clinic site, ensuring that the use of the site overall is maximised. The feasibility study considered the viability of the current residents in the home remaining on site during demolition and construction works. There were likely to be significant impact on their health and wellbeing. The highlighted impacts include but are not limited to: a) excessive noise levels; b) general health and safety; c) demolition and construction dust and air quality; d) security of the care home in a construction site; and e) the likely need to relocate residents twice. The development could not safely commence with residents on site given the level of disturbance. The Home would have to close and residents moved to suitable alternative accommodation that will meet their care and support needs. Therefore, in September 2019, Cabinet decided to consult residents, their family members and carers and other stakeholders for their views on the proposal to close the Home.

The consultation commenced on Monday 7th October, 2019 and closed on Sunday 5th January 2020. The feedback from the consultation are set out in section 6 of this report. There is support as well as opposition to the proposal to close the Home. There is concern about the suitable alternative accommodation to be provided to

residents and that a relatively new building is going to be demolished and that the beds should be filled. But there is also support for the proposed expanded provision.

The proposed closure will be managed in accordance with “The Managing Care Home Closures” Guidance which aims to ensure that, where temporary or permanent care home closure situations arise, there is a joined-up and effective response from all partners involved to minimise as much as possible the impact on people using services, their families, carers and advocates and to keep them as fully informed and involved as possible throughout the change. Thorough assessments of both needs and risks, on an individual basis and for individual plans would be developed. This will ensure that suitable alternative nursing accommodation is provided to residents. Also, that the transition to their new nursing homes are handled safely.

The health and wellbeing of the residents are a priority for the Council and their care and support needs will continue to be met. The proposed new expanded 70 bed nursing provision including the clinic site will significantly improve the provision for the elderly in the Borough. It will ensure that current and future needs for nursing home provision are met. It will maximise the whole use of the site. It will create services that are more flexible, are more personalised and give greater choice. The new provision will have better long-term outcomes for people at lower cost and would ensure that the Council is better prepared for an ageing population. The closure of the Home and move of residents to suitable alternative nursing home would enable these outcomes to be achieved.

Alternative options considered

The option to retain the current 32 bed dual registration residential/nursing home on the site was considered but rejected, primarily because it would not increase the registered nursing capacity within the borough and because it would not address a number of fundamental design issues with the current building which prevent it functioning effectively as a nursing home and which could not be fully addressed due to structural limitations.

As part of the detailed feasibility study that was conducted, options for being able to accommodate the remaining residents on site were considered but this in itself would require a move to another part of the building and presented considerable risks to wellbeing and quality of life. Therefore this was not deemed appropriate.

The option of not consulting on the proposal to close the home and relocate residents to allow for the preferred development Option was considered and rejected. Fairness demands that residents, carers and other stakeholders are consulted before a final decision is made.

166. COMMUNITY EQUIPMENT CONTRACT

The Cabinet Member for Adults and Health introduced this report which considered the variation of the contract value with Medequip Assistive Technologies over the next 3 years.

The Cabinet Member highlighted that the provision of community equipment supported vulnerable people and their families to maintain healthy, safe and independent lives within their own homes, reducing the need for more complex and costly care, helping support the Council's budget position. It was therefore positive that demand and therefore the volumes of equipment provided have increased and the proposal in this paper will enable this to continue for the next three years.

RESOLVED

1. To approve variation of the contract value over the next 3 years, increasing it by £3.6million (£1.2m per year), from April 2020 to March 2023.
2. To approve a two-year extension of the contract from April 2021 to March 2023.

Reasons for decision

Cabinet originally approved a contract value of £5 million in February 2017 for the 4-year duration of the contract ending March 31st, 2021, with the option to extend for a further 1+1 years or 7.2m over the full term

Since then;

- Additional services have been granted permission to procure through this contract, namely Special Educational Needs & Disabilities (SEND), Paediatric Therapy Team at Whittington and Community Alarm Team (CAS) who procure their stock through the contract.
- Additional community equipment has also been made available to facilitate hospital discharges, prevent hospital admissions and to enable the residents of Haringey to remain in their home environment. Equipment includes, specialist Chairs, the Installation of key safes and manual Hoists.

All of the above contributed to a 22% increase in spend across the whole contract from £1.34 million in 2017-18 to £1.64 million in 2018-19. The current year 2019-20 has projected a further 10% an increase to £1.8 million.

Of the £1.64 million spent in 2018-19 only £614,000 was attributable to Adult Social Care with the remaining (£1.02 million) being re-charged back to other services namely;

- Haringey CCG - £839,000
- Community Alarm Services - £77,000
- Special Educational Needs & Disabilities - £62,000
- Whittington Paediatric Therapies - £47,000

The CCG figure of £839,000 represents an increase in spending of 16% from the previous financial year as opposed to just over a 1% increase by Adult Social Care. Therefore, it is expected that any increased spending will be attributable to the CCG and they will be recharged accordingly.

Given the reasons already highlighted, the original value will not suffice until the end of the contract.

Alternative options considered

The London Consortium completed an options appraisal where re-tendering was considered. However, given the price efficiencies, value for money and quality of delivery demonstrated it was concluded that this would not be beneficial option and would risk disrupting service provision.

167. AWARD OF CONTRACT TO A POSITIVE BEHAVIOURAL SUPPORT (PBS) PROVIDER FROM PBS FRAMEWORK

The Cabinet Member was delighted to present the report which enabled the Council to bring back into use two sites at Waltheof Gardens for day opportunities for people with a range of needs. The key focus of the report was the provision of care and support to people with complex learning disabilities and autism, potentially with behaviours that challenge, in a day opportunities setting to enable them to lead fulfilling lives.

The Cabinet Member advised that the Council were using the Positive Behaviour Support Framework because the people taking up this provision will have a range of needs which can be best supported by the tailored and specialist offer of a skilled positive behaviour support provider. This provider was a voluntary sector organisation delivering London Living Wage to all its employees and who would be working with the Council to enhance staff skills and capability in this area.

Further to considering exempt information at item 26,

RESOLVED

1. To agree an increase to the total value of the PBS Framework from £7,000,000 to £10,500,000; and
2. Pursuant to CSO 7.01 (b) (by selecting one or more contractors from a Framework) and CSO 9.07.01(d) (All contracts valued at £500,000 or more may only be awarded by Cabinet), to award a contract for PBS day opportunities services to the successful bidder for a period of four years (4) from 1 April 2020 to 31 March 2024 and a maximum value of £3,500,000 (three million five hundred thousand pounds) under the PBS Framework.

Reasons for decision

The PBS framework was let in 2017 at a value of £7,000,000 (seven million pounds) over a four-year period. Whilst take-up of the framework was slow at the start, there has been renewed interest as the Council has redeveloped three Council owned assets and brought two new and significant services into the borough: supported living

provision at Linden Road for people with very complex needs and day opportunities provision on two sites at Waltheof Gardens, again for people with complex learning disabilities and autism. The nature of the positive behaviour support (PBS) service offered is highly specialised to meet the complex and varied needs of the individuals involved. The fact that these services are coming on stream together means that the value of the framework needs to be increased, with the cost of the approach exceeding the original estimates. The framework did not guarantee any volume or value of work to the providers admitted to it. It remains the case that the scope of the framework will not change, and that the PBS service delivery approach will return cost efficiencies and assist the Council to meet its Medium-Term Financial Strategy (MTFS) savings targets.

All five framework participants were invited to tender. The tenderers' proposals were evaluated using a 50% quality and 50% price weighting and, on this basis, the recommended Provider is deemed to be the most economically advantageous tender representing the best value option to deliver the required service.

Alternative options considered

The option not to proceed was rejected as there is a strong local commitment to opening a new day opportunities service for adults with learning disabilities and autism at the Waltheof Gardens site.

Three (3) options were considered for delivering this specialist provision: A complete outsourcing model from the Council's existing framework, an in-house service also delivering to a PBS model, and a hybrid model combining a mixture of in-house and a specialist PBS provider service provision.

An options appraisal was completed to consider how best the service should be provided. It was recognised that in-house services can give the Council greater control over the care that is provided – delivering improvements and minimising risks. However, financial modelling showed that a pure in-house service was not ready to take on the highly specialist service at this point and therefore was not in a position to balance the cost and quality requirements against the available budget.

A complete outsourcing model was considered but the difficulty of leasing the building to the provider made this financially unviable as the cost of the lease was prohibitive for a service which would be starting from scratch, that would need time to scale up over time, whilst having to cover the cost of the lease.

The options appraisal recommended a hybrid model with an in-house service managing the building, thereby removing the necessity for a lease, with the care and support service separately procured through the PBS Framework.

The key benefit of the PBS framework is that it gives the flexibility to step down service users' packages of care over time. The payment model for a PBS provider on the Framework is outcomes related: 80% of the flat rate weekly fee will be paid monthly in arrears based on sustainment of placement and remaining 20% of flat weekly fee will be paid pro-rata, quarterly in arrears linked to delivery of basket of outcomes. When services are sourced using the PBS Framework, 15% of the care

and support costs will be paid by the Big Lottery, Commissioning Better Outcomes Fund.

The PBS framework is delivered by a highly skilled workforce and it is built in through the framework agreement that Haringey staff will benefit from direct input into their skills development. This includes training, sharing of best practice, shadowing both management and practice and building strategies and skills to deliver this model of care and support. Such an approach is aimed at ensuring that Haringey's directly employed staff are in a better position to carry out such specialist and highly challenging work in the future.

The opportunity to pass on and develop in-house skills is reflected in the approach undertaken here to commission this service for a fixed period. This supports the option for an in-house service to be developed.

168. CANNING CRESCENT MENTAL HEALTH RECOVERY CENTRE

The Cabinet Member for Adults and Health introduced this report which set out how the Council and NHS can contribute to meeting local need by bringing together a range of services in a single approach at Canning Crescent, recently acquired by the Council.

The Cabinet Member welcomed this proposal coming forward as part of the manifesto commitment to improving health and wellbeing in Haringey. The model of recovery services proposed for Canning Crescent have learnt from services and research around the world so would help provide the highest quality of services for residents.

The Cabinet Member highlighted that the Council was committed to the services being co-produced with residents who have lived experience of mental health conditions, building on the excellent work already happening at the Council's Clarendon Recovery College. Moving to Canning Crescent and integrating with other services, will allow the creation of more jobs and volunteering opportunities for residents living with mental illness.

The Cabinet Member noted that the services here were a key part of delivering on the vision for early intervention and would help to prevent homelessness, hospitalisation, relationship breakdowns and other harmful life events. The Council's proposal sustained the best of this award-winning building, in order to provide a therapeutic and attractive environment that would be accessible and inclusive for people with a range of needs and demonstrate our commitment to providing positive and quality spaces.

The Cabinet Member closed by noting this development offered a key contribution to the wider regeneration of Wood Green, bringing its benefits to residents who may be facing multiple challenges and demonstrated the Council's commitment in their inclusion in the community of Haringey.

RESOLVED

To agree the redevelopment of the Canning Crescent site for the costs set out in paragraph 6.6 of this report as an integrated, mixed use adult mental health recovery

centre for the purpose of accommodating the Clarendon Recovery college, a crisis support service (identified as the “safe haven” service in this report) and a crisis house/respite accommodation (identified as the “Recovery House” in this report)

Reasons for decision

Improving mental health in the borough is a Council priority and this scheme forms part of an approach to deliver excellence through integrating services across the Council, the NHS and other partners.

Whilst the current sites for the Recovery College and Recovery House were not purpose designed and would benefit from improvement, bringing the services together on this site offers a further and substantial opportunity to improve the models in both services and the facilities from which they operate. These changes will drive better outcomes and greater preventative benefit for residents and the Council, particularly in relation to prevention of need for adult social care and homelessness services.

There is a need to relocate the Council-run Clarendon Recovery College so its current site can be redeveloped, generating a capital receipt for the Council and contributing to the wider housing delivery which is also a priority for the Council.

The Council has been commissioned by NHS Haringey CCG to provide a new and much needed element of the mental health offer in Haringey, that is a ‘safe haven’ service for people requiring social support for a mental health crisis in the evenings and weekends. This service will be delivered by the Clarendon Recovery College and the Council has already secured £1.02m of capital funding from the Department of Health for development of suitable facilities for this service.

Including the Recovery House in the development offers significant opportunities to improve quality and outcomes from integrating Council services with NHS provision, and will release the scheme’s current building for alternative use or disposal.

Alternative options considered

The project team including Housing Development, Commissioning and their appointed architects, Ingleton Wood have been reviewing a range of options for the Canning Crescent site.

The shortlisted options were: -

1. Refurbish Canning Crescent to deliver the relocated Recovery College, the new Crisis Café, the short stay offer currently delivered at the Recovery House and a supported living scheme, which would have required an additional floor and extensions to the rear of the building.
2. Demolish the building and construct a new building for all the services in option 1.
3. Identify an alternative use for Canning Crescent and acquire another site for refurbishment or a new building for all the services in option 1.

4. Develop the Canning Crescent site for the relocated Recovery College, the new Crisis Café and the short stay offer currently delivered at the Recovery House only, seeking another site for the delivery of supported living.
5. Take a phased approach by opening the recovery elements together in Canning Crescent and building the supported living housing units in an extension in the courtyard.
6. Disposal of the property

Whilst all the options were viable and had merits, option 4 is recommended because:

- It maintains the overall design and architecture of the external building on the street side and reduces the loss of internal features of note within the building
- It facilitates the services provided by the Council and Barnet, Enfield and Haringey Mental Health Trust to be operated through an integrated delivery model, reducing revenue costs, capital costs and improving the user experience.
- It speeds up delivery on the Canning Crescent site, so residents can begin to benefit from the services sooner
- It is the lowest capital cost option, at around half the cost of the alternative options (although the investment does not provide a supported living scheme)
- It is believed that an alternative site that can be purpose-built (or developed specifically) for supported living will be able to provide more homes of a better quality than if the scheme is also included into the Canning Crescent site.

169. 1-35 HEADCORN ROAD & 51-92 TENTERDEN ROAD - FIRE SAFETY WORKS

The Cabinet Member for Housing and Estate Renewal introduced the report which sought approval for the award of a contract for the installation of Automatic Fire Detection (AFD) and associated works at 1-35 Headcorn Road and 51-92 Tenterden Road. This will be to ensure they are compliant with current fire safety requirements and regulations.

The Cabinet Member outlined that Headcorn and Tenterden blocks were timber framed buildings. Within these type of structures, it is very difficult to maintain full compartmentation throughout the life and use of the building. Following intrusive surveys of the structure, Homes for Haringey could not be assured that full current compartmentation meets current Building Regulation Standards or conforms to The Regulatory (Fire Safety) Order.

Following a fire engineering survey, a recommended solution had been developed to ensure that full simultaneous evacuation of the buildings can take place in the event of fire.

The Cabinet Member highlighted to colleagues that this report contained a recommendation for no recharge to leaseholders as set out at recommendation 5.

Further to considering exempt information at item 27,

RESOLVED

1. Pursuant to the Council's Contract Standing Order (CSO) 9.07.1(d), approve the award of a contract to the successful tenderer (named in the exempt part of the report) for the installation of Automatic Fire Detection (AFD) and associated works to 1-35 Headcorn Road and 51-92 Tenterden Road, in the sum of £604,755.54.
2. Under the Council's Contract Standing Order (CSO) 9.07.3, to approve the issue of a letter of intent for an amount of up to, but not exceeding £60,475.55, which represents 10% of the contract sum.
3. To approve the total professional fees of £53,158, which represents 8.79% of the contract sum.
4. To note the total project costs of £657,914.
5. To agree that there will be no recharge of the cost of the works to the leaseholders of properties included in their scope, for the reasons set out in item 8.2.

Reasons for decision

Homes for Haringey requires Cabinet approval to award the contract for the installation of AFD and associated works to the timber framed buildings at 1- 35 Headcorn and 51-92 Tenterden Road. This will enable essential safety works to commence. This is following a tender process undertaken in conjunction with Haringey Council's Procurement team via Constructionline (which is a UK register of pre-qualified construction services database fully owned and managed by Capita) whereby contractors are invited to provide competitive e-tenders via the Delta e-Sourcing Portal.

The tender process was carried out in in line with Contract Standing Orders (CSO) requirements that incorporate price and quality. The successful compliant bidder scored the highest in relation to these criteria.

Alternative options considered

An alternative option would be for Homes for Haringey to use third party industry frameworks. Homes for Haringey sought support and advice from Haringey Strategic Procurement and determined that Constructionline was the optimum route to market.

The option of using Haringey Repairs Service (HRS) was considered. However this was discounted because of the urgency in delivering the scheme, the specialist nature of the works and they are currently delivering significant internal works programmes and as such could negatively impact on delivery in respect of the urgency of these works.

The option of not undertaking this work would leave Haringey Council open to legal challenge because the properties need to be improved to comply with current recommended fire regulations.

170. INSTALLATION OF AUTOMATIC FIRE DETECTION (AFD) TO SCATTERED VICTORIAN & EDWARDIAN DWELLINGS

The Cabinet Member for Housing and Estate Renewal introduced this report which sought approval for the award of a contract for the installation of Automatic Fire Detection (AFD) and associated works to converted scattered Victorian and Edwardian street dwellings.

The Cabinet Member noted that the Street Property Victorian Houses that were converted into flats in the late 1960s and 1970s, would not meet current Building Regulation Standards or conform to The Regulatory (Fire Safety) Order. Guidance recommended that where full compartmentation cannot be assured these types of properties would be best served by the installation of an Automatic Fire Detection system. This system with the appropriate upgrade of the fire doors and means of escape route would allow early simultaneously evacuation of the building in case a fire breaks out in any flat.

The Cabinet Member closed by drawing Cabinet's attention to the recommendations, including noting the full cost of the works. It was noted that the leaseholders would be charged for the works carried out.

In response to questions from Councillor das Neves and Barnes, the following information was provided:

- The Cabinet Member noted all wards in the borough were affected by the scattered Edwardian and Victorian dwellings.
- Regarding reference to the report stating Councillors had been consulted, Officers informed that they would check what involvement the Councillors had had in the process. The Cabinet Member added that the key decision had been listed on the Forward Plan for a significant period of time.
- Regarding the decision as to why the affected leaseholders in this report would be charged for the work carried out whilst those affected leaseholders at item 19 – '*1-35 Headcorn Road and 51-92 Tenterden Road – Fire Safety Works*' were not being charged for those works carried out, was because the latter was to do with the structure of the whole building, which the Council had a responsibility to ensure was maintained. Where leaseholders had exercised their right to buy and purchased their Victorian or Edwardian property, there would have been an assessment carried out which would have made those leaseholders aware that they could be charged in the future for such works.
- Officers noted that at Headcorn and Tenterden, works had been carried out in the past where leaseholders had financially contributed towards those works. It was arguable that those works should have included work either to improve the

compartmentation or fit the fire detection. It was also arguable that those works could have contributed to the problem.

Further to considering exempt information at item 28,

RESOLVED

1. Pursuant to the Council's Contract Standing Order (CSO) 9.07.1 (d), to approve the award of contract to the successful tenderer (named in the exempt part of the report) for the installation of Automatic Fire Detection (AFD) and associated works, in the sum of £7,876,259.98.
2. To approve the issuing of a letter of intent for an amount of up to, but not exceeding, £787,625.99. This represents 10% of the contract sum.
3. To approve the total professional fees of £594,658, which represents 7.55% of the contract sum.
4. To note the total project cost of £8,470,918.

Reasons for decision

Homes for Haringey requires Cabinet approval to award the contract for installation of Automatic Fire Detection (AFD) and associated works to scattered Victorian and Edwardian street dwellings. This will enable the essential fire safety works to commence. This is following a tender process in conjunction with Haringey Council's Procurement team via the London Construction Programme (LCP) framework and processes.

The tender process was carried out in accordance with the framework requirements that incorporate price and quality. The successful bidder scored highest in relation to these criteria.

Alternative options considered

For Homes for Haringey to either use third party industry frameworks or an OJEU compliant tender process to deliver the works. Homes for Haringey sought support and advice from Haringey's Strategic Procurement team and determined the LCP (London Construction Programme) Major Works framework as being the optimum route to the market. This was due to the LCP framework being leasehold compliant, the speed of access to quality-checked contractors and companies that focus their resources in the local area.

The option of using Haringey Repairs Service (HRS) was considered. However this was discounted because of the urgency in delivering the scheme, the specialist nature of the works and they are currently delivering significant internal works programmes

and as such could negatively impact on delivery in respect of the urgency of these works.

The option of not undertaking this work would leave Haringey Council open to legal challenge because the properties need to be improved to comply with current fire regulations.

171. AMENDMENT TO LONDON COUNCILS TRANSPORT AND ENVIRONMENT COMMITTEE AGREEMENT

The Cabinet Member for Climate Change and Sustainability introduced the report which sought approval for delegation of authority to London Councils Transport and Environment Committee to vary a committee agreement which would enable TEC [Transport and Environment Committee] to exercise further functions under section 16 of the London Local Authorities and Transport Act 2013. This would in turn enable London Councils to develop a new electric vehicle co-ordination function and to carry out the additional functions to support boroughs in delivering uptake of Electrical vehicles.

In agreeing this variation, the Council will be supporting a London wide approach to Electric Vehicle charging infrastructure. The aim of this variation was to allow London Councils to deliver a Management organisation for electric vehicle charging. This was currently not permitted under the existing terms of TEC, hence this variation and the Council's agreement was needed. This new company had the potential to reduce costs for London Authorities, while creating a single point of contact for all electric vehicles charging needs. This could benefit the Council and residents and businesses. Once designed the Council can then decide to take up the offer to join this new company. This was also a positive step in delivering air quality objectives.

The following information was provided in response to questions from Cllr Barnes:

- The Council would only sign up to the company, if it met the borough's electric vehicle charging needs. The Cabinet Member was keen on uniformity and efficiency and having fast charging points for electrical vehicles in a place where they do not impede people's progression the pavement.
- The agreement to set up a company would include exploring the issues concerning the mode of EV charging in comparison to another, i.e. rapid charging or streetlamp charging. The company would likely consider these issues and hopefully put forward a consistent approach.
- The Cabinet Member agreed to provide Cllr Barnes a written response to her question on Haringey expanding its EV installation guidance to include further use of roads for future modes of travel, so to include change of use parking bays into dockless bays or park lets so a future proof design and implementation guide that can change as needs arise.

RESOLVED

1. To approve the delegation of authority to London Councils Transport and Environment Committee to exercise further functions under section 16 of the London Local Authorities and Transport Act 2013, to enable London Councils to develop a new electric vehicle co-ordination function and to carry out the additional functions to support boroughs in delivering uptake of EV's as set out in paragraph 4.6 in the report and Appendices A and B.
2. To delegate authority to the Director of Housing, Regeneration, and planning to sign any necessary documents to give effect to the variation of the London Council's Transport and Environment Committee Governing Agreement dated 13 December 2001, as amended.

Reasons for decision

In 2016, the Go Ultra Low Cities Scheme (GULCS) funding bid submitted by GLA, London Councils, and TfL proposed the delivery of London-wide infrastructure and a 'management partnership.' The role of the management partnership was to coordinate and support electric vehicle (EV) infrastructure delivery, and to manage and maintain the infrastructure in the longer term. Some of its original functions have been delivered through the GULCS programme, specifically the GULCS Senior Lead at London Councils and wider project team at Transport for London (TfL). However, this support will no longer continue when the funding for the GULCS Senior Lead role ends in March 2020.

It is recognised that there is a need for London Councils to continue to coordinate and support EV infrastructure delivery in London after March 2020. This is supported by the findings of the Mayor's EV Infrastructure Taskforce, which has recommended that a new pan-London EV coordination function is created to facilitate and oversee charge point installation. London Councils has committed to take this recommendation forward.

A centralised approach would bring economies of scale, simplify the process for customers and operators and reduce the resource burden on local authorities, whilst allowing boroughs to retain control of the type, locations, and ownership of charge points. The delivery partnership would provide support to boroughs and undertake tasks delegated by the boroughs to the delivery partnership.

For London Councils Transport and Environment Committee (LC TEC) to take part in the development or management of a one stop shop coordination body, each of the 33 London local authorities participating in the TEC joint committee arrangements must agree additional functions and powers to the joint committee. This requires the TEC constitution (Governing Agreement, dated 13 December 2001 (as amended)) to be varied.

As set out in Appendix A (TEC Paper: EV coordination function final) and Appendix B (EV coordination function responsibilities), the proposed variation does not provide LC TEC with the power to act as a decision maker on behalf of the London local authorities and does not put any borough under any obligation to take part in any

proposed activity in this area. It simply allows LC TEC to take on a limited, collaborative role in relation to electric vehicle charging infrastructure. The amendment wording sets out the types of actions that a function managed by LC TEC could undertake. The reason the amendment is worded in this way is to ensure that further amendments to allow some development of the role would not be needed. But decision making would still need to be agreed by TEC and every London local authority would need to agree to participate in any proposed activity.

The new functions proposed for London Councils TEC can be summarised as follows:

- Act as a the key point of contact for London boroughs, the GLA, TfL, existing and new charge point operators, and other relevant stakeholders seeking information about charge point installation in London
- Facilitate sharing of best practice and other relevant information amongst London boroughs and other relevant stakeholders
- Collate and share information to encourage Londoners to switch to Evs
- Liaise with TfL to provide procurement and contract management support to London boroughs to support delivery of EV charge points
- Oversee delivery of GULCS programme to the end of 2020.
- Secure and distribute funding to London boroughs for the delivery of on-street charging points.
- Monitor and support data sharing between charge point operators, London boroughs, TfL and other relevant stakeholders
- Analyse charge point usage data. Share and promote key findings with relevant stakeholders.
- Collate and share locations of charge points delivered
- Monitor customer experience and charging behaviour
- Identify funding and partnership opportunities to continue the role of the coordination body from 2022

More details are set out in Appendix A (TEC Paper: EV coordination function final) and Appendix B (EV coordination function responsibilities).

Alternative options considered

Do nothing

Not agreeing to the LCTEC Agreement variation will impact London as a whole. Every London borough needs to agree to this delegation. So if Haringey Council did not agree, this would hinder other Councils' ability to undertake this work in this manner. This will mean fragmented charging point delivery, and require more resource from local authorities (legal and procurement) to undertake this role. It will also impede progress on the Mayor's Transport Strategy (2018), as increasing electric vehicle uptake is vital to improving air quality.

172. THE ACQUISITION OF THE FREEHOLD INTEREST IN ALEXANDRA HOUSE, STATION ROAD, WOOD GREEN

The Leader introduced this report which recommended the acquisition of the freehold interest in Alexandra House.

The Leader informed that the Council's accommodation needs had changed in the previous twelve months and the Council's strategic ambition for Wood Green had evolved meaning that Alexandra House now had greater importance to the Council than before.

The Leader highlighted there had always been a strategic case for acquisition to support the redevelopment of the area along the axis of River Park Road/ Station Road but the separate ownership of Alexandra House presented significantly lower risk to this long term vision when Alexandra House was owned by Workspace whose stated intention for Alexandra House was for it to remain as employment space. Now that the alternative is residential development of a nature that could not be supported for strategic reasons, there was a much stronger argument for acquisition on both operational and strategic land use bases.

The Leader closed by noting that, in considering whether to acquire, the Council needed to base a decision on operational and strategic reasons supported by an assessment of the cost implications. Officers had looked at several aspects of this including considering the costs the Council would face if the building was not acquired.

Further to considering exempt information at item 29,

RESOLVED

1. To agree to the acquisition of the freehold interest in Alexandra House, 10 Station Road (as outlined red in the plan in Appendix A) on terms set out in Part B.
2. This resolution is set out in exempt part of the report
3. To give delegated authority to the Director of Housing, Regeneration and Planning after consultation with the Lead Member for Finance and Strategic Regeneration to approve the final Heads of Terms and all other documentations required to give effect to the acquisition.
4. *This resolution is set out in exempt part of the report*
5. *This resolution is set out in exempt part of the report*
6. *This resolution is set out in exempt part of the report*

Reasons for decision

The Council has the opportunity to acquire the freehold of Alexandra House, currently in use as office space by the Council under a business lease that is due to expire in mid- February 2021. The reason for the acquisition is in the first instance operational, to provide the Council with flexible office accommodation over the coming years whilst the medium-term accommodation strategy is approved and implemented, and in the short term to manage decant and works to River Park House.

A number of reports and studies undertaken in the last six months about the Council's current office accommodation have shown that the Council has a greater requirement for office accommodation in the short and medium term than previously understood, supporting the need to retain Alexandra House for operational reasons. The property is currently under contract to be sold and the new purchaser has indicated that they would oppose a new lease should the Council request one once the existing lease expires in February 2021.

The current purchaser has lodged an application for permitted development rights to develop Alexandra House as residential units (studio flats).

The acquisition is also being recommended for strategic reasons, to consolidate the Council's land holdings in the area and promote its ability to deliver long term redevelopment of the Station Road corridor, and to take control of the future development of this site, along with other Council sites, so that it can support the Council's vision for this area as expressed in its Borough Plan and other plans about the Wood Green area.

The recommendation is that the Council now, in agreement with the current purchaser, step in to acquire Alexandra House on the basis of completing the transaction during March and based on the structure set out in the Heads of Terms in Part B of this report.

Alternative options considered

The alternative option is not to buy the freehold interest in Alexandra House. The consequence of this would be that the Council would need to vacate the building if the Council failed in its application for a new lease with a risk now that there would be insufficient temporary accommodation available to facilitate that on time due to recently identified works being required at River Park House.

The need for additional accommodation for staff could potentially be met in other ways. These alternatives are described in detail in the background section and have been considered both in terms of the risks to business continuity and in terms of cost in comparison with the recommended option.

A further possible consequence is that the scheme proposed in the permitted development application might succeed and this would affect the longer term development of this area. The scheme proposed at present would, if implemented, retain Alexandra House for that purpose over a period of c25 years, with future redevelopment only coming forward should demand for this type of accommodation drop making alternative development an option.

An options appraisal has been carried out. The appraisal includes the costs the Council would face if it decided not to buy Alexandra House. Given the Council's requirements and the analysis of the options, the recommended option is to acquire.

173. MINUTES OF OTHER BODIES

RESOLVED

To note the Cabinet Member signing minutes for 17th and 20th of January 2020.

174. NEW ITEMS OF URGENT BUSINESS

None

175. EXCLUSION OF THE PRESS AND PUBLIC

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

176. AWARD OF CONTRACT TO A POSITIVE BEHAVIOURAL SUPPORT (PBS) PROVIDER FROM PBS FRAMEWORK

As per item 167 and the exempt minutes.

177. 1-35 HEADCORN ROAD & 51-92 TENTERDEN ROAD - FIRE SAFETY WORKS

As per item 169 and the exempt minutes.

178. INSTALLATION OF AUTOMATIC FIRE DETECTION (AFD) TO SCATTERED VICTORIAN & EDWARDIAN DWELLINGS

As per item 170 and the exempt minutes.

179. THE ACQUISITION OF THE FREEHOLD INTEREST IN ALEXANDRA HOUSE, STATION ROAD, WOOD GREEN

As per item 172 and the exempt minutes.

180. EXEMPT MINUTES

RESOLVED

To approve the exempt minutes of the 21st of January 2019 meeting as a correct record

181. NEW ITEMS OF EXEMPT URGENT BUSINESS

NONE

CHAIR: Councillor Joseph Ejiofor

Signed by Chair

Date

Report for: Cabinet, 10 March 2020

Title: Special Education Needs and Disabilities review
Cabinet response to the Children and Young People Scrutiny
Panel recommendations

Report authorised by: Ann Graham, Director of Children's Services

Lead Officer: Eveleen Riordan, Assistant Director for Schools and Learning -
020 8489 3607
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Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1. In 2019 a review of Special Educational Needs and Disabilities (SEND) was carried out. This was in response to concerns amongst parents and carers regarding support for children and young people with SEND. As this is a complex area, the panel focused attention on the social, emotional and mental health (SEMH) needs and autism in order to ensure a manageable scope.
- 1.2. This report sets out the proposed Cabinet response to the recommendations of the Scrutiny Panel, attached as Appendix 1 to this report.

2. Cabinet Member Introduction

- 2.1. Support for our children and young people with SEND, working with, and listening to families is paramount in ensuring children have positive experiences at school and reach their potential. It is vital we do this effectively to make a positive difference to their lives. As the statutory body responsible for managing and developing SEND provision, the local authority has vital roles including being a provider, enabler, supporter, co-ordinator and funder. As Cabinet Lead, I am fully committed to supporting our in-house teams, and working with parents, carers, partners to improve our SEND services and processes. Collaboration and co-production are vital in this and essential in making change so we do everything we can to meet needs and support families in dealing with the stress that many families experience.
- 2.2. I welcome and am genuinely grateful for the hard work and the recommendations that my fellow members in scrutiny have drafted. The report is extremely helpful, and I know is the outcome of many hours of focused and concentrated work. The recommendations are all pragmatic, positive and helpful in supporting the programme of improvement currently underway in our SEND service. I will work with my fellow members, with officers and with all families to ensure that these recommendations are implemented, and that families will see and feel the

benefits. Finally I welcome the work of AMAZE in consulting with parents, carers, families and partners in creating an active and broad borough-wide parent/carer forum to support co-production.

3. Recommendations

3.1. Members are asked:

- i) To consider the Overview and Scrutiny Report on SEND (attached at Appendix 1).
- ii) To agree the responses to the Overview and Scrutiny report recommendations (attached as appendix 2)

4. Reasons for decision

- 4.1. On 23 January 2020, Overview and Scrutiny Committee approved the report of the Children and Young People Scrutiny Panel (CYPSP) on Special Educational Needs and Disabilities (SEND).
- 4.2. In developing its report, the CYPSP held a number of evidence gathering sessions and took evidence from Council officers as well as a range of experts and local stakeholders. The CYPSP then made a number of recommendations which were adopted by Overview and Scrutiny Committee on 23 January 2020.
- 4.3. The recommendations made in the CYPSP report can be used to help guide the continuing development and improvement of the SEND Service. While the report does not set out a detailed and complete list of explicit objectives to be delivered within a given timescale, it does provide a clear direction of travel for these areas. All of the recommendations are positive and are welcomed and are either currently being incorporated into the Service's and wider Council approach or can and will be incorporated going forward.
- 4.4. Where any recommendations present any challenge to immediate or eventual implementation, they have been responded to in a proportionately cautious way with partial agreement as relevant.
- 4.5. Specific reasons for each recommendation response are given in Appendix 2. The overall approach of the report – which is comprehensive and detailed – is a helpful framework to inform the current and continuing improvement of the SEND Service. This work has been further developed since the scrutiny review and includes:
 - Using the grant available from Contact and further supplemented by the Local Authority to commission a charity called AMAZE to undertake outreach work on developing a strong and active parent/carer forum in our borough;
 - substantially completing the AP review with a future route map for our young people and out schools now clearer;
 - developing the co-production steering group whose work will be further enhanced by a parent forum;
 - reviewing the High Needs Block and key trends;

- engaging with parents to hear their views to inform and shape our services.

5. Alternative options considered

5.1. None.

6. Background information

- 6.1. The Children and Young People's Scrutiny Panel (CYPSP) produced a report on Special Educational Needs and Disability (SEND). The review was set up in response to concerns among parents and carers regarding support for children and young people with SEND. It is a large and complex area and so the focus was primarily on Social, Emotional and Mental Health needs and autism in order to ensure a manageable scope.
- 6.2. The recommendations made in the CYPSP report can be used to help guide the service in its journey of development and improvement and it provides a clear direction of travel to help achieve this improvement. The recommendations are positive, and many are either already being incorporated into service improvement or can be incorporated going forward. The report, which is comprehensive and detailed is a helpful framework to inform the improvement of the service going forward.

7. Contribution to strategic outcomes

- 7.1. Outcome 5: Happy childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities.
- 7.2. Outcome 6: Every young person, whatever their background, has a pathway to success for the future

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

8.1. Finance

- 8.2. There are significant pressures across the country on the High Needs Block Element of the DSG funding due to continued growth in demand for and complexity of Education Health and Care Plans (EHCPs) and children requiring specialist SEN provision.
- 8.3. The Secretary of State announced that the funding for schools and high needs, compared to 2019-20, will rise by £2.6 billion for 2020-21, £4.8 billion for 2021-22, and £7.1 billion for 2022-23. There will be more funding available through the formula in the coming years. However, due to the nature and complexity of budgets, it is not sure if the increased level of funding will be sufficient enough for local authorities to meet their demand. Robust strategy and annual reviews are required to ensure that plans are ceased and monitored regularly.

- 8.4. The predicted High Needs Block forecast financial position for the financial year 2019-20 at period 9 is a £7.855m deficit which includes the deficit brought forward of £2.229m from 2018-19.
- 8.5. The Council is currently reviewing its banding system to align its top-up funding rates with the neighbouring borough would create a mechanism for allocation right level of funding based on EHCP and individual needs of children and young people.
- 8.6. The review recommends a number of measures recommended in the review to reduce pressures in SEND. However, more importantly, the reduction in waiting times for EHCP will help schools to direct the right level of resources to accommodate pupils with SEN Plans and more early intervention will reduce cost in a longer run.
- 8.7. Haringey's key priority of the SEND Strategy is to enable more children to be educated in the borough which is more cost-effective than children being educated at out of borough SEN provision in either maintained and academy provision or particularly in the independent and non-maintained sector.

8.8. Legal

- 8.9. The Scrutiny Panel recommendations relate to a broad range of the Council's statutory obligations in relation to SEND.
- 8.10. The duties most relevant to the Scrutiny Panel recommendations and responses are:
- To secure sufficient schools are available in their area (section 14, Education Act 1996).
 - To make arrange alternative educational provision where children of compulsory school age may not otherwise receive suitable education, by reason of illness, exclusion or otherwise (section 19, 1996 Act).
 - When securing an EHC (i.e. educational, health and care) needs assessment, to consult the child and their parents and take into account their views, wishes and feelings. Also, to engage with them, ensure they are able to participate in decisions, consider any information they provide and minimise disruption (regulation 7, Special Educational Needs and Disability Regulations 2014).
 - To work with schools, for example by seeking information about what provision may be needed (regulation 6, 2014 regulations).
 - To seek information from an educational psychologist about what provision may be needed (regulation 6, 2014 regulations). As set out in the Code of Practice, this should normally be commissioned by the Council.
 - Where the Council requests the co-operation of a body such as the NHS in securing an EHC needs assessment, that body must comply with such a

request within 6 weeks of receipt. However, this time limit does not apply if it is impractical for particular reasons (regulation 8, 2014 regulations).

- To send out a finalised EHC plan as soon as practicable and in any event within 20 weeks of receiving a request for an assessment or becoming responsible for the child. However, this time limit does not apply if it is impractical for particular reasons. For example, if information is needed from a school that is closed or there are exceptional personal circumstances affecting the child (regulation 13, 2014 regulations).
- Where the Council determine that it is not necessary for special educational provision to be made in accordance with an EHC plan, to give notice as soon as practicable and in any event within 6 weeks of receiving a request or becoming responsible (regulation 10, 2014 regulations).
- The duty to review EHC plans, for example where the child is transferring between phases of education. Where the Council does so, it is obliged to consult the child and their parents, take account of their views and consult the relevant school. It must also invite the parents, educational provider and relevant health care professionals to a review meeting (regulations 18-20, 2014 regulations).
- The duty to make the necessary travel arrangements for eligible children with special educational needs (section 508B, 1996 Act).

8.11. Work experience is permitted for children in their last two years of compulsory schooling, where arranged by the Council or relevant school (section 56, 1996 Act).

8.12. Equalities

8.13. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

8.14. 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.

8.15. The proposed decision is to agree the responses to the recommendations made in the Children and Young People's Scrutiny Panel's review of Special Educational Needs and Disabilities (SEND). The decision has implications for children and young people with special education needs and disabilities, who share the protected 'age' and 'disability' characteristics as noted above.

8.16. The overall objective of the Scrutiny Panel's recommendations is to improve outcomes for children and young people with SEND. It is proposed that all of the recommendations are either accepted or partially accepted, with those that are partially accepted subject to proportionate caution due to implementation challenges. The Cabinet's response therefore represents a commitment to taking steps to meet the specific needs of a protected group and thereby advance equality of opportunity.

8.17. It is noted that if the implementation of any of the recommendations requires a Cabinet decision, this will be subject to screening and assessment of equalities impact.

Appendix 1 – SEND Scrutiny Findings and Recommendations

Appendix 2 – Officer response to findings and recommendations



Scrutiny Review: Special Educational Needs and Disability (SEND)

A Review by the Children and Young People's Scrutiny Panel

2019/20

Panel Membership	Cllr Erdal Dogan (Chair)
	Cllr Dana Carlin
	Cllr James Chiriyankandath
	Cllr Julie Davies
	Cllr Josh Dixon
	Cllr Mike Hakata
	Cllr Tammy Palmer
	Mark Chapman (Co-opted member)
	Lucin Davi (Co-opted member)
	Yvonne Denny (Co-opted member)
	Lourdes Keever (Co-opted member)

Support Officer: Robert Mack, Principal Scrutiny Support Officer

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2. Introduction	7.
3. Identification and Support for SEND	13.
4. Views of Parents and Carers	17.
5. Health and Well-Being	21.
6. Schools and Education	24.

CHAIR'S FOREWORD

This review was set up in response to increasing levels of concern amongst parents and carers regarding support for children and young people with SEND. It is a large and complex area of policy though and we therefore focussed our attention primarily on Social, Emotional and Mental Health (SEMH) needs and autism in order to ensure a manageable scope.

We were concerned at the long delays for diagnosis and treatment. Action has been taken to address and mitigate these those, which is very welcome. However, the delays are likely to continue despite the progress made due to ongoing pressures within the NHS. There are also long delays in obtaining Education, Health and Care (EHC) plans and, whilst encouraging progress has also been made in reducing these, there is still a way to go and improvement needs to be maintained.

Our biggest area of concern was the increasing level of exclusions of children at SEN support stage, which can be exacerbated by delays in obtaining EHC Plans. Schools are finding it increasingly difficult to continue to accommodate pupils with SEN who have behavioural issues. This is due to the budgetary pressures that schools have been facing which have led to reductions in the support available for pupils with SEN. Our schools are in danger of becoming less inclusive because of this. It is therefore imperative that action is taken swiftly to address these issues, particularly in view of the long term negative implications of being excluded from school. Good and local alternative provision is needed that meets the needs of schools. In addition, more early intervention has the potential to produce better outcomes and reduce long term costs. It is also very important that there is good and effective partnership working between the Council, schools and NHS services.

Much is demanded of parents and carers. There is a considerable burden of paperwork that is placed on them and they are increasingly having to battle to obtain the support that their children need. There is a welcome aspiration to engage and involve them in planning and developing services. However, the demands of looking after children with SEND are considerable which can make it very difficult for many to be actively involved. Flexible and imaginative ways of engaging parents and carers therefore need to be found.

Co-production with parents and carers and a collaborative approach should now be being followed in the design, planning and development and of services. There needs to be a shared understanding of what this means in practice and for it to be fully embedded. We would expect that the response to our recommendations to be based on such principles.

The Panel would like to thank all of the people who came along and shared their views and experiences with them. We hope that our recommendations assist with making improvements.

Cllr Erdal Dogan
Chair

RECOMMENDATIONS:

EHC Plans

1. That the reduction of waiting times for EHC Plans continues to be prioritised and that progress is closely monitored with regular reports provided in performance information provided to the Cabinet Member for Children and Families and to the Panel. *(Para 3.15)*
2. That an appropriate tracking system for EHC plans be developed to ensure that the families and carers can be kept up-to-date with progress. *(3.16)*
3. That a process be developed for a follow up audit of children who are turned down for an EHC Plan in order to confirm that support needs are being met and no additional interventions are required. *(3.17)*
4. That, in the event of an assessment by an educational psychologist not being undertaken within the time limit for an EHC Plan, any independent assessments by a duly qualified educational psychologist that are commissioned directly by schools be accepted by the Council and schools reimbursed for the cost. *(3.21)*

Parental Involvement

5. That further work be undertaken by the SEND Service with parent and carer representatives and NHS partners to develop a shared understanding and vision of co-production and ensure that it is embedded fully in all relevant processes. *(4.7)*
6. That, as part of the development of a new parent carer forum for the borough, new and innovative ways of involvement and engagement with parents and carers of children with SEND be developed in consultation with organisations with specific experience and expertise in engagement of service users. *(4.16)*

SEND Transport

7. That the Children and Young People's Service be requested to submit regular updates on progress with the implementation of improvements in SEND transport to the Panel. *(4.17)*

Therapies

8. That a suitable "Invest to Save" proposal be developed to improve access to therapies for children and young people with send and, in particular, provide them in mainstream settings. *(5.12)*

Inclusion

9. That the Council seeks to establish how it can best work with schools to address the current pressures facing them in supporting pupils with SEN in mainstream settings and, in addition, continues to hold them to account for effective inclusive practice. *(6.20)*

Alternative Provision

10. That the current review of AP be expedited without delay, with firm recommendations and a clear action plan that address the lack of suitable in-borough provision for children with SEMH, the future model for the PRU and the re-location of the Tuition Centre. (6.23)

Transition

11. That proposals be developed for expanding the enhanced transition arrangements for vulnerable children moving from primary to secondary school that have been piloted within the borough. (6.28)

Special Schools

12. That the Council undertakes specific work with special and mainstream schools within the borough to develop close and structured co-operation and, in particular, special schools that provide places for pupils with a diagnosis of autism. (6.36)

Partnership Working

13. That, as good partnership practice and to ensure that all relevant issues are considered, the views of all SEND partners be routinely sought when significant changes are proposed to support and provision for children and young people with SEND. (6.38)

Work Placements

14. That a strategy be developed between the Council and schools to improve opportunities for work experience placements for young people with SEND. (6.40)

1. Background

Introduction

- 1.1 As part of its work plan for 2018/9, the Overview and Scrutiny Committee agreed to set up a review that focussed on the how the needs of children and young people with special educational needs and disability (SEND) were being met. The issue had become a matter of concern for a number of reasons:
- SEND children can often find difficulty in accessing services due to stretched Council budgets or lack of clarity on how parents can access services;
 - Families can find it a struggle to obtain a formal diagnosis for their children, which is often a prerequisite in getting extra support at school and/or at home;
 - Some groups of SEND children have an increased risk of exclusion from school and there can also be poor outcomes in the classroom, which can have a detrimental impact on families struggling to cope;
 - Early intervention, including diagnosis, is key in order to put relevant support measures in place so that children with SEND can have fulfilling lives with good educational outcomes.
- 1.2 The Committee was mindful that SEND is a complex and wide ranging policy area. It was felt that the review was most likely to be effective if it focussed on a specific aspect of SEND. It therefore decided to look at the role and effectiveness of the current service children and young people with Social, Emotional and Mental Health (SEMH) issues and autism receive.
- 1.3 The review aimed to establish:
- What were the experiences of parents with SEMH and autistic children in trying to access support for their children?
 - What were the waiting times for parents requesting an assessment, obtaining a diagnosis and receiving the extra support required?
 - What were the outcomes of children with SEMH and autism in relation to their diagnoses?
 - What were the challenges parents faced in obtaining Education, Health and Care (EHC) plans?
 - How many children currently had a statement or EHC plan and how many applied for it? What were the rejection rates of children trying to obtain an EHC plan and what were the reasons?

Scope/Terms of Reference

- 1.4 The terms of reference that were approved for the review were as follows:

“To consider and make recommendations to the Council’s Cabinet on the effectiveness of the care pathway for SEMH and autistic children, where blockages occur and how outcomes might be improved.”

Sources of Evidence:

1.5 Sources of evidence were:

- Interviews with officers from the Council, partner organisations, schools and parent and carer groups;
- Research and policy documentation; and
- Performance information.

1.6 A full list of all those who provided evidence is attached as Appendix A.

Membership

1.7 Although the review was commissioned in 2018/19, it completed its work on 2019/20. As a result of this, there were some small changes in the membership of the Panel.

1.8 The membership of the Panel was as follows:

2018/19:

Councillors: Mehir Demir (Chair), Josh Dixon, Tammy Palmer, Dana Carlin, James Chiriyankandath, Julie Davies and Khaled Moyeed
Co-opted Members: Mark Chapman and Luci Davin (Parent Governor representatives), Yvonne Denny (Church representative)

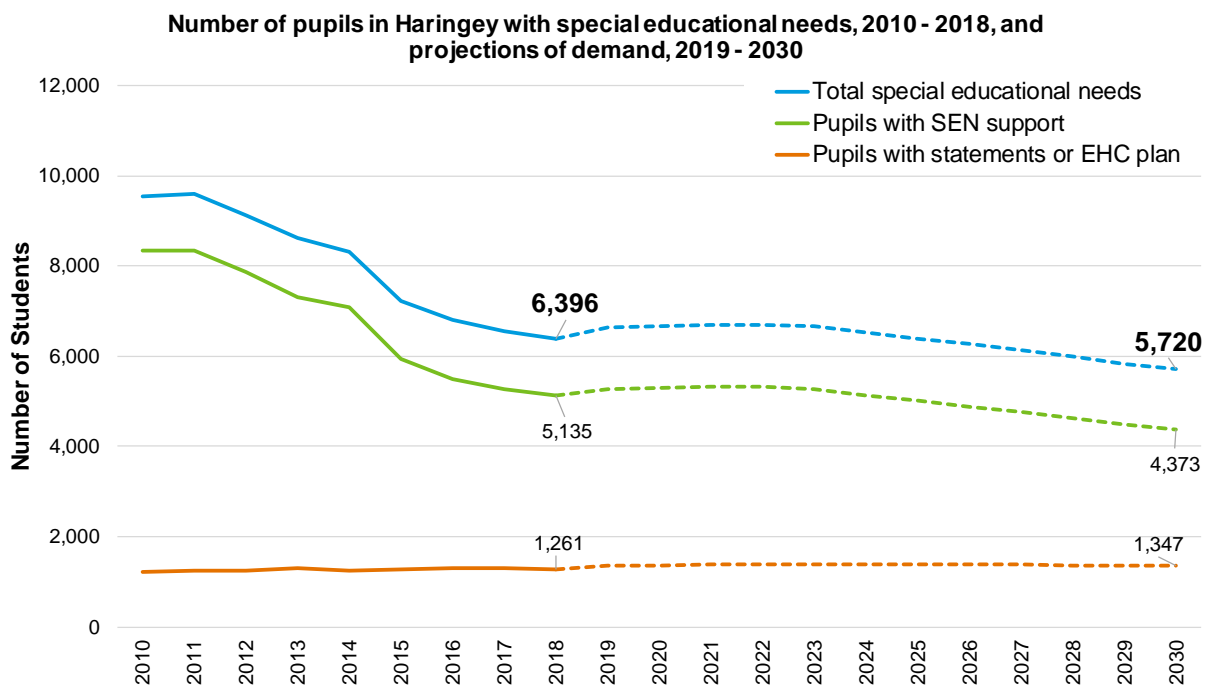
2019/20:

Councillors: Erdal Dogan (Chair), Josh Dixon, Tammy Palmer, Dana Carlin, James Chiriyankandath, Julie Davies and Khaled Moyeed
Co-opted Members: Mark Chapman and Luci Davin (Parent Governor representatives), Yvonne Denny and Lourdes Keever (Church representatives)

2. Introduction

Statistics

- 2.1 In 2017, the Council's Public Health Service had undertaken a needs assessment of children and adults which contained a range of relevant information regarding Special Educational Needs (SEN) and autism:
- The percentage of school age pupils with SEN in Haringey showed a downward trend but was higher than the London and England averages (16% compared to 14%);
 - Haringey had the fifth largest proportion of secondary school pupils in London with SEN and the third largest that had an EHC Plan. This compared with 19th for primary; and
 - The rate of those with autism was higher at 17 children per 1,000 pupils compared to a London average of 14 per 1,000.
- 2.2 There were 6,396 children with SEN in Haringey schools or 15% of students in January 2018. The rate across London ranges between 15% and 20%. There has been a decrease in the percentage of those with SEN in Haringey from 22% to 12% since 2010. There had previously an over identification, which was due to student mobility and English as a second language needs. If current trends continue, the projected total number of students with SEN in Haringey in 2030 will be 5,720.



Note: These projections rely on the following assumptions: Students with statements of EHC plans is modelled as a linear trend. SEN support is modelled as a logarithmic trend, except where that trend would suggest an increase in prevalence of SEN Support. Total pupils estimated at Haringey residents aged 5-17.

Source: Department for Education SEN figures (2018), GLA 2016 Housing led mid year population estimates

- 2.3 Schools are expected to provide support to pupils with SEN. If the level of support necessary is more than the school can provide, an EHC Plan can be applied for. There are 5,135 children at SEN support in Haringey schools (i.e. supported just

by schools), which is in line with national average. The majority of needs are language and behaviour. This number has also gone down in recent years and is projected to go down to 4,373 by 2030 should current trends continue.

- 2.4 The percentage of pupils with statements or EHC plans has remained steady over a number of years at just over 3% of Haringey students. The position in Haringey is contrary to the national trend where data published by the DfE shows that the number of children and young people with an EHC Plan rose from 240,000 to 320,000 between 2014-15 and 2017-18, an increase of 33%. In London, the trajectory has been almost identical, with an increase from 41,000 children and young people to 54,000, representing an increase of 31%.
- 2.5 There are approximately 40 referrals for EHC Plan assessments per month to the Council. Of these, approximately 78% are agreed to progress as an assessment. If not agreed, children are supported at SEN support in school. Some of these may come back for an assessment at a later stage.
- 2.6 56% of children with SEN in Haringey attend primary schools and 35% attend secondary schools. 8% attend special schools with the remaining students attending mainstream schools in the borough, which is significantly lower than the national percentage but not significantly different to the London average.

Autism

- 2.7 It is estimated that around 2,100 Haringey residents aged 14 and over have autism, including adults. Of these, 680 are estimated to be between 14-25. 204 children and young people with autism are attending primary and secondary local mainstream schools at SEN Support. In addition, 324 young people aged 14-25 have EHC Plans.

Current Projects

- 2.8 The Panel noted current that there were a range of projects being undertaken that aimed to develop local services and meet the needs of children and young people with SEN:
- A review of school exclusions and alternative provision (AP) by the Council's Corporate Development Unit;
 - The Clinical Commissioning Group (CCG) was undertaking a project to transform CAMHS (Child and Adolescent Mental Health Services) to reduce waiting times and increase access;
 - The Council's SEND service and the CCG were reviewing therapies for Speech and Language Services and Occupational Therapy;
 - The autism pathway was being jointly reviewed by the CCG, Whittington Health and the Tavistock;
 - Work was being done to improve EHC Plan quality and timeliness; and
 - Improving transitions was being looked at by the 'Moving On' co-production transitions group, Local Authority SEND team and Adult Services.
- 2.9 The Panel noted the areas relating to SEND in which Haringey appeared to be performing well:

- Children did better than the national average at school and 99% of mainstream and special schools were rated good or outstanding;
- The early years services were well established and achieved good outcomes;
- There was an effective SEND Information, Advice and Support Service for families and children. There was also a good local offer website;
- Advisory teacher services were well respected and also provided services to other boroughs;
- The educational psychology services were knowledgeable and schools wanted to buy in their services;
- Parents were engaged through a range of groups; and
- There were strong providers in the borough to support families.

2.10 Haringey children perform at least as well as SEND children in neighbouring boroughs at school. Better measures of improvement have been developed and it was hoped that these will provide more accurate data in the due course.

Autism Needs Assessment

2.11 The Panel noted the following progress that had been made in addressing issues raised in the autism needs assessment that was undertaken by the Council's Public Health service in 2017:

- Waiting times for diagnosis: Waiting times for diagnosis by consultant paediatricians are approximately 15 months at the Child Development Centre (CDC). The CCG and Whittington health were looking at waiting times to see how the Multi-Disciplinary Team required for the diagnosis could see children more quickly;
- Improving the education offer for people with high functioning autism: The Council and Heartlands Community School have opened a Free Special School called The Grove for children with high functioning autism;
- Waiting times for CAMHS services: The Council has been successful in a mental health Trailblazer bid to increase schools skills in identifying and managing children's mental health needs;
- Managing behaviour at home and at school for children with Autism: The CCG and education are working to develop a specialist service called 'positive behaviour services' to support children at home and school;
- Improving the post 16 education offer for all children, including those with Autism: The Council has opened a new post 16 setting called Riverside learning centre. There are also an increased number of places at Haringey 6th form Centre.

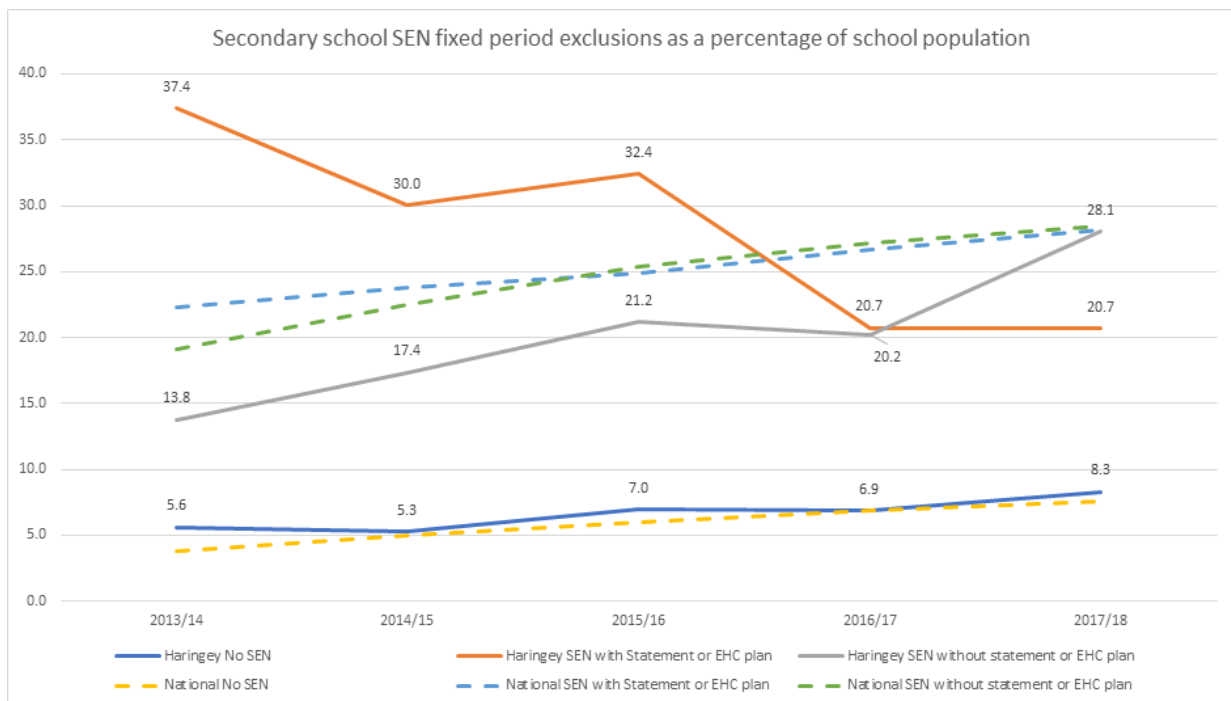
School Exclusions

2.12 Children with SEN can be at particular risk from exclusion and it is known from local and national reviews that this this can be as a consequence of their SEN. Exclusions are normally for a fixed period of time but can be permanent in certain circumstances. Schools are required to show how they will ensure that educational needs will be met when exclusions take place. Schools contact the SEN team for support from advisory teachers or for discussions around additional support if the child has an EHC Plan. A "team around the child" meeting can be

called or an emergency annual review arranged. This may lead to the child attending AP for a short time or a change in school. In some cases, a special school can be considered.

2.13 Permanent exclusions must be agreed by the school governing body as well as the Headteacher. The family can ask a SEN expert to be present at a meeting with the school in order to ensure that a child is not being excluded for issues related to their disability. If a permanent exclusion occurs, the local authority is responsible for ensuring that the child is accessing an AP education offer.

2.14 Statutory guidance on school exclusions published by the Department for Education in 2012 stated that Headteacher should, as far as possible, avoid excluding any pupil with a statement of special educational need. This was updated in 2017 to refer to EHC Plans rather than statements. Since the issuing of the above-mentioned guidance, the rate of fixed term exclusions (FTEs) has gone down significantly in Haringey for those with an EHC Plan. At the same time, FTEs for children and young people with SEN who do not have a statement or plan have increased significantly. This pattern does not appear to mirror the national position where the percentage of FTEs for children and young people with and without EHC Plans have both increased. The number of permanent exclusions within Haringey schools is extremely low and it is difficult to determine any specific patterns from figures for these.



2.15 The table below shows the number in the 2016-17 academic year broken down by primary SEN type (the pupil's main SEN category). It includes all those who are either receiving SEN support or have an EHC Plan. It shows the population of Haringey secondary school pupils as a comparison. The figure for FTE is the number of exclusions, not the number of pupils.

	Primary SEN type	Population secondary schools	% secondary population	Number of FTEs in 2016-17	% of FTEs 2016-17
No SEN	No SEN	11295	85%	855	72%
ASD	Autistic Spectrum Disorder	200	2%	17	1%
HI	Hearing Impairment	27	0%	1	0%
MLD	Moderate Learning Difficulty	405	3%	33	3%
MSI	Multisensory impairment	6	0%		0%
NSA	No Specialist assessment	55	0%	12	1%
OTH	Other	54	0%	2	0%
PD	Physical Disability	24	0%		0%
PMLD	Profound and multiple learning difficulty	2	0%		0%
SEMH	Social, emotional and mental health	480	4%	196	16%
SLCN	Speech, language and communication needs	300	2%	41	3%
SLD	Severe learning difficulty	6	0%		0%
SPLD	Specific Learning difficulties	418	3%	35	3%
VI	Visual Impairment	15	0%	1	0%

2.16 85% of Haringey secondary pupils have no SEN and 72% of FTEs in 2016-17 were for pupils who were not SEN. The main difference is for pupils with SEMH, of which 4% of secondary pupils were classified but contributed 16% of all FTEs in 2016-17. There was no evidence of a higher level of risk of exclusion for children and young people with autism.

3. Identification and Support for SEN

Identification

- 3.1 Children with SEN can be identified before they start school. Children with complex needs are identified from birth. Referrals are made to health visitors and the CDC, which has consultant paediatricians, therapists and specialist health visitors. The needs of children with developmental delays not apparent from birth can be identified through the healthy child programme, checks and referrals made to speech and language, occupational therapy, physiotherapy or the CDC.

Referrals

- 3.2 Referrals can be made to a range of local therapies, such as speech and language therapy (SLT), physiotherapy and Occupational Therapy (OT). Children can also be referred to the Integrated Additional Services panel (IAS), which is a multi-agency panel of health, education and social care representatives. The types of services that are allocated by the Panel include:
- “Portage” home intervention service;
 - Short respite breaks;
 - Educational psychology assessments;
 - Specialist nursery places; and
 - Support from the Area Inclusion Officers in nursery or nursery inclusion top ups, which provide additional money for nurseries to meet children’s needs.

Meeting Needs at Nursery and Home

- 3.3 Therapists and educational psychologists see children at nursery and at home. Nurseries are trained and supported to identify needs by the Area Special Educational Needs Coordinators (SENCOs) and therapists. Some nurseries have specialist Early Support places and there are 54 of these across 8 nurseries. Others can apply for inclusion top up and there are currently 99 children supported through this. Complex children can also be seen at home and community clinics by Portage Services and therapists. There is a home visiting service run by the SLT service for the most complex children and a range of specialist interventions for children with severe language needs. The interventions that take place help the service to identify children who need an EHC Plan to be ready for transfer to school in reception.
- 3.4 There are around 40 children with an EHC Plan initiated each year at pre-school. Pre-school referrals are not refused if children meet early support criteria and those referred are often known to need an EHC Plan as they have received a high top up from the inclusion budget. Those with inclusion top up to a moderate level may not need an EHC Plan at this stage.

School Aged Children

- 3.5 When children reach school age, their needs are expected to be met by schools. There is an active schools SENCo forum and training offer run by advisory teachers to support schools in identifying and meeting the needs of children with

SEND. Schools may screen children for difficulties and then refer them for therapies. Advisory teachers and clinical psychology service provide services following a diagnosis. Educational Psychology services are traded interventions so schools need to buy them in. 58 of 72 schools buy their Educational Psychology services from Haringey. Some academy chains have their own in-house provision. Assessment for an EHC Plan is not traded.

- 3.6 The most common primary needs among pupils in primary schools in Haringey are Speech, Language and Communications Needs (40%) and Moderate Learning Difficulty (15%). The most common primary needs among pupils in secondary schools are Social, Emotional and Mental Health (24%) and Specific (20%) and Moderate (20%) Learning Difficulty. The most common primary need among students in special schools is Autistic Spectrum Disorder (ASD) (51%).
- 3.7 On average 50 young people are accepted by CAMHS for a service per month due to emotional disorders expressed as either anxiety or depression or in their behaviour. Referrals to services may be due to language delay affecting curriculum access, behaviour, anxiety, difficulties with socialisation, poor progress in accessing the curriculum or physical access difficulties not otherwise covered. All services seek to meet needs within schools, although CAMHS also offers appointments at St Ann's Hospital.
- 3.8 Thresholds for an EHC Plan were set through a multi-agency working party in 2014, including parents, and then reviewed and lowered in 2018 following further consideration as they were considered to be too high. EHC Plan assessment is dependent on the educational impact of difficulties and not the diagnosis. Parents are informed whether there is agreement to progress to an EHC Plan assessment within 6 weeks in 96% of cases.
- 3.9 The number of children in Haringey with an EHC plan is 1,928, which represents 3.0% of the local population. This compares to a national average of 3.0-3.1%. Of these, 747 have autism and 179 have SEMH.
- 3.10 There are a small number of young people who are mental health in-patients. In such circumstances, an EHC Plan might be required due to the disruption in schooling. In addition, there are also around 250 children and young people who are home schooled and this includes 20 who have an EHC Plan.

Waiting Times for EHC Plans

- 3.11 The percentage of EHC plans finalised within 20 weeks in Haringey is variable, ranging from 45% to 63%. The target for issuing a plan is 20 weeks and is a statutory duty. Meeting the target is a challenge for all local authorities. The national average is 65%. The reasons for delays are:
- Increased volumes of assessments requested and the challenges this has presented to schools and partners; and
 - The time taken by Council staff to write the plans with families.
- 3.12 In order to address delays, the following has been done:

- Processes have been changed to increase the involvement of schools in writing some aspects of the plans with families;
- Capacity has been increased in therapies such as OT to support the assessment process;
- The structure of the service has been reviewed so that there were fewer handovers between staff and the process is smoother; and
- The size of the team has been increased to support the improved processes.

3.13 The key issue is felt to be how much over 20 weeks people were waiting. The average is currently 11 weeks. The Panel noted that thresholds in Haringey are slightly lower than elsewhere. It also noted that delays with plans resulted in two complaints against the Council being upheld by the Ombudsman in 2018-19.

3.14 Changes have recently been made to the way in which plans are put together and there are new staff involved in the process. The number of plans that are completed within the 20 weeks target has increased substantially and there are now fewer concerns regarding delays. Increases in staffing and increased funding for therapies and, in particular, occupational therapy have contributed to this. However, further work is required to increase access to clinical medical officers and improve the timeliness of annual reviews.

3.15 The Panel feels that it is important that the focus on reducing waiting times for EHD plans is maintained so that the recent progress continues. It therefore recommends that this continues to be prioritised and closely monitored and that regular updates on progress be provided to both the Cabinet Member for Children and Families and the Panel.

Recommendation:

That the reduction of waiting times for EHC Plans continues to be prioritised and that progress is closely monitored with regular reports provided in performance information provided to the Cabinet Member for Children and Families and to the Panel.

3.16 Parents now have greater confidence in the process but work also needs to be done to improve communication with them. Currently, they can contact EHC caseworkers if they wish to be updated on progress but the Panel is of the view that parents should routinely be kept informed on the stage within the process that plans have reached. A proactive approach such as this will help to improve communication with parents and provide reassurance that progress is being made with the development of plans. It therefore recommends that an appropriate tracking system for EHC plans be developed to ensure that the families and carers are up-to-date with the progress of their application.

Recommendation:

That an appropriate tracking system for EHC plans be developed to ensure that the families and carers can be kept up-to-date with progress.

- 3.17 The Panel noted that 78% of requests for EHC Plans are agreed. There is currently no specific audit or follow up on individual children where there is no agreement to progress to an EHC Plan to see if this was the right decision though. Evidence was received from schools that children who had been turned down for EHC Plans could begin to struggle. The Panel is of the view that a follow up audit of children who were turned down for an EHC Plan could be of benefit by providing a check to see if support needs were being met. Such an audit could facilitate interventions if necessary, including progression to an EHC Plan.

Recommendation:

That a process be developed for a follow up audit of children who are turned down for an EHC Plan in order to confirm that support needs are being met and no additional interventions are required.

Educational Psychology

- 3.18 Schools that the Panel received evidence from highlighted long waits for support from the educational psychology service. Mr Scotchbrook, the Headteacher of South Haringay School, stated that access and the variable quality were particular issues. His school had 13 children waiting to see an educational psychologist. The need for such support was critical in the case of six of these children. He felt that the Educational Psychology service did not have the capacity to deal with current demand. They currently only provided four days of support for schools in a year. The school had had tried to buy in extra support but this had been challenging to arrange. The lack of provision was causing delays in getting an EHC Plan. He also highlighted very long delays for appointments with the CDC and speech and language therapy.
- 3.19 Ms Robinson, the Headteacher of Woodside High School, reported that schools could pay for private educational psychology assessments in order to speed up an EHC Plan process but such assessments might not necessarily be accepted by the Council.
- 3.20 Paragraph 9.49 of the SEND Code of Practice states that advice and information must be sought as follows: *“psychological advice and information from an educational psychologist who should normally be employed or commissioned by the local authority.”* Whilst this states that the expectation is that the educational psychologist should be employed or commissioned by the local authority, it does not appear to preclude the use of ones commissioned by schools providing advice and information.
- 3.21 The Panel is concerned that schools are sometimes being placed in a position whereby they feel that they have no alternative but to pay for their own assessments. It was noted that the SEND Service is now almost fully staffed. In particular, there is now a full complement of educational psychologists, which should assist in reducing waiting times. It is nevertheless of the view that, in the event of an assessment by an educational psychologist not being undertaken within the relevant time limit, any independent assessments commissioned directly by schools should be accepted by the Council. In such circumstances, schools should be reimbursed for the cost of this.

Recommendation:

That, in the event of an assessment by an educational psychologist not being undertaken within the time limit for an EHC Plan, any independent assessments by a duly qualified educational psychologist that are commissioned directly by schools be accepted by the Council and schools reimbursed for the cost.

4. Views of Parents and Carers

Introduction

- 4.1 The Panel listened to the views of a number of parents of children and young people with SEN regarding the support that they received. As part of this, the Panel heard from Haringey Involve, who were the official parent carer forum for the borough. Parent carer forums have been set up in most local authority areas of England, with help from the Department for Education, who provide a small grant to them and fund a team at “Contact” to support them. Their function is to work with professionals to help improve services.

Haringey Involve

- 4.2 Haringey Involve reported that represented the voice of parents and carers of children and young people with SEND within the borough. The government had recognised that their voices were often not being heard and so had provided funding for local groups to be developed. There was also a National Network of Parent Carer Forums. Haringey Involve currently had approximately 100 members but not many of these were active. They acknowledged that not all parents or carers would necessarily be aware of their existence. They were not a support group but undertook consultations with parents and carers and influenced policy. Co-production is a key part of how the parent groups work. It is based on the principle that parents and carers should take a proactive role and participate in the planning, design and development of services.

sendPACT

- 4.3 Evidence was also received from sendPACT, who are another local parent group. They felt that there was a tendency for decision makers to listen more to officers than parents and carers. Involving parents was beneficial and could help to make services more cost effective. Co-production involved parents and carers in a meaningful way and was not just a “box ticking” exercise. Parents and carers had been involved in the recent work that had taken place on transition to adult services but the new autism pathway had been developed by Haringey CCG without reference to them.
- 4.4 Haringey Involve stated that it was important that parents and carers were involved at all stages of work. There was a tendency to involve them in consultations but not decision making. They felt that there needed to be participation as well as involvement. Whilst the Panel’s work on autism and SEMH was welcome, she felt that there was also a particular need for support for children with ADHD to be looked at in detail.

Co-production

- 4.5 The Panel noted that co-production project groups were currently looking at the following:
- EHC plan thresholds and template;

- Information, advice and support for transition;
- Direct Payments policy;
- Transitions policy and information on transitions; and
- Mental health providers.

4.6 There are also a number of areas where further co-production is planned including communication, overnight respite, travel and transport and therapies.

4.7 The Panel has noted the view of parents and carer representatives, both as part of the review and in other recent scrutiny exercises, that the current level of co-production is limited in scope. Co-production was introduced as part of the SEND reforms that were implemented in 2014, so it is a relatively new concept. Further work may therefore be required to develop a shared understanding of what it entails and to ensure that it is fully embedded in all processes within the SEND Service. This should be based on best practice from elsewhere.

Recommendation:

That further work be undertaken by the SEND Service with parent and carer representatives and NHS partners to develop a shared understanding and vision of co-production and ensure that it is embedded fully in all relevant processes.

Support

4.8 Parent and carer representatives commented on the support that children and young people received as follows:

- It could be a battle for parents and carers to obtain support and obtain an EHC Plan;
- They were required to deal with a high volume of paperwork, which could be very time consuming. In particular, EHC Plans have to be reviewed every year, which took up a lot of time and resources and could be stressful for parents;
- Support for children in mainstream schools needed to be sufficiently proficient for it to be successful. The quality of support was variable;
- Issues at school could be considered to be just behavioural rather than SEN. Inclusion was welcome but mainstream schools had to be able to meet the needs of children. Special schools could at least be relied upon to have a basic knowledge of conditions;
- Transport was a major issue. The number of buses had been reduced. The form that was required to be completed by parents and carers had caused considerable stress to many parents;
- Out of school activities were very welcome but there was a lack of them in Haringey;
- Being a parent of a child or young person with SEN was very stressful. There was particular concern regarding what might happen to their child if they became unwell;
- Speech and language therapy (SLT) were very important but could be difficult to access;
- There was a need to consult with parents and carers of both high and low functioning children and young people with autism;

- It could be difficult for high functioning children with autism to access support. A lack of support in school could lead to them being stigmatised as having behavioural problems;
- Low functioning children and young people with autism often needed support on a 24/7 basis;
- It was important that investment was made in early intervention as this could save considerable amounts of money later on. For example, lack of support could increase the risk of children coming into contact with the criminal justice system when they became older, which had considerable cost implications;
- SendPACT had undertaken a survey on therapies. They had found that there was a shortfall in provision and what was provided was often not enough;
- Parent and carers had co-produced a pathway guide for young people entering adulthood to assist them in transitioning to adult services; and
- There were not many opportunities for respite.

4.9 The Panel also received evidence from Brian and Sue Leveson regarding their experiences of accessing support. Mr Leveson stated that support for children with SEMH was not joined up. For example, GPs and social services did not always follow up appointments with other NHS clinicians. However, Woodside High School had been very good at keeping in touch with them. Such support that was available from CAMHS was not flexible enough to address their needs satisfactorily.

4.10 Ms Leveson stated that procedures and regulations were often not followed through by services. In addition, some processes were difficult for parents to negotiate. For example, the process for obtaining a Blue Badge involved 10 different steps. They had found it time consuming and challenging despite being educated, having English as a first language and being experienced in dealing with services.

4.11 Mr Leveson felt that services needed to be joined up. This need not necessarily cost money. The statutory requirement to review EHC plans on an annual basis was challenging and could be a barrier for those whose first language was not English. In some cases, an EHC plan was not appropriate. Parents were often put in a position where they had to accept a large remit of responsibility. The local authority needed to take the lead role though. The needs of families with English as a second language needed to be addressed. Most feedback on services tended to come from parents and carers who were at the higher functioning end of the autism spectrum. Only a small percentage of parents and carers were involved in engagement.

4.12 The Panel noted that some parents were engaged with on-line and through social media. Engagement also took place during the day time as well as evenings. In addition, surveys were undertaken. Services stated that they were open to suggestion regarding other possible means of engagement.

Parent Carer Forum

4.13 The Panel subsequently heard that Haringey Involve had been de-commissioned as the parent carer forum for the borough. The forums fulfil a number of specific

functions which other groups are unable to do. In the current absence of one for Haringey, some functions have been taken on by the Council, such as writing the newsletter. Whilst there is active involvement from a number of parents, it is acknowledged that the range of those involved is not broad. In particular, there is a shortage of parents of children with EHC plans who are involved. Engagement takes place with families from refugee communities as well as those whose first language is not English but more still needs to be done to involve hard-to-reach groups. NHS partners have their own parent/carer participation groups.

- 4.14 Ms Monk-Meyer reported that engagement was now taking place with more parent and carers groups than previously. In addition, a parents committee was under development. The intention was that this would operate in a similar way to a school governing body. Whilst there was currently no official parent carer forum, work was taking place to address this.
- 4.15 The Panel welcomes the action being taken to re-establish an official parent carer forum. However, it is often very difficult for parents and carers of children with SEND to become involved, particularly those with children who need a higher level of support. This is evidenced by the comparatively low number of parents and carers that had been actively involved with Haringey Involve. This is not due to lack of interest but because caring for children and young people with SEND is extremely demanding and time consuming.
- 4.16 The Panel is of the view that new and innovative ways of involving parents and carers need to be explored in order to actively involve a larger number of parents and carers as well as broadening their range. Healthwatch plays an important role and has experience in supporting patient and public involvement in health services. It faces many of the same challenges in reaching people as parent and carer forums. Their experience and that of other organisations with a similar role in developing engagement and co-production, such as the National Development Team for Inclusion, should be utilised in order to develop an updated model for a parent carer forum for the borough. Support will also need to be provided for parents and carers in establishing a new forum.

Recommendation:

That, as part of the development of a new parent carer forum for the borough, new and innovative ways of involvement and engagement with parents and carers of children with SEND be developed in consultation with organisations with specific experience and expertise in engagement of service users.

- 4.17 The Panel noted the feedback from parents and carers on the complex and time consuming nature of the process for obtaining an EHC Plan. However, it is a statutory process and not something that the Council and its partners are in a position to simplify. Its detailed nature can also help to ensure that the needs of children are properly considered and continue to be so. It is nevertheless challenging for many parents, particularly those whose first language is not English. In such circumstances, advice and advocacy is particularly important. Every local authority has a legal duty to provide a SEND Information, Advice and Support Service to parents and areas of children with Special Educational Needs.

In Haringey, this is provided by the Markfield Project. In addition, sendPACT also provides advocacy.

Transport

4.18 Although transport was not specifically considered as part of the review, the Panel is also aware of how much of a concern it is to parents and carers. It is therefore very pleased that action is currently being taken by the Council to address the issue. Recommendations of the review that was undertaken are now in the process of being implemented. The Panel will monitor progress with the improvements on a regular basis and hopes that it will deliver clear outcomes.

Recommendation:

That the Children and Young People's Service be requested to submit regular updates on progress with the implementation of improvements in SEND transport to the Panel.

5. Health and Well Being

- 5.1 NHS partners work very closely with the Council and have key roles in diagnosis and treatment. A number of NHS provider trusts are involved, including two separate ones for autism. Children aged 11 or under are dealt with by Whittington Health whilst older children and young people are cared for by the Tavistock and Portman Trust. There is a different pathway for SEMH.

Waiting Times for Diagnoses

- 5.2 The diagnosis of autism diagnosis involves a multi-disciplinary assessment and information gathering, including significant input from schools. In the last two years, there has been increasing concern about waiting times. There has been a 72% increase in referrals since 2013. In 2017/18, there had been 300 referrals but the capacity of the service is only approximately half. The vast majority of referrals were appropriate (about 85-90%) and there has been no change in this percentage. There is no clear evidence on the reason for the increase but it is likely that increased awareness is a factor.
- 5.3 Efforts have been made to streamline services as more support has historically been provided in Haringey than elsewhere. A business case has been developed to take this forward. Efforts have been made to fast track the more clear-cut referrals relating to 0 – 5 year olds. 140 children have been seen in the last two years but there are still approximately 300 higher functioning children on the waiting list. The waiting time is currently 15 months. Services elsewhere tend to be more therapy led than in Haringey, which is doctor led. It is for this reason that a review of therapies had taken place. A parallel service for new referrals was beginning and it is hoped to reduce the waiting time by half. The rationale behind the changes was that most relevant under-fives are already known to therapy services.
- 5.4 The Panel noted that that there would still be a challenge with higher functioning over fives though. 70% of these have other co-morbidities. There is a very high threshold for CAMHS services and it is often necessary to rely on voluntary services to provide support. The Whittington endeavoured to make the best use of the resources that they have at their disposal.
- 5.5 Dr Canagaratnam reported that the Tavistock and Portman has been undertaking diagnoses of young people over eleven in Haringey for two years. It has a multi-disciplinary team that includes educational psychologists and therapists. They receive more referrals than they are able to see and their waiting list is between 15 and 18 months, which is fairly standard. Efforts are being made to increase efficiency in order to reduce this. The young people that are seen can also be suffering from depression and anxiety which can make it difficult to be certain if autism is also a factor. They normally report with recommendations to a range of agencies, including CAMHS and schools. There is a lack of provision for adults and, as a result, young people can face a “cliff edge” when they reach 18.
- 5.6 Whilst there had been a reduction in the waiting time under-fives, it is nevertheless still a year for over fives. This is consistent with the national picture. Where there

are concerns regarding social communication skills, action has been undertaken to mitigate the impact of delays by the following:

- Autism awareness training for professionals;
- “Cygnet” training to multi agency professional groups to enable staff to run parents groups for children with social communication needs; and
- Training on positive behaviour support to schools, social care, advisory teachers and educational psychologists.

5.7 The Panel noted that educational psychologists and CAMHS staff had already taken part in the training. A range of schools are interested in the positive behaviour training and it was hoped that they would be able to cascade it to staff who did not attend. Positive behaviour support enables plans to be put in place ahead of diagnosis.

5.8 Ms Guimarin reported that support is provided to families at home as well. She felt that there was a need for general autism training across the whole of the workforce for children and young people. It could often be difficult to identify children and young people who were autistic.

Pathways

5.9 Dr Sasikumar acknowledged that the pathway was confusing and time consuming to negotiate. All services were pressurised but tended to work in silos and she felt that it would be very helpful if each child or young person had a specific key worker. It is particularly difficult for parents whose first language was not English. SENCOs can play an important role and might be the best professional for parents to approach in the first instance. Schools are often best placed to provide a view as they see children and young people on a regular basis.

Therapies Review

5.10 Ms Monk-Meyer reported on the outcome of the review of therapies that had taken place. Their range had been looked at as well as how they were being used and waiting times. Some small improvements had been made to waiting times but these were still fairly long. Whilst some additional specialist provision had been provided, there was still a need for therapies to be mainstreamed.

5.11 Ms Anuforo reported that providers had been challenged to improve access to therapies and consideration was also being given to developing “Invest to Save” proposals. It was recognised that therapies made a difference. The challenge was how specialist provision could be incorporated into the mainstream. Specialist services needed to be maintained and universal access expanded.

5.12 The Panel recognises the clear benefit of therapies. In addition to those that they can bring to children and young people, they can also save money by reducing the need for further and more expensive interventions at a later stage. It would therefore support the development of a suitable “Invest to Save” proposal to improve access to therapies and, in particular, provide them in mainstream settings.

Recommendation:

That a suitable “Invest to Save” proposal be developed to improve access to therapies for children and young people with SEND and, in particular, provide them in mainstream settings.

6. Schools and Educational Issues

- 6.1 The support that children and young people receive at school was a particular focus of the review. Money is included for schools in their devolved budgets from the high needs block in order for them to meet SEND needs based on the deprivation index. In Haringey, schools are also provided with additional money to meet the needs at SEN support if they have high numbers of children with EHC Plans. There is £1.3 million available for this across the 72 schools within the borough.
- 6.2 The schools that we heard from described the increasing challenges that they were facing in providing support and accommodating pupils with SEN, which could lead, in some cases, to exclusions. School budgets were falling and they reported that they were less able to be flexible when faced with children and young people with behavioural issues.

Challenges

- 6.3 Mr Scotchbrook, the Headteacher of South Haringay School, stated that the money that schools received as top-up funding for children with an EHC Plan was never enough. His school also had a number of children who had specific needs but did not currently have an EHC plan. It was getting increasingly difficult to address funding challenges.
- 6.4 His school currently had 72 pupils who had SEN. This included seven who had an EHC Plan, with two of these being on the autism spectrum. Early diagnosis was important and engagement with the child or young person's family. It was also important to involve teachers and others who had an understanding of the child's needs as well as any external specialists. Professional development for teachers was crucial and good inclusive practice.
- 6.5 There were two children at his school who had an ASD diagnosis and were higher functioning academically. This did not mean that their level of autism did not require support though. Three applications for an EHC Plan had been turned down. They were currently just meeting expectations for their age but it was likely that they would start to struggle academically in another years' time.
- 6.6 Ms Robinson reported that Woodside High had a specific inclusion team and extensive support provision for children and young people with SEMH and autism. This included a well-being room that provided a space for those who needed help and could be accessed by referral or dropping in. There was also on-site alternative provision called the Laurel for those children and young people who were at risk of exclusion.
- 6.7 This facility had been very successful since it had been introduced and had contributed to large reductions in fixed term exclusions. It had also been used by other nearby schools, including Heartlands High and Alexandra Park. It could be difficult to distinguish between behavioural matters and SEN needs. It was important that issues were identified. She was anxious that attendance at the

Laurel was not seen as a sanction. Children and young people were re-integrated back into the main part of the school on a phased basis.

6.8 The following support was also available:

- A counsellor for two days per week;
- The Child and Adolescent Mental Health CHOICES Service, also for two days per week;
- Mentoring; and
- Mentivity, who worked with children and young people who were considered to be at risk of involvement in crime or gang activity.

6.9 Each child or young person with SEN has a key worker in the school and there was an open door policy for parents. The school had worked hard to improve communication with parents and particularly those whose first language was not English. The SEND team included a number of Turkish speaking staff. Funding for the SEND Team was a major issue and used up a significant percentage of the school's budget.

6.10 Ms Robinson stated that the intensive work that the school was currently undertaking to reduce exclusions was not sustainable. There was a gap in AP for children and young people with SEMH within the borough and some were having to travel elsewhere, which could be disastrous. Schools could find themselves in a difficult position if there were a lack of options to address the needs of children and young people, particularly if they were disruptive.

6.11 Mr Webster reported that the situation at Park View was very similar to that of Woodside High. It was sometimes necessary to exclude pupils to access the support that was required. Ms Cassidy stated that there were placements available in other schools within the borough through managed transfers and these did not cost schools. However, there was a fundamental gap in provision for children and young people with SEMH and schools were being forced into a position where they needed to be punitive. In particular, there was a lack of provision within the borough and a need for preventative work.

6.12 There were a significant number of children and young people who were undiagnosed. There was a need to get sufficient evidence to support a diagnosis but the threshold for this was very high. In terms of autism, they worked very closely with the Council's Language and Autism Support Team. In some cases, the school had paid for an independent assessment. Significant delays in diagnosis could lead to schools being put in a position where they had to exclude.

6.13 There had been significant investment in the SEND team at the school. However, it had been necessary to undertake cuts in staffing in the team and to restructure due to financial issues. There was still extensive provision though, including:

- Mentoring and support for autism;
- Social communication groups;
- A lunchtime club; and
- A safe place that could be accessed if need be.

6.14 SEN pupils had key workers and had regular meetings with members of the team.

Parents were also invited to these meetings. In addition, the school had also developed a link with the Anna Freud Centre, who were a children's mental health charity. This was a three year programme and included how to deal with trauma. The school offered a full counselling service and this was available for parents as well.

- 6.15 There were heavy demands on staff and it could be very stressful. Such matters were not necessarily reflected in workloads for individual staff and part of the support from the Anna Freud Centre was aimed at staff. The number of staff responsible for SEND had been reduced from ten to six but the work was still there and he felt that they were being run into the ground.
- 6.16 The Panel noted that the recent review on exclusions had suggested that there is more to be done to support SEN in mainstream schools. There is currently a review being undertaken of AP and approaches to managing children needs who are at risk of exclusion. This is seeking to identify an appropriate model of provision for the borough and reduce exclusions.

Inclusion

- 6.17 The Panel is concerned that the current pressures facing our schools have reduced their ability to support pupils with SEND and capacity to be inclusive. Inclusive education brings clear benefits to children and young people with SEND through allowing them to be educated with their peers, facilitating better educational outcomes and preparing them for life after school.
- 6.18 The Headteachers of both Woodside High and Park View schools highlighted the fact that the work that undertaken with children and young people with SEN is not recognised within performance tables and has a negative impact on headline measures. There is was therefore no incentive for keeping challenging pupils in school. Austerity had hit the area hard and schools now had to provide many additional services. Schools were having to feed students and, in addition, a number had suffered significant trauma. There had been cuts to social care and there was a lack of continuity and a joined up approach. Current pupil cohorts can be challenging and it appeared that there had not been enough early intervention.
- 6.19 Ms Anuforo from the Council's Commissioning Service reported that schools can could support each other and Haringey Education Partnership can facilitate this process. She felt that an understanding needed to be developed of what schools required first though. There was no longer a Behaviour Support Team directly run by the Council to assist schools. There was a very diverse range of needs that needed to be addressed. There was a clear need for support to be available at an earlier stage but it was a complex issue to resolve.
- 6.20 The demands of school exam performance league tables and the pressure on resources that providing support entails provide an active disincentive for schools to be inclusive. The Panel feels that the Council should seek to establish the best ways in which schools can be assisted in mitigating these pressures. Whilst the Panel sympathises strongly with schools facing these challenges, it is of the view that schools should still be held to account for their inclusive practice. In the

meantime, the Council should continue to work with other local authorities to lobby the government for additional funding for schools to alleviate some of the pressure.

Recommendation:

That the Council seeks to establish how it can best work with schools to address the current pressures facing them in supporting pupils with SEND in mainstream settings and, in addition, continues to hold them to account for effective inclusive practice.

Alternative Provision

- 6.21 The Panel noted that, as part of the AP review, there is a specific strategic group looking at SEMH with the aim of reducing school exclusions. The purpose of the group is to look at what provision is available and whether it meets local needs. The feedback that was received from schools suggests that current AP is not meeting their needs and they are sometimes being forced to pay for expensive out-of-borough placements. It was stated that if better AP was available in-borough, it would be used instead.
- 6.22 It is therefore very important that the current review is finalised in a timely manner and that it contains clear recommendations to address these issues as well as an action plan for how they will be implemented.
- 6.23 The recommendations should also cover the future of the Tuition Centre and the Pupil Referral Unit (PRU), which is currently based at the Octagon Centre. The Panel is of the view that a more suitable location should be found for the Tuition Centre. In respect of the PRU, it notes the improved performance that was outlined in its OFSTED report of 2017 following TBAP Multi-Academy Trust. However, the Panel is also mindful of the TBAP's current financial difficulties and the intention of the Council to bring provision back in-house. The current contract with the TBAP has been extended for an additional year and will expire on 31 August 2020.

Recommendation:

That the current review of AP be expedited without delay, with firm recommendations and a clear action plan that address the lack of suitable in-borough provision for children with SEMH, the future model for the PRU and the re-location of the Tuition Centre.

Trailblazer

- 6.24 The Panel heard that it was crucial that CAMHS were able to share the support they provide with schools. Funding has been obtained for the Trailblazer pilot project, which aims to provide support in school for those with mild to moderate anxiety and depression. In addition, the Schools Link programme has been set up which aims to improve communication between schools and CAMHS services and improve understanding about mental health conditions and local services available.

6.25 The Trailblazer pilot will provide £1 million of funding and focus on school years 6, 7 and 8. The Panel noted that good results were already being achieved. There are still 2.5 years of the scheme to run. There are also other sources of support for pupils with SEMH, which include:

- The More Than Mentors scheme, which uses an Early Action approach aimed at preventing future mental health needs;
- Kooth, which is an on-line counselling service;
- Workshops for exam anxiety; and
- The Stepping Stones programme, which is a schools based, preventative intervention aimed at vulnerable pupils who might benefit from additional guidance and support during the transition from primary to secondary school and is being used at Gladesmore School.

6.26 It is hoped that these measures will help to reduce exclusion rates. Waiting times for CAMHS services are going down and the aim is to achieve times of no more than four weeks for all referrals. However, treatment only begins at the second or third appointment though. There is a shortage of psychiatrists, family therapists and Cognitive Behaviour Therapists, which the NHS is attempting to remedy by training more.

Transition

6.27 Children with SEN can find the transition from primary to secondary school challenging, especially when they have not been diagnosed. Secondary schools often visit feeder primary schools and gather relevant information from them. They can also hold taster days and compile profiles of need for those children who need support. It can nevertheless be difficult, especially for autistic children. Secondary schools are larger and can feel chaotic in comparison to primary school. Primary schools are also often able to provide a level of support that is not possible in a secondary school. Work by Haringey Education Partnership to improve the transition process for vulnerable children has been piloted at a number of schools, including Park View.

6.28 The Panel noted that enhanced transition arrangements, including primary outreach, had been shown to work well and the intention is to expand this. This involves particular focus on children who are considered vulnerable. The Panel welcomes the enhanced transition arrangements for vulnerable children that have been piloted and recommends that these be expanded in order to ensure that such children are able to make the transition successfully.

Recommendation:

That proposals be developed for expanding the enhanced transition arrangements for vulnerable children moving from primary to secondary school that have been piloted within the borough.

School Places

6.29 The reviews of educational provision that have been taking place have occurred as a consequence of the Council's "Young People at Risk" strategy. There is also to be a specific review of SEND school places and this will take into account the

new special school provision for autism at the Grove School. The intention is to keep children in the borough if possible. The review of the sufficiency of SEND school places was previously planned and is not linked directly to the other reviews taking place.

- 6.30 Gaps in school provision for academically able children with autism have been identified and there are some gaps in provision for children with SEMH throughout the age range. The intention is to develop more robust planning and therefore to cover a longer period. A variety of provision is required as this is a complex group of pupils.

The Grove

- 6.31 Lucia Santi, the Head Teacher of the Grove School, reported that the new school had been opened by the Heartlands Community Trust in September 2018. There were currently four secondary classes and two primary classes as well as post 16 provision. It is planned that capacity will eventually be 104 and that the intake will build up to this over three years.
- 6.32 The intake is predominantly young people with complex autism but it will also include provision for a number of academically able young people with autism. It is intended that the school will become a hub for educational support to children and young people with autism and assist other schools. The school follows the National Curriculum but modified in line with the school's vision. It plans to have its own multi-disciplinary team to provide therapies. It will work closely with other schools and parents. It will be "all through" when it is full. The Panel also noted that Haringey Education Partnership employs a contractor to work with special schools as an "Improvement Partner".
- 6.33 The number of children and young people with autism attending the Grove is small in number compared to those who attend mainstream schools. Aspirations are to enable children and young people to have some success in their education and facilitate a return to the mainstream. The intention is for academically able young people to re-enter the mainstream for 16 plus education. She was not in favour of tokenistic inclusion though and did not see the re-integration of young people back into mainstream education as necessarily a measure of success.
- 6.34 All of the places at the Grove are intended for Haringey children. Places are only allocated to those from outside Haringey if it is not possible to fill them all from within the borough. There is place funding as well as top-up funding for children who attend the school. All of those who currently attend the school have come with an EHC Plan.
- 6.35 The Panel noted evidence from Council officers that there was not as yet any structured co-operation between special and mainstream schools. It also noted that neither of the secondary schools that we heard from had so far developed links with the Grove School. It welcomes the intention of the Grove to become a hub for educational support with autism and assist other schools. There should be clear benefits from collaboration.

6.36 It therefore recommends that the Council work closely with special schools to ensure that close and structured co-operation is developed between them and mainstream schools and particularly the Grove. The Panel notes that there are two other special schools within the borough that also cater for children and young people with autism - the Brook and Riverside School. These should also be included within work to develop co-operation and collaboration so that the range of expertise and experience that exists within the borough can best be shared.

Recommendation:

That the Council undertakes specific work with special and mainstream schools within the borough to develop close and structured co-operation and, in particular, special schools that provide places for pupils with a diagnosis of autism.

6.37 The Panel noted evidence from NHS officers that, whilst provision at the Grove is focussed primarily on education rather than health, it might nevertheless play a role in preventing the escalation of issues. Ms Collin reported that Islington also had a special school for autistic children and health commissioners had felt that it had helped. Whether it was beneficial depended to some extent on how separate provision was viewed by children and young people.

6.38 The Panel also noted that NHS partners had been aware of the setting up of the Grove but not directly involved. The Panel was surprised to hear this as it would appear to be good practice to seek the views of all relevant professionals and partners when such decisions are taken. It could be argued that the setting up of such a school is purely an educational matter. However, the Panel noted the view of NHS colleagues that it such provision could also have a wider impact than education, albeit beneficial. The Panel is of the view that it is important that a joined up approach is followed and an opinion should be sought from *all* relevant partners, particularly NHS colleagues, when proposals such as this are being considered.

Recommendation:

That, as good partnership practice and to ensure that all relevant issues are considered, the views of all SEND partners be routinely sought when significant changes are proposed to support and provision for children and young people with SEND.

Work Experience

6.39 We heard that schools try to find placements for work experience for young people with SEND. Ms Robinson reported that they often returned to their primary school for this, although working in a school was not something that they necessarily wanted to do. Young people needed to have aspirations beyond school. The school would provide support to young people in work placements and it was important that employers were aware of this.

6.40 The Panel noted the issues that young people with SEND can experience in finding work experience placements. It is important that they are given good opportunities and encouraged to broaden their horizons. It therefore recommends

that a strategy be developed with schools to improve opportunities for work experience placements for young people with SEND.

Recommendation:

That a strategy be developed between the Council and schools to improve opportunities for work experience placements for young people with SEND.

Appendix A

Participants in the Review:

Ngozi Anuforo, Head of Strategic Commissioning, Early Help and Culture

Dr Myooran Canagaratnam, Tavistock and Portman Hospital

Kathryn Collin, Head of Children's Commissioning, NHS Haringey Clinical Commissioning Group (CCG)

Gill Gibson, Assistant Director for Early Help and Prevention

Ruth Glover SEND lead from Open Door;

Michele Guimarin, Vulnerable Children Joint Commissioning Manger, Haringey Council and Haringey CCG

Lisa Ferguson and Kenton Doyle, Haringey Involve

Marta Garcia, sendPACT

Vikki Monk-Meyer, Head of Integrated Service SEN and Disabilities

Parents and carers of children and young people with SEND; Brian and Sue Leveson, Femi, Manuel and Alex

Charlotte Pomery, Assistant Director for Commissioning

Eveleen Riordan – Assistant Director, Schools and Learning

Gerry Robinson, Headteacher of Woodside High School

Ian Scotchbrook, Headteacher of South Haringay Primary School

Lucia Santi, Headteacher of the Grove School

Dr Divya Sasikumar, Whittington Hospital

Andrew Webster and Susan Cassidy, Park View School

Appendix 2 – Response to CYP Scrutiny Panel recommendations for SEND.

	Recommendation	Response	Who and when	Current progress as at February 2020
EHC Plans				
1	That the reduction of waiting times for EHC plans continues to be prioritised and that progress is closely monitored with regular reports provided in performance information to the Cabinet Member for Children and Families and to the Panel (para 3.15)	Accepted. This will be provided through the sharing of regular data reports.	March 20 AD for SEND	Reduction of EHC plan waiting times continues to be a priority across the SEND department, significant progress has been made and currently Haringey are achieving mid 90% success rate. The Cabinet Member will be provided with monthly reports on performance. CYPSP will be provided with performance reports twice yearly and then annually.
2	That an appropriate tracking system for EHC plans to be developed to ensure that the families and carers can be kept up-to-date with progress (3.16)	Accepted Investigation is required to identify an appropriate tool to support this development. It will be important to ensure that any tool talks directly to the current Management Information System (MIS) system, Mosaic, given that Haringey is considering a broader procurement round for its MIS system across SEND and Social Care, the need for a portal will need to be considered within this procurement exercise. Any tool should also ensure a timely trigger for annual reviews so	Jan 21 AD for SEND	Not started

	Recommendation	Response	Who and when	Current progress as at February 2020
		as to ensure that schools are prompted in good time to arrange the review and bring all professionals needed to the table. It is suggested that for annual reviews, the trigger is termly and at the beginning of the term before the annual review is due.		
3	That a process can be developed for a follow up audit of children who are turned down for an EHC Plan in order to confirm that support needs are being met and no additional interventions are required (3.17)	Accepted Consideration of how this piece of work is managed going forward is vital. The SEND Code requires the LA to provide written feedback including evidence collected through the assessment process. This information can then inform how the outcomes sought for the child or young person can be achieved through the special education provision made by the provider. We undertake to sample a small cohort of cases to assess how the child is doing and report back on this	Sept 21 AD for SEND Head of SEND	This has not been started yet but will be reviewed as and when capacity within the team including individual case load is at a manageable level, so as to ensure that other performance targets and indicators don't slip.
4	That, in the event of an assessment by an educational psychologist not being undertaken within the time limit for an EHC Plan, any independent assessments by a duly qualified educational psychologist that are commissioned directly by schools be accepted by the Council and schools reimbursed for the cost (3.21)	Not accepted. It appears that this issue has arisen at a specific period of time, the EP service within Haringey has now developed increased capacity to be able to flex at these demanding periods through the use of a bank of EP's that can meet these periods of high demand. It must also be noted that the code of practice stipulates that EP reports that inform the statutory assessment	Head of SEND/ Principle Education Psychologist	Issues have been satisfactorily addressed.

	Recommendation	Response	Who and when	Current progress as at February 2020
		process should be commissioned by the LA.		
Parental Involvement				
5	That further work be undertaken by the SEND service with parent and carer representatives and NHS partners to develop a shared understanding and vision of co-production and ensure that it is embedded fully in all relevant processes (4.7)	Accepted Significant work is being undertaken to develop this, including a co-production group that meets monthly, a SEND Improvement Board and the appointment of consultants, Amaze, to develop a parent forum and increase parent and carer participation.	Sept 20 AD for SEND Head of SEND	Significant work is being undertaken to develop a robust parent carer forum. Through work with Contact, an independent organisation has been secured to work across the system and is currently working to engage with parents to develop a forum
6	That, as part of the development of a new parent carer forum for the borough, new and innovative ways of involvement and engagement with parents and carers of children with SEND be developed in consultation with organisations and with specific experience and expertise in engagement of service users (4.16)	Accepted Significant work being undertaken across the system	Sept 20 AD for SEND Head of SEND	See point 5, it is currently too early to report on this, through the engagement by Amaze we have asked them to ascertain how we can use technology and inventive approaches to better engage with our parents and carers.
SEND Transport				
7	That the Children and Young People's Service be requested to submit regular updates on progress with the implementation of improvements in SEND transport to the Panel (4.17)	Accepted	Sept 20 AD for SEND Head of SEND	Updates on progress of the development of the SEND team will reported regularly to the send panel, A parent engagement event was undertaken on the 5 th of February to secure parents' experiences of SEND

	Recommendation	Response	Who and when	Current progress as at February 2020
				transport, all feedback will be developed into a report and shared appropriately. Work continues to improve the service with recent arrival of a transport expert to help drive the changes required.
Therapies				
8	That a suitable “invest to save” proposal be developed to improve access to therapies for children and young people with SEND and, in particular, provide them in mainstream settings (5.12)	Partially accepted It is recognised that therapeutic early intervention is valuable in ensuring that young people can thrive and reach critical developmental milestones. A review of therapeutic interventions has concluded and outcomes from the review are currently being considered and implemented. Therapies sit both within the LA and the CCG (for funding purposes)	Sept 21, Head of Inclusion in the LA, Commissioners (Children’s’ commissioners within the CCG)	Review of therapeutic interventions across Haringey has started, we are in the early stages of implementing the recommendations of the therapy review.
Inclusion				
9	That the Council seeks to establish how it can best work with schools to address the current pressures facing them in supporting pupils with SEND in mainstream settings and, in addition, continues to hold them to account for effective inclusive practice (6.20)	Partially accepted Options are being explored to investigate the approach to achieving this, including how the Alternative Provision review currently underway might support our schools with pupils whose needs are not able to be met at any given time within a mainstream setting and ensuring that any move into AP is need-based and is for the appropriate length of time, with a return to mainstream in	Sept 21 AD for SEND Head of SEND, LA Inclusion lead	The borough’s SEND Advisor for Early years and Inclusion continues to work effectively across the system, ongoing work with the counties SENCOs forum continues. Consideration of the development of core standards that illustrates approaches and strategies is at the embryonic stage of development and will be

	Recommendation	Response	Who and when	Current progress as at February 2020
				reported on further in due course.
Alternative Provision				
10	That the current review of AP be expedited without delay, with firm recommendations and a clear action plan that addresses the lack of suitable in-borough provision for children with SEMH, the future model for the PRU and the relocation of the Tuition Centre (6.23)	Accepted Paper due for consideration by Cabinet in March 2020.	March 20 Head of Strategic Commissioning, Early Help and Culture	The Alternative Provision (AP) strategy is to be considered by Cabinet in March 2020. This will report key findings and approaches as to how Haringey support young people with SEMH. The report also sets out a future model for the pupil referral unit (PRU) and confirms the relocation of the Haringey Tuition Centre to the Stamford Hill site when it becomes vacant on 31 August 2020.
Transition				
11	That proposals be developed for expanding the enhanced transition arrangements for vulnerable children moving from primary to secondary school that have been piloted within the borough (6.28)	Accepted	AD for SEND	The borough holds regular transition events that are well attended by partners and by parents and carers. The last event was in November 2019. Stepping Stones is an initiative developed by Gladesmore School and taken up by a number of our secondary schools which provides enhanced support to those children, including those

	Recommendation	Response	Who and when	Current progress as at February 2020
				<p>with SEND, where it is identified that transition from year 6 to year 7 is likely to be challenging. In addition, a vulnerable children's panel, being developed through work in Early Help and as part of the AP review, will help identify and support those children and young people who need support, including in the build up to and after the transition phase into secondary schools.</p> <p>Work is ongoing and is expected to be enhanced by Early Help and AP work currently in train.</p>
Special schools				
12	That the council undertakes specific work with special and mainstream schools within the borough to develop close and structured co-production and, in particular, special schools that provide places for pupils with a diagnosis of autism (6.36)	<p>Partially accepted</p> <p>This will be explored within broader piece of work around how CYP are supported at SEND Support</p>	<p>Sept 21</p> <p>AD for SEND</p> <p>Inclusion Lead</p>	<p>This piece of work has not been started yet, this will be ongoing as we seek to consider how an outreach model can be delivered and funded.</p>
Partnership Working				
13	That, as good partnership practice and to ensure that all relevant issues are	<p>Accepted</p> <p>Coproduction is at the heart of the</p>	<p>Sept 20</p> <p>AD for SEND</p>	<p>We can continue to work effectively with partners as</p>

	Recommendation	Response	Who and when	Current progress as at February 2020
	considered, the views of all SEND partners be routinely sought when significant changes are proposed to support the provision for young people and children with SEND (6.38)	continued development of our service.		we seek to develop and improve the service, co-production is embedded as we work collaboratively with SENCO forum, Schools Forum and Schools Forum High Needs Subgroup and the Early Years Subgroup.
Work Placements				
14	That a strategy be developed between the Council and schools to improve opportunities for work experience placements for young people with SEND (6.40)	Accepted This will be addressed within the broader employment strategy	Sept 21 Head of SEND working with employment and education colleagues	Significant work is being undertaken across the LA around all aspects of Employment for vulnerable learners, the importance to pull these various strands into a coherent offer is imperative. A member of staff has been recently appointed to have oversight of this piece of work.

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Report for: Cabinet 10 March 2020

Title: Award of contract for the provision of bundled hours home support and reablement service

Report authorised by: Charlotte Pomery, Assistant Director Commissioning

Lead Officer: Pauline Simpson, Commissioning Officer
0208 489 7084 Pauline.simpson@haringey.gov.uk

Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1.** This report details the outcome of a mini-competition tender process conducted via the Council's Dynamic Purchasing System (DPS) for Home Support and Reablement Services and seeks approval to award 'Call-Off contracts (also referred as Service Agreement) to the successful tenderers in accordance with the Contract Standing Order 9.07(d).
- 1.2.** To approve the award of Service Agreements to successful Tenderers outlined in the exempt appendix for the provision of bundled hours home support & reablement services commencing 1 April 2020. We have not awarded to full capacity in all Localities due to providers not being fully compliant.
- 1.3.** The model will enable services to be more responsive to the needs of service users and is focused on preventing ill health and proactively managing service users with complex or long-term health conditions. It will align with health and wider community services to support the Integrated Care Network (ICN) model of care that brings together a range of health and care services.
- 1.4.** The new service will be locality-based with an outcomes-focused approach, delivered by a small number of providers working collaboratively across three locality areas, in Haringey (East, Central & West). Working in a locality-based way will provide a much stronger local focus and will make best use of people's strengths, reducing dependence on care and enabling them to live at home for longer.
- 1.5.** All existing packages of care will be reviewed and will move to the new service providers over time. Importantly, the DPS enables the service to maintain a continuous provision of home support by continuing to ensure spot purchased hours are always available. Those service users who wish to remain with their current care worker and provider will be offered direct payments with the support they require. Where this offer is taken up, it will

give service users and families the opportunity to exert more choice and control over the provision of care that enables them to be independent. It will reduce dependency on more costly care and as a result contribute to protecting crucial services for those most in need.

- 1.6. With the introduction of the requirement for the Council to pay providers London Living Wage (LLW) rates, working with a smaller number of providers will result in the Council achieving good value for money by tying the delivery of LLW to improved outcomes for users and improved working conditions for care workers.
- 1.7. It is anticipated that there are several opportunities through the delivery of this model to provide social value such as local recruitment and reducing carbon footprint through Locality provision that reduces the need for transport and travelling time.
- 1.8. Subject to approval, the 'Call-Off' contract shall be awarded for a period of three (3) years commencing from 1st April 2020 with an option to extend for further period of up to two years (2) years commencing from 1st April 2020 to 31st March 2025 (if extended) at the maximum cost of £12,449,500 inclusive of LLW for financial 20/21 but exclusive of annual inflationary increase for subsequent years. Breakdown of costs is included in Appendix 2 - Part B (exempt information) of this report.

2. Cabinet Member Introduction

- 2.1. I am delighted to present this report, which is an important step in a process to transform home support in Haringey, recognising the critical role it plays in enabling people to live in their homes for as long as possible.
- 2.2. By offering London Living Wage to all front-line care workers, we are honouring our commitment to the Ethical Care Charter and recognising the importance of care workers – their status and their value – in the delivery of home support. Likewise, we are recognising that for the majority of people the experience of home support is their experience of social care – representing a real opportunity to make the necessary changes when people are at their most frail and vulnerable.

3. Recommendations

- 3.1. That Cabinet approves:
 - 3.1.1. The award of 'Call-Off' contracts for bundled hours of Home Support and Reablement services to the successful tenderers (identified in the exempt appendix of this report) for a period of (3) three years with an option to extend for further period of up to 2 years, commencing from 1st April 2020 to 31 March 2025 (if extended) at the maximum cost of £12,449,500 inclusive of LLW for financial 20/21 but exclusive of annual inflationary increase for subsequent years.
 - 3.1.2. To vary the contract price annually in line with London Living Wage (as published by the Living Wage Foundation periodically) inflationary increase
-

from 1st April for each and every subsequent year for the term of Service Agreements; and

3.2 That Cabinet notes that:

3.2.1 Not all bids received were fully compliant in order to award the full capacity for each of the localities and that home support therefore will continue to be covered directly from the DPS

3.2.2 Where insufficient suppliers are not deemed to be compliant the Council will go out to tender again

3.2.2 A new tender process will be undertaken as a matter of priority to ensure the new service model is fully in place

4. **Reasons for decision**

4.1. All home support & reablement Service Providers currently enrolled on the Dynamic Purchasing System (DPS) were invited to re-enrol for the bundled hours home support and reablement tender (more particularly described at 6.11 below). The tenderers' proposals were evaluated using a 40% quality and 60% price weighting, on this basis, the recommended Service Providers' bids were deemed to be the most economically advantageous, representing the best value option to deliver the required service.

4.2. Commissioning a locality-based home support and reablement service will bring several benefits as service providers will be able to develop a good knowledge of the area they work in and the community resources available for service users to access. There will be dedicated service providers for each locality, removing the current hard- to- reach area problem. Service providers will be based closer to the people they are serving, reducing travel time for care workers.

4.3. By working with a smaller number of providers across three Localities, the new model will provide a unified approach between care providers, social workers, community nurses, therapists and the voluntary and community sector. This aligns to Haringey's locality-based working with the NHS and particularly primary care.

4.4. It is anticipated that the new model will deliver improved outcomes, offer a more sustainable service and create better conditions for the workforce. Features of the new model include:

- For each Locality, the Council will commit to commission a minimum number of guaranteed hours from the Service Providers each year. This will enable the Service Providers to organise and manage their resources
- 70% of home care packages will be through a bundled hours' arrangement.
- 30% of home care packages would remain as spot purchases to ensure the opportunity for small/micro, including not-for-profit

organisations and existing Small and Medium Sized Enterprises, to remain in or to enter the market

- Providers will be required to pay all care workers LLW bringing Haringey in line with the higher rates being paid by neighbouring authorities, which are increasingly affecting the ability of providers operating in Haringey to attract and retain good staff, thereby impacting on the quality of care we are able to provide. Employee wage is connected to the service providers' capacity to recruit and retain care workers, and continued non-payment of London Living Wage would impact negatively on the quality of service delivery, whilst payment will support better quality care
- Providers will operate across a wide range of health and care needs for both Adult Social Care and NHS Continuing Health Care (CHC) packages.
- All providers will be required to have an Electronic Call Monitoring system
- The new model will see improved workforce recruitment and retention through improved contractual arrangements
- Career progression pathways through greater skills development, workforce planning and linking in with NCL 'Proud to Care' initiative. Appropriately skilled care workers will be an essential part of the new model of care. This will ensure that care workers have career opportunities to develop skills that will offer a pathway into more advanced social care or health care provision.

5. Alternative options considered

5.1. An option to proceed with an in-house home support service was considered but rejected based on the assessed financial impact, as well as, the scale of the infrastructure required to implement an in-house model.

5.1.1. Implementing an in-house home support service at an additional cost of £3.5m per annum would be challenging, particularly in the context of the significant level of savings already being implemented for the financial years 2019 – 2021 for Adult Social Care, totalling approximately £16m.

5.1.2. In-house services can give greater control over the care that is provided, delivering improvements and minimising risks by ensuring supply and balancing cost and quality requirements against the available budget although quality is not guaranteed through an in-house delivery model. Previously in-house services have, however, been shown to be significantly more costly than external provision, due either to lack of efficiency and/or to better staff terms and conditions. No London borough currently has an in-house model for home support.

5.2 An option to continue with the current model of home support was considered but rejected on the grounds that it does not meet the Council's commitment to delivering London Living Wage, nor does it transform the service to deliver in an integrated way to meet user needs.

5.3 An option to deliver the existing model but at London Living Wage rates was considered but rejected on the grounds that this would not deliver the improved outcomes for service users that a high quality, integrative model would achieve.

6. Background information

6.1. Domiciliary care is a vital service which is needed to enable the local authority to fulfil its statutory duties under the Care Act 2014. There are three main ways in which Haringey makes support in the home available to local residents and each differs in the way it is delivered and the range of needs it meets:

- Reablement is short term support offered to people in their own homes,
- Direct payment offers a route to enabling people to remain in their own homes with greater choice and control,
- Home support is the third way the Council helps residents in need of additional help to remain as independent as possible in their own homes for as long as possible.

6.2. Home support services in Haringey operate at volume and have a significant impact on many residents, and their wider family and networks. At any one time, there are around 1,100 Haringey adult social care service users receiving home support, which equates to almost 16,000 hours, via services that are either directly commissioned by the council or through individual budgets, and almost 19,000 visits a week.

6.3. The Council currently commissions home support and reablement services on a spot purchase basis from a range of home support agencies (approximately 70 providers) most of which are small or micro, including not-for-profit organisations and Small and Medium Sized Enterprises. This method of commissioning is not conducive to market sustainability and can impact on providers' ability to recruit and retain care staff, provide continuity of care and adversely impacts on the Council's ability to source care in hard to serve areas as well as its ability to effectively manage performance of such a wide range of providers.

6.4. In 2018/2019, the council procured around 1,072,200 hours of home support and spent £15m. The average cost of an hour of home support is currently £14.22, although all new packages are being procured at £14.50 or above per hour.

6.5. A local review of home support in Haringey and the London-ADASS home support commissioning review identified the following challenges facing Haringey home support:

- Sustainability in the market and the workforce
- Carer career progression
- Efficiency and market plurality
- Price sustainability including the balance between moving towards LLW and achieving best value

- 6.6.** The new model for home support is based on findings from a co-design process which engaged with front line care workers, provider agencies, users, carers and social care staff. The model has been developed jointly with the Clinical Commissioning Group (the CCG) to meet the needs of residents with more complex health needs.
- 6.7.** Furthermore, the Council is committed to introducing a strengths-based approach across all its social work services. The focus will be to understand people's strengths and the strengths and assets of their informal networks and local communities. This approach is based on building relationships with people to understand what is important to them and working with them to achieve their identified outcomes. It is, therefore, required that Service Providers work with all relevant social care services in a co-ordinated way to achieve the outcomes for an individual service user, eliminating duplication of provision and maximising the assets of individuals and local communities.
- 6.8.** Haringey Council signed up to the Ethical Care Charter in September 2017, which requires inter alia, the payment of LLW for all home care workers and prohibits the use of zero-hour contracts. However, no timeline was agreed for its implementation. Subsequently, the manifesto of the current administration committed to the introduction of the LLW by 2022. These commitments were made in recognition of the role of care workers in supporting people to live in their own homes, often without the infrastructure of other disciplines in the care and health sector.
- 6.9.** The Council is currently spending approximately £15m a year on externally funded home support (including external reablement) and estimates requiring externally commissioned providers to pay carers at a minimum of London Living Wage (LLW) would result in a rise in the hourly rate to around £18.50, to account for Haringey's outer London location. Inner London neighbouring boroughs Camden, Islington and Hackney are paying at rates inclusive of LLW of between £17.50-£18 per hour (2018/2019 rates).
- 6.10.** The estimated overall increase in costs would be £4.3m per annum at £18.50 per hour per year if the same number of hours of home support as currently, were delivered and to the same model. However, the Council recognises the greater impact of a new home support model delivered by a skilled and committed workforce and therefore has proposed a range of mitigations to reduce the financial impact of the new model. We believe the following aspects of the proposal put forward here will have an impact on the level of council home support spend.
- Up to 5% reduction in the volume of home support hours through this approach which is built on outcomes and reablement equating to up to £0.8m cost mitigation;
 - Approximately 5% saving through the introduction of an Electronic Care Monitoring System which will ensure both that we pay only for the outcomes delivered and providers are able to roster more effectively in a locality, reducing travel time equating to up to £0.8m cost mitigation

- Up to 5% reduction in hours through the development of a joined-up approach to home support and assistive technology (AT). Providers would be incentivised to achieve outcomes through the use of AT and be part of the AT solution overall equating to up to £0.8m cost mitigation;
- Increasing the numbers of people on a Direct Payment. It is believed that by making this model available to those people receiving a direct payment, their outcomes can be enhanced, and home support hours delivered at a reduced rate. The rate payable for direct payments currently is £11.56 per hour, which will be uplifted to accommodate LLW and associated on-costs. On this basis, the new rate will be around £13.35 per hour.

6.11. Procurement Process:

- 6.11.1. All service providers enrolled on the Dynamic Purchasing System (DPS) under Home Support Bundled Hours category were invited to submit a proposal in response to an Requirements (invitation to tender) for the bundled hours across the three (3) localities using the Dynamic Purchasing System (DPS).
- 6.11.2. Tenderers could submit an offer for each of the Localities and must submit one separate standalone offer per Locality they wished to bid for, and each offer was evaluated separately and scored accordingly. Tenderers would only be awarded a Service agreement for one Locality and were required to submit their preference of Locality by indicating first (1) second (2) and (3) choice. The successful tenderers will be awarded a Locality based on a ranking of overall scores of Quality (capability & outcome questions) and Price as set out in the Evaluation Methodology and the Method Statement issued with the Requirement.
- 6.11.3. By the deadline of 12th February 2020, 43 tenderers submitted their bids. All tenders were assessed against the Council's pre-stipulated evaluation criteria using a weighting of 40% quality and 60% price.
- 6.11.4. The Qualitative Delivery Proposals (QDPs) were independently evaluated against pre-determined scoring criteria by a Panel of six assessors, comprising Head of Commissioning, Head of Integrated Care, Quality Assurance Officers, Commissioning Officer and Haringey over 50s representative. The final consensus scores agreed by the Panel are summarised in 6.11.6 below.
- 6.11.5. In order to ensure all tenders considered meet an acceptable quality standard, tenderers were required to score a minimum of 200 points (50% of the total scores allocated to QDPs) in order to pass the quality evaluation.
- 6.11.6. The Quality and Price scores are added together to determine a Most Economically Advantageous Tender(s) for each Locality. The tables 1.1 to 1.3 below summarises the outcome of the tender evaluation and breakdown of quality and price scores achieved by each tenderer for each locality.

Further information about the tender evaluation is contained in Appendix 2 (Part B - Exempt Information) of this report.

Table 1.1 – Locality East Haringey

Service Providers (Tenderers)	Quality Scores (Out of 400 points)	Price Scores (Out of 600 points)	Total Scores (Out of 1000 points)	Ranking
Successful Tenderer A	364	544	908	1
Tenderer B	296	550	846	2
Tenderer C	240	600	840	3
Tenderer D	308	521	829	4
Tenderer E	288	539	827	5
Tenderer F	272	460	732	6
Tenderer G	Eliminated			
Tenderer H	Eliminated			
Tenderer I	Eliminated			
Tenderer I	Tenderer I submitted two separate offers with same qualitative delivery proposals but two different prices.			
Tenderer J	Eliminated			
Tenderer K	Eliminated			

Tenderer G to K listed in table 1.1 above, failed to meet the minimum quality requirement as set out in the tender documents and was therefore eliminated from the process with no further assessment.

Table 1.2 – Locality Central Haringey

Service Providers (Tenderers)	Quality Scores (Out of 400 points)	Price Scores (Out of 600 points)	Total Scores (Out of 1000 points)	Ranking
Successful Tenderer A	336	600	936	1
Tenderer B	288	570	858	2
Tenderer C	364	493	857	3
Tenderer D	260	562	822	4
Tenderer E	296	498	794	5
Tenderer F	288	499	787	6
Tenderer G	240	544	784	7
Tenderer H	308	472	780	8
Tenderer I	322	417	749	9

Service Providers (Tenderers)	Quality Scores (Out of 400 points)	Price Scores (Out of 600 points)	Total Scores (Out of 1000 points)	Ranking
Tenderer J	356	390	746	10
Tenderer K	Eliminated			
Tenderer L	Eliminated			
Tenderer M	Eliminated			
Tenderer M	Tenderer M submitted two separate offers with same qualitative delivery proposals but two different prices.			
Tenderer N	Eliminated			
Tenderer O	Eliminated			

Tenderer K to O listed in table 1.2 above, failed to meet the minimum quality requirement as set out in the tender documents and was therefore eliminated from the process with no further assessment.

Table 1.3 Locality West Haringey

Service Providers (Tenderers)	Quality Scores (Out of 400 points)	Price Scores (Out of 600 points)	Total Scores (Out of 1000 points)	Ranking
Successful Tenderer A	288	599	887	1
Tenderer A	Tenderer A had submitted duplicate offers			
Tenderer B	260	600	860	2
Tenderer B	Tenderer B had submitted duplicate offers			
Tenderer C	296	524	820	3
Tenderer D	288	514	805	4
Tenderer E	308	497	802	5
Tenderer F	272	439	711	6
Tenderer G	Eliminated			
Tenderer H	Eliminated			
Tenderer I	Eliminated			
Tenderer J	Eliminated			
Tenderer K	Eliminated			

6.11.7. The successful tenderers outlined in the tables 1.1-1.3 above scored the highest for both price and quality. It is therefore recommended to award

Service Agreements in all localities to those providers which have scored the highest rank.

- 6.12.** The Council has undertaken a market review of the existing services and the market generally and has received feedback from service providers. As a result of this review the Council acknowledge that in order to ensure a high standard of care for its residents it must uplift its offering in respect of hourly costs of care workers. As such, the Council acknowledges that other London boroughs are paying the LLW and in order to not disadvantage its residents and service users, the Council has committed to covering the costs of service providers paying its care workers and staff delivering the Services no less than the LLW.
- 6.13.** Furthermore, in November 2018 Haringey Council became a fully accredited LLW borough and is committed to work with our suppliers and partners to encourage them to pay the LLW to their employees.
- 6.14.** As such, it is a provision of the Service Agreement that successful tenderers are required to pay all their employees engaged in the provision of the services an hourly wage (or equivalent of an hourly wage) no less than the LLW published by the Living Wage Foundation from the commencement of the Service Agreement and provide to the Council information demonstrating the payment of the London Living Wage to its employees engaged in the provision of this service.
- 6.15.** The Council is also committed to increase the hourly rate in line with LLW inflationary increase at anniversary of the Service Agreement.
- 6.16.** As part of the Service Agreement, the Service Providers are required to develop strategies to recruit Haringey residents and retain a competent, sustainable workforce staff, with effective pay, terms and conditions, contracts, training, support and professional development. This requirement will be monitored during the contract meetings.
- 6.17. Contract Management**
- 6.17.1.** Contract management will be incorporated into the Contract. Key Performance Indicators and methods of measurement are integrated within the requirement and will be monitored through contract monitoring meetings and reports.
- 6.17.2.** The Contract Meetings will be held every second week from the commencement date of the Service Agreement for the initial three (3) months of the term of the Service Agreement and every four (4) weeks thereafter. The purpose of contract monitoring meetings will be to examine the implementation of the new model and efficacy of the new service delivery model and service user outcomes. Service providers will be required to make available evidence and other necessary information as requested by the Council to enable effective monitoring of the service at an operational level and to foster partnership working to facilitate information sharing, the development and adoption of good practice as well as, the early resolution of issues that may arise.

- 6.17.3. Key areas of discussion in the contract meetings will include, but not be limited to:
- service user feedback;
 - contracted hours;
 - performance in relation to the Specification, the Requirement and the Offer;
 - medication errors and refusal to take medication.
 - number of care workers used to deliver the Services; and
 - payment of the London Living Wage to the service providers employees who carry out the Services (the service providers must provide the relevant payroll information)

A Service Provider's failure to pay the London Living Wage to employees engaged in the provision of the Services will be a serious breach of the Service Agreement and penalties will be imposed which will result in a temporary suspension until evidence is produced and payment of LLW to employees backdated. The contract meetings will also monitor breaches in other areas of the contract and dependant on the breach, penalties will be instigated in line with the KPI damages for breaches.

7. Contribution to strategic outcomes

- 7.1. This project proposal helps to support the Priority 2 outcomes as outlined in the Borough Plan 2019 – 2023.

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

8.1. Finance

- 8.1.1. This report is seeking to award contracts of three years commencing from 1st April 2020 with an option to extend for further period of up to two years until 31st March 2025. Maximum contract cost is £12,449,500m. This will be met from existing resources within Adult Social Care, which is fully funded from the General Fund and assumed to continue in future years. There is sufficient funding to cover the full cost of this contract over five years.

- 8.1.2. The contract award proposes a core element for each tenderer and then additional bundled hours shared between all the contractors appointed for each locality. The table below represents the maximum contract value by locality.

Locality	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Central	£635,375	£822,250	£822,250	£822,250	£822,250	£3,924,375
East	£697,667	£667,333	£667,333	£667,333	£667,333	£3,367,000
West	£669,375	£1,063,125	£1,141,875	£1,141,875	£1,141,875	£5,158,125
Total	£2,002,417	£2,552,708	£2,631,458	£2,631,458	£2,631,458	£12,449,500

8.2. Procurement

- 8.2.1 This provision falls within scope of Schedule 3 of the Public Contracts Regulations ('the Regulations') 2015. The full requirements of the Regulations including advertising in the Official Journal of the European Union were met when the Dynamic Purchasing System was set up in 2015
- 8.2.2 As required under Regulation 34, all Providers enrolled on the DPS which offered home support were invited to re-enrol in order to submit a bid for bundled hours of care in the localities outlined in tender document and assessed within the allotted 10-day timeframe
- 8.2.3 The award of contract via DPS is permitted both under the Regulations, Contract Standing Orders (9.04) .
- 8.2.4 The bids returned best value for the Council and were less than budgeted estimates, despite the inclusion of LLW and Providers' commitment to forego the use of zero-hour contracts
- 8.2.5 The new service model will enable service users to exploit their strengths and remain as independent as possible in their communities. The creation of service localities will assist efficacy of service delivery as it aligns with health & other partners areas of operation, will facilitate area knowledge and reduce travel time for care workers
- 8.2.6 It should be noted that a buoyant Home Support market exists under the DPS with over 96 providers. The new localities care delivery model at full capacity intends to secure 70% of requirements in this market, which will have some effect on the number of suppliers in the market. The mitigation is to ensure 30% of the market remains to provide resilience, capacity for specificity e.g. learning disabilities or choice for those residents using direct payments. However, the full capacity of each locality has not been met; commissioning will, therefore, re-tender to fulfil these requirements in the meantime, Commissioning will continue to meet demand via the DPS home support market
- 8.2.7 Contract management is integral to the success of this new delivery model; its role cannot be understated. Commissioners will hold regular contract and performance management meetings which will both foster partnerships working, facilitate sharing of knowledge and understanding of each other's business operations, as well as, provide a forum for discussion to identify and mitigate any service delivery issues

8.3. Legal

- 8.3.1 The Assistant Director of Corporate Governance notes the contents of the report.
- 8.3.2 Pursuant to the provisions of CSO 9.07.1(d), Cabinet has the authority to approve contracts valued at £500,000 or more.
- 8.3.3 Strategic Procurement has confirmed that this procurement complies with the rules of the Home Support DPS.

8.3.4 Please refer to the exempt part B of this report for additional legal comments.

8.4. Equality

8.4.1. 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.

8.4.2. The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.4.3. An Equality Impact Assessment has been completed for the proposed, Award of contract for the provision of bundled hours home support and reablement service is included as Appendix A to this report.

8.4.4. Overall, the impact of the proposal is positive as the aim of the proposal is to improve the quality of home support by delivering an outcomes-focused, person-centred service. As the proposed service will be delivered in locality areas, the reliability of the service should also improve. The overall aims of the new approach are as follows:

- supply assured across the borough
- sustainability in the market and in the workforce
- more focus on outcomes rather than reliance on 'time and task'
- enhanced quality and focus on outcomes - empowering people to live independent lives near the people and places that are important to them
- arrangements which are manageable to run
- better pay rates for care workers.

9. Use of Appendices

9.1. Appendix A: Equalities Impact Assessment

9.2. Appendix B: Exempt Information (Part B of this report)

10. Local Government (Access to Information) Act 198

10.1. This report contains exempt and non-exempt information. Exempt information is contained in the exempt report and is not for publication. The exempt information is identified in the amended schedule 12 A of the Local Government Act 1972 under the following categories:

- (3) information in relation to financial or the business affairs of any particular person (including the authority holding that information); and

- (5) Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

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	Award of contract for the provision of bundled hours home support and reablement service
Service area	Commissioning
Officer completing assessment	Pauline Simpson
Equalities/ HR Advisor	Emma Carroll
Cabinet meeting date (if applicable)	10 th March 2020
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*

In Haringey, there are a wide range of services available to people in their home. These services are commissioned by the Council or the health service and delivered by a variety of organisations including GPs, other NHS providers, independent providers and the voluntary and community sectors.

Currently the Council spot purchases home support & reablement services via a Dynamic Purchasing System. Each year around 1.1 million hours of home support is delivered, by around 70 different providers.

In 2017, a review of Home Support was undertaken jointly by the Council and CCG supported by the Design Council. The review involved a range of stakeholders i.e. Home Care Providers, Adult Social Care Staff, Care workers, Informal Carers, Service Users. The findings from the review informed the proposed re-design.

Haringey Council signed up to the Ethical Care Charter, which includes the payment of London Living Wage (LLW) for all home care workers, in September 2017. However, no timeline was agreed for its implementation. Subsequently, the manifesto of the current administration has committed to the introduction of the LLW by 2022.

The June 2019 Insourcing Sub CAB approved the new model for home support & reablement and the business Case for the early introduction of London Living Wage for home care providers.

The Councils ambition is to commission a cost effective, best value, locality-based home support and reablement service. It will support and meet service users' assessed needs while supporting and promoting enablement and independence. The new model will enable services to be more responsive to the needs of service users and is focussed on preventing ill health and proactively managing service users with complex or long term health conditions and will support individuals in their own homes that is based on the principles of continuing enablement through outcome-based Service Agreements.

The Council intention is to award Service Agreements to a maximum of seven (7) successful organisations (service providers) across three localities "East, Central & West". The new model of home support and reablement will align to the Integrated Care Network (ICN) model of care that brings together a range of health and care services to work in a more joined up way to provide care for service users.

There are several aspects to the new service that successful service providers will be required to deliver for example:

1. Flexible, person-centred approach to service delivery. Service providers will be

expected to agree with partners and service users the details of the care package including when and how the service will be provided, ensuring that it best meets the users agreed outcomes, moving away from the directly commissioned time and task model.

2. The Service Provider will work in an enabling way from a strengths perspective that allows service users to increase or maintain their level of independence.
3. Service providers are required to pay all of its employees engaged in the provision of the Services an hourly wage (or equivalent of an hourly wage) no less than the London Living Wage as published by the Living Wage Foundation from the 1st April 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	Data on Haringey Adult Social Care Management System-Mosaic	N/A
Gender Reassignment	Haringey residents Survey 2018	N/A
Age	Data on Haringey Adult Social Care Management System-Mosaic	N/A
Disability	Data on Haringey Adult Social Care Management System-Mosaic	N/A
Race & Ethnicity	Data on Haringey Adult Social Care Management System-Mosaic	N/A
Sexual Orientation	Haringey Residents Survey 2018 Joint Strategic Needs Assessment	N/A
Religion or Belief (or No Belief)	Data on Haringey Adult Social Care Management System-Mosaic	N/A

Pregnancy & Maternity	Census 2011	N/A
Marriage and Civil Partnership	Census 2011	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough’s demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The key source of the data is from Care Management System- Mosaic and Census 2011, details of which is detailed below.

Data is also from the 2018 Haringey Residents Survey, in the areas of Gender Reassignment, Sexual Orientation, Pregnancy & Maternity and Marriage and Civil Partnership.

The data below provides an analysis of the equalities profile of home support service users during 2018/19

The key findings for Haringey are :

Sex

The data indicates that there is an over representation of males (67%) within the home support client base, compared to all Adult Social Care service users and the Haringey population

Column Labels				All ASC	Hgy Popn
F	M	U	Grand Total	Service Users	
29%	33%	80%	30%	46.7%	50.1%
71%	67%	20%	70%	53.3%	49.9%
Total 100%	100%	100%	100%	100%	100%

Gender assignment

There is very little robust data on Haringey or the UK’s trans population. However, it is estimated that there are between 200,000 and 500,000 people who identify as trans in the UK. According to the LGBT Survey 2018, younger trans people are more likely to identify as non-binary, with 57% of all trans respondents aged under 35 identifying as non-binary. We do not hold any service user data on gender reassignment protected characteristic. However, we are aware that LGBT people experience discrimination, harassment and victimisation, including in social care. The Council is committed to enhancing equality of opportunity for all resident including those with a protected characteristic as defined by the Equality Act, 2010. As such we will continue to monitor and review the service to ensure that is accessible for all those you need to access home support

Age

The data shows that 78% of service users affected by this proposal are 60+. This is higher than the age profile of Adult Social Care clients 60+ (58%) and the Haringey population for 60+ (16%). This is expected of a home support service, therefore we would expect that the age of the majority of future service users affected by this proposal to be 60+.

Count of ID	Column Labels				All ASC	Hgy Popn
Row Labels	F	M	U	Grand Total	Service Users	
18-30	2%	4%	0%	3%	10%	27%
31-40	2%	4%	0%	3%	8%	26%
41-50	5%	5%	0%	5%	10%	18%
51-60	8%	12%	10%	10%	14%	13%
61-70	12%	15%	10%	13%	13%	8%
71-80	24%	24%	30%	24%	16%	5%
81-90	36%	30%	30%	33%	21%	2%
90+	12%	6%	20%	9%	7%	1%
Grand Total	100%	100%	100%	100%	100%	100%

Disability

A high proportion of Adults receiving home care (80%) were recorded with a physical disability. Due to the nature of the service a high level is expected. Overall this is higher than all Adult Social care users (72%). Nevertheless, it is below the proportion of all Haringey population with a recorded disability.

Disability	All ASC Service Users	Hgy Popn
No	28%	86%
Yes	72%	14%
Total	100%	100%

Row Labels	F	M	U	Grand Total	
Learning Disability Support		4%	6%	0%	5%
Mental Health Support		4%	8%	0%	6%
Physical Support		82%	76%	100%	80%
Sensory Support		3%	3%	0%	3%
Social Support		3%	4%	0%	3%
Support with Memory and Cognition		4%	3%	0%	3%
Grand Total		100%	100%	100%	100%

Race & Ethnicity

The data shows that the largest ethnic group within the home support client group is White ethnic group (includes White British, White Irish and Any Other Background), this is

consistent with all Adult Social Care service users. The data also shows that there is an overrepresentation of Black ethnic group within the home support client group compared to the Haringey population (28% compared to 16%), albeit this is consistent with the ethnic profile of all Adult Social Care service users (30%). This indicates that the main ethnic groups affected by this proposal will be Black ethnic group and White ethnic.

	All ASC Service Users	Hgy Popn
Ethnicity		
Asian / Asian British	13%	10%
Black / African / Caribbean / Black British	30%	16%
Mixed / multiple	5%	5%
Other Ethnic Group	0%	5%
White	50%	65%
No data	0%	0%
Total	100%	100%

Count of ID	Column Labels			Grand
Row Labels	F	M	U	Total
Asian / Asian British	7%	8%	0%	8%
Black / African / Caribbean / Black British	28%	28%	0%	28%
Mixed / multiple	1%	1%	0%	1%
No data	12%	15%	70%	13%
Other Ethnic Group	3%	4%	0%	3%
White	48%	45%	30%	47%
Grand Total	100%	100%	100%	100%

Sexual Orientation

We do not hold any service user data on sexual orientation protected characteristic and we do not have any data on the lesbian, gay and bisexual (LGB) population of Haringey. The ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country and is likely to be reflected in the Home Support client base. We are aware that LGBT people experience discrimination, harassment and victimisation, including in social care.

The Council is committed to enhancing equality of opportunity for all resident including those with a protected characteristic as defined by the Equality Act, 2010. As such we will continue to monitor and review the service to ensure that is accessible for all those you need to access home support

Religion or Belief (or No Belief)

Count of ID	Column Labels				All ASC	Hgy Popn
Row Labels	F	M	U	Grand Total	Service Users	
Buddhist	0%	0%	0%	0%	0.3%	1.2%
Catholic	8%	7%	0%	8%	11.2%	No breakdown
Christian	27%	24%	10%	25%	48.5%	49.4%

Greek						No
Orthodox	4%	3%	0%	3%	5.2%	breakdown
Hindu	2%	1%	0%	2%	3.3%	2.0%
Jehovah						
Witness	0%	0%	0%	0%	0%	0%
Jewish	2%	1%	0%	2%	4.0%	3.3%
Muslim	8%	8%	0%	8%	16.7%	15.6%
No Religion	4%	4%	0%	4%	6.9%	27.7%
Not Stated	43%	50%	90%	46%	0.3%	0.3%
Other Religion	2%	2%	0%	2%	0.3%	0.3%
Rastafarian	0%	0%	0%	0%	0.0%	No
Sikh	0%	0%	0%	0%	0.3%	breakdown
Grand Total	100%	100%	100%	100%	100%	100%

Please note that the above table is calculated based on recorded religions. 46% of home support service users have not stated a religion.

Christian is the largest recorded religion amongst the home support client group (25%), which is in keeping with all Adult Social Care service users and the Haringey Population. Catholic (8%) and Muslim (8%) are the next largest groups. There are no significant over-representations for any of the religions.

Pregnancy & Maternity

We do not hold data on this protected group, according to the Census 2011, 1,191 residents were in a same-sex civil partnership. ONS Census 2011. We do not envisage an impact of this service based upon this protected group.

Marriage and 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 data on heterosexual couples is available at this time) is significantly lower in Haringey than in London and England. However, the proportion of people in civil partnerships is higher in Haringey compared to the London and England and Wales average. It is reasonable to expect that the client base of Home Support reflects this.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

In 2017, a review of Home Support was undertaken jointly by the Council and CCG supported by the Design Council. The review involved a range of stakeholders including service users and family carers. Co-Design workshops have also been held, which have included service users and family carers. Further workshops were held in November & December 2019 with home support providers, council staff, Haringey over 50s representative, family carers and other stakeholders. The findings from the review and the workshops inform the proposed re-design.

This proposal aligns to outcomes in the Borough Plan 2019 -2023

Priority 2

Outcome 7: All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities

Objective

- a) Healthy life expectancy will increase across the borough, improving outcomes for all communities
- b) People are supported to live independently and well at home for longer

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?

Theme	Findings for Haringey arrangements
Workforce	<ul style="list-style-type: none"> • Travel-time (issues with demands of travel – although some providers geographically zone carers) • Issues with workforce retention (loss to neighbouring boroughs/retail) • Issues with sector career progression • Use of zero-hour contracts
Quality	<ul style="list-style-type: none"> • Service users and carers mostly happy with quality of service • Issues with sufficiency of care commissioned (level of hours) to address social isolation • Time & task – not ‘enablement focused’
Sustainability	<ul style="list-style-type: none"> • DPS/spot-commissioning provides lack of certainty for providers.

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

It is intended that existing service users will be reviewed and will move to the new service providers. Service users who wish to remain with their current care worker and provider will be offered direct payments with the support they require. Where this offer is taken up, it will give service users and families the opportunity to exert more choice and control over the provision of care that enables them to be independent. It will reduce dependency on more costly care and as a result contribute to protecting crucial services for those most in need.

Overall, the impact of the proposal is positive as the aim of the proposal is to improve the quality of home support by delivering an outcomes focussed, person-centred service. As the proposed service will be delivered in locality areas, the reliability of the service should also improve. The overall aims of the new approach are as follows:

- supply assured across the borough
- sustainability in the market and in the workforce
- reduced reliance on ‘time and task’ contract measures with more focus on outcomes
- enhanced quality and focus on outcomes - empowering people to live independent lives near the people and places that are important to them
- arrangements which are manageable to run

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 proposal will improve service delivery for all residents who received home care support from the council. The data shows that more men currently access home care support than women, therefore the proposed changes will have disproportionately positive impact on men, as reflected and due to the current demand for the service.

Positive	X	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

We do not have local data regarding this protected characteristic. However, it is estimated that there are between 200,000 and 500,000 people who identify as trans in the UK. The proposal will improve service delivery for all residents and the proposed changes will not have an impact for this protected group and will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group

Positive		Negative		Neutral impact		Unknown Impact	x
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3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Our data analysis indicates that 78% of service users affected by this proposal are 60+. This is higher than the age profile of Adult Social Care clients aged 60+ (58%) and the Haringey population for 60+ (16%). Therefore, the proposal is likely to have a positive impact on clients 60+, which is expected of a home support service and in line with the current demand for the service.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

A high proportion of Adults receiving home care (80%) were recorded with a physical disability. The proposal is more likely to affect people with a disability due to the nature of the service and so we can assume a positive impact for this group.

Positive	x	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The proposal will improve service delivery for all residents who received home care support from the council. Our data analysis shows that those of Black ethnicity are currently overrepresented within the home support client group compared to the Haringey population (28% compared to 16%). Therefore, the proposed changes will have a positive impact on this group, reflecting the current demand for the service.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

We do not hold any service user data on sexual orientation protected characteristic, The ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country and is likely to be reflected in the Home Support client base. The Council is committed to enhancing equality of opportunity for all resident including those with a protected characteristic as defined by the Equality Act, 2010. As such we will continue to monitor and review the service to ensure that is accessible for all those you need to access home support

Positive		Negative		Neutral impact		Unknown Impact	x
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

There are no significant over-representations for any of the religions. Christian is the largest recorded religion amongst the home support client group and more likely to be affected by the proposal.

Positive		Negative		Neutral impact	x	Unknown Impact	
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

We do not envisage that this proposal will have a negative impact upon this protected group due to the nature of the service.

Positive		Negative		Neutral impact		Unknown Impact	x
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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)*

The proportion of people in civil partnerships is higher in Haringey compared to the London and England and Wales average. It is reasonable to expect that the client base of Home Support reflects this. Service users and/or carers who are in a civil partnership will be treated the same as those who are married.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

Given the analysis above, we expect a positive impact for clients who are aged over 60

and have a disability.

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?

Those affected are more likely to be aged 60+ and have a long-term disability.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected	Action	Lead officer	Timescale

characteristics are impacted?			
<i>Ensure there is sufficient choice in the service to meet cultural needs or</i>	<i>Around 30% of new home support packages will continued to be purchased on a spot basis through the DPS</i>		<i>April 2020</i>
Ensure there is continuity of care for all service users	<i>All packages of care will form part of the bundled hours arrangement and clients will be offer the option of direct payments to give them more choice and control</i>		<i>April 2020</i>

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:

In monitoring the delivery of the Home Support we will:

- Analyse data annually, specifically related to protected characteristics
- Undertake annual surveys of residents to obtain feedback on the services received and will specifically analyse data on Protected Groups

7. Authorisation

EqlA approved by



.....
(Assistant Director/ Director)

Date 25th February 2020

.....

8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

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Report for: Cabinet, 10 March 2020

Title: Haringey Climate Change Action Plan

Report authorised by: Dan Hawthorn, Director of Housing, Regeneration & Planning

Lead Officer: Joe Baker, Head of Carbon Management. x3976.
Joe.baker@haringey.gov.uk

Ward(s) affected: All

Report for Key/

Non-Key Decision: Key Decision

1. Describe the issue under consideration

1.1 This report is to agree the launch and publication of the Haringey Climate Change Action Plan. This document sets out the ambition and the actions required to make the Borough net zero-carbon by 2041, for the Council's core operational buildings and fleet to be net zero carbon by 2027, and for all Council buildings to become net zero-carbon as soon as possible ahead of the 2041 date. Once published, the Council will undertake a period of engagement following which a final plan will be adopted.

1.2 This level of ambition is huge. The net zero-carbon borough ambition in particular can only be delivered in partnership with borough stakeholders, new powers from government, and access to new finance models. The Council can only control less than 10% of the Borough's carbon emissions. The Action Plan sets the context for this level of ambition, the actions required to deliver this, and the funding and legislative changes required. It also sets the timeframes for projects and programmes which the Council will deliver with national, and regional government alongside the residents, businesses, and borough partners to achieve the net zero-carbon borough ambition. In recognition of the need for this concerted effort across the borough, and in order to ensure both the greatest possible joint ownership of the plan and the input of all interested parts of the community, the Council proposes a period of engagement on this Action Plan before a final version is adopted later in 2020. Given the scope and lifetime of the Action Plan, it will also be necessary to keep it under review after that time.

2. Cabinet Member Introduction

2.1 We have moved on from debates about whether climate change is happening. The question in front of us is how bad do we want climate change to be, and what are we willing to do to reduce the impact on us and the generations that follow. Climate change is an increasingly global crisis, disproportionately affecting those least able to bear it and with the least responsibility for causing

- it. So, addressing climate change is about delivering a fairer and more equal society.
- 2.2 A zero-carbon borough is a huge ambition. However, the science is clear. We must deliver on this or accept a future with extreme weather events and reduced life opportunities. It is an emergency that we must respond to.
- 2.3 To do this we will all have to make fundamental changes in everything that we do and this will come at a financial cost. It will impact the Council's operations, our homes, our businesses, the way we travel, the lifestyle choices we make. However, the benefits we will all gain, and the problems we will avoid, significantly outweigh the negatives.
- 2.4 Acting on climate change mitigation will deliver homes that are healthy, comfortable and affordable places to live. Our local businesses will be energy efficient, in buildings that are great to work in. Across the borough, we will have quiet and calm neighbourhoods with active and safe travel options accessible by all of our community. For the Council it will mean warm and efficient buildings to operate from. With schools where the buildings act as educational tools, through the energy generation and air quality improvements that they demonstrate.
- 2.5 The actions within this document will deliver this for our borough. For example, we know that some communities in the borough do not have high car ownership, yet they are blighted by the worst air quality and their access to public transport and active travel options is limited. So, by improving sustainable transport options we deliver air quality and carbon reduction improvements, with healthier lifestyles and increase mobility to jobs and services. The Action Plan will support our work in addressing poor quality housing by delivering healthier homes through improved energy efficiency standards.
- 2.6 This Action Plan is about reducing carbon emissions in Haringey and raising awareness about climate change across our borough. For the borough to deliver this ambition Haringey's residents, visitors, stakeholders and businesses need to share their input into the Action Plan's delivery. While the Council can lead in delivering the actions set out in the Council chapter, the actions listed in other chapters need others to deliver and actively support. Approximately 92% of all borough carbon emissions can only be delivered by these groups, as they are not within the Council's gift to deliver these savings. But the Council will work with all parties, including government agencies, and show leadership that significant changes need to be made – through finance mechanisms and legislative changes. However, together we can deliver a greater greener future.
- 2.7 At the moment, our technical work shows that 2041 is the earliest we can feasibly deliver a net zero carbon Haringey. We know that other authorities have set target dates sooner than that. Combating climate change is a collective endeavour, and we will continue to work with colleagues across the sector to share knowledge, so we can keep Haringey's target date for net zero under review – and if we can confidently bring it forward, we will.

3. Recommendations

For Cabinet to:

- 3.1 Agree to publish the draft Haringey Climate Change Action Plan to consult with residents, businesses and other stakeholders who can discuss and gain an understanding of the actions to be taken, before refining and adopting the final Climate Change Action Plan in late 2020;
- 3.2 Agree that the Action Plan will be reported back to Cabinet by November 2020;
- 3.3 Commit to the Council to start working now towards becoming a net zero carbon Council, and for all core council buildings and the fleet to be net zero carbon by 2027;
- 3.4 Agree to start work now on lobbying national and regional government, as set out in the Action Plan, to ask for greater powers and access to finance to increase the rate of carbon reduction;
- 3.5 Agree that the Council will continue to report progress against the final Action Plan through the Haringey Annual Carbon Report.

4. Reasons for decision

- 4.1 Delivering a net zero carbon borough by 2050 is an objective in the Borough Plan 2019-23. However, in light of the new scientific evidence published in the report *Special Report on Global Warming of 1.5 degrees Celsius* by the Intergovernmental Panel on Climate Change (IPCC, 2018), Full Council in March 2019 agreed to declare a climate emergency, and to review this date for delivery with a view to bringing it forward in recognition of that emergency.
- 4.2 The Haringey Climate Change Action Plan sets a date to be net zero carbon of 2041. The Action Plan sets out the actions required with a challenging but realistic timeframe to reduce the borough's carbon footprint. It sets out the actions which are already funded, the additional funding that is needed and the legislative changes needed. It also outlines the delivery routes with national, and regional government, as well as the borough's stakeholders.
- 4.3 Delivering carbon reduction in Haringey will grow the green sector, encourage innovation in products and services and require local people to fill jobs to retrofit our homes and businesses. It will support the priorities and cut across the borough's objectives as set out in the Borough Plan (section 7).
- 4.4 This level of ambition for a net zero-carbon borough cannot be delivered by the Council alone. The residents and businesses need to help the Council deliver a net zero-carbon borough. To do this the Council will need new powers, and access to finance to deliver this target from government. This, in turn, will deliver new skilled jobs and warmer healthier properties to work and live in for our borough. This is set out in the Action Plan, under the lobbying asks.
- 4.5 The Council will demonstrate leadership by becoming a net zero carbon organisation ahead of the borough target. The Council has set this date as 2027 for the core council operational buildings, and all transport related activities

undertaken by the Council in the delivery of services. A plan for bringing the rest of the Council's operations to net zero as soon as possible will be completed by the end of 2021.

5. Alternative options considered

- 5.1 **Do nothing.** This was rejected as it would not comply with the Borough Plan, or the Full Council resolution of March 2019 to declare a Climate Emergency and deliver a costed and deliverable action plan that will deliver a zero carbon Borough.
- 5.2 **Propose a programme to be a net zero carbon borough by 2030.** Although many local authorities have committed to this timeframe, the Council's evidence suggests that this timeframe is not deliverable, even with new powers and increased funding for councils. This timetable would, for example, require over 10,000 full retrofits of homes in Haringey each year. This figure has never been achieved at a national level. It would therefore be close to impossible to deliver this in the borough, especially as there is limited funding to do this, and there are only a few companies and workers in the UK currently that could deliver this level of retrofitting.
- 5.3 **Propose a programme to be a net zero carbon borough by 2050.** This was the Council's original timeframe to achieve zero carbon status and currently remains the Mayor of London's and national government's position. However, this timeframe does not reflect the climate emergency or the ambition of Haringey Council. Furthermore, based on the Council's analysis, it has been determined that there are several actions which can be brought forward with new powers and funding from regional and national government.

6. Background information

Zero-carbon: national, regional and local context

- 6.1 In 2008, the UK agreed the world's first primary legislation (the Climate Change Act 2008, amended in June 2019), requiring all layers of government to deliver action to reduce carbon emissions, abating 100 per cent of emissions by 2050, from a 1990 baseline. Since the government passed this Act, the rate of reduction in carbon has been varied, but with an overall downward trend in emissions. However, the rate of reduction has not met the scale necessary, as set out by the UK Government's Committee on Climate Change and the UN's IPCC.
- 6.2 On 8th October 2018, the IPCC released a report titled *Special Report on Global Warming of 1.5 degrees Celsius*. This report warned that if the planet warmed by 1.5 degrees Celsius, there would be devastating consequences, such as the loss of most coral reefs, and increased extreme weather such as heatwaves and floods. The consequences of allowing 2 degrees Celsius warming would be truly catastrophic. Given that the planet is currently heading for 3 to 4 degrees Celsius warming, keeping to 1.5 degrees Celsius requires a radical shift, unprecedented in history for its speed, across energy, land, industrial, urban and other systems to reduce emissions.

- 6.3 Since the 2018 IPCC report there has been a rapid growth globally in citizen-led campaigns for greater action on carbon reduction and to address the risks that a changing climate will bring. This is seen most notably by Extinction Rebellion (also known as XR) which is a global climate change movement with the stated aim of using non-violent civil disobedience to compel government action to avoid tipping points in the climate system. This organisation has held many protests and civil disobedience events across London and beyond, as well as events in Haringey.
- 6.4 National government and the GLA have recently strengthened their policies. In June 2019, following a recommendation by the Committee on Climate Change (CCC), the UK government became the first major economy in the world to adopt a target of reaching net zero emissions by 2050 (as amended in 2019). The London Assembly requested that the Mayor should declare an emergency and work to a 2030 carbon neutral capital by 2030. In June 2019, the Mayor of London declared an emergency.
- 6.5 In 2011, the Council and Community agreed to work to the target of reducing borough carbon emissions by 40% by 2020 from a baseline year of 2005. The Council publishes an Annual Carbon Report which monitors the borough's performance against this target and sets out the work that has taken place each year to reduce carbon emissions. These initiatives and programmes have been led by a variety of actors - the Council, regional government, our active local resident and business groups, and not-for-profit organisations. Collectively the borough's work has helped reduce carbon emissions from the borough, and Haringey is on target to meet the 40% reduction by 2020 (also known as 40:20 target). The 2017 data (the latest available dataset) shows that the borough reduced its carbon emissions by 35.9% in the period from 2005 to 2017.
- 6.6 The Haringey Borough Plan 2019-23, adopted by Cabinet in February 2019, stated the Council's ambition to deliver the 40:20 ambition, and then move Haringey towards being a net zero carbon borough by 2050. Building on this, in March 2019 Full Council declared a Climate Emergency and urged the development of an action plan to decarbonise the borough by the earliest date that was both ambitious but achievable.

Scope and definitions

- 6.7 The Green House Gas Protocol splits carbon emissions into three categories, which can be defined as follows in relation to the Haringey Action Plan:
- Scope 1. Direct emissions from sources that are owned and controlled in the borough.
 - Scope 2. Indirect emissions, generated from the heat, cooling and electricity purchased by residents, businesses and others in the borough
 - Scope 3. All other indirect emissions, such as waste disposal, aviation, diets, and wider behaviour change.

For the purposes of this Action Plan, and the setting of a net zero carbon target for Haringey, only Scope 1 and 2 emissions are included. This is because the data which the Council can access, to measure progress against the target,

does not include Scope 3 emissions. However, in recognition of the importance of Scope 3 emissions in the effort to combat climate change, the Action Plan does commit the Council to measures promoting the tackling of Scope 3 emissions, both within the Council and across the borough more widely.

6.8 There are three commonly used terms in relation to reducing carbon emissions to zero:

- Zero Carbon: this means the reduction of carbon emissions to zero, without considering removals or offsetting;
- Net Zero Carbon: the balancing of carbon emissions against carbon removals or offsetting with the net result being zero;
- Carbon neutral: this is effectively the same as net zero carbon.

For the purposes of this plan, the term 'net zero carbon' is used, with offsetting always being the last resort. Where the term 'zero carbon' is used in this report and in the Action Plan, it should read as shorthand for 'net zero carbon'.

The Haringey Climate Change Action Plan

6.9 To deliver the net zero carbon ambition, the Council started by working with built environment consultancy ARUP to conduct science-based analysis to determine what actions could be delivered and to what timeframe. This work was then reviewed and feedback given by services across the Council, leaders in this field including the UK Green Building Council, and representatives from stakeholders in the borough such as developers, and community groups including the Haringey Climate Change Forum, and Sustainable Haringey Network. Based on this work, Haringey Council has developed a set of detailed and deliverable actions – for the Council, and for others – to deliver a Net Zero-Carbon Borough by 2041. The Haringey Climate Change Action Plan sets out these actions (and corresponding estimated emissions savings), and alongside them the estimated costs, and where appropriate the action required from regional and national government, alongside a timetable for delivery.

6.10 As every tonne of carbon not emitted is vital, and in the context of an emergency, the Action Plan recognises that many of the actions should be commenced urgently. Therefore, rather than accepting a linear decrease in carbon emissions, the plan deliberately proposes accelerating actions in response to the climate emergency wherever possible. For this reason, the Haringey Climate Change Action Plan proposes a steeper rate of decrease of carbon in those fields where the Council and other borough stakeholders already have the ability and powers to achieve this. This is shown through actions such as the Council's core operational buildings and fleet becoming net zero carbon by 2027, and increased action to improve the take up of active travel options.

6.11 It is clear that the measures needed to achieve the zero-carbon borough ambition will be challenging to deliver, and that the ambition would not be deliverable without further initiatives by national and regional government, including additional powers for councils. This is reflected in the lobbying strategy described in the Action Plan.

6.12 The draft Haringey Climate Change Action Plan is framed around six chapters which are supported by the objectives and actions underneath them. These are:

- **The Council's Carbon:** this sets out how the Council can move to become a net zero carbon organisation, addressing carbon associated with service delivery and operational front-line buildings. By reducing the Council's operational emissions as quickly as possible, the Council can demonstrate and promote leadership and learning to others. All core operational buildings and transport related to service delivery will be net zero carbon by 2027;
- **Reducing Carbon from Housing:** over 50% of the borough's emissions come from its housing stock. This part of the Action Plan delivers actions on the borough's household energy efficiency projects addressing emissions from public and private sector homes;
- **Addressing Business Emissions:** 30% of the borough's emissions come from the business sector, many of which are small businesses with marginal profits which will need investment to reduce their energy consumption;
- **Tackling Carbon from Transport:** 20% of the borough's emissions come from vehicles across the borough. Actions include promoting and delivering increased public transport, cycling campaigns, and improved public realm to encourage walking, while reducing the dependency on the private vehicles, and if needed using only electric vehicles;
- **Increasing Renewable Energy Generation:** this aims to increase the number of solar panels across all buildings in the borough, investigate large wind turbines in the Lee Valley to help power the borough and to deliver District Energy Networks in Tottenham and Wood Green; and
- **Engaging and Empowering the Borough's Community:** this describes how the Council will communicate and work with its residents and businesses in the borough, to enable more residential, business, and partner-led projects to come forward. Examples of these are Community Energy Companies and using existing networks to promote the work of the wider borough on carbon reduction.

6.13 Key cross cutting themes have emerged during the development of the Haringey Climate Change Action Plan, which have been embedded in the actions and objectives. These include:

- The scale and impact of the climate crisis requires the Council and its partners to be ambitious;
- Action on climate change at a local level is, first and foremost, action for social justice since a changing climate will impact most significantly those who can least afford it;
- Acting on climate change creates opportunities to deliver wider benefits for health, wellbeing and the local economy;
- This Action Plan is an evidenced-based document, but the scope of Haringey's ambition should also extend beyond what is easily measured by the Council. Many of these factors, such as aviation and food, have a significant impact on climate change, but are not included in this plan;
- Delivery of a target to be net zero carbon by 2041 cannot be achieved by the Council working alone. The Council and borough stakeholders need to support this ambition from the borough's stakeholders – residents,

businesses and visitors. The Council will also lobby central government and others to secure the action and investment needed at a national and regional level;

- Achieving a carbon neutral future is as much about culture change – at community, organisational, household and personal level – as it is about infrastructure. Communication and engagement with stakeholders and the community will be of fundamental importance. To do this in a credible way the Council must demonstrate leadership in terms of its own estate and operations, and encourage other individuals, groups and organisations to take a similar leadership role.

Resourcing the Action Plan

6.14 To achieve this step change, the Council will need to take a fundamentally new approach to its work and make significant funding commitments. The list set out below indicates which commitments are currently funded, which need future funding commitments, and which need legislative change. The ambition also requires significant commitment and action from the business and resident community of Haringey.

6.15 Within the Council's 2020/21 financial plan there are several existing capital funding streams that will support the delivery of this action plan. These proposals include:

- Decentralised Energy Networks (£27m over the next 5 years) – which will create low carbon heat networks in the borough's regeneration areas;
- School Streets Funding (1.5m over the next 5 years) – which will improve public realm and deliver active travel options around our schools;
- Active Travel Programme (£1.68m for 2020/21) – to support residents, employees and partners to cycle and walk more through training and education alongside infrastructure measures;
- Street lighting energy efficiency LED upgrade (£7m over the next 2 years);
- Parks and leisure facilities carbon reduction programme (£3m over the next 5 years);
- SME workplace intensification (£9.8m over next 5 years) which will improve existing and deliver new low carbon workspace units;
- Council assets and Civic Centre improvements (£23m over 5 years) to deliver improvement in these key civic buildings, which will include carbon reduction measures; and,
- Council housing energy efficiency programme (£101m over the next 10 years) – which will improve the energy performance of the Council's housing stock.

There is also a general low carbon funding stream identified in the proposed capital programme to enable existing projects to go further in the delivery of carbon reduction. This will primarily target corporate commercial property projects, where improved properties can deliver increased rental value for the Council as well as improve their energy efficiency.

6.16 Estimating costs across the different actions over the next 21 years is challenging. The consultants sought to use external sources wherever possible,

but judgement was needed to fill gaps. The estimates of capital costs, cost savings and carbon impacts should be considered as indicative and will be subject to further refining over time and as works are specified in more detail.

- 6.17 A cost of approximately £1,600 million has been estimated for the implementation of all actions across all sectors of the borough to achieve the net zero carbon ambition. Although this is a large figure, much of this will be spent anyway as existing equipment needs replacing, and new buildings are constructed. The costs will be shared between public and private organisations, and private households. They will include new building development costs, and the costs of retrofitting and replacing equipment to deliver carbon reduction. As the borough moves forward into delivery, all funding streams will need to be reviewed for future years, alongside the costs which will change as new technologies develop. Alongside this the Council and the borough stakeholders need to seek out new funding streams and secure them through projects and programme ideas. The Council and stakeholders will also need to adopt an approach which considers how all investment – and in particular capital investment – can contribute to the net zero-carbon ambition. As energy prices increase many of the measures set out in the Action Plan will also become sensible business decisions to make which over time offer savings to users.
- 6.18 There also needs to be significant and sustained action by a range of stakeholders, away from the Council such as private homeowners and small businesses in the borough. Therefore, the costs of this Action Plan fall predominantly outside the Council. Lobbying and partnership work by the Council with regional and national government will also be essential in securing the action needed to deliver on climate emergency ambitions. The largest budget requirement to deliver the net zero-carbon ambition is focused on private housing. Actions related to this sector need to be unlocked in partnership by national government through financial support and increases in enforcement powers with support by the Council. It cannot be funded directly by the Council, but the Council has a role to support this through Planning and use of community buildings.

Net Zero Carbon Council

- 6.19 To show leadership to the borough and as a responsible organisation, the Council is recommending bringing forward the organisational date for net zero carbon ahead of the wider borough. This is because the Council is in control of its estate and can directly manage its operational carbon. Having reviewed the Council's operational buildings and the plans for new civic buildings it is proposed that this will be achievable for the Council's core operational buildings and fleet by 2027. For all the remaining council buildings work will start now to identify necessary measures with the aim to become net zero carbon as soon as possible. A plan for how all the Council's operations will become zero carbon will be completed by the end of 2021.
- 6.20 To deliver the ambition for a net zero carbon Council, officers will undertake a three-stage process, as set out below. Funding will be allocated once individual business cases have been made that describe the measures proposed, savings that can be made, and funding options.

6.21 As the first stage in this approach the Council has identified its core operational functions, including transport emissions from the Council's fleet. The Council and will make these net zero carbon by 2027. The operational functions covered by this commitment are those currently delivered in River Park House, Alexandra House, George Meehan House, Wood Green Library, 48/62 Station Road, 40 Cumberland Road, and Haringey Civic Centre. For transportation emissions the Councils in-house fleet will be zero carbon by 2027. For out-sourced fleet activities this will be undertaken at each contract renewal with a list of estimated timescales to be produced by the end of 2021, and for staff who use their own vehicles for service delivery the Council will work with them to transition as soon as is feasible.

6.22 Secondly, the Council will review all its other operations. Each of these operations, and the buildings where they take place, will be reviewed in order to establish how the Council can:

- a) consume less carbon in carrying out the operation itself, distinct from the building
- b) improve the energy efficiency standards of the building, for example by using double glazing, wall insulation etc.
- c) improve current heating and hot water systems to reduce carbon, while improving air quality and operational costs, for example by using new boilers, air source heat pumps etc.
- d) maximise the delivery of renewable energy generation in each building, for example by installing solar PV panels, solar thermal panels, heat pumps, etc.

Through undertaking these measures, the energy consumption of each operation will be reduced to a minimum.

All new Council buildings designed and constructed during this time will also be required to be zero carbon on site. This is already being designed into new buildings and planned to be delivered on sites such as the new council depot at Marsh Lane, and the redevelopment at Osborne Grove Nursing Home.

The Council will also show leadership by developing a Waste and Recycling Strategy for its own waste. This will cover operations and aim to reduce resource consumption and increase recycling rates. The Council will also work with other public bodies to support the local supply chain, with local businesses to deliver wider carbon reduction.

6.23 Stage three will be carbon offsetting of any remaining unavoidable carbon emissions. After 2027, and to achieve the final stage of the zero-carbon standard, all remaining energy required (gas, electricity and fuel) for the Council front line services will be purchased from a certified Green Energy Supplier. To demonstrate true additionality of renewable energy generation, the Council will work with other authorities across London to develop a business case for a Power Purchase Agreement (PPA) with the opportunity for direct investment in renewable generation. Carbon that cannot be offset through buying renewable energy (including Council services that for legal reasons cannot avoid carbon emissions, such as for flights undertaken by social services or the coroner's

service) will be offset through a local scheme, designed to fund projects that deliver additionality in carbon reduction (i.e. projects that have been identified, but that have not yet identified funding and would not happen without this new funding). This might include, for example, solar panels on a community roof where no funding is in place.

- 6.24 Homes for Haringey will separately consider, during 2020, what commitments it can make in moving towards being a net zero carbon organisation by 2027. To be clear, this will relate to HfH as an organisation, not to the carbon emissions associated with the homes and other buildings it manages on behalf of the Council, which are explicitly dealt with elsewhere in the draft Action Plan.

Engagement and Communication Process

- 6.25 Following the launch of the Action Plan, a period of engagement will be undertaken. This will provide opportunities to discuss the priorities and actions proposed by the Council and for specific stakeholders to take ownership of the plan and deliver the outcome as a whole borough. These stakeholders will include residents, businesses, developers, and other partners such as Transport for London.

- 6.26 Engagement will be centred around a series of events, which will give an opportunity to present the scientific evidence underpinning the Haringey Climate Change Action Plan, and to explore the proposed actions, their implications and any potential alternatives. The objectives of this engagement will be to:

- Engage, inform and support residents, businesses and stakeholders
- Raise awareness
- Ignite interest and secure buy-in for the borough's vision
- Create a desire to engage with the process
- Prompt action

- 6.27 Audiences that will be targeted through this campaign will include:

- Young and elderly people
- Faith groups
- Businesses (including a focus on the big emitters)
- Hard to reach groups
- Disability groups
- Action groups - Friends of the Earth, Friends of Parks, Haringey Cycling Campaign, Living Streets, Grow N22
- Wider community
- LBH staff

- 6.28 The engagement will start as soon as possible following publication, considering the constraints of the pre-election period, and will continue through summer 2020. It is proposed that the engagement plan will include a collective 'compact' event, bringing together all interested parties; the aim is for this event to coincide with the week including World Environment Day on Friday June 5th. Engagement panels will be set up to specifically tackle difficult topics such as

getting to zero carbon schools (panel with school governors, teachers and students), addressing staff car parking (with teachers and officers) or adapting small businesses to the zero carbon challenge (with small businesses across the borough).

- 6.29 The Action Plan will then return to Cabinet and be adopted following this process in Autumn 2020, with the aim to link in with the UN Climate Change Conference (COP 26) being held in the UK in early November.

Monitoring and publication

- 6.30 Progress against the overall target and the specific actions in the plan will be reported annually in the Council's Annual Carbon Report. This reporting will include the Council's own projects and stakeholder projects and associated carbon savings. These annual reports can be used as the basis for communication and awareness raising for further action on carbon reduction – celebrating successes, and highlighting the remaining challenges, in delivering a net zero-carbon borough.

7. Contribution to strategic outcomes

- 7.1 The Haringey Climate Change Action Plan specifically delivers on the commitment in the Place Priority of the Borough Plan (2019-23) to '*Develop a plan for Haringey to become Zero Carbon by 2050 and start on its delivery*'. It also supports other objectives set out in the Borough Plan. These include:
- **Housing Priority** – driving up the quality of housing for everyone. The Action Plan directly links in with the housing investment programme to reduce fuel poverty, making it more affordable to warm and cool homes. It will support the creation of high quality, sustainable new homes, and through engagement with private owners and the private rented sector will support the retrofitting of homes and ensure compliance with national energy efficiency legislation.
 - **Economy Priority** – supporting businesses to become more efficient and aware of their environmental performance. The Action Plan will support the Wood Green and Tottenham Regeneration goals in creating places that prioritise people over cars and are designed to support sustainable lifestyles and environments. To grow the green economy, local businesses across the supply chain will be supported by the Council in growing their market and upskilling their employees to take on the retrofit challenge in Haringey. Other local businesses will have to change their approach to carbon reduction, which will strengthen their resilience in the face of rising energy prices.
 - **People Priority** – promoting health and wellbeing. The Action Plan seeks to improve children's future, with family homes that are healthy and thermally comfortable, and schools and workplaces that ensure improve productivity and learning, with low running costs. Adults and families have an opportunity to improve their mental and physical health in thermally comfortable, higher quality homes, and be able to enjoy their outdoor environments with

improved air quality, urban noise, and better integration of Haringey's neighbourhoods.

- **Place Priority** – delivering a reduction in carbon emissions. The Council and borough stakeholders will support the increasing number of Haringey neighbourhoods who want to see changes to the way the community uses the highways. The Council and partners will implement liveable neighbourhood principles across the borough, supporting the increasing number of play streets requests, and reorganise on-street parking and waste systems to deliver air quality and carbon reduction. The plan will directly benefit the key priorities of air quality, parks and open spaces, biodiversity and trees, more sustainable developments through planning policy, development management and enforcement; and
- **Your Council Priority** – Improving the Council's operational estate will save money on maintenance and energy bills, and reduce the Council exposure to volatile energy markets.

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

Finance

- 8.1 The Haringey Climate Change Action Plan focuses on six areas: Council, Housing, Workplaces, Transport, Energy and Community. There are workforce implications, property and asset considerations, and consultation & communication considerations.
- 8.2 Although the financial implications of the measures required to implement the Action Plan will need to be fully assessed, costs relating to some areas have been built into the proposed budget/MTFS programme (2021-25) subject to Cabinet approval in February 2020. These include:
- Decentralised Energy Networks (£27m over the next 5 years) – which will create low carbon heat networks in the borough's regeneration areas.
 - School Streets Funding (£1.5m agreed capital and a further £1.5m expected through match funding over the next 5 years) – which will improve public realm and deliver active travel options around our schools.
 - Active Travel Programme (£1.68m for 2020/21) – to support residents, employees and partners to cycle and walk more through training and education alongside infrastructure measures.
 - Street lighting energy efficiency LED upgrade (£7m over the next 2 years).
 - Parks and leisure facilities carbon reduction programme (£3m over the next 5 years).
 - SME workplace intensification (£9.8m over next 5 years) which is improve existing and deliver new low carbon workspace units.
 - Council assets and Civic Centre improvements (£23m over 5 years) to deliver improvement in these key civic building, which will include carbon reduction measures.
 - Council housing energy efficiency programme (£101m over the next 10 years) – which will improve the energy performance of the Council's housing stock.

- 8.3 There is also a proposed fund to facilitate existing projects to go further to deliver increased carbon reduction. This will target corporate commercial property projects, where increased revenue can be secured.
- 8.4 Projects that currently do not have funding streams allocated, which are proposed to be delivered in the medium to longer term, will be reviewed and business cases developed before funding can be agreed.
- 8.5 It is expected that there will be Government funding to support local authorities, residents and businesses towards climate change projects.

Procurement

- 8.6 Strategic Procurement will work closely with the various business units/stakeholders within the council to ensure procurement and contract activities, particularly those linked to climate change are let and managed in a way that delivers not just value for money but also minimise damage to the environment.
- 8.7 These contracts will be procured in accordance with the Council's CSOs and Public Contracts Regulations (2015) and will greatly contribute to the achievement of the key milestones outlined in the report.

Legal

- 8.8 The Assistant Director of Corporate Governance has been consulted in the preparation of this report and makes the following comments.
- 8.9 The Climate Change Act 2008 (the Act) is the statutory basis for the UK's approach to tackling and responding to climate change. The Act places a legal duty on central government to set legally binding targets to reduce UK greenhouse gas emissions to net-zero by 2050. The UK legal framework on climate change is also shaped by both cases which have come before the courts, and international agreements as referred to in the report and Action Plan.
- 8.10 Guidance from central government will be issued in due course which will (if issued in time) inform the next iteration of the Plan. However, having undertaken a review of the Plan with expert external solicitors, an assurance can be given that it complies with such current UK legal framework at this stage. Accordingly, there is no legal reason why Cabinet cannot adopt the recommendations contained in this report.

Equalities

- 8.11 A full Equalities Impact Assessment has been completed as part of the development of the Action Plan, as a result of which several elements of the Plan have been amended to strengthen and improve the objectives and actions. The Assessment is attached as an Appendix 2.

9. Use of Appendices

Appendix One – Haringey Climate Change Action Plan
Appendix Two – Equalities Impact Assessment

10. Local Government (Access to Information) Act 1985

More information about Haringey’s existing work on reducing carbon emissions – including copies of all Haringey’s previous Annual Carbon Reports – can be found on the Council website here:

<https://www.haringey.gov.uk/environment-and-waste/going-green/reducing-co2-emissions>

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Haringey Climate Change Action Plan – A Delivery Plan for a Zero Carbon Haringey

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Introduction and Background

Our vision for Haringey in 2041

Our 2041 vision is for a Haringey that is healthy and sustainable, with walking or cycling to local amenities and taking the long-distance trains for holidays being the norm. Roads will have been repurposed to give way to street-side planting, play areas, dedicated charging areas for electric vehicles, with safe space to get to your destination by using any non-motorised set of wheels or by foot. The Council will have finished the deep retrofitting of all council-owned properties, resulting in lower energy bills and more control over thermal comfort at home and at work. All households will live in homes that are warm in the winter and cool in the summers; homes that are desirable, warm, and affordable to run. Local energy generation is widespread and usage can be tracked increasing awareness. Photovoltaic (PV) solar panels power Council buildings, homes and businesses, and thousands of homes are connected to low carbon heat networks.

Residents are empowered and take ownership of their local environment delivering carbon reduction.

Purpose of this Document

Haringey has been a leader in carbon dioxide (CO₂) reduction and in its work on Climate Change. The borough is on target to deliver its 40% carbon reduction by 2020 from its 2005 baseline. It has a better performance than neighbouring authority areas. But there is now increased awareness on the impact of carbon and greenhouse gases as scientists have learnt and are seeing the impact of carbon emissions on our climate across the globe. The globe is now in a Climate Change Crisis and dramatic action is required.

In March 2019, Haringey Council declared a Climate Emergency. In doing so, the Council committed to developing an action plan to decarbonise the borough by the earliest date that was both ambitious but achievable. The foundation work was done with ARUP when the Council first committed to becoming a net zero-carbon borough, in the Borough Plan (2019-2024). ARUP provided science-based analysis that informed the actions that could be delivered and to what timeframe. Based on the Climate Emergency declaration, Haringey Council revisited this initial action plan and agreed to bring forward both the timeline and scale of actions, aiming to be net zero carbon by 2041. This document sets out the actions as to how we can achieve this goal.

This Action Plan is a borough document which requires collective ownership to deliver this level of ambition, rather than a 'top-down' Council approach. This is a fundamental part of the approach which will be needed to deliver the 2041 date.

The Councillors and officers are committed to taking urgent action to deliver a net zero-carbon borough by 2041. Because the Council cannot deliver it all on its own, a large part of this commitment is to take a leadership role in influencing stakeholders in Haringey; and empowering residents and businesses to mitigate their own emissions. But it also requires changes at a higher level and the Council will lobby the Mayor of London and UK Government to take responsibility for their own emissions and adopt ambitious legislation and policies. The Government's legislation and policies should be supported with funding streams and increased powers to enable an increased rate of delivery at the local level.

As these actions were developed, they were reviewed and commented on by stakeholders to inform the actions. The Action Plan was also challenged by leaders in the sustainability and built environment sectors to sense check and challenge the actions and assumptions.

This Action Plan will enable Haringey to become a net zero-carbon borough by 2041.

Background of Climate Change Globally

Climate change is an increasingly global crisis, disproportionately affecting those least able to bear it and with the least responsibility for causing it. Extreme weather linked to climate change has created devastation around the world. These changes are being felt through more frequently occurring short-term events such as droughts, flooding, heat waves and storm surges as well as longer term pressures including sea level rise and loss of productive land.

The UK set a statutory target in the Climate Change Act 2008 to reduce UK greenhouse gas (GHG) emissions by 80% from 1990 levels by 2050. In 2015, the UK committed to keeping emissions well below 2°C by signing up to the Paris Agreement of the United Nations Framework Convention on Climate Change. The Intergovernmental Panel on Climate Change (IPCC)'s *Special Report on Global Warming of 1.5°C*, published in October 2018, sets out the impacts of global warming of 1.5°C above pre-industrial levels with available scientific, technical and socio-economic evidence. Due to historic GHG emissions, the globe is set to warm significantly, with wide-ranging impacts as a result. Following a recommendation by the UK Committee on Climate Change (CCC), the UK legally amended the target in June 2019 to reduce all GHG emissions to net zero by 2050.

Human pressures on the world's ecosystems and natural resources and the changing climate have also resulted in a serious threat to our biodiversity, with nature eroding at unprecedented rates. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) published its Global Assessment Report on Biodiversity and Ecosystem Services in May 2019 warning of the severe loss of biodiversity and how this will impact people. Climate change and large-scale biodiversity loss need to be tackled simultaneously and are both critical in ensuring human wellbeing, economic viability and the functioning of the natural world.

In response to clear scientific evidence and consensus on climate change, and rising public concerns, Haringey Council declared a Climate Emergency in March 2019, being one of the first London Councils to do so.

Why Reduce Carbon in Haringey?

The changing climate and loss of biodiversity will impact our borough too, and the impacts will continue to worsen due to the borough's urban location, including:

- Heat waves will intensify due to the urban heat island effect and buildings not being adapted to higher external temperatures;
- Impermeable built up areas will cause surface water flooding;
- Higher demand on the grid during extreme weather events will result in more power outages.

Haringey's incomes and living standards vary considerably and the impacts of climate change will exacerbate inequality across residents and businesses. This plan targets a borough-wide reduction on carbon emissions which will improve living standards for all residents.

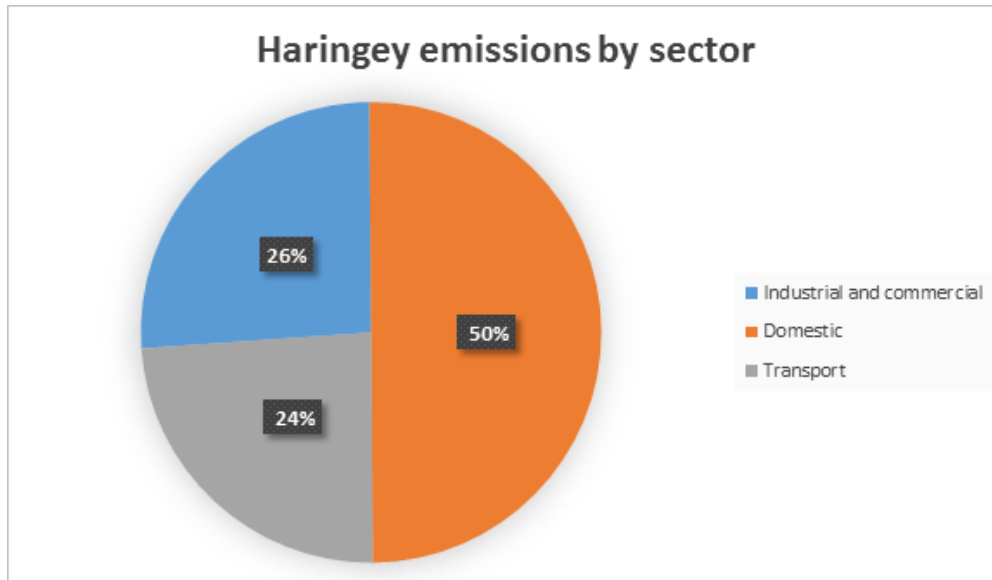


Figure 1: Haringey 2017 proportion of emissions by sector

Haringey Council has for some time been committed to reducing the borough's emissions by 40% by 2020, from a 2004 baseline (coined as '40:20'). In 2018 we set a new target to become a net zero-carbon borough by 2050. The Council had worked with Arup to set out a road map to 2050 and, after the Council declared a climate emergency in March 2019, it followed up with a Climate Emergency Report bringing the 2050 target forward to the earliest possible date, which we now believe to be 2041.

As every tonne of carbon is vital to be reduced, and in the context of an emergency, we need to deliver many of the actions urgently. Therefore, rather than accepting a linear decrease in carbon emissions, we have chosen to accelerate actions in response to the climate emergency. For this reason, the Haringey Climate Change Action Plan proposes a steeper rate of decrease in areas that the Council has greater control and powers to achieve this. This is shown through actions such as the Council's operational buildings becoming net Zero Carbon by 2027, and increased action to improve the take up of active travel options.

Although nationally the UK Government are aiming to become zero carbon by 2050, the Council believe this is too late to act. By 2050, the borough and beyond could be experiencing catastrophic weather events, and displacing people from their homes. The Council believe that with the right support from regional and national government, that a 2041 timeframe is achievable and therefore we should be striving to achieve this.

When Haringey started work on delivering a reduction on its carbon emissions in 2005, the borough's emissions were estimated to be at 1,041.30kt (4.5t emissions per capita). In 2017, the estimated emissions for Haringey (within the scope of influence) were 667.7kt (2.5t per capita). A projected 40% reduction on 2005 levels is to achieve a reduction to 624.78kt of emissions by 2020.

How Has Haringey Reduced its Emissions So Far?

Since 2011, Haringey has published its Annual Carbon Report to provide an overview of the carbon emissions in relation to the 40:20 target. The 2019 Annual Carbon Report shows that, as a borough, we have helped reduce carbon emissions from the borough by 35.8% and Haringey is on target in meeting the 40% reduction by 2020 (also known as 40:20 target) from our 2005 baseline.

Our historic success in reducing emissions in the borough is due to our proactive working with businesses, the community and other stakeholders. Our work has included undertaking pilot studies and projects, encouraging active travel across the borough, implementing

various improvements to the Council's estate through LED light fittings and other energy efficiency savings, installing 2,200 solar panels which generate 565,000 kWh of electricity per year, and supporting community groups in reducing their emissions through community energy installations, home visits and giving energy efficiency advice. Three significant projects that have delivered this level of carbon reduction are highlighted below:

- Haringey's Smart Homes project was delivered between 2013 and 2015 for private homeowners. It was led by Haringey in cooperation with other north London boroughs under the Smart Homes scheme, with ECO funding and £6.5m funding from the Department for Energy and Climate Change (DECC). Grants of up to £6,000 were made available to private homeowners following a Green Homes assessment (with residents contributing at least 25% of the cost). With a value of £1.4m, a range of energy efficiency works were undertaken including internal and external insulation, boiler replacements, double/secondary glazing and draught proofing. With 4,000 expressions of interest, a total of 1,250 grants were awarded. 72 businesses also took part in the equivalent Smart Business project where grants of up to 50% of the cost were awarded. The total Smart Homes programme saving was estimated at 42,338 tonnes of CO₂ (1.05 tCO₂ per household), per annum.
- The Haringey Innovation Hub was awarded £100k by Climate KIC (EU's Knowledge and Innovation Centre) to support new clean technologies from universities and start-ups to reduce carbon emissions. With over 50 technologies reviewed, 15 emerging clean technologies have been developed further for testing in the borough. Some of the designs have included heat recovery from sewers, gas boiler optimisation, combined solar PV & thermal collectors, passive ventilation and pollution reducing pavement. This initiative has since grown to a London-wide Better Futures initiative, a low carbon business incubator hub with the aim to support 100 businesses over the period 2017-2020.
- En10ergy is a social enterprise that was set up by the Muswell Hill Sustainability Group. It aims to promote and invest in local renewable energy and to encourage and facilitate the reduction in carbon emissions and waste by households, businesses and community buildings. The enterprise has grown and delivered significant carbon reduction since its creation. En10ergy works with local households, businesses and schools, and has also been involved in negotiating bulk deals with energy suppliers. With 140 investors, of whom most live in the borough, En10ergy has installed solar PV panels through community share offers in four locations: M&S store in Muswell Hill (100 panels), Methodist Church in Muswell Hill (39 panels), Woodside High School in White Hart Lane (150 panels) and Fortismere School in Muswell Hill (105 panels). In total, their installations are now producing 75,000 kWh per year, having generated 290,000 kWh of energy to date. This is the type of project we need to nurture and grow to realise our carbon reduction targets across the borough.

Although we are on track to meet Haringey's 40:20 target, emissions need to be reduced at a much larger scale to achieve the new target of becoming a zero-carbon borough by 2041 and help the UK to meet the Paris Agreement.

Scope of Emissions within this Action Plan

The Haringey Climate Change Action Plan covers Scope 1 and 2 CO₂ emissions across the borough, as set out by the Greenhouse Gas Protocol. The carbon emissions are categorised into three groups to clarify how the emissions are generated, and who is accountable for these:

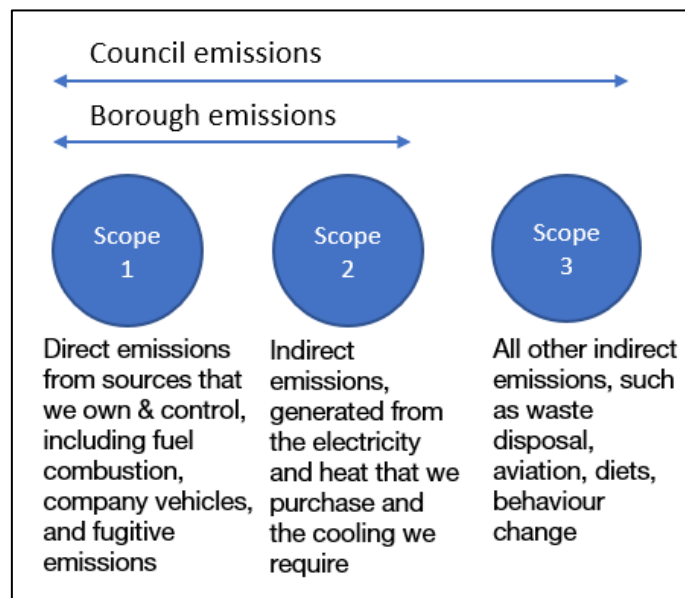


Figure 2: Scope of emissions targeted within this Climate Change Action Plan

To ensure that this Climate Change Action Plan is realistic and measurable, Scope 3 emissions are not included within the borough-wide actions and measurements. The Council is unable to measure Scope 3 emissions across the borough as we cannot access data on how many residents eat meat, buy local products, or fly.

To demonstrate leadership, the Council will include Scope 3 emissions within its own targeted actions. The Council will develop policies around promotion of vegetarian food, local supply chains, and Council flights in response to this challenge. **The Council will also develop its own waste management plan for waste it generates itself.**

The Action Plan does include actions to influence and educate stakeholders to reduce their wider emissions. However, these emissions are not quantified or measured within the zero-carbon target of this report.

Other sectors have also been scoped out of this report. Aviation and shipping are two large contributors to global carbon emissions; these are not currently accounted for in national emissions and the borough does not contain any ports or airports. Waste is part of the borough's carbon footprint. However, while domestic waste is in the control of the Council and measured by the North London Waste Authority, most of the commercial waste is collected through privately procured companies and the Council cannot obtain this information.

Whilst national targets are set for GHG emissions, in Haringey CO₂ makes up around 85% of total emissions, with methane (CH₄) and nitrous oxide (NO_x) making up the remaining 15%. Targets in Haringey are set for carbon emissions only, however our actions will indirectly reduce other GHGs simultaneously.

Trajectory to Reduce Emissions by 2041

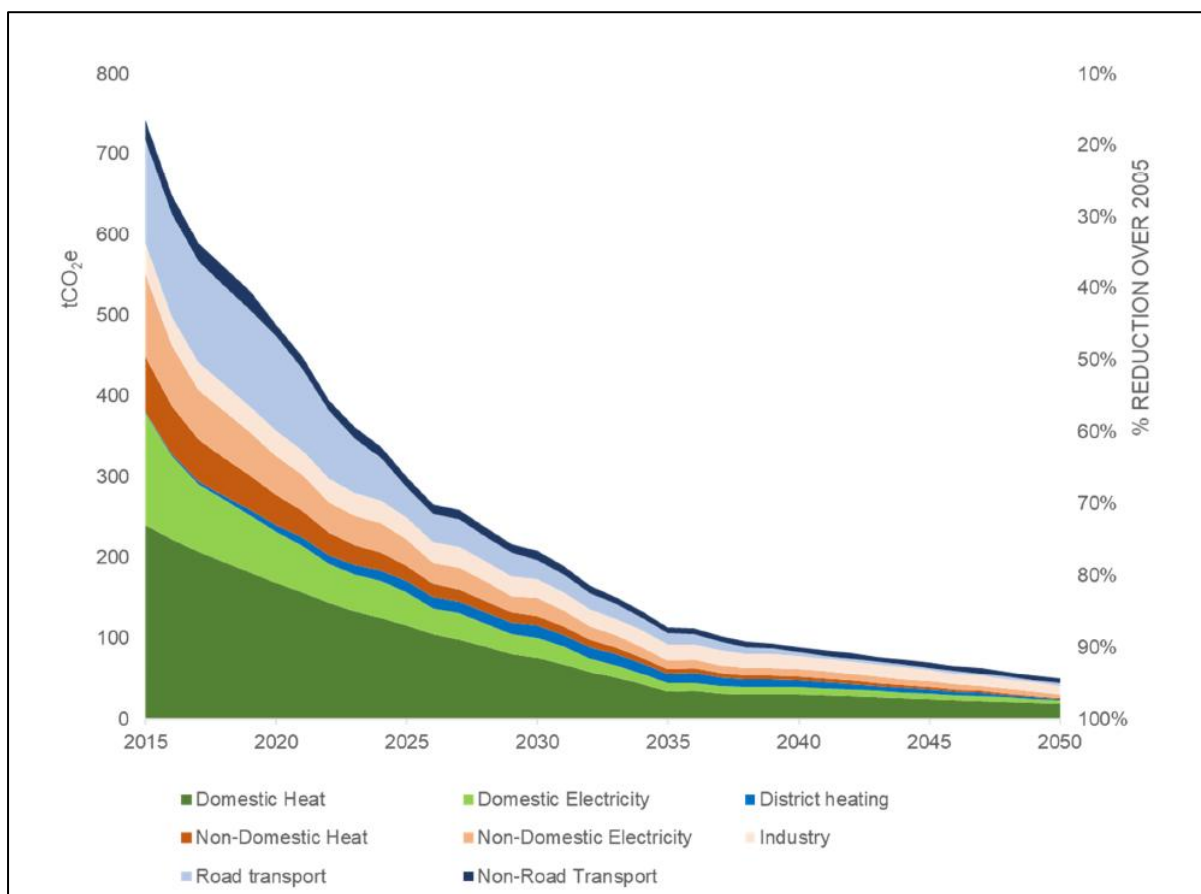


Figure 3. This graph shows the rate of decarbonisation required across the energy sectors. It shows that some sectors, such as domestic energy and road transport, need to decarbonise as soon as possible as these reduction targets are more achievable now with known technology responses. The graph also shows that emissions from road transport is increasing at this time. (Source: ARUP's Climate Action Haringey: Towards a Zero-Carbon Future Final Report, November 2019)

Under the Haringey Climate Change Action Plan, it is estimated that emissions in the borough would be reduced to 100kt CO₂e, a reduction of over 90% from the baseline scenario (Figure 3). While this still is short of net zero, it would represent a considerable achievement and a very great acceleration in the process of decarbonising the UK economy and Haringey's operational carbon footprint. The borough's carbon emission trajectory shown in this report goes only as low as can be achieved given the constraints of the modelling and current government projections for national infrastructure futures. Offsetting and/or carbon capture and storage (CCS) will be required to reach true zero.

Key crosscutting themes have emerged during the development of the Haringey Climate Action Plan which have been embedded in the actions and objectives. These include:

- The scale and impact of the climate crisis requires Haringey to be ambitious;
- Action on climate change at a local level is action for social justice since a changing climate will impact most significantly on those who cannot avoid these impacts;
- Taking action on climate change creates opportunities to deliver wider benefits for health, wellbeing and the local economy;
- This Action Plan is an evidenced-based approach, but the scope of our ambition should also extend beyond what is easily measured by the Council. Many of these factors, such as aviation and food, have a significant impact on climate change, but are not included in this plan;
- Delivery of a target to be net Zero Carbon by 2041 cannot be achieved by the Council working alone. All the borough's stakeholders will need to support this

ambition – residents, businesses and visitors. The Council will need to lobby central government and others to secure the action and investment needed at a national and regional level;

- Achieving a carbon neutral future is as much about culture change as it is about infrastructure. Communication and engagement with stakeholders will be of fundamental importance. To do this in a credible way, the Council must demonstrate leadership in terms of its own estate and operations;
- There are significant challenging issues ahead to address to deliver this carbon reduction ambition. With strong views on all sides. These include addressing emissions from council staff vehicles which are used for service delivery (social workers etc), reducing carbon from staff car parking across the public sector (doctors and school workers etc), and reprioritisation of highways space for active travel and community uses. The Council recognises these challenges and will focus engagement work with those most affected by these challenges, to bring forward solutions.

Structure of the Report

This Haringey Climate Change Action Plan is informed by the recommendations set out by Arup's Technical reports which are published on the Council's [web pages](#). This work was initiated with the ambition of becoming a zero-carbon borough by 2050. This work has been reviewed in light of the Climate Emergency and was concluded with the 'Climate Action Haringey: Towards a Zero-Carbon Future' Final Report, which was finalised in November 2019.

The Haringey Climate Change Action Plan is structured as follows:

- The six focus areas on reducing carbon emissions for the Climate Change Action Plan:
 - Council
 - Housing
 - Workplaces
 - Transport
 - Energy
 - Community.
- Specific sections on Delivering the Ambition:
 - Governance and monitoring
 - Financing
 - Lobbying asks to government and the Greater London Authority (GLA).

Each focus area is set out with a context, overall objective and set of actions.

The Council

Overall Objective: Reduce the operative carbon footprint of the Council to net zero by 2027

The Council's corporate buildings contribute approximately 0.8% of the borough's emissions. The major sources responsible for emissions in the borough are outside the Council's control and will require significant investment and work by private businesses and residents who will need incentives to achieve this. It will also require a greatly accelerated rate of decarbonisation in the national generation of electricity and road transport at a London-wide level. But as a local authority, we recognise that we have a responsibility to take positive action and provide strong leadership on averting the dangerous effects of climate change. This is the reason why the Council will work harder to achieve meaningful carbon reduction within a shorter timeframe.

The Council has set the date for a zero-carbon council at 2027. This will include core council operational buildings and all transport-related activities undertaken by the Council in the delivery of core services. The rest of the buildings from which the Council delivers services and is directly responsible for the energy bills (such as leisure centres, libraries and schools) will be net zero carbon as soon as it is possible. To bring this forward, the Council will publish a work plan for each building or site by the end of 2021, setting out how this can be achieved. To support this, the Council will require new council buildings to be zero carbon on site from the date of adoption of the Action Plan. Alongside these measures, the Council will start delivering a large-scale retrofitting programme across the Council's buildings, while removing carbon from the vehicles delivering front-line services as soon as it can.

The Council will share learning on what works on projects, it will support the supply chain as it develops, seek to attract green investment into the borough, and show leadership in our ambition and delivery. As a publicly funded organisation, we will do this in an efficient, cost effective, and responsible way. In doing this we will deliver the borough's carbon reduction ambition, improve local air quality, and demonstrate strong financial management by reducing the Council's future energy spend.

Historic performance

Haringey Council has made significant efforts to reduce emissions from our estate and operations. In 2008 we undertook our first Carbon Reduction Plan and since then we have reduced our emissions by 36% compared to 2005 levels¹.

The 2008 Plan set out a strategic and planned approach to reducing carbon emissions from our estate and operations. The Plan targeted the areas of the Council's activity which contributed most to our carbon emissions (e.g. swimming pools and leisure centres, car parks, the vehicle fleet, offices, and community centres).

Since Haringey's First Annual Carbon Report in 2011, the Council has undertaken a multitude of climate initiatives. The key measures delivered through the Plan included:

- 0.5MW of solar PV installed on the roofs of Council buildings and schools;
- Boiler upgrades across the Corporate estates;
- LED lighting upgrades in main Council buildings and schools;
- Electric staff pool car and new car club installed and open to all staff;
- Active Travel programmes across the borough including community grants and behaviour change education in schools and community centres;
- Energy improvements included into the specification of refurbishment at George Meehan House; and
- Staff active travel programme.

¹ BEIS data

The Council bought £5.2m of electricity and gas for the corporate estate in 2018/19. This covers energy for schools, corporate buildings (including libraries, mortuaries, park buildings) and operational buildings. It does not include Homes for Haringey. Reducing our energy consumption will improve our environmental performance, and reduce our revenue spend on energy.

Key partners which are required to deliver this vision include providers of currently outsourced services such as Veolia and other members of the Council's supply chain.

Three-Stage Delivery of Zero Carbon Council

To deliver this level of ambition of a Zero Carbon Council, the Council will deliver a three-stage process. Alongside this, we will work to demonstrate a leadership role in reducing the Council's emissions.

As the first stage in this approach the Council has identified its core operational buildings together with the transport emissions from the Council's in-house fleet and the Council will make these net Zero Carbon by 2027.

The Council will transition transport-related activities that are directly related to front-line service delivery (such as Council fleet vehicles) to zero carbon fuels. This will be achieved by reviewing the type of vehicles required to deliver these front-line services, and by working to replace carbon intensive vehicles with active travel options, or zero carbon vehicles where a viable option exists. For in-house fleet this will be delivered by 2027. For out-sourced fleet activities this will be undertaken at each contract renewal, and for staff who use their own vehicles for service delivery the Council will work with them to transition as soon as is feasible. The Council will bring forward a plan for the out-sourced fleet activities by the end of 2021 setting out estimated timeframes.

Secondly, the Council will review all its corporate operations. These cover the buildings that are owned by the Council, buildings from where Council services are delivered, buildings that have Council employees in them, and where the Council pays the energy bills – as well as the activities carried out from these buildings. This will include schools, libraries, leisure centres, depots, adult centres, and children's centres, as well as the Council and Homes for Haringey's offices. However, it will not include Council homes, which are covered separately by this Action Plan. Each one of these buildings will have an individual plan setting out the measures required, and the cost of delivery to get the building to zero carbon. The plans will be in place by the end of 2021.

Each of these buildings will be reviewed in terms of:

- a) consuming less carbon in carrying out the operation itself, distinct from the building;
- b) improving the energy efficiency standards of the building – double glazing, wall insulation etc.
- c) improving current heating and hot water systems to reduce carbon emissions, while improving air quality and operational costs – new boilers, the use of air source heat pumps etc.
- d) reviewing and maximising the delivery of renewable energy generation in each building – solar PV panels, solar thermal panels, heat pumps, etc.

Through reviewing and working to implement measures on the Council's buildings, the consumption of each building will be significantly reduced. To achieve the net Zero Carbon standard, all remaining energy required (gas and electricity) for the building will be purchased from a certified Green Energy Supplier. To demonstrate true additionality of renewable energy generation, the Council will work with other authorities across London to develop a business case for a Power Purchase Agreement (PPA) with the opportunity for direct investment in renewable generation.

Any Council new build projects that the Council delivers for schools and operational use will be designed and constructed to be Zero Carbon on site and maximise renewable energy generation. This is already being designed into new buildings and planned to be delivered on sites such as the new council depot at Marsh Lane, and the redevelopment at Osborne Grove Nursing Home.

After 2027, the final stage will be to offset the remaining carbon emissions from the core front-line buildings, transport, and any other services that emit carbon for legal reasons (such as flights) with local schemes with a verified addition carbon reduction. These will be projects that have not yet identified funding and would not happen without this funding.

The Council will report on this in the Annual Carbon Report, which is required in the Council's Constitution. The report will highlight the work that the Council has done, alongside stakeholder projects.

Council Actions

Objective C1 – Work towards a zero-carbon footprint of the Council in its operational buildings (not including housing or commercial property) and transport, with core council buildings being net zero by 2027.			
The Council's corporate buildings contribute approximately 0.8% of the borough's emissions. The Council has full control of these and will lead by example to be zero carbon as soon as it can for the whole stock, but core buildings and all transport emissions by 2027.			
Action Owner	Property Services / Carbon Management		
Cost	In order to build to a zero-carbon specification, new corporate buildings across our corporate estate are likely to increase in the magnitude of <5%. Refurbishments to corporate buildings will be considered on a case by case basis as part of the Council's review process. Energy prices are currently volatile. It is expected that by 2025, the price of electricity will be between 11% and 67% higher based on 2018 prices, and in relation to gas the price variance could see an increase of 55% based on 2018 prices. Switching to a Green Energy Supplier for electricity across the Corporate Estate has already been agreed within the current contracts and will only increase bills by 0.3% (£17k) in year 1.		
Measurable metrics (Source)	<ul style="list-style-type: none"> Annual utilities (Elec & Gas) consumption data and % green energy supplied kW annual electricity generation on Council-owned properties 		
Potential carbon reduction	Significant in terms of the Council's performance, and leadership role. But the Council's corporate buildings and schools only account for approx. 0.8% of the borough's overall carbon footprint.		
Action	Deadline	Action owner	Notes
For the Council's core operational buildings and all transport related activities for service delivery to be net zero carbon.	By 2027	Carbon Management / Strategic Property Unit	Funding in place for Action Plan. Business case to be developed and funded.
For the Council to move to 100% green tariffs (electricity and gas) by 2027.	By 2020 (elec.) By 2025 (gas.)	Carbon Management / Strategic Property Unit	Delivered by energy efficiency and green tariffs (+0.3% on elec.) there is increasing demand from the schools to switch.
To develop a Power Purchase Agreement (which would mean direct investment in renewables) with an energy supplier for the Council's Electrical needs.	By 2025	Carbon Management	Through organisations such as the London Energy Project.
Deliver a net Zero Carbon Action Plan for all corporate buildings (including schools and leisure centres). Start to deliver measures based on the local business cases.	By 2022	Carbon Management	This will be picked up as it is a requirement secured in the new energy contracts.

All new Council corporate building projects to be zero carbon or carbon positive on site. And that the Councils New Ways Of Working (NWOW) incorporates carbon reduction as a key objective.	From 2020	Carbon Management / Property Services	
All refurbishments of council buildings to maximise opportunities for carbon reduction, through lean, clean, green and seen measures, targeting an EPC B standard.	From 2021	Carbon Management / Strategic Property Unit	
For all new build and major refurbishments to include a 'real time' usage and generation display in reception areas.	Ongoing	Carbon Management / Strategic Property Unit	New build monitoring is required by the new London Plan. This is key for awareness and cultural change.

Objective C2 - To reduce the carbon emissions from the council fleet and service required transportation through active travel and electric vehicle initiatives and for the fleet to be zero emission by 2027

Zero emission vehicles, including two-wheeled transport, should be prioritised when procuring new fleets. This should be supported by high quality facilities for active travel users.

Action Owner	Carbon Management / Fleet Management / HR / Parking		
Cost	Business cases will be made on the Corporate Fleets and the switch to EVs. Although active travel infrastructure may increase costs, a healthier work force would be delivered with active travel.		
Measurable metrics (source)	<ul style="list-style-type: none"> • Number of Council staff and teacher permits issued • % of staff taking active travel options to work (Staff Travel Survey) • Number of vehicles and % of zero emitting vehicles in the Council Fleet 		
Potential carbon reduction	Small, but will also deliver significant air quality improvements and a healthier work force through active travel options.		
Action	Deadline	Action owner	Notes
To annually review, update, and promote the Active Travel Plan to all staff.	Ongoing	Active Travel / Carbon Management	
Deliver new accessible cycling and shower facilities in all new council build projects for staff.	From 2020	Carbon Management / Strategic Property Unit	
To continue the delivery of a cleaner and a zero-emission fleet for all in-house vehicles. And to support staff who use vehicles for service delivery to transition to Zero Carbon vehicles as soon as possible.	By 2027	All Services	In line with the Ultra Low Emission Vehicle Action Plan.
To review all staff parking provision. With the objective of improving air quality, delivering carbon reduction and more public space. And work with staff to increase active and zero carbon transport outcomes.	By 2021	Parking / HR	This strategy will be underpinned by engaging with staff members on why people drive to work, how they choose to travel can change and what the impacts will be.
No new car parking in Council Buildings, except for key users (Blue Badges) and deliveries.	From 2020	Strategic Property Unit	To review the key users list by removing teachers.

All parking bays on the corporate estate to include fully accessible charging infrastructure for electric vehicles and e-bikes.	From 2020	Strategic Property Unit / Parking	
Review essential car users' criteria and support these staff members to transition to zero-emitting vehicles for business use.	From 2021	Carbon Management / HR	Discussions have been held with some essential car users in the Council. To increase the rate of transitioning to zero-emitting vehicles (pool vehicles, grant/loan schemes etc)

Objective C3 - To reduce the carbon emissions from the wider aspects of the Council's operations and investments

The Council's wider impact is significant to leading by example, and to influence our partners to implement change.

Action Owner	Finance / HR / Carbon Management		
Cost	Projects may increase in capital costs, but often deliver revenue savings. To be assessed on a case by case basis.		
Measurable metrics	<ul style="list-style-type: none"> % of key decisions that have considered carbon reduction % of the Council finance portfolio investing in low carbon investments 		
Potential Carbon reduction	Significant, as the Council investments (such as pension) have the potential to help grow the low carbon industrial sector and reduce indirect Council emissions.		
Action	Deadline	Action owner	Notes
To continually review Council investments, and to reduce risk by moving investments to low-carbon and renewable investment schemes where this is consistent with our fiduciary duty.	Ongoing	Finance / Carbon Management	The Council already has 70% invested in Low Carbon investments.
Promote vegetarian foods through meals procurement and cafes that the Council lets.	From 2020	Procurement / Carbon Management	Subject to approval by the service area.
For the Council and public bodies to support the local supply chain, including food suppliers, and other businesses as part of carbon reduction programme	From 2020	Procurement / Carbon Management	Subject to approval by the relevant service area. Supports local wealth agenda.
Promote vegetarian food that is locally produced at Council events through our procurement strategies	From 2021	All Services / Procurement	
To include carbon reduction as a core requirement in all procurements.	2020	Procurement / Carbon Management	This is included in the social value tool kit and where appropriate will be a contractual obligation.
Ensure all projects and programmes have considered carbon during their design, and that all projects and programmes over £1m deliver a carbon reduction.	2020	Finance / Carbon Management / Projects	
Promote the Council's policy of flights only being allowed for key services (such as coroners, social workers etc.).	2025	Finance / Carbon Management / HR	Policy: No flights may be booked for destinations served by rail (including Eurostar).

Objective C4 - To increase awareness and empower staff to take positive carbon reduction decisions

Awareness raising is vital for staff to take ownership of, and deliver, carbon reduction initiatives, as well as to instigate behavioural change.			
Action Owner	HR / Carbon Management / Staff		
Cost	<£5k and existing staff time		
Measurable metrics	<ul style="list-style-type: none"> Number of staff events focused on sustainability each year 		
Potential carbon reduction	Medium. Many staff are local residents, and this has the potential to engage and support wider stakeholders through action and information. It increases ownership of the agenda issue throughout the organisation.		
Action	Deadline	Action owner	Notes
Work with HR and the Unions to include environmental standards (like equalities) within all staff job descriptions and contracts.	2020	Carbon Management / HR / Unions	
Deliver training and guest speaker events on carbon reduction in life / work choices.	From 2020	Carbon Management	This will form part of the initial engagement period in 2020 and continue from the adoption of the Action Plan.
Work with the staff networks and Unions to promote environmental schemes and programmes.	From 2020	Carbon Management / HR / Unions	
Monitor and publish our performance on carbon reduction in the Annual Carbon Report.	2021	Carbon Management / Comms	This has been published annually since 2011 and will be adapted to include performance on carbon reduction against the Action Plan.
To develop and deliver a Council waste management plan. To reduce resources consumption and increase recycling levels.	By 2021		This supports the emerging Single Use Plastic Policy and new ways of working.

Housing

Overall Objective: Achieve an EPC B on average in all in domestic buildings by 2041

The borough's homes make up 50% of the borough's total carbon emissions, through electricity demand and heating requirements. This is by far the biggest sector we need to target if we are to deliver our borough Zero Carbon ambition. New homes are an opportunity for the adoption of best practice, and can minimise emissions easily as they are often built to a high standard. The bigger challenge, technically and financially, is the ability to reduce emissions within the existing building housing stock. Although the cost of action is expensive, analysis shows that over the same time period it is only slightly more than the cost of business as usual.

The Council owns approximately 17 per cent of the borough's housing stock, which is managed by Homes for Haringey. These homes amount to approx. 7-8% per cent of the borough's total emissions. The Council can deliver projects to reduce these emissions to benefit the residents in these homes. The challenge lies where the Council has a more constrained influence within the wider borough stakeholders – landlords and private homeowners. The Council needs to be supported by regional and national government to increase our influence, both with legislation and funding opportunities to help residents bring forward positive measures. In response to this, the Council will lobby relevant bodies will reflect these barriers and work in partnership with homeowners to encourage and enable action.

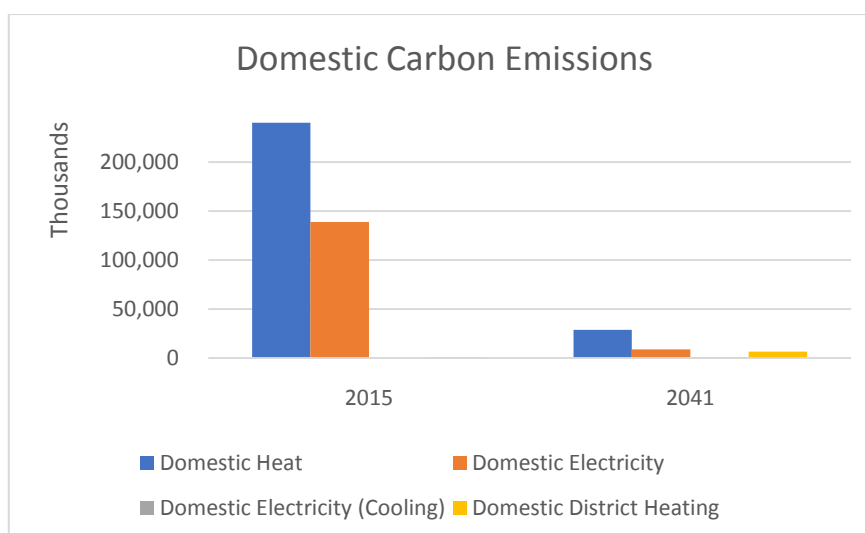


Figure 4: Domestic carbon emissions, comparing emissions in 2015 and 2041. It shows that half the emissions in 2015 came from domestic heating (240,000 kilo tonnes (kt) of CO₂). This needs to be reduced drastically to 28,000 kt CO₂ in 2041, when it is expected that half the domestic emissions will still be due to heating homes.

Historic Performance

The Council's capacity to improve social housing has been demonstrated by the Decent Homes programme improvements to 11,000 homes over a ten-year programme to ensure that homes met the minimum comfort, and health and safety standards set out by the governments' Decent Homes criteria. Emission savings associated with interventions, such as boiler replacement, insulation and double glazing, are estimated to be approximately 5,000 tCO₂/year.

Housing Challenge Ahead

The majority of existing homes in Haringey will still be standing in 2041, with current UK estimates showing that 80-85% of homes in the UK will still exist in 2050. Currently, homes

in the borough have an average Environmental Performance Certificate (EPC) of D (see Figure 5). To achieve significant reductions in people’s heating, electricity and cooling use, we all need to undertake deep retrofits across our homes, ensure all new homes² are built to zero carbon standards, and focus on changing people’s energy behaviour.

Whole-home deep retrofits will include insulating walls internally or externally, upgrading all windows and doors, insulating roofs, floors and heating systems, upgrading ventilation systems and connecting homes to low carbon heat and electricity sources. When retrofits are completed, installers need to explain how heating and ventilation systems operate (ideally through web links to hand over to future residents) and highlight how to reduce energy use. Potential financial models to help residents to fund their retrofit interventions will be investigated.

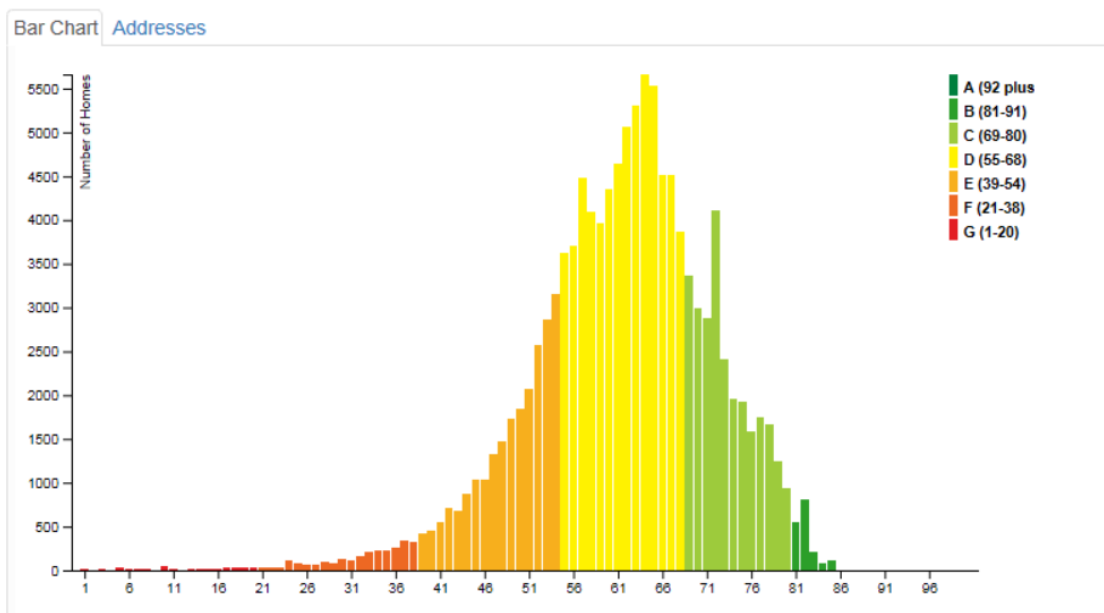


Figure 5: Chart showing the spread of energy performance data of all homes in Haringey (Source: EPC data from CROHM Parity Projects database). Only a small proportion of homes have an EPC of B or better, with the majority of homes achieving EPC D.

The Council will work with key partners to deliver the housing targets, including Homes for Haringey, housing associations, landlords, and private homeowners.

Housing Actions

Objective H1 - Programme of deep retrofitting 1,300 council-owned homes per year to achieve an average of EPC of B by 2035.	
Council-owned housing equates to approximately 8% of the borough’s emissions. However, the council has direct influence over these emissions.	
Action Owner	Property Services / Carbon Management / Housing / Homes for Haringey
Cost	HRA capital funding of £101m was agreed by cabinet in February 2020, covering the cost for the Affordable Energy Programme to bring all council-owned properties to EPC C. Further work and funding will be required to cover retrofitting properties to EPC B.
Measurable metrics	<ul style="list-style-type: none"> % of council-owned housing units at or above EPC B
Potential	Significant. By 2035 Council housing retrofits to have reduced energy use in

² The London Plan target for Haringey is to build 52,000 homes by 2050. The next ten years we will need to build 1,502 homes per year (Policy H1, New London Plan).

carbon reduction	these homes by 68GWh per year, compared with 2015, delivering an average reduction of 20% per property.		
Action	Deadline	Action owner	Notes
Implement estate-wide pilot scheme of at least 150 homes with the ability to be replicated and scaled up to reach peak installations of 1,300 homes per year by 2035. Integrate a post-retrofit handover to train users on how to use their home the most efficiently.	By 2023	Carbon Management / Housing / Homes for Haringey	Develop a model that can deliver quick and significant energy improvements and use Decent Homes programme as a basis.
Review contract KPIs and programme to integrate ambition for an average of EPC B into maintenance and regeneration programmes. Improve all existing housing stock bought by the Council to EPC B before occupation of these units.	2025	Carbon Management / Housing / Homes for Haringey	
Work up a delivery plan to achieve an average of EPC B rating for all council-owned residential properties by 2035, reviewing void strategies, existing EPC data from CROHM tool.	By 2022	Carbon Management / Housing / Homes for Haringey	Use data from CROHM tool by Parity Projects with input from Homes for Haringey, due to be ready end of November 2019.
Set up a follow-up delivery plan to retrofit council-owned housing up to EPC A by 2041, where practically feasible.	2041	Carbon Management	Relies on future technologies to retrofit, no costing has been undertaken for this.

Objective H2 – Deliver a net zero carbon housing portfolio for the first Council new build homes delivered by 2022.

The Council has direct influence over these emissions and should therefore ensure that these homes are zero carbon upon completion.

Action Owner	Carbon Management / Housing		
Cost	It is estimated that to deliver zero-carbon units range between 3.6-6.8% above baseline of delivering a business as usual with gas boilers scenario. Long-term savings for occupiers would reduce risk of debts occurring.		
Measurable metrics	<ul style="list-style-type: none"> Average SAP score of Council new housing portfolio 		
Potential carbon reduction	Delivering new build schemes to the zero-carbon standard would deliver a 65% reduction in carbon emissions compared to the current benchmark of a 35% improvement to Building Regulations.		
Action	Deadline	Action owner	Notes
Develop a Council Standard Housing Design Guide, setting out sustainable design including carbon reduction principles.	By 2020	Carbon Management / Housing	
Embed carbon reduction as an essential criterion within all tenders in the house building programme.	By 2021	Carbon Management / Procurement / Housing	Through the social value tool kit and liaison with the service areas, this will be embedded within all appropriate contracts.
Reduce carbon emissions in council-bought new build properties to 100% improvement on Building Regulations Part L, where feasible.	By 2022	Housing / Carbon Management	
Monitor energy performance and occupancy in all Council new build properties to review and inform future zero-carbon house building portfolios and tenants.	From 2025	Housing	

Objective H3 – Provide technical advice on energy efficiency to 6,000 fuel poor and able-to-pay domestic property owners and occupiers per year to support Objective H4.

Separate approaches and funding mechanisms would be required to effectively support both fuel poor and able-to-pay residents.

Action Owner	Carbon Management		
Cost	<p>There would be no capital or programme costs by the Council. The engagement with approx. 86,000 households should be done at a regional level, and it should be designed with the GLA.</p> <p>This action will be supported by the work currently being undertaken by the Council in partnership with Parity Projects in a scheme funded by the Department of Business, Energy and Industrial Strategy to increase retrofit uptake in the able-to-pay market through support for supply chain co-ordination.</p>		
Measurable metrics	<ul style="list-style-type: none"> • Number of training/advice sessions per year • % of homes engaged with through home visits 		
Potential carbon reduction	Reduced energy costs delivering 260GWh/year reduction in energy consumption by 2035 if all non-council owned homes are improved to EPC C, equal to 16% of domestic energy demand in 2015.		
Action	Deadline	Action owner	Notes
Lobby the GLA to coordinate London-wide provision of technical energy efficiency advice (to achieve delivery of advice to 6,000 private households per year across Haringey).	2020	Carbon Management	
Analyse the CROHM tool by Parity Projects to understand the potential range of improvements required to be undertaken by private homeowners.	By 2021	Carbon Management / Housing	Data on private homes includes actual EPC data and estimates for similar properties without EPCs.
Develop homeowner guidance to advise on domestic improvements required to reach EPC B, and specifically develop guidance for retrofitting heritage assets.	By 2025	Housing / Carbon Management / Heritage	Link to Parity projects.
Support 'smart retrofit academies' to train local builders and apprentices in retrofit techniques for modern and old buildings, digital innovations and natural building materials. Reskilling as existing carbon related jobs decline.	By 2025	Economic Development	To be put into Economic Development Strategy.
Deliver external training sessions for homeowners and aim to reach at least 37,000 homes by 2026, targeting a mixture of unit and tenure types.	By 2026	Carbon Management / Housing	Partner with local initiatives such as RetrofitWorks, and SHINE London.

Objective H4 – Provide and identify funding assistance to support delivery of improvements in privately-owned residential properties.

Separate approaches and funding mechanisms would be required to effectively support both fuel poor and able-to-pay residents.

Action Owner	Finance / Regeneration / Carbon Management / Borough Stakeholders		
Cost	<p>To attract this level of funding for private homeowners, the Council would need to coordinate private-sector funding and work up business cases for external funding, loans and investment.</p> <p>External capital cost of £660m (average of £7,700 per property) would be required for privately-owned properties.</p>		
Measurable	<ul style="list-style-type: none"> • Number and value of grants and/or loans awarded by the Council to 		

metrics	homeowners		
	<ul style="list-style-type: none"> % improvement on EPC score and reduction in energy by residential property following grant 		
Potential carbon reduction	Minor but needed Reduced energy costs delivering 260GWh/year reduction in energy consumption by 2050 if full retrofit of private housing sector is achieved. This represents 16% of domestic energy demand in 2015.		
Action	Deadline	Action owner	Notes
Lobby government to: <ul style="list-style-type: none"> increase homeowner funding to retrofit their properties to EPC B; cut VAT on refurbishment, repair and maintenance from 20% to 5%. 	2020	Carbon Management	
Identify external funding streams and help the bidding for funding to enable delivery of EPC B across all existing housing stock.	From 2020	Finance / Carbon Management / Housing	
Build internal business cases to embed carbon reduction in all Council projects to deliver EPC B.	2023	Procurement / Finance	Strategic Procurement will review business cases to ensure this has been considered.
Advertise funding and loan opportunities to individuals and stakeholder groups.	2025	Housing / Carbon Management	
Partner with external parties to help deliver larger scale retrofit projects across the private sector.	2025	Regeneration / Housing / Procurement	Such as RetrofitWorks and housing associations.

Objective H5 – Develop an enforcement framework of national regulations

Having a clear framework of national regulations and enforcement mechanisms are key to delivering objectives in the housing sector. This is especially important as the objectives set out in this Action Plan are more ambitious than that set at regional and national level.

Action Owner	Environmental Health / Building Control		
Cost	<p>New Government ask of £140k to fund identification of non-conforming properties and an enforcement strategy. This includes the ability to enforce fines that cover costs.</p> <p>External capital cost to improve failing properties is £320m to be paid for privately to retrofit 43,000 privately rented homes (which is a proportion of the £660m estimate for all private homes in H4).</p>		
Measurable metrics	<ul style="list-style-type: none"> Number of non-compliant private residential properties enforced and resolved Number of people who have attended training events for estate agents and landlord associations per year 		
Potential carbon reduction	Energy efficiency works in the private rented sector to bring all properties up to a high EPC C could deliver 120GWh of energy savings.		
Action	Deadline	Action owner	Notes
Lobby national government to: <ul style="list-style-type: none"> Enable Councils to recharge the true costs of enforcing this legalisation; revise minimum EPC rating required at point of sale/let to EPC B by 2035 (current requirement is EPC E). 	2020	Carbon Management	Can use benefits and existing data on how energy efficiently is delivered.
Develop approach to identify non-compliant properties and target these properties to comply.	2021	Environmental Health / Building Control	Initial analysis of CROHM tool to inform approach.
Identify penalties and incentives for landlords to comply with legislation.	2021	Carbon Management / Building	Review against the cost to retrofit properties.

		Control	
Organise training events for estate agents and landlord associations on EPC requirements and how to advise landlords to retrofit.	2022	Carbon Management / Housing	

Objective H6 - Achieve zero carbon in new and redeveloped homes on site.

Ensuring new homes are built to the highest fabric and energy efficiency standards the first-time round, will circumvent these homes needing to be retrofitted in the future.

Action Owner	Carbon Management / Planning Policy		
Cost	<£10k gathering evidence, specific campaigns etc (to be funded through the Local Plan review funding). This action requires reprioritisation of existing work programmes to enable delivery.		
Measurable metrics (Data Owner)	<ul style="list-style-type: none"> Average % of carbon emissions saved on site in residential schemes permitted per year 		
Potential carbon reduction	Significant. Reduced energy costs in operation and avoided cost of future retrofit works.		
Action	Deadline	Action owner	Notes
Lobby national government and GLA to: <ul style="list-style-type: none"> Improve fabric requirements in Building Regulations Part L beyond October 2019 proposals, before 2025, which requires carbon emission modelling software in new developments; Remove VAT on refurbishments; Change policy to allow for energy efficiency measures to be installed in buildings in conservation areas. 	2020	Carbon Management	To update existing SAP modelling which does not accurately represent carbon emissions in developments.
Deliver training for planning staff and proactively engage in the planning process to deliver policy requirements.	2021	Carbon Management	Supporting carbon reduction across all applications.
Produce new planning guidance on overheating, green roofs and on-site carbon reduction measures, and update the Sustainable Design and Construction SPD.	2021	Carbon Management / Planning Policy	Within remit of existing Carbon Management staff.
Update the cost of carbon to a price that incentivises on-site reduction and review every 2 years.	2020	Carbon Management / Planning Policy	First review to take effect in 2020.
Review existing Conservation Area boundaries and update conservation area design guides that enable more carbon reduction measures to be installed sensitively.	2021	Carbon Management / Planning Policy	
Set ambitious carbon reduction planning policies in forthcoming Local Plan reviews.	2022	Carbon Management / Planning Policy	Subject to any changes to Building Regulations implemented at national level that may restrict local powers to set higher standards.

Non-Domestic Building and Workplace Emissions

Overall Objective: Achieve an EPC B on average in all in non-domestic buildings and reduce business related carbon emissions.

Similar to the domestic sector, carbon emissions from businesses in Haringey are mostly related to the buildings they occupy. Most of non-domestic buildings are commercial buildings owned and managed by private landlords. Another challenge for the borough is that most of Haringey's businesses are micro- and small businesses meaning that these organisations often have limited resources to deliver action.

The emissions from non-domestic buildings are primarily those from heating and lighting buildings. These are responsible for just over 20% of the emissions in the borough.

'Process emissions' from industry are the emissions associated with fuel and energy used by businesses for industrial and manufacturing processes (i.e. the other energy they use that is not for heating and lighting the buildings they occupy). These are accounted for separately in the data and make up a small proportion of emissions in the borough, reflecting that Haringey does not have heavy industrial activity within the borough.

The Council can directly influence businesses in properties which we own, by implementing energy efficiency measures. We can also work with the largest emitters in the borough (Alexandra Palace, Wood Green Mall, the Crown Court, and Tottenham Hotspur Stadium) to work together to mitigate their emissions.

The actions focus on refurbishing existing buildings, energy supply choices, and behavioural changes within the workforce and high standard new buildings.

Workplace Actions

Objective W1 – Target all businesses to increase prioritisation of carbon emission reduction in commercial decision making and facilitate a retrofit program by 2025 (approx. 11,750 businesses).			
The majority of businesses in Haringey are micro-businesses, sometimes meaning that carbon reduction is not a priority. This action sets out to aid businesses to consider carbon reduction initiatives and the economic benefits of doing so.			
Action Owner	Carbon Management / Property / Economic Development		
Cost	Capital cost of £100m to be funded and spent externally to deliver the necessary retrofits in privately-owned non-residential buildings at a rough average of £22,000 per property (across roughly 4-5 different typologies). Additional funding may be required to cover the cost of technical studies and project development assistance.		
Measurable metrics	<ul style="list-style-type: none"> • Number and value of grants and/or loans awarded by the Council to businesses • Amount of engagements per year (new businesses, and repeat engagements) • Average EPC score across all commercial properties in the borough (dependent on how the London Building Stock Model is developed and when it is launched) 		
Potential carbon reduction	Medium but significant wider impact to help businesses become more efficient and reduce running costs. Retrofit activities in small, medium and large enterprises in the borough could deliver up to 140GWh/year of savings by 2050.		
Action	Deadline	Action owner	Notes
Lobby government to require EPC B for all commercial properties by 2035.	2020	Carbon Management	To be required for any commercial properties that are let or sold.

Embed carbon reduction requirements within all Council engagement with businesses.	2022	Regeneration / Business engagement	
Educate businesses and retailers in their role in addressing climate change. Develop guidance on integrating reduction of carbon emissions within commercial decision making.	2024	Economic Development / Carbon Management	
Identify external funding sources for non-domestic properties and manage distribution of funds by grouping similar retrofit interventions.	2024	Finance / Economic Development	Tie into community wealth building principles.

Objective W2 – Engagement with ten of the borough’s largest emitters to enable and support large-scale projects and high-profile action.

Working with the largest emitters in the borough can make a significant impact in a relatively short period of time, especially as these businesses are likely to have the financial capacity to implement change.

Action Owner	Carbon Management / Businesses		
Cost	<£5k and existing staff time to promote and engage with the big emitting businesses		
Measurable metrics	<ul style="list-style-type: none"> How many businesses set targets to reduce emissions and improvement in EPC rating (every 5 years) 		
Potential carbon reduction	Significant with up to 65GWh/year that would be delivered by retrofit of all large enterprise premises.		
Action	Deadline	Action owner	Notes
Identify the largest ten carbon emitters within the borough, understand their priorities and business drivers.	2021	Carbon Management	Use results of Energy Savings Opportunity Scheme (ESOS) and EPC database to inform this work.
Help largest emitters to understand the risks of increasing energy costs and to agree targets to reduce carbon emissions through behavioural changes and retrofitting their properties. Local business cases will have to be made with them.	2021	Carbon Management / Economic Development	To start this work during the engagement period in 2020.
Encourage the businesses to commit to sustainable business practices (such as signing up to renewable energy, choosing sustainable suppliers etc).	2023	Carbon Management / Economic Development	
Deliver a local energy fund to encourage these companies to fund local carbon offsetting of their emissions on flights or carbon emissions.	2023	Carbon Management / Stakeholders	

Objective W3 – Engagement with public bodies to support energy efficiency improvements in health and education public buildings across Haringey by 2034.

Public buildings larger than 250 m² are required to have a Display Energy Certificate (DEC). The DEC register provides a ready list of buildings to target. As a public body, the Council is well positioned to connect with other public sector organisations within the borough and encourage change.

Action Owner	Social Care / Education / Energy and facility managers of public buildings if in-house
Cost	External £10-12m capital cost to be secured by public bodies for retrofit of health and education-related buildings (high-level estimate). Government will be lobbied to commit to this cost.

Measurable metrics	<ul style="list-style-type: none"> Average operational rating (DEC) across all public buildings per year 		
Potential carbon reduction	Full retrofit of the sector could reduce energy consumption by around 28GWh/year.		
Action	Deadline	Action owner	Notes
Lobby government (Department for Education, NHS) to ringfence funds to pay for creating a Zero Carbon Action Plan for all schools (see Action C1) and fund delivery of energy efficiency measures in all health and education buildings to EPC B.	2020	Carbon Management	The funding could be in the form of a loan scheme (based on infrastructure pay-back terms).
Support public bodies to set targets to deliver energy efficiency improvements and provide technical guidance.	2029-2034	Carbon Management	
Enable pooling of projects and resources to reduce the cost of retrofit activities.	2034	Carbon Management / Procurement	Strategic Procurement will closely work with key stakeholders on a case by case basis to explore these outcomes.

Objective W4 – Reduce carbon emissions by bringing all existing council-owned commercial assets to an average of EPC B or better by 2035.

The council has responsibility for a significant number of buildings in the borough, either through ownership and/or operation and has a responsibility to lead by example.

Action Owner	Property and facilities management / Commercial lettings / Landlord and Tenant Functions (Commercial)		
Cost	Programme delivery covered by the existing Council property management teams. Business cases will be made on a case by case basis. The retrofit works need to be aligned with the maintenance and repair programme.		
Measurable metrics	<ul style="list-style-type: none"> Average EPC score across all Council-owned commercial properties % of contracts of Council-owned commercial properties including a carbon reduction clause 		
Potential carbon reduction	Significant and reduced energy costs for the occupiers of council commercial units. Opportunity to increase rents for a better unit.		
Action	Deadline	Action owner	Notes
Require all Council operators to report energy consumption data year on year. Set energy reduction targets in operating contracts, such as for leisure centres.	2022	Property Services	Targets can be set into new contracts or contracts up for renewal.
Specify scope of works required to reduce energy consumption in all commercial council-owned buildings to EPC B by 2035 (approx. 1,200 units across around 640 assets).	2022	Carbon Management / Property Services	Discussions have already been occurring between Carbon Management and Property Services on specific properties.
Group types of Council supply chain contracts and set out new carbon reduction clauses.	2022	Procurement / Carbon Management	To set a contract value threshold for this clause by type of contract.
Deliver Action Plan to improve properties and future lease conditions within the Council's commercial let portfolio, mapping out future purchasing and selling requirements.	2025	Property Services	Using the Asset Management Plan to inform this process.

Objective W5 – Achieving zero carbon in all new build non-residential developments			
It is expected that there will be a need for an increase of over 20% in the commercial and non-domestic floorspace in the borough by 2050 (GLA - London wide average). This is a considerable opportunity to limit additional emissions from new developments.			
Action Owner	Planning policy / Carbon Management / Development Management / Housing / Regeneration / Businesses / Developers		
Cost	No additional cost to the Council, some additional cost to developers.		
Measurable metrics	<ul style="list-style-type: none"> Average % of carbon emissions saved on site in non-residential schemes permitted per year 		
Potential carbon reduction	This is medium to significant depending on the industry / non-domestic users' profile. Reduced cost in operation and avoidance of future retrofit costs.		
Action	Deadline	Action owner	Notes
Lobby national government and GLA to improve fabric requirements in Building Regulations Part L beyond October 2019 proposals, before 2025.	2020	Carbon Management	To update existing SAP modelling which does not accurately represent carbon emissions in developments.
Deliver training for planning staff and proactively engage in the planning process to deliver policy requirements.	By 2021	Carbon Management	
Produce new planning guidance on overheating, green roofs and on-site carbon reduction measures, and update the Sustainable Design and Construction SPD.	By 2021	Carbon Management / Planning Policy	Within remit of existing Carbon Management staff.
Update the cost of carbon to a price that incentivises on-site reduction and review every 2 years.	Starting in 2020	Carbon Management / Planning Policy	First review to take effect in 2020.
Review existing Conservation Area boundaries and update conservation area appraisals and management plans that enable more carbon reduction measures to be installed sensitively.	From 2021	Carbon Management / Planning Policy	Within the lobbying ask.
Set ambitious carbon reduction planning policies in forthcoming Local Plan reviews.	In line with local reviews.	Carbon Management / Planning Policy	Subject to any changes to Building Regulations implemented at national level that may restrict local powers to set higher standards.

Objective W6 – Supporting local business reduce their wider carbon emissions			
The businesses of the borough can reduce their carbon footprint through using local supply chains, promoting active travel for their staff, and choosing lower carbon products.			
Action Owner	Carbon Management / Regeneration / Businesses		
Cost	Minor additional cost to the Council, but will align with existing regeneration programmes		
Measurable metrics	Number of businesses engaged on carbon reduction projects		
Potential carbon reduction	This is minor but this depends on the businesses level of engagement. Reduced cost in operations and positive public relations for the businesses.		
Action	Deadline	Action owner	Notes
For the Council to signpost and advise businesses on their role in carbon reduction. Promoting positive action through operations and supply chains. Enabling businesses to use local supply chains and increase community wealth building.	By 2021	Carbon Management / Regeneration	This aligns with the work around the long-term sustainability of the High Street. And promote Community Wealth Building.
To encourage businesses to switch to green energy suppliers	From 2020	Businesses	
For businesses to promote their low carbon credentials.	From 2020	Businesses	There are several businesses across the borough that promote their work on this.
Promote Active Travel to businesses	From 2022	Carbon Management / Regeneration / Businesses	

Transport

Overall Objective: Reduce emissions from road transport by growing public and active travel options and infrastructure, to enable a reduction of all petrol and diesel journeys of 50% by 2024

Transport is the third largest source of emissions in the borough, and private transport is associated with poor air quality, noise, social isolation, and health issues within the borough. Whilst low carbon forms of motorised transport do exist, there are still air quality issues associated with these solutions (e.g. tyre wear and braking). Furthermore, congestion issues are not solved by making every car electric. For these reasons, the Council will prioritise investment and delivery of public and active transport modes.

Cycle sharing, cycle infrastructure, parking restrictions, walkable streets, pedestrianisation and prohibition of vehicle use in some contexts can all help deliver a mode shift for the borough. Research indicates strongly that the best way to stimulate an uptake in walking and cycling (and a reduction in car use) is through a complementary package which includes both hard (new cycle lanes and bike storage) and soft (cycle training) measures. In Haringey, parking management and control schemes such as Controlled Parking Zones (CPZs) have helped to reduce the number of non-local cars (commuters and shoppers) in the borough. Across London similar schemes have helped to improve air pollution, access and accessibility and promote the local economy³.

There are some limitations to addressing transport emissions. It is a complex issue due to the transience of journeys and the fact that journeys are not necessarily contained within the borough. Journeys may start and finish outside Haringey. In addition, TfL has a high degree of control over public transport and key road networks, leaving the Council with more limited influence. To manage these in a strategic manner will require the Council to work closely with TfL and our neighbouring boroughs.

Many of these actions are economically prudent (such as car clubs and active travel), create better neighbourhoods and are being practised elsewhere in the UK. But rarely all at the same time and in the same place. Furthermore, to deliver these will require a significant change in our behaviours and use of private combustion vehicles.

This does not mean that the borough cannot set itself ambitious targets of shifting to cleaner, greener mobility solutions. Under the Climate Emergency Scenario, the number of journeys made by petrol and diesel vehicles need to decrease at a much faster rate than the 2050 Scenario: the number of petrol and diesel journeys need to be halved by 2024, compared with 2032 under the 2050 Scenario. The intention of this is to decrease emissions at a faster rate, as this will reduce carbon quicker and deliver a better highways environment faster alongside improved connectivity and air quality, the Council has the power to reduce these emissions through CPZs, reallocation of road space, prices of parking permits and electric vehicle charging deployment. It is therefore technically easier to mitigate these emissions than in other sectors and actions, such as retrofitting homes.

³ 'Benefits of Parking Management in London' (August 2018) by Integrated Transport Planning Ltd.

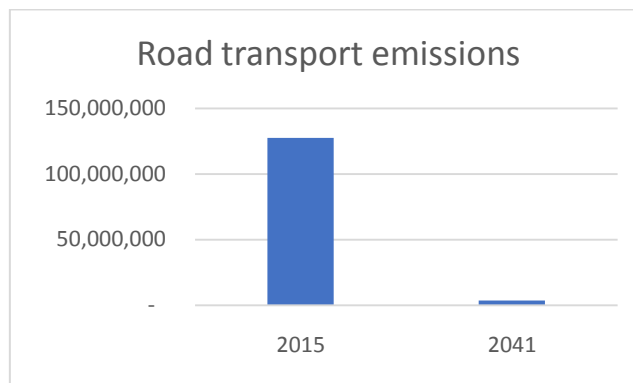


Figure 6: Chart showing transport-related emissions in 2015 and 2041. In 2015, 127,637,566 ktCO₂ was emitted; the ambition for 2041 is 3,808,360 ktCO₂.

Transport Actions

Objective T1 – Deliver a five-year sustained programme of engagement with Haringey residents to encourage mode shift towards public and active transport choices, with aim to achieve 88% of daily journeys to include walking, cycling and public transport by 2041.

This will build on existing plans and targets in the Mayor of London's Transport Strategy and Haringey's Transport Strategy. Timelines for interim review can be arranged to coincide with the next key business and transport planning horizons.

Action Owner	Transport Planning / Active Travel / Residents and employers		
Cost	Existing posts will deliver the capital programmes and scaling up which will be expected to deliver the Mayor's Transport Strategy ambition. Schemes include School Streets, segregated cycle lanes, Liveable Neighbourhoods, and pavement widening. Funding will be secured through TfL and parking charges.		
Measurable metrics	<ul style="list-style-type: none"> Number of active transport journeys per day % of total car ownership in the borough 		
Potential carbon reduction	Significant as it will support air quality, noise, alongside health and wellbeing objectives. Combined with all other Transport objectives, a total of 120 ktCO ₂ by 2041.		
Action	Deadline	Action owner	Notes
Survey residents to identify barriers to switching to active and zero carbon transport. Identify the behavioural change methods can be implemented to increase uptake.	2021	Active Travel	The Summer 2020 engagement period will form the basis to designing the survey.
Scale up personalised bike training and highways education for safe cycling. Increasing from 1,500 residents a year to 2,000. Review effectiveness and opportunities to increase impact.	Ongoing	Active Travel/Cycle Confident (partner)	Post-training evaluation, and identification of greater impact measures is not currently undertaken.
Roll out 'Try Before You Bike' schemes for the community. Expand the bikes on offer that residents can try. Continue to promote the scheme and extend it to local businesses.	Ongoing	Active Travel	This scheme has been operating successfully since June 2019. And will now include electric and (e-)cargo bike elements. First aimed at residents and to expanded to local businesses.
Work with residents and businesses to design, implement and maintain parklets and Play Streets.	Ongoing	Planning/Transport Planning	There are approximately 50 Play Streets a year – aiming for 80 a year. Need to lobby the Mayor for one major

			road closure a year.
Lobby TfL to introduce more Zero Emission Bus routes to Haringey and to model the road network with greater emphasis on public transport and active travel.	2020	Transport Planning	Can enable this through local consultation.
Plan future 5-year active travel engagement programmes with lessons learnt from the first major programme.	From 2026	Transport Planning / Highways	

Objective T2 – Delivery of a 4-year programme to improve active transport infrastructure by 2025

The aim is to transform the borough's active transport infrastructure so that walking and cycling become the most obvious and efficient modes of transport for most people living and working in the borough, and well-integrated with public transport services for those making longer journeys. The programme should make use of the three redevelopment areas in the borough to establish new standards for active transport connectivity.

Action Owner	Planning/Transport Planning		
Cost	Annual capital investment of £16m, £64m in total. Cost to be met by Council and/or external funding opportunities.		
Measurable metrics	<ul style="list-style-type: none"> Km of total dedicated cycle routes delivered Number of additional secure and covered cycle parking spaces installed 		
Potential carbon reduction	Medium. Combined with all other Transport objectives, a total of 120 ktCO ₂ by 2041.		
Action	Deadline	Action owner	Notes
Lobby TfL to help fund the delivery of 30-60 km of dedicated cycle route infrastructure in the borough. Work with TfL to determine new strategic routes and the Council to connect to strategic routes with local routes to create a joined-up cycle network.	2021	Transport Planning	Include design standards such as clear signage and 20 mph zones.
There will be a presumption in favour of reallocating public highway spaces currently allocated to private and business vehicles (e.g. car parks, roads, on-street parking) to prioritise active travel (wider pavements and cycle lanes) and green space. To increase accessibility across our neighbourhoods for all	From 2020	Sustainable Transport	Deliver high quality, accessible public realm and pavement area to encourage walking, supported by quiet ways and wayfinding.
Install safe cycle storage across the borough – scaling up from 8 to 15 cycle hangers a year.	Ongoing	Transport Planning	Installed based on local demand. Funded through LIP.
Develop and implement a School Streets programme to improve air quality, increase active travel, improve road safety and create pedestrian- and cycle-friendly neighbourhoods around the borough's primary schools. This will include detailed feasibility and design of the School Streets, working together with stakeholders to consider local access requirements.	From 2020	Active Travel/ Sustainable Transport	All primary schools in the borough have been assessed for their feasibility, a School Streets plan will be forthcoming in the Summer of 2020.
Introduce a bike hire/sharing scheme to the borough.	2021	Transport Planning	London Councils/TfL are coordinating a pan-London byelaw that will enable the managing of dockless bike schemes.
Implement Zero Emission Zones as per	2023	Transport	Review in Liveable

TfL's guidance.		Planning/ Sustainable Transport	Neighbourhoods Crouch End project, with view to roll out.
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Objective T3 – Develop policies and projects that disincentivise private household car use and reduce vehicle trips by businesses.

This aligns with the Mayor of London's Transport Strategy, Haringey's Transport Strategy (2018) and the draft Haringey Parking Action Plan, which has aim to discourage private car use. This can be achieved through expanding CPZs both in operating hours and space; reallocating road space to prioritise active and accessible travel infrastructure (T2); and raising parking charges.

Action Owner	Highways / Residents / Businesses / Wider stakeholders		
Cost	Funding for studies and management of the consultation. Cost to be met by Council. However, in the long term, income generation and ring-fenced for sustainable transport initiatives.		
Measurable metrics	<ul style="list-style-type: none"> Km² covered in operational CPZs Average number of hours CPZs are operational per day 		
Potential carbon reduction	Medium. Combined with all other Transport objectives, a total of 120 ktCO ₂ by 2041.		
Action	Deadline	Action owner	Notes
Lobby the government to phase out combustion engines by 2030.	2020	Carbon Management	
Investigate and deliver a borough-wide freight and last mile delivery strategy, focusing on hot spots in retail centres, with the aim to consolidate freight and delivery journeys.	By 2022	Transport Planning and Wood Green Regeneration	
Assess the vehicles in the borough through DVLA data to understand the vehicle make up in terms of emissions in the borough. This information will be used to determine price bandings for permit and on-street parking charges. Revise parking charging price bandings.	By 2021	Highways	Ensure that any income generated from parking charges are ring-fenced into sustainable transport projects.
Whilst not currently considered viable to continue to review the deliverability of a borough workplace parking levy to disincentivise employee car use and reduce impact of commuting by car, apart from people with physical disabilities.	From 2020	Highways and Carbon Management	Any income generated from a workplace levy (if implemented) should support active travel measures.
To roll out a resident led CPZ programme and review existing CPZs to ensure that they continue to meet the demands of residents and businesses in order to maximise coverage across the borough, reduce car usage as far as possible and manage visitors to the borough by car. While ensuring high user satisfaction, reducing fraud levels, and congestion peaks. (e.g. to operate all day, events).	From 2020	Highways	CPZ help discourage long-term parking and reduce fewer vehicle journeys into CPZ areas. The 2020/21 CPZ programme is prioritising the review of CPZs that have not been reviewed for a few years, assessing whether CPZs are effective and whether changes can be made, particularly to the 2-hour CPZs.
Ensure that parking charging systems used across the borough (CPZ's and P&D pays) reflect the needs of the community	From 2020	Highways	A diesel surcharge proposal will be presented at Cabinet

(residents and businesses) and wider environmental concerns – air quality, carbon, congestion and highways space			in Spring 2020.
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Objective T4 – Programme to incentivise the move to low and zero emission vehicles by residents and businesses

This aligns with the Haringey Transport Strategy (2018) and draft Ultra-Low Emission Vehicle Action Plan.

Action Owner	Carbon Management/Highways		
Cost	£50,000 over 3 years for education and awareness raising. Supporting the switch through tracker applications, etc.		
Measurable metrics	<ul style="list-style-type: none"> % of vehicles registered in the borough that are low and zero emission 		
Potential carbon reduction	Minor. Combined with all other Transport objectives, a total of 120 ktCO ₂ by 2041.		
Action	Deadline	Action owner	Notes
Promote EV-related regional and national grants and loan systems applicable to residents and businesses.	Ongoing	Carbon Management	To promote on the Council website, resident forums and business groups.
Give permits to car club operators to deliver greater percentages of electric fleets and promote to residents, businesses, and new drivers. By 2030 – have 100% electric car club fleets in the borough.	By 2025	Carbon Management	
Establish a network for local businesses to join and access EV-related initiatives. This can include EV trials, e-cargo bike trials etc.	By 2022	Carbon Management	TfL support and e-cargo bikes will form part of the 'Try Before You Bike' schemes.
All planning applications should include EV charging points where applicable (100% active in Wood Green and the rest of the borough in line with the London Plan). All new homes should have charging point facilities.	Ongoing	Carbon Management/ Planning	Supported by Planning Advice Notes.

Objective T5 – Expand provision and accessibility of EV charging infrastructure, with up to 2,000 charging points by 2025 but based on levels of demand.

This aligns with the Haringey Transport Strategy (2018) and draft Ultra-Low Emission Vehicle Action Plan. This will include private and public points. TfL predicts that the demand for EV charging will require approx. 2000 points in public and private parking areas.

Action Owner	Carbon Management/Highways		
Cost	Approx. £25m private finance. Income generating and ring-fenced for sustainable transport initiatives		
Measurable metrics	<ul style="list-style-type: none"> Number of EV charging points installed in the borough 		
Potential carbon reduction	Medium. But the switch to EV's will deliver significant improvements in air quality, noise, and health and wellbeing objectives.		
Action	Deadline	Action owner	Notes
Continue to monitor EV demand across the borough and install charging points in line with this.	Ongoing	Carbon Management/ Highways	Use OLEV data to monitor number of EVs; use UKPN and TfL scenario analyses to determine how many EVCPs are needed.

			Use King's College study to understand EV demand.
Install a variety of charging point types (e.g. lamp column, standard and rapid) in suitable locations, with a variety of charging point providers.	Ongoing	Carbon Management/ Highways	Work with partners such as UK Power Networks and TfL to implement charging points.
Facilitate regional approaches supported by TfL to support a consistent approach to EV charging across London.	Ongoing	Carbon Management	

Energy

Overall Objective: Connect around 12,000 homes to low carbon heat sources and generate at least approximately 13 GW of renewable energy locally

Introduction

The carbon intensity of the national grid is falling, decarbonising the electricity supplied to homes and workplaces. The Council can further support this by developing and supporting low carbon forms of electricity generation, such as solar and wind power. Not only does local generation make efforts to decarbonise the borough, but it also strengthens Haringey’s energy security. Renewable energy generation can be small scale (e.g. homes with solar panels) or can be large scale (e.g. large solar farms and wind turbines).

In Haringey, heating traditionally relies on the combustion of natural gas. The efficiency of heat creation can be improved through the electrification of heating using heat pumps (air, ground or water source) and adoption of low carbon decentralised energy networks (DENs).

The graph below shows the gap between demand for heat and electricity in the borough and the local supply of heat and electricity through district energy networks, solar PV and solar thermal installations. This gap is projected to narrow, with demand going down in line with the large-scale retrofit programme in homes and workplaces, and supply going up in line with the five DENs being delivered in the borough.

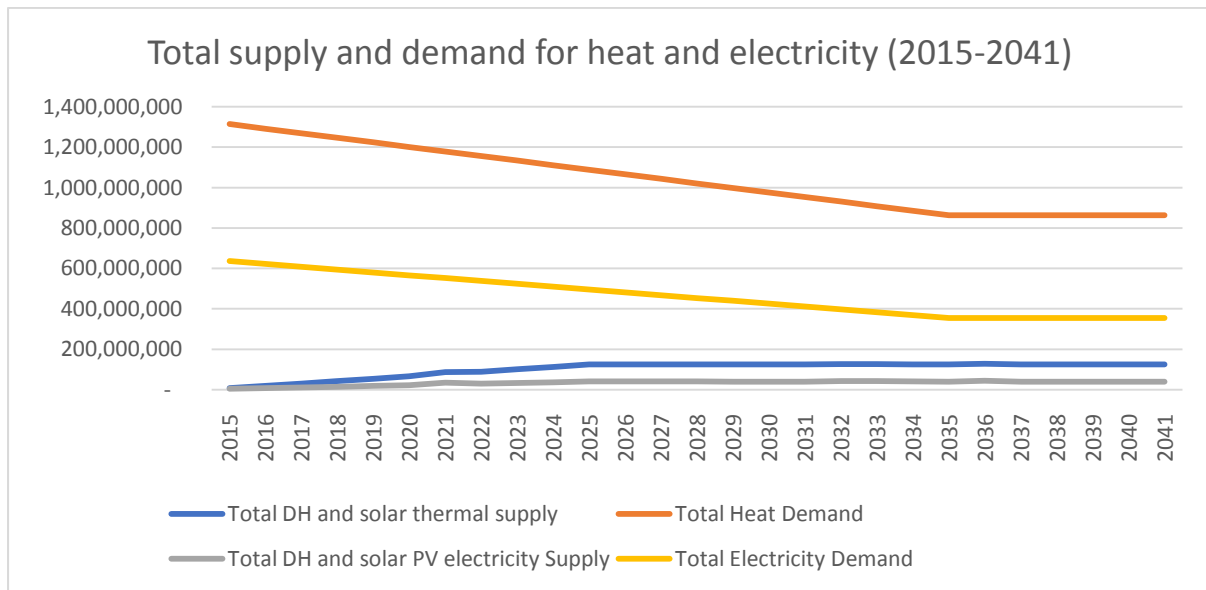


Figure 7. The total supply and demand for heat and electricity between 2015 and 2041. There is a downwards trend in both total heat and total electricity demand, as a result of energy efficiency improvements made to homes and workplaces. Total decentralised heat and solar thermal supply, and total decentralised heat and solar photovoltaic electricity supply increases.

The Council has limited influence in this sector, due to a significant proportion of electricity being centrally generated. Decentralised energy is growing, with smaller pockets of locally generated energy being supplied to smaller areas of homes and businesses. The National Grid predicts that decentralised energy will be more popular in the future, with residents being ‘prosumers’ (someone who both consumes and produces their own energy), with more peer-to-peer trading of energy of a local level.

Energy Actions

Objective E1 – Install renewable generation in our public spaces (e.g. Lee Valley) and review for wind turbines and PV solar arrays			
This will contribute to the decarbonisation of the grid as well as engaging residents with renewable energy through installation of large-scale wind and/or solar power generation in the Lee Valley.			
Action Owner	Carbon Management / Energy Managers / Stakeholders		
Cost	Installation of one wind turbine at £2.7m, Queen Elizabeth II floating solar reservoir development in west London cost £6m. Funding mechanism/route to be determined. Subject to feasibility studies and financial modelling, this could offer the Council a revenue stream and could be facilitated through a community energy company or joint venture.		
Measurable metrics	<ul style="list-style-type: none"> kWh of renewable electricity generated annually through solar array and/or wind turbines 		
Potential carbon reduction	Significant, and these actions can act as a beacon for wider actions. Two 1.5 MW wind turbines and 17 kWp of floating PV arrays would generate 21 MWh of renewable electricity a year, which totals 5.5% homes in the borough.		
Action	Deadline	Action owner	Notes
Conduct a feasibility study to assess the viability of installing two 1.5 MW wind turbines in Lee Valley.	2021	Carbon Management / Stakeholders	Could undertake this with Thames Water and with a potential wind turbine/solar array provider.
Conduct a feasibility study to assess the viability of installing 17 kWp (160,000 m ²) of floating PV array on Banbury Reservoir.	2021	Carbon Management / Stakeholders	Could undertake this with Thames Water and with a potential wind turbine/solar array provider.
Work with Thames Water who own and operate reservoirs in the Lee Valley, to identify suitable locations for further renewable generation projects.	2021	Carbon Management	

Objective E2 – Develop a programme to encourage the installation of 20,000 PV arrays by 2041			
This should target businesses, residents and landowners. Existing grass-roots action in the borough already making progress should be supported (e.g. en10ergy). Leadership should be demonstrated by expanding the installation of PV arrays on Council properties.			
Action Owner	Carbon Management / Stakeholders – residents and businesses		
Cost	£28 m total capital investment to 2041. Cost external to the Council.		
Measurable metrics	<ul style="list-style-type: none"> kW capacity installed through schemes facilitated by the Council 		
Potential carbon reduction	Medium. Emission savings will vary according to property electricity consumption and array size, but on average PV installation will generate around a third of household consumption. Roof-mounted PV on 20,000 homes will generate around 13 GWh/year. This will raise significant awareness.		
Action	Deadline	Action owner	Notes
Work with Planning to understand what kind of planning permission is required and/or whether it falls within permitted development rights for different types of buildings/generation capacity.	2021	Carbon Management/ Planning	
Conduct feasibility assessment for all roofs across Haringey to determine solar generation capacity. This should also include a financial model/economic assessment to identify payback periods for residents and businesses for solar PV.	2021	Carbon Management	Feasibility assessment can be funded through the London Community Energy Fund.

Support existing grass-roots action in the borough already making progress e.g. en10ergy through S106 funding (Action Com2). Work with stakeholder groups to determine which projects are funded.	Ongoing	Carbon Management	Use S106 Carbon Offsetting funding to financially support community energy.
Join and promote bulk purchasing schemes such as Solar Together London to achieve economies of scale and maximise impact.	Ongoing	Carbon Management	

Objective E3 – Develop policies to support installation of Decentralised Energy Networks (DENs) and connect to zero or lower carbon heat sources

Initially this will focus on three neighbourhood level heat DENs in North Tottenham, Tottenham Hale and Wood Green as identified in the existing masterplan and the Council's newly expanded DEN at Broadwater Farm estate. Low carbon waste heat generated by industrial processes (energy from waste, underground) should be captured and used to heat our homes.

Action Owner	Carbon Management / Regeneration / Housing
Cost	<p>£30m in Capital programme over 15 years for all three schemes identified in the existing energy masterplan (North Tottenham, Tottenham Hale and Wood Green).</p> <p>Additional projects could also come forward which may increase the budget.</p> <p>The Council will need to fund/arrange suitable financing for the projects; the Council is likely to invest in and own the infrastructure and procure or partner with another organisation for the design, build, operation and maintenance of the DEN but may look to also bring in a third party to fund/own some or all of the network.</p>
Measurable metrics	<ul style="list-style-type: none"> Number of homes connected to DENs
Potential carbon reduction	<p>Significant. 8,000 tCO₂ – because this action contributes to the removal of gas boilers from around 12,000 homes connected by 2035.</p> <p>10% of homes will be supplied from gas and electricity by 2050. Nearly all homes will be served by heat pumps and low-carbon district heating.</p>

Action	Deadline	Action owner	Notes
Develop and update guidance notes to clearly set out the Council's approach to heat networks and promote.	From 2020	Carbon Management / Planning Policy	Setting out long-term vision and to include energy strategy and achieve planning requirements.
Implement in partnership with Development Management (and Housing / Regeneration for Council-led development).	Ongoing	Development Management / Housing / Regeneration	To include standard design documents to future-proof buildings that intended to be connected to DENs (e.g. to allow for future lower temperature systems).
Delivery of Outline Business Cases for initial set up of Wood Green and Tottenham Hale DENs.	Summer 2020	Carbon Management	This will secure Council support for the proposed role in the projects (likely to include funding and owning the networks).
Completion of commercialisation for set-up of Wood Green and Tottenham Hale DENs.	Summer 2022	Carbon Management	To include design development and securing planning / consents, customer acquisition and procurement of contractors to deliver infrastructure leading to a final investment decision in the projects.
Completion of construction of first phases of Tottenham Hale and Wood Green DENs.	Summer 2024	Carbon Management	Construction of infrastructure to allow supply of heat and initial supply of heat.
Monitor opportunities for new	Ongoing	Carbon	Undertaking necessary feasibility

networks / growth of existing networks / interconnection of networks.		Management	work, business case preparation, commercialisation and delivery to secure additional opportunities including any beyond scope of currently identified masterplan.
Lobby government to support policy around delivery of DENs.	Ongoing	Carbon Management	Government is developing the market framework for DENs.

Objective E4 – Develop a programme of technical advice to encourage the adoption of heat pumps to achieve an average installation rate of 2,300 homes per year. Approx. £6k per unit.

This should target businesses, residents and landowners, and can be folded into Action H3.

Action Owner	Carbon Management / Stakeholders		
Cost	£640m external capital investment required for the installation of heat pumps. Technical advice for heat pumps would be captured in the provision of advice for privately-owned residential and commercial properties.		
Measurable metrics	<ul style="list-style-type: none"> • Number of engagement activities per year (linked to H3) • Number of home visits for tailored technical advice (linked to H3) 		
Potential energy reduction	79 GWh of heat supplied by heat pumps by 2050. 10% of homes will be supplied from gas and electric by 2050. Nearly all homes will be served by heat pumps and low carbon district heating.		
Action	Deadline	Action owner	Notes
Deliver training sessions for businesses in local supply chains to increase knowledge on renewable energy and installation.	2021	Carbon Management	Needs retrofitting of homes before this can be deployed.
Provide new planning guidance with separate infographics for residents and businesses on what type of renewable energy they can adopt, how, and associated costs.	2021	Carbon Management / Planning Policy	This will include guidance on other energy efficiency improvements and generation. It will also link to the DEN planning guidance work.

Community

Overall objective: to actively liaise with and support stakeholder organisations to reduce carbon emissions and promote further reduction.

Over 90% of all borough emissions are not within direct control of the Council. Therefore, the support and delivery of action by wider borough stakeholders is vital to ensure delivery of this Action Plan. This means that all residents need to feel ownership of this ambition and feel empowered to take action. Alongside the Council, the borough hosts multiple active environment- and climate-related stakeholder groups who have successfully delivered a range of projects; we will all need to work together to deliver a Zero Carbon Borough. The borough's previous project and Action Plan ('Haringey 40:20', which helped decrease emissions by 40 per cent by 2020, compared to a 2005 baseline) gave rise to the Haringey Climate Forum. This group aims to deliver projects and review policies and projects in Haringey with regard to climate change. It includes representatives from local sustainability groups such as the Community Energy Lab, En10ergy, Friends of the Earth, and the Muswell Hill Sustainability Group.

The Council's role is to support these stakeholder groups both resource wise and financially. The Council has previously given community grants of £10,000 a year to deliver carbon reduction projects. In 2019, projects included: double-glazing for businesses; installing 450 LED light bulbs in 250 homes; providing training opportunities with access to new careers; and improving pedestrian routes for schools. More details on these are found within the Council's Annual Carbon Report. A key enabler to scaling up this support is the development of a Community Energy Fund, reflected in Action Com2 below.

The wider stakeholders' active support will be vital to deliver the Haringey Climate Change Action Plan, with a focus on engaging with hard-to-reach groups and those who are not involved in climate change action already. This support may be secured through policy changes, meeting venues, publicity on projects and wider co-ordination. It may be through direct grants, but also may involve developing and co-ordinating new funding streams such as Community Bonds which can raise awareness and increase funding for projects.

The latest Office of National Statistics assessment of the Green Economy in 2019 shows that the UK low carbon and renewable energy (LCRE) economy grew by 6.8% to £44.5 billion in 2017, from £41.7 billion in 2016. With the LCRE sector now growing at around four times the rate of the rest of the UK's underlying economy, this means that this sector in the UK economy is growing the fastest, and if harnessed and supported, can deliver benefits within Haringey through new jobs and industry. With increased public support and demand for a more sustainable environment, the LCRE sector is expected to continue to grow ahead of other sectors of the UK economy.

Alongside this, to deliver the national government's sustainability objectives, such as Air Quality and Carbon Reduction, there is increasing taxation to reduce and improve performance through regulation. Schemes such as the Ultra-Low Emissions Zone (ULEZ) and increasing environmental taxes on energy bills impact on businesses revenue and performance. Therefore, being an efficient and environmentally aware business will increase profitability and stimulate business growth.

Community Actions

Objective Com1 – To increase education and awareness raising across the borough to residents and businesses			
Raising awareness of the impacts of climate change, and steps to mitigate, can encourage residents and businesses to engage with the issue and to enable behavioural change.			
Action Owner	Carbon Management / residents / businesses / partners		
Cost	<£5k costs in delivering the actions. 1 FTE member of staff to coordinate with the stakeholders across Actions Com1 and Com2.		
Measurable metrics	<ul style="list-style-type: none"> Number of events supported per year 		
Potential energy reduction	Small, but needed to unlock wider savings.		
Action	Deadline / Frequency	Action owner	Notes
Use Council's communications networks to increase awareness around carbon reduction.	2020 - Quarterly	Comms / Carbon Management	
Develop a community-managed web page on carbon reduction.	2020	Residents and interest groups	
Attend and support at least 10 events a year to promote carbon reduction and healthier lifestyles.	2020 - Annually	Carbon Management / residents and partners	
Publish performance annually on projects and impact on carbon reduction.	2020 - Annually	Carbon Management	In the Council's Constitution.
Promote the Haringey Green Homes Programme across the Council and borough network.	2020 - Annually	Carbon Management / residents and partners	

Objective Com2 - To empower and enable community-owned projects to deliver carbon reduction			
This is with aim to give the right tools to local residents and partner groups to take ownership of carbon reduction initiatives. This objective includes actions around lobbying to unlock funding and resources for these community groups to deliver action.			
Action Owner	Carbon Management / residents / businesses / borough partners		
Cost	£300k over 5 years. Community Energy Grants can be developed to support through Planning Carbon Offsetting in the s106. As set out by other authorities.		
Measurable metrics	<ul style="list-style-type: none"> Amount and value of Community Grants awarded 		
Potential carbon reduction	Small. But this enables the residents and borough partners to deliver the borough ambition together and increase awareness.		
Action	Deadline / Frequency	Action owner	Notes
Lobby the GLA to retain the London Community Energy Fund for community energy projects.	2020	Carbon Management	
Lobby the government to bring back tax incentives for community energy groups to unlock local investment in energy projects.	2020	Carbon Management	Tax incentives such as Social Investment Tax Relief (SITR).
For the Haringey Climate Change Forum to be supported by the	Quarterly	All Services	Meetings are booked by Carbon Management,

Council.			services invited to attend.
For Haringey Council to set up a Community Energy Fund and offer grants for residents and partners to undertake and develop carbon reduction projects.	2020 – Annual award	Carbon Management / residents / businesses	Funded through s106 monies already collected.
Develop a local carbon offsetting fund for the businesses and community to offset their emissions on flights or carbon emissions.	2021 -	Carbon Management / residents / businesses	Create an account for businesses, staff, and community to support local carbon reduction projects.
Promote switching to a lower carbon energy supplier for residents and businesses.	2020 -	Carbon Management / GLA	London Power is set up by the GLA https://mylondonpower.com/ .
To investigate the development of “Green Community Bonds” funded by the community to invest in carbon reduction projects.	2021	Carbon Management / residents / businesses	

Objective Com3 - To support the development of a skills programme, new jobs and careers in the carbon reduction sector.

The Council has mapped the number of homes that need to be retrofitted and the measures that need to be implemented. On the back of this, the Council can determine how many jobs, and the type of skills needed to fulfil this. This will need to be supported by new training opportunities and courses. This objective will support the developing Haringey Economic & Development Strategy.

Action Owner	Carbon Management / Economic Development		
Cost	This would be dependent on government funding to deliver a new training programme within the borough. Upskilling our residents and growing the green economy.		
Measurable metrics	<ul style="list-style-type: none"> Number of courses being taught in the borough that upskill people to reduce carbon emissions 		
Potential carbon reduction	Small, but significant economic opportunities, and awareness outcomes.		
Action	Deadline / Frequency	Action owner	Notes
Lobby national government to deliver an education programme for the new work force that will deliver retrofitting and new technologies.	2020	Carbon Management / Economic Development	
Explore the delivery of industrial land and offices where the retrofitting installers can develop in a “green hub”. Enabling Haringey to be at the front of the new green economy. And re-skilling jobs that will decline (car mechanics, boiler engineers etc)	2020	Carbon Management / Regeneration / Economic Development	The “Green Sector” is one of the most sustained growth sectors of the UK economy. It could deliver over 1,000 skilled jobs in Haringey, plus other jobs through the supply chain.
Advertise new training opportunities and future careers in the local carbon sector.	By 2021	Carbon Management / Economic Development	

National and Regional Lobbying

The borough can only achieve the 2041 ambition with the help and support of the residents, businesses, partners and wider borough stakeholders, with close working alongside regional and national government to support new powers and new financial mechanisms.

Haringey's carbon emissions are inherently linked to transport systems which are strategic beyond the borough boundary. Energy generation is governed at a national and regional level. Many actions in this plan are therefore not possible to progress without implementing transformative changes at a higher level to deal with the climate emergency that the country and world are facing. This list has been developed with input from Arup, UKGBC, developers and retrofitting companies, alongside Haringey residents, businesses, partners and wider stakeholders.

As outlined in specific actions, the Council will actively be lobbying national government and the Mayor of London to change policy and legislation, and release funding to support local governments, households and businesses in reducing their carbon emissions drastically.

National Lobbying Asks

National requests will be directed primarily to the Department for Business, Energy and Industrial Strategy (BEIS) and the Ministry of Housing, Communities & Local Government (MHCLG):

- a) **Enforce a minimum domestic and non-domestic EPC rating required at point of sale and let to EPC B by 2035, increasing from the current EPC E and increase funding to enable homeowners to retrofit their properties to EPC B;**
- b) **Cut VAT for owners, residents and business groups on retrofitting and renewables from 20% to 5%;**
- c) **Give stronger powers and funding to the local authority to enforce Minimum Energy Efficiency Standards on private sector landlords;**
- d) **Require realistic and accessible carbon emission modelling software in new developments that deliver improved fabric requirements in Building Regulations Part L and implement before 2025;**
- e) **Allow energy efficiency measures to be installed in buildings in conservation areas with the Nation Planning Policy Framework;**
- f) **Promote reuse of existing buildings in policy before demolition and provide clear planning guidance on designing for deconstruction of new buildings to reduce embodied carbon;**
- g) **Ring-fence funding from the Department for Education and NHS funds to retrofit all public buildings (schools and NHS buildings) to achieve EPC B;**
- h) **Stop the sale of conventional vehicles (diesel and petrol) by 2030;**
- i) **Bring back tax incentives and remove tax burdens for Community Energy Companies to unlock local investment in community energy projects; and,**
- j) **Develop a national education and skills development programme to develop a workforce that can deliver retrofitting and implement new technologies.**

Regional lobbying asks to the Mayor of London/Greater London Authority and Transport for London

- a) Coordinate provision of technical energy efficiency advice to private households across London;**
- b) TfL to introduce more and increase the rate of deployment of Zero Emission Buses;**
- c) TfL to model the road network and future transport schemes, with priority for active travel and then public transport;**
- d) TfL to fund the delivery of 30-60 km of cycle route infrastructure in Haringey;**
- e) Revise TfL funding process, by removing the bidding process for boroughs. Earmark a set amount of funding to deliver active travel infrastructure per borough over a longer time period to enable large schemes to be forward planned and delivered;**
- f) TfL to support regional approaches to enable a consistent approach to EV charging across London;**
- g) Deliver a regional education and skills development programme to develop a workforce that can deliver retrofitting and implement new technologies;**
- h) For all funding from the GLA for projects and programmes to deliver the Zero Carbon ambition;**
- i) Develop clearer policies around the delivery of district energy networks and community energy; and,**
- j) Retain the London Community Energy Fund for community energy projects.**

Delivering the Ambition

The Climate Change Action Plan is ambitious and sets out the level of commitment required from all partners in the borough – the Council, businesses, residents, the Mayor of London and the national government. It cannot be delivered by one party alone.

Financial

This Action Plan will be funded by the public sector, the private sector, and private residents. Some of this funding has already been secured, and some funding will need to be secured from the Mayor of London and Government, and other third-party organisations.

The Council will fund its own actions through its capital programmes and additional revenue, many of which are underway. Some of the Council's costings in this Action Plan have been developed as estimates and will be worked up in detail with the relevant service areas when the Action Plan is progressed to the delivery stage. These are estimates on the amount of funding we will need to secure from the government and third parties to deliver the Climate Change Action Plan in response to the Climate Emergency.

Within the 2020/21 Council financial plan there are already several existing capital funding streams proposed that will support the delivery of this Action Plan for the Council to be zero carbon by 2027 and the borough by 2041, including:

- Decentralised Energy Networks (£27m over the next 5 years) – which will create low carbon heat networks in the borough's regeneration areas;
- School Streets Funding (£3mm over the next 5 years) – which will improve public realm and deliver active travel options around our schools;
- Active Travel Programme (£1.68m for 2020/21) – to support residents, employees and partners to cycle and walk more through training and education alongside infrastructure measures;
- Street lighting energy efficiency LED upgrade (£7m over the next 2 years);
- Parks and leisure facilities carbon reduction programme (£3m over the next 5 years);
- SME workplace intensification (£9.8m over next 5 years) which is improve existing and deliver new low carbon workspace units;
- Council assets and Civic Centre improvements (£23m over 5 years) to deliver improvement in these key civic building, which will include carbon reduction measures; and,
- Council housing energy efficiency programme (£101m over the next 10 years) – which will improve the energy performance of the Council's housing stock.

There is also a proposed low-carbon funding stream to facilitate existing projects to go further to deliver increased carbon reduction. This will target corporate commercial property projects, where increased revenue can be secured.

Projects that currently do not have funding streams allocated, which are proposed to be delivered in the medium to longer term, will be reviewed and business cases developed before funding can be agreed. To fully deliver the ambition in this Action Plan, all new capital funding streams will be reviewed starting from 2020. These will highlight the carbon saving, and both revenue and capital implications will be considered. It will be expected that all new funding asks to the Council and public funding streams will deliver a positive carbon reduction element. Furthermore, in our lobbying of national and regional government, the Council will call for more funding to support local authorities, residents and businesses to achieve the borough's ambition.

To deliver our ambition there needs to be significant and sustained action by a range of other stakeholders, such as private homeowners and small businesses in the borough, which is why the costs of this scenario fall predominantly outside the Council's control.

Lobbying and partnership work by the Council to regional and national government will be essential in securing the action needed to deliver on climate emergency ambitions.

Many of the private investment by residents, businesses and partners will be delivered over a longer time period, with most being delivered as new technology and routine improvements take place, such as building improvements (replacement windows or heating systems), or new transport choices are considered and brought. To enable this rate of change to increase, the Council will signpost these stakeholders to new funding, or enable them to make informed choices around payback periods.

Governance and Future Monitoring

This Climate Change Action Plan will require robust governance to implement and monitor actions across the Council's service areas. An important aspect to the governance structure is to monitor progress and ensure relevant service areas take ownership of progress.

All Council projects will need to demonstrate they meet the carbon reduction requirements as set out in this Action Plan through key decisions and procurement requirements. This plan will require senior leadership support at all levels.

The Council will report on progress made on this Climate Change Action Plan through the Annual Carbon Report which has been published since 2008. The report has previously focused on the 40:20 commitment and will be updated in 2020 to reflect the ambitions set out in this new Climate Change Action Plan. All relevant service areas of the Council will be required to monitor progress through the metrics set out in the Action Plan.

The Council will also continue to report on the Borough Plan, which includes the zero-carbon ambition.

Timeframe for Action

It is intended that the plan is a live document and will require updating as technology, skills, and knowledge moves forward. In some instances, the groundwork for the high impact programmes will be delivered in the next three to five years. This will enable the borough to deliver significant carbon reduction once fully designed and funding is secured.

This current Action Plan is focusing on the known solutions and measures needed now. The immediate actions will focus on delivery over the next 7-8 years. In the next update of the Climate Change Action Plan the Council will review performance and continue to deliver change between 2028-2036.

Timeframe for Action - Immediate Action

In response to the climate emergency, these projects have funding in place and the Council will move to delivery immediately:

- School streets programme;
- Liveable Neighbourhood in Crouch End;
- Homes for Haringey energy retrofit programme;
- DEN masterplan – feasibility and planning stages;
- Active Travel Projects and Healthy Streets; and,
- Delivery of a Community Energy Fund.

There are also projects that require individual action plans and policy changes to ensure that we deliver best value and meaningful outcomes, now and over the longer term. Over the

short term, the Council will design these with stakeholders and plan a route map to support the borough's net Zero Carbon Ambition. These include:

- Review of the Council's Asset Management Plan to embed carbon reduction in all refurbishments and new buildings;
- Delivery of new Zero Carbon planning policies and advice for all new development across the borough;
- An Action Plan for the Council's Corporate Estate setting out how we will become Carbon Neutral by 2027; and,
- An Action Plan for the schools of the borough, so that they can also move towards Zero Carbon Buildings.

These actions will enable the Council to work towards becoming net zero carbon by 2027 and strengthen Haringey as a leader.

Timeframe for Action – Medium- to Long-Term Action

Many actions cannot be delivered by the Council. As one borough we need to ensure that all representatives – residents, businesses, partners, and other stakeholders understand and agree with our zero-carbon ambition. It will require difficult conversations as we move away from our current lifestyle to a low-carbon future. We will need to address issues such as reducing private car ownership, increasing the rate of private home energy efficiency improvements, and growing new green jobs in the borough.

Once this is agreed, the Council can educate, support, and use its powers under local government to enable wider action. But the borough will need significant contributions and ownership from our residents, businesses, and partners to our boroughs ambition. These projects include:

- Reducing the level of private car ownership in the borough, and increasing safe and active travel options for residents;
- Delivering high numbers of retrofits and improved energy standards in the borough's 102,000 homes;
- Delivering high numbers of retrofits, and improved energy standards in the business building and units across the borough's commercial portfolio;
- Repurposing the highways space in the borough to prioritise cycling and walking;
- Increase the amount of renewable technologies across the borough, including options in our parks and conservation areas;
- Growing the local supply chain to deliver new low carbon jobs and skills; and
- Delivering a wide range of communications and promotions to all stakeholders to normalise low carbon lifestyles and measures, which will increase significant carbon reduction.

Glossary

[Annual Carbon Report](#) - the Annual Carbon Report provides a transparent year on year account of progress made to reduce carbon emissions from the Council's operations and Haringey as a whole.

Climate Emergency declaration – admitting that climate change exists and that the measures taken up to this point are not enough to limit the changes brought by it. The decision mandates the government to devise measures that try and stop human-induced climate change. The declaration can be made on national and local government level. The specific term 'emergency' is used to assign priority to the topic, and to generate a mind-set of urgency.

CO₂ – carbon dioxide, a greenhouse gas (see below).

DEN – Decentralised Energy Network. A DEN is a system of highly insulated pipes that move energy in the form of hot water or steam from where it is created, to where it is needed for use in space heating and hot water production. A DEN has the potential to provide energy in a more efficient (and lower carbon), cost competitive, and locally secure and environmentally beneficial manner, over conventional energy supply.

EV – Electric Vehicles.

EPC – Energy Performance Certificate. A requirement under The Energy Performance of Buildings (Certificates and Inspections) (England and Wales) Regulations 2007 for properties to have a valid EPC (valid for 10 years) when the property is rented or sold. The EPC provides an indicative rating for the energy efficiency of the property (rating A to E, with E being the worst) and an indicative rating for retrofit improvements that could be made.

GHG – greenhouse gas. These gases contribute to climate change directly through their greenhouse effect by trapping heat in the atmosphere. Seven GHGs are listed under the Kyoto Protocol which have different impacts on global warming; carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) are naturally occurring GHGs, and hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃) are human-made GHGs.

GLA – Greater London Authority (comprising the Mayor of London and London Assembly).

Green energy – additional, certified power generated by renewable sources (by the Government definition of renewable).

IPBES - Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services, who published a [Global Assessment report in 2019](#).

IPCC – Intergovernmental Panel on Climate Change, who published a [special report in 2018](#) on the impacts of global warming of 1.5 degrees Celsius.

[Haringey 40:20](#) - Haringey 40:20 was inspired by the passion of local residents who convinced Haringey Council to join the Friends of the Earth 'Get Serious about CO₂' initiative and adopt an ambitious target to reduce CO₂ emissions in the borough by 40% by 2020. Haringey 40:20 brings together residents, businesses, social enterprises, charities and community groups across Haringey to help to create a better future for everyone living and working in the borough.

Liveable Neighbourhoods – A funding programme initiated by [Transport for London](#) for long-term schemes that encourage walking, cycling and the use of public transport. [Liveable Crouch End](#) is the first of such schemes in Haringey.

PV – photovoltaics, also known as solar panels. PV is a technology that converts sunlight into electricity through its solar photovoltaic cells.

Retrofitting – modifications to existing buildings to improve its energy efficiency and/or decrease energy demand.

ULEZ – Ultra Low Emission Zone. Vehicles need to pay a charge if they do not meet the ULEZ emissions standards.

Zero Carbon – A very energy efficient building or area which may have on-site renewable power generation. This will reduce carbon emissions to a minimum. Where emissions do occur, emissions can be offset through mechanisms which could include buying green power for the remaining energy demands. Developing a Power Purchase Agreement (PPA), PPA for out-of-borough renewable energy sources, and / or planting of trees each year to offset emissions (these would need to be certified independently and benefits quantified), etc.

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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.

This is known as the **Public Sector Equality Duty**.

In addition, the Council complies with the Marriage (Same Sex Couples) Act 2013.

Section 1: Responsibility for the Equality Impact Assessment

Name of proposal:	Haringey Climate Change Action Plan
Service area:	Carbon Management
Officer completing assessment:	Joe Baker / Suzanne Kimman
Equalities/ HR Advisor:	Hugh Smith
Cabinet meeting date:	March 2020
Director/Assistant Director:	Dan Hawthorn / Emma Williamson

Section 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, and the decision-making route being taken.

The proposed decision is to agree a draft Climate Change Action Plan for Haringey. The Plan sets out a set of detailed and deliverable actions to deliver a net zero-carbon borough by 2041.

The key stakeholders are Haringey residents and businesses. Those who are more vulnerable to the effects of climate change will be most impacted if this Action Plan is not fully implemented, such as people in uninsulated homes (overheating) or people with ground floor habitable rooms (flooding). Those who are likely to be impacted by measures in the Action Plan due to their personal circumstances may include households who have a particular housing status, do not have sufficient funds to support the carbon reductions required in private households or businesses or who travel by more polluting transport modes out of necessity.

The draft Action Plan is being presented to Cabinet in March 2020.

Section 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.

Sex

Service users: There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

Gender Reassignment

Service users: There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

Age

Service users: BEIS Fuel poverty statistics Haringey Borough Profile.

Disability

Service users: Haringey Borough profile and Institute for Fiscal Studies (2018), 'Living standards, poverty and inequality in the UK: 2018'.

Staff: Haringey Corporate Employment Profile, [September 2019](#).

Race & Ethnicity

Service users: Haringey Borough Profile BEIS Ethnicity facts and figures Fuel Poverty data

Sexual Orientation

Service users: There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

Religion or Belief (or No Belief)

Service users: There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

Pregnancy & Maternity

Service users: There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

Marriage and Civil Partnership

There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

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.

Climate Change

This Action Plan aims to reduce carbon emissions in the borough, but it is dependent on carbon emissions being reduced worldwide to decelerate the rate of the changing climate. The Action Plan seeks to mitigate rising temperatures in the summer and the increase of extreme weather events. It will protect residents and businesses from increasing energy costs. Efforts need to be made to realise the local benefits of reducing emissions such as improving the quality of housing, improving air quality in poorer areas and reduce isolation currently experienced in car-dominated housing estates (such as Northumberland Park Estate).

Climate impacts and extreme weather events can affect anyone, but some people are more likely to be affected than others. Factors such as age and health can directly increase vulnerability to a changing climate. Social and economic inequalities can predispose groups to living in circumstances where they are more vulnerable to the effects of climate change (e.g. living in areas with high air pollution or flood risk).

Environmental Inequalities

A changing climate can affect communities in different ways.

Age

Haringey has a relatively large child population with 20% of the population being under 16 years old. Over two thirds of the Haringey population are of working age (70.1%). However, the action plan acknowledges that older people are adversely affected by living in cold homes and looks to source funding to reduce demands on the health services. The 'depth' of fuel poverty increases with age, with those households where the oldest person is aged 60+ having the largest fuel poverty gap (BEIS 2016 / Annual Fuel Poverty Statistics 2015, DECC).

- Young and old people are less resilient to extreme weather, such as extreme hot, cold and windy weather
- Young and old people are more vulnerable to fuel poverty
- Young and old people are more vulnerable to air pollution, as noted in the EqIA for Haringey's Air Quality Action Plan
- Young people will benefit from energy improvements to schools
- Older people may be perceived to have less access to cycle infrastructure improvements but will benefit from wider active travel improvements
- As ill health is more prevalent in older age the older population are more likely to benefit from carbon reduction strategies (lower air pollution, thermal comfort, lower energy bills, better public realm).

Gender reassignment

There is very little robust data on Haringey or the UK's trans population. However, it is estimated that there are between 200,000 and 500,000 people who identify as trans in the UK. According to the LGBT Survey 2018, younger trans people are more likely to identify as non-binary, with 57% of all trans respondents aged under 35 identifying as non-binary. The age at which transitioning is started tends to be younger, with 81% of people starting transitioning at 34 or younger, compared to 19% transitioning at 35 and over. Of those who identify as trans in the UK the largest group are of White ethnicity, representing 90% of this group. Trans people report

lower levels of pay and a lower likelihood of having been in paid work and these individuals will benefit from measures proposed within the strategy.

- There is no reason to believe that there are specific impacts for this protected group and we will try to ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group when the Council interacts with this group through engagement activities and home visits.

Sex

With a greater number of women in the age 50+ group, and as the elderly are more likely to be affected issues such as fuel poverty, women are disproportionately affected by fuel poverty. The impact of air quality also appears to be larger on males in adulthood, with Haringey's under 75 mortality rate from respiratory disease higher among males than females (35.5 per 100,000 residents, compared to 18.2 for females) (Public Health Outcomes Framework, 2015-17).

- Older women may be more vulnerable to negative health impacts from air pollution, extreme weather events, access to health services during storms.

Disability

Research has found that people living with a long-term condition aged 24-54 are 50 per cent more likely to be living in poverty than their able-bodied peers (Living standards, poverty and inequality in the UK, Institute for Fiscal Studies 2018). Over 19,500 people aged 16 to 64 in Haringey have a physical disability; this equates to approximately 10% of the population aged 16-64. 4,500 people have a serious physical disability; 15,700 adults have a moderate or severe hearing impairment; and almost 5,000 people have sight loss which impacts on daily life.

- People with long-term health conditions may be less resilient to extreme weather
- People with disabilities on fixed incomes may be more vulnerable to fuel poverty
- People with long-term health conditions are more vulnerable to the negative health effects of air pollution, as noted in the EqIA of Haringey's Air Quality Action Plan
- People with disabilities may continue to require private vehicle-based transport methods for travel requirements

Race/Ethnicity

In 2017, 10.9% of all households in England (2.53 million households) were in fuel poverty. In every year from 2003 to 2017, households in the White ethnic group were less likely to be in fuel poverty than those from the other ethnic groups (made up of all other ethnic groups combined). The Action Plan will therefore have a positive impact on non-white groups as these groups will benefit most from retrofit interventions and measures.

Across the country BAME households are disproportionately affected by an increase in statutory homelessness across the country. Among white households, homelessness increased by 9% between 2012 and 2017, while it increased by 48% among BAME households during the same time period.

BAME communities also tend to live in Haringey neighbourhoods that are more vulnerable to the causes and effects of climate change, such as air pollution, flooding, and extreme weather. Wards in which a larger BAME community lives include Bruce Grove (56%), Northumberland Park (61%), Tottenham Green (53%), Tottenham Hale (57%) and White Hart Lane (52%). These wards also see the

highest amount of air pollution, with the largest air quality focus areas set around Tottenham High Road, Seven Sisters Road, Wood Green High Road; these areas have annual mean NO₂ concentrations above 80 µg/m³.

Sexual orientation

3.6% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. Within this group just over half identify as Gay or Lesbian, just over one in four identify as Bisexual, and around one in seven identify as 'Other'.

- The LGBTQ+ community is over-represented in the young homeless population, 24% nationally, often due to prior experiences of familial rejection and abuse (Albert Kennedy Trust 2017). This group will be more vulnerable to the effects of climate change through extreme weather events or flooding.
- There is no reason to believe that there are specific impacts for the wider protected group and we will try to ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group when the Council interacts with this group through engagement activities and home visits.

Religion/Faith

Christian residents make up the predominant group in all tenure types and are broadly as likely to social rent as they are to private rent or be owner occupiers. Those of no religion and Jewish residents are more likely to be homeowners. Muslim residents are over-represented in the social rented market (which includes both council housing and housing association stock) and under-represented as homeowners. Alongside this regional and national data suggests that Muslim residents are more likely to have no qualifications and less likely to earn LLW; with Buddhist and Muslim residents most likely to be unemployed.

Minority faith communities tend to live in Haringey neighbourhoods that are more vulnerable to the causes and effects of climate change, such as air pollution, flooding, and extreme weather. In Haringey, residents with no faith are more likely to live in the west of the borough (such as Stroud Green, Crouch End, Muswell Hill and Alexandra wards), and those with a religious belief are more likely to live in the east (with lowest group with no faith of 13% in White Hart Lane and Northumberland Park). 98% or more of all homes in the west of the borough have good access to nature, compared to an average of 69% of homes in the east (Haringey Ward Profiles 2017; Access to public open space and nature by ward, Greenspace Information for Greater London). This suggests that residents who have a religious belief are less likely to have access to green spaces and nature; these areas will see less impacts of flooding, air pollution and heat waves.

Pregnancy/maternity

Northumberland Park has the highest birth rate, at 83 births per 1,000 women aged 15 to 44. The lowest birth rate was in Muswell Hill. There is no known data on pregnancy and maternity relating to Housing and Place or fuel poverty.

- Pregnant women may be more vulnerable to negative health impacts associated with climate change. The negative health impacts of air pollution for pregnant women are noted in the EqIA for Haringey's Air Quality Action Plan.

Marriage/civil partnership

According to the 2011 census, 1,191 residents were in a same-sex civil partnership and 33.3% of residents aged over 16 are married (ONS Census 2011). The data we hold across the key Borough Plan areas of Housing, People, Place, Economy and Your Council do not indicate any inequalities in the area of Marriage & Civil Partnership.

- We will continue to fulfil our commitments against this protected characteristic, and if any inequalities in this area emerge, we will take the necessary steps to address them.

Climate Change Action Plan

The objective of the Climate Change Action Plan is to reduce carbon emissions in Haringey and thereby mitigate the extent of climate change and its impact on Haringey. A large number of actions relate to the following policy areas and can therefore be expected to affect specific groups of Haringey residents:

Haringey Council Buildings

- Haringey Council staff are likely to be affected by actions that relate to Council buildings. In particular, members of staff with disabilities are likely to be affected by actions relating to staff parking. The most recent employment profile shows that 6.9% of Haringey Council staff declared having a disability. However, it is not known how many of these members of staff drive or rely on staff parking.
- Children and young people, among whom BAME communities are overrepresented, are likely to be affected by actions relating to school buildings.

Housing

- In 2017 there were 15,189 households living in fuel poverty in Haringey i.e. 14.5% of the households in the borough. This is the 4th highest percentage in London and substantially above the London average (11.8%) (BEIS Fuel poverty sub-regional statistics 2017).
- Properties at most risk of fuel poverty are those (BEIS Fuel poverty sub-regional statistics 2017):
 - with an energy performance certificate (EPC) rating of E, F or G.
 - built pre-1944
 - in the private rented sector
 - fitted with an electricity pre-payment meter.
- Properties at most risk of overheating are:
 - Converted flats or newly built blocks of flats
 - Flats facing east/west/south and with a single aspect
- In both situations the households most at risk include those with:
 - low incomes.
 - elderly occupants
 - children under the age of 16.
 - disabilities or suffering from a long-term illness, and,
 - those confined to home during long periods of the day.
- Fuel poverty is measured by the Low-Income High Cost indicator. This ensures that residents qualify for support based on the energy efficiency of their home and their income. Use of property Energy Performance Certificate data will ensure that targeting covers anyone affected by fuel poverty, regardless of tenure, to improve the

energy efficiency of their home, reduce the price they pay for energy and to refer them to support services specific to their needs.

- Social housing tenants in Haringey are likely to be affected by a number of the actions in the Climate Change Action Plan. In summary, women, older people, BAME communities, lone parent households, minority faith communities, and individuals with disabilities and/or long-term health conditions are overrepresented among social housing tenants relative to the population of the borough.
- Private-rented sector tenants are likely to be affected by a number of the actions. In summary, younger people, those with disabilities, lone parents, and BAME communities are over-represented among PRS tenants.

At LSOA level, the proportion of households in fuel poverty is highest in the east of the borough particularly Noel Park and Bruce Grove wards. There are no LSOAs in the west of the borough within the top quartile (greater than 16.8%). This is shown in figure 1.

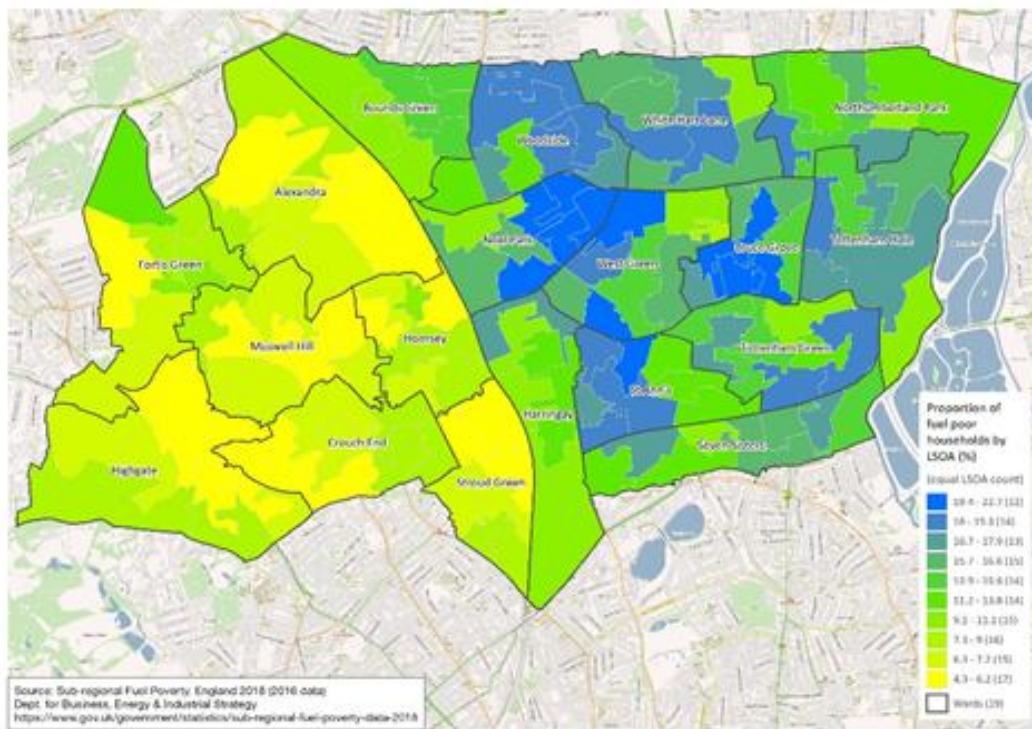


Figure 1. above shows the wards and the numbers of households in fuel poverty. It shows that homes in the west are less likely to be fuel poverty. The wards of Noel Park and Bruce Grove are particularly affected by high numbers of homes in Fuel Poverty.

- The Action Plan promotes people-centred solutions to carbon reduction which could reduce inequality and promote fairness in the borough. It sets out to ensure that assistance schemes are communicated to all areas of the community with specific reference to groups who share the protected characteristics. This may include sections of the population that are not engaged fully in an active participatory citizenship process and fail to access services, either through choice, or the design of the engagement process.

Transport

We know that certain transport inequalities exist in Haringey. In summary, measures to promote active travel and improve air quality have potential to reduce inequalities that affect protected groups including children and young people and BAME communities. However, some groups may not be able to benefit from engaging in active travel, including people with mobility-related disabilities, some older people, young children and their carers, and pregnant women. These groups may be negatively impacted by reduction in private car use. All groups will benefit from improvements in public transport. The Action Plan will not promote a complete ban on the car due to the inequalities that exist.

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.

The Climate Change Action Plan came out of the Haringey Zero by 2050 Commission, which published a report of its findings in October 2017. A group of built environment experts undertook a series of workshops, study tours and review sessions to inform the vision of a sustainable future they set for Haringey. After ARUP was appointed to undertake the technical-based work to reach to zero carbon by 2050, the Commission and key members of sustainable community groups commented on the proposed route map and actions.

This consultation did not consult with any protected groups in a targeted way, but those groups that were consulted include individuals who share the protected characteristics.

The draft Action Plan presented for approval here will be the subject of further structured engagement with residents and other stakeholders before a final plan is adopted later in 2020. This engagement programme will include targeted initiatives for specific sections of the community; proposals for this engagement exercise are described further in the main cabinet report.

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?

Feedback from the community has been to build on existing successes from carbon reduction projects, as recorded in Annual Carbon Reports. Over half of energy community grants were awarded to communities of which a majority people have a 'relevant protected characteristic'.

The forthcoming engagement work will help to further inform the final Action Plan proposed for adoption later in 2020.

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.

5.1. Sex: Positive

It is anticipated that there will be a higher take-up of active travel among women, who are currently underrepresented among cyclists and will feel more confident to cycle as a result of infrastructure improvements.

Insulating homes better will improve thermal comfort for women who are more likely to be sensitive to higher and lower temperatures, and particularly experience more discomfort than men in cooler conditions ('Thermal comfort and gender: a literature review, S. Karjalainen 2011).

Better access to a skills programme will enable more women to skill up in the carbon reduction sector.

5.2. Gender Reassignment: Unknown

Our findings do not lead us to believe that there will be specific impacts for this protected group, but we will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic with the necessary training for frontline staff. If any inequity in treatment is identified, we will take steps to rectify this. All communications will ensure that this community is not excluded, and that the Council will work with installers to that the installers understand this groups needs and sensitivities.

5.3. Age: Positive

Our analysis indicates that young and older people are more vulnerable than working age people to the negative health impacts of climate change. The Action Plan will result in positive health outcomes for older and younger people from lower air pollution, insulated homes, and more active travel.

5.4. Disability: Positive

It is anticipated that there will be positive health outcomes for individuals with disabilities from reduced car journeys and lower air pollution. Better public highways infrastructure will deliver wider and more accessible pavements and higher quality public realm, providing better access to amenities for some individuals with disabilities.

There is likely to be a positive impact for individuals with disabilities in terms of thermal comfort and reduced bills from retrofitted social housing.

There may be negative impacts from reduced parking availability overall, although blue badge parking will remain and will be prioritised for retention. The reduction in parking overall is a proportionate means to achieve a legitimate aim, namely reductions in air pollution and carbon emissions, with positive benefits for this group and greater benefits for other protected groups.

Households with one or more members with a physical or mental disability are likely to be more impacted by retrofit works to be undertaken in homes. Strategies are being put in place to prioritise works to be undertaken on the outside of homes rather than inside, and where necessary, solutions will be sought to reduce the impact of retrofit works on those whose disabilities cause them to need to continue living in the home.

The Action Plan sets out an ambition to improve the energy efficiency of all households. It also aims to ensure all residents have access to cheaper energy tariffs. This will improve the comfort of disabled residents, many of whom spend long periods of the day at home, whilst reducing energy bills.

5.5. Race and Ethnicity: Positive

BAME communities are overrepresented in social housing and the PRS. The Action Plan will result in improved social housing for these communities and reduce fuel poverty.

The eligibility criteria for any fuel poverty initiatives undertaken as a result of this strategy will not be based on race. However non-white ethnic residents are more likely to be in fuel poverty. Improving the energy efficiency, reducing damp and mould and improving the comfort of a home will have a positive impact on any home affected by fuel poverty.

5.6. Sexual Orientation: Neutral

Our findings do not lead us to believe that there will be specific impacts for this protected group, but we will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic with the necessary training for frontline staff. If any inequity in treatment is identified, we will take steps to rectify this. All delivery mechanisms and communications led by the Council and partner organisations will be designed to ensure that the needs of the LGBT community are reflected so that delivery agents, such as installers, reflect the needs and sensitivities of this community.

5.7. Religion or belief or no belief: Neutral

Our findings do not lead us to believe that there will be specific impacts for this protected group, but we will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic with the necessary training for frontline staff. If any inequity in treatment is identified, we will take steps to rectify this.

Improving the energy efficiency, reducing damp and mould and improving the comfort of a home will have a positive impact on any home affected by fuel poverty. This will be particularly important to those who are unemployed or on low incomes, and the evidence indicates that Muslim and Buddhist households are more likely to be unemployed.

5.8. Pregnancy and maternity: Positive

Pregnant women are overrepresented in social housing. The Action Plan will result in improved housing for these communities.

Some actions are fundamentally about the access to capital and single-person households may therefore have less access to funding and this will be exacerbated if the single parent has children too. Women constitute over 85% of single parents in Haringey.

5.9. Marriage and Civil Partnership: Neutral

People who are in a civil partnership will be treated the same as people who are married.

5.10 Groups that cross two or more equality strands

The Climate Change Action Plan will impact some wider socio-economic groups more than others which, in turn, may impact a few protected groups slightly more.

Levels of car ownership can be largely characterised by socio-economic background and ward. The poorest households on average live in eastern wards, tend to have good public transport accessibility levels (PTAL) despite examples of poor accessibility, have the lowest level of car ownership (most do not own a car at all), but are also exposed to the highest level of traffic and air pollution. The highest levels of car ownership are in western wards with lower PTAL.

- Raising parking charges and removing parking spaces will therefore not impact on the poorest households financially or in access terms (where they need their cars for night shifts etc). These households will benefit from improved indoor and outdoor air quality, better public transport connections and better active travel infrastructure.
- Lower to medium income households who do own cars are likely to be impacted by a rise in parking charges and are likely not to have the capital to invest in electric cars to qualify for lower charges and no ULEZ charges. These households may include those within BAME, single parent, religious and disabled protected groups. However, the reduction in parking overall is considered on balance to be a proportionate means to achieve a legitimate aim, namely reduced air pollution and carbon emissions, with positive benefits for these groups and greater benefits for other protected groups.
- Higher income households, mostly located in the western wards, are likely to be able to afford the additional expense of parking charges on a regular basis and increases may not necessarily impact on their travel patterns. Reduced public parking spaces at local centres, amenities and public buildings may however impact on travel patterns more, which will have positive impacts on households in the borough who live close to these destinations and the road network. Behaviour change programmes

and improvements to physical active and public transport infrastructure will enable further travel mode changes to be made.

This Action Plan covers actions that are the responsibility of the Council (for council-owned properties and within the remit of council staff), the community and the Government to enable people to take action.

- Under the Housing and Energy chapters, there is an emphasis on households not living in social housing to undertake deep retrofit works to their homes, including the installation of renewable energy. Costs associated with these works will vary per building, but are expected to be significant additional expenditure. Without financial support from the Government or GLA, and/or appropriate financial structures where energy efficiency works can be linked to the building not the occupiers/owners and the pay back spread out, households will not be able to undertake these works independently. The Affordable Energy Strategy will target this specifically by providing guidance on available grants and technical assistance for the fuel poor, able-to-pay market.
- Under the Workplace chapter, businesses and industrial premises are expected to upgrade their properties to EPC B by 2035. Due to the large proportion of small to medium-sized enterprises in the borough, this cost will be more difficult to be balanced against other essential business overheads without public funding mechanisms.
- In all such cases, the occupiers will benefit from energy efficiency works to be undertaken saving the Council revenue funding which will allow more spending on other services to benefit protected groups.

With better public realm, there is more likely to be more social interaction which would lower the level of social isolation that predominantly older people feel, which in turn, could positively impact this group in terms of mental health.

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?

1. No, there will be no discrimination as a result. Projects will be delivered with this in mind. Most of the protected groups are experiencing the negative effects of climate change disproportionately due to insufficient progress reducing emissions and will benefit more from the implementation of the Climate Change Action Plan.

2. Improving energy efficiency across the housing stock will increase property values for owner-occupiers and lower energy bills for tenants and owner-occupiers so there will be more economic power in those groups. It will increase access to community infrastructure through better active travel and public transport so those who are isolated from lack of access to car will be better connected to jobs and social infrastructure.
3. Yes, through the community ownership of energy companies and behaviour change programme (play streets) interaction will increase between groups who share a relevant protected characteristic and those who do not.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

No major change to the proposal: No.

Adjust the proposal: Yes.

Stop and remove the proposal: 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 protected characteristics are impacted: *Active travel infrastructure is often designed with able-bodied pedestrians in mind.*

Action: Objectives C2, T2 and T3 have been changed to consider the needs to physical disabilities in improving and increasing active and accessible travel infrastructure.

Impact and which protected characteristics are impacted: *Protected groups may not be fully aware of community or government grants that are available.*

Action: We will provide community grants ensuring that protected groups are targeted as a key part of this process, and we will communicate the availability of government and GLA grants with protected groups as well.

Impact and which protected characteristics are impacted: *By discouraging car ownership across the board, there would be an impact for those in need of cars, i.e. blue badge owners.*

Action: We have amended Objectives C2 and T3 to ensure that people with disabilities are not impacted negatively by parking changes.

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:

This will be undertaken as part of monitoring progress against the Action Plan.

7. Authorisation

Approved by:

Date:

Report for: Cabinet – 10 March 2020

Title: 2019/20 Budget Update

Report

Authorised by: Jon Warlow – Chief Finance Officer & Section 151 Officer

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

Ward(s) Affected: N/A

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

1. Introduction

- 1.1 This report will provide an update on the Quarter 3 budget monitoring and will seek approval for any budget changes required to respond to the changing financial scenario and the delivery of the MTFs. A new appendix (6) was introduced in Quarter 2 which provided a summary of debt written off since the beginning of the financial year. This will be provided on a quarterly basis.
- 1.2 This report covers the position at Quarter 3 (Period 9) of the 2019/20 financial year including General Fund (GF) Revenue and Capital, Housing Revenue Account (HRA) and Dedicated Schools Grant (DSG) budgets. The report focuses on significant budget variances including those arising as a result of the forecast non-achievement of Cabinet approved MTFs savings.
- 1.3 Members will remember that the final agreed 2019/20 Budget reflected a number of actions taken to de-risk the base budget position. This mainly focussed on addressing the budget pressures in the two People related services which had been significantly overspent in 2018/19. These actions were intended to provide greater confidence of managing within the agreed budget as well as delivering agreed budget reduction proposals.
- 1.4 The GF revenue forecast of £5.5m overspend now presented has increased by £0.250m from Quarter 2. This pressure is coming from Children's and Adults. Two of the most significant budget pressures driving the forecast overspend have been taken into account in the 2020/21 Budget/MTFS 2020-2025 proposals. Officers continue to focus on strategies to bring the in year overspend down but with £5.5m of the overspend arising from the People services, it is unlikely that this can all be mitigated without corporate intervention. It is expected that this can be achieved without recourse to reserves.
- 1.5 The DSG year-end forecast has worsened since Qtr2 and now stands at £5.4m (£5.1m Qtr2). 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 Education, Health and Care Plan (EHCP) eligibility. Correspondence with the Department for Education (DfE) has continued over the past months in an attempt to get confirmation about where this

funding risk sits and how it will be accounted for. The outcome of the recent consultation has now been received which proposes hardening the ringfence on the DSG however, there is some way to go until we have a clear understanding of what this means. Until this is clarified, it remains a significant risk to the authority. The Spending Round 19 announcement of one-off additional funding (c. £4.4m) for the HNB was welcome but does not cover the full estimated overspend and doesn't provide the permanent resolution that we require. The DfE intends to review the high needs funding formula and in doing so will take into account patterns of deficit and expenditure so that a Local Authority's need to spend is better reflected. The SEND review will also be published in 2020 which intends to assist in creating fair and sustainable high needs support for the future. An update on progress will be provided in future reports.

2. Cabinet Member Introduction

- 2.1 I am pleased to be able to report that the General Fund budget position now presented has remained stable for the third quarter and delivery of agreed savings remains in a more robust position this financial year. I believe that this is due to the decisions taken when setting this year's budget which sought to ensure that it was set to be as realistic as possible within the overall available resource envelope. Furthermore, the two most significant drivers of the reported overspend at quarter three have been recognised and addressed in the 2020/21 Budget recently approved.
- 2.2 Despite this positive direction of travel, I must highlight that this still leaves a not insignificant £5.5m forecast overspend on the General Fund. I must stress to officers and Lead members the need to actively focus on identifying options to bring the overall General Fund budget back to a balanced position by the end of the year. To optimise the resilience of the 2020/21 Budget, we must do all we can to balance this year's budget without the need to draw down on reserves
- 2.3 The forecast DSG outturn has worsened by £0.3m since my last report. This continues to be a matter of real concern and pressure continues to be put on Government to recognise this issue and come forward with a sustainable solution. As outlined in the report, we have had some feedback from the DfE however, it still doesn't provide the full clarification that we require in terms of a permanent resolution of the funding shortfall nor the proposal to address the deficits. Again, I hope to be able to provide a more favourable update for the next report.

3. Recommendations

Cabinet is recommended to:

- 3.1. Note the forecast revenue outturn for the General Fund (GF), including savings pressures, of **£5.5m overspend** (£5.2m Qtr2) (Section 6, Table 1, and Appendix 1) and that it is expected that this can be addressed via one-off corporate solutions.
- 3.2. Note the net HRA forecast of **£0.4m underspend** (£0.4m Qtr2) (Section 6, Table 2, and Appendix 2).

- 3.3. Note the net DSG forecast of **£5.4m overspend** (£5.1m Qtr2), the actions being taken to seek to address this and the potential implications for the GF (Section 7 and Table 3).
- 3.4. Note the forecast budget savings position in 2019/20 which indicates that 15% (£1.957m) will not be achieved. (Section 8, Table 4 and Appendix 3). This is incorporated into the GF budget pressure in recommendation 3.1.
- 3.5. Note the forecast capital expenditure of £150.1m in 2019/20 which equates to 50% of the revised capital budget (Section 9, Table 5 and Appendix 4).
- 3.6. To approve the revenue budget virements (Appendix 5).
- 3.7. To note the debt write-off approved in quarter three (Appendix 6).

4. **Reason for Decision**

- 4.1 A strong financial management framework, including oversight by Members and senior management, is an essential part of delivering the council's priorities and statutory duties.

5. **Alternative Options Considered**

- 5.1 The report of the management of the Council's financial resources is a key part of the role of the Director of Finance (Section 151 Officer) in helping members to exercise their role and no other options have therefore been considered.

6. **Revenue Outturn**

- 6.1. The Council's Quarter 3 finance position (including HRA and DSG) is a projected overspend of £10.5m (£9.98m Qtr2) for the year. The General Fund element is £5.5m which includes any non-delivery of savings as planned.
- 6.2. Table 1 below sets out full year projections at priority level. A detailed analysis at directorate level is attached in Appendix 1.

Table 1 – Revenue Budget Monitoring Forecast for Quarter 3 2019/20

Priority	Revised 2019/20 Budget	Base Budget Pressures	2019/20 Savings Challenges	Q3 Forecast Outturn	Q3 Forecast to Budget Variance	Q2 Forecast to Budget Variance	Forecast Variance Movement Between Q2 and Q3
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Housing	20,306	(235)	0	20,070	(235)	(117)	(119)
People - Children's	67,564	1,083	34	68,680	1,117	156	960
People - Adults	87,239	3,982	448	91,668	4,430	3,764	665
Place	31,377	(308)	310	31,379	2	314	(312)
Economy	5,889	(54)	750	6,586	696	669	28
Your Council	28,807	(995)	515	28,327	(480)	463	(943)
General Fund Total (before funding & DSG)	241,182	3,472	2,057	246,711	5,529	5,249	279
DSG	0	5,394	0	5,394	5,394	5,118	276
External Finance	(241,182)	0	0	(241,182)	0	0	0
General Fund Total	0	8,866	2,057	10,923	10,923	10,368	555
HRA	0	(418)	0	(418)	(418)	(390)	(28)
Haringey Total	0	8,448	2,057	10,505	10,505	9,978	527

Brief explanations of the forecast variances for each priority are outlined below. These variances include the impact of the forecast non-delivery of MTFs savings which are further discussed in section 8.

PEOPLE : CHILDREN'S & SCHOOLS

Overspend £1.12m

- 6.3. The budget for Children's & Schools is £67.6m and at the end of Quarter 3 an overspend of £1.12m is being forecast. This represents a £0.96m deterioration against the forecast provided in Qtr2 when an overspend of £0.156m was forecast. The two factors driving this change are outlined below.
- 6.4. Safeguarding and Social Care has seen an adverse movement of £557k. The key adverse movement relates to an increased spend on residential placements and residential school placements (£383k). There was also some movement in staffing budgets which contributed to the adverse movement of £557K.
- 6.5. Prevention and Early Intervention has seen an adverse movement of £332k – this movement is mainly due to an adverse movement and increase in spend on transport for children with special education needs and disabilities (£259k), and an adverse movement in relation to Children's Centres (£75k) where the service has not been able to achieve income targets.

PEOPLE : ADULTS & PUBLIC HEALTH

Overspend £4.4m

6.6. Adults & Public Health is forecasting to spend £91.6 against an approved budget of £87.2m resulting in a projected overspend of £4.4m at Quarter 2 (£3.8m at Qtr2).

6.7. Care packages account for the majority of the forecast overspend - £3.8m overspend compared to £3.1m in Qtr2. The following outlines the adverse variance from budget in the different service areas relating to care packages:

Adults Placements £1.9m (£1.8m Qtr2)

Learning Disabilities Placements £0.6m (£0.3m Qtr2)

Mental Health Placements £1.3m (£1.0m Qtr2)

6.8. The increase in the adverse pressure of £0.7m from Quarter 2 is attributable to a combination of increased demand pressure in Learning Disabilities and Mental Health.

6.9. It should be noted that this demand pressure has been recognised as part of the financial planning process and additional funding has been built into the 2020/21 budget.

6.10. There is ongoing reconciliation of CCG recharges to Adult Social Care for jointly funded packages. The conclusion of the exercise may result in a positive impact on the outturn figure for ASC at the end of the year.

6.11. Analysis highlights that in Quarter 3 2019/20 the forecast outturn position for Adult Social Care (ASC) have been impacted by savings and demand cost pressures:

- Savings are being delivered across all major service areas which is negating the impact of growth pressures that we would expect to see throughout the year – if savings and efficiencies had not been made then we would have seen a more consistent increase in expenditure over the last 6 months. However, some delays have been experienced in the delivery of savings and a full year effect will not now be achieved. The reduced delivery of LD and MH savings has been impacted by the reduced number of reviews undertaken. One of the goals of reviews is to support people to step down options where appropriate in order to maximise the potential for improved independence goals.

A number of factors have impacted on the number of reviews conducted in these areas and consequently workshop sessions were held in December and January to agree an approach to maximising the number of reviews completed by the end of 2019/20 and to ensuring the service is in a good position going into the first quarter of 2020/21.

The service has also identified savings in over performing areas, for example implementation of an improved financial assessment pathway, that are mitigating shortfalls in LD and MH savings.

- Demand cost pressure has been experienced due to new clients, client care package reviews and the cost of new care packages

- 6.12. Directly provided services including Osborne Grove Nursing Home is forecasting a nil variance to budget (£0.2m Qtr2). The reduction in overspend is due to lower costs associated with fewer clients at Osborne Grove.
- 6.13. Commissioning – the overspend is forecast to be £0.5m (£0.4m as reported in Qtr1). The main drivers are staffing overspends in the brokerage team relating to additional resources to increase client contributions. There is an on-going cost pressure arising from providing funding of rents to the voluntary community sector.
- 6.14. Public Health - the overspend remains at £0.3m as reported in Qtr2. This is as a result of overhead charges being higher than anticipated when this year's budget was set. However, we will endeavour to deliver in year mitigations to eliminate the current deficit position, which will be reported upon in subsequent budget monitor reports.

PLACE

Overspend £0.002m

- 6.14. The Place priority is forecasting an overspend of £0.002m which is a significantly improved variance compared to the position at Qtr2, which stood at £.314m. One reason is related to improvements within income in Highways which is described in more detail below (£0.310m).
- 6.15. Commissioning & Client Commissioning are forecasting an underspend of £55k which is a favourable movement of £75k from the position of a £19k overspend reported at Qtr2. This is made up of the following, an increase in parks forecast spend of £64k for extended vehicle hire and staffing in line with green flag status forecast however this is off-set by a £108k underspend in waste operations which is an improvement of £165k from the position reported in Qtr2.
- 6.16. Community Safety & Enforcement are reporting a reduction in overspend for Qtr3 of £0.122m (£0.188m Qtr2). This has been achieved by recharging some CCTV staffing costs to a one-off grant.
- 6.17. Parking Parks and Highways are reporting a reduction in overspend for Qtr3 of £0.016m (£0.326m Qtr2). This is due to an overall improvement of £0.310m in income generated for Traffic Management Orders (TMO's).
- 6.18. Commissioning (Culture Museum & Archives) are reporting a reduction in underspend for Qtr3 of £0.089m (£0.175m Qtr2) due to unpaid NNDR relating to 2018-19 that now needs to be accounted for.
- 6.19. The majority of the 2019/20 agreed savings programme is on track. Two savings are rated Amber largely due to delays to the planned activity. At the moment the in year pressure is largely being mitigated and all savings should be delivering in full from April 2020.

ECONOMY**Overspend £0.696m**

- 6.20 Economy is reporting an overspend of £0.696m in Qtr 3, an increase of £28k from Qtr2. The single biggest pressure remains the non-achievement of the saving in relation to decanting Alexandra house under Strategic Property (£0.800m). The 2020/21 Budget and 2020-2025 MTFS report proposes to write this saving off as undeliverable.
- 6.21 The service forecasts have shown an increased underspend of £81k in Quarter 2 (£16k Qtr1). This improvement is mainly attributable to an additional £127k backdated income arising from rent reviews undertaken by Strategic property. This is offset by a £50k projected spend in year on work to start refreshing the Local Plan.
- 6.22 The delivery of forecast planning income remains one of the biggest budget risks in this Priority as it is sensitive to external factors outside the Council's control, such as Brexit, market buoyancy and the national economic situation. This continues to be monitored closely.
- 6.23 All other agreed 19/20 savings are planned to deliver in full.

**HOUSING (General Fund)
£0.235m****Underspend**

- 6.24. Housing General Fund budget forecast at Qtr3 is an underspend of £0.235m, an improvement against the £0.117m underspend figure for Qtr2. £0.131m of this is due to income from licencing fees being used to cover costs of administering the Houses in Multiple Occupation (HMO) scheme. The other £0.120m underspend is against the supporting people budget.

6.25. Pressure remains in the temporary accommodation (TA) / homelessness services largely because savings that were projected in the Temporary Accommodation Reduction Plan have failed to materialise due to:

- Increases in demand overall due to the introduction of the Homelessness Reduction Act (HRAct)
- Increased pressures due to the need to urgently rehouse Broadwater Farm (BWF) tenants, which led to a significant but one off reduction in properties available to let to homeless households.
- The inability to deliver the projected savings from the conversion of existing nightly paid accommodation (NPA) into Assured Shorthold Tenancies (ASTs).
- The delay in setting up the Community Benefit Society (CBS), which has resulted in homes being acquired for TA not being let at Local Housing Allowance (LHA) levels, and so failing to realise the additional savings that would have arisen from this.
- The slower than hoped for scaling up of new lettings through the Capital Letters initiative.

6.26. The overspend increased to £2.98m in Qtr3 (£2.8m Qtr2) and the full sum is currently assumed to be covered by applying Flexible Housing Support Grant. It is hoped that the overspend figure will stabilise now in light of the points outlined above.

6.27. The impact of the rehousing at BWF has mostly been dealt with, although there are still a number of households to be rehoused from the Northolt block. The CBS is up and running and its first board meeting was in December 2019.

6.28. Recent announcements confirm that the Flexible Housing Support Grant will continue at 2019/20 levels for next year, this will enable further investment in prevention, but new, cheaper supply is the key to resolving the major overspend however, the service must continue to focus on implementing the planned initiatives to create an offer that can operate within the agreed budget.

HOUSING (HRA)

£0.418m

Underspend

6.29. The HRA budget is projecting an underspend of £0.418m at Qtr3 (£0.390m Qtr2) for the year ending March 2020.

6.30. The main driver for the increased underspend is from increased leaseholder service charge forecasts following the conclusion of the 2018/19 reconciliation of actuals to estimates earlier in the financial year. The previously reported underspends arising from better than anticipated HRA income due to improved voids rate and less than expected right to buy sales continues. The properties within Tangmere and Northolt blocks on the BWF estate are due to be demolished and thus not included in the rental income budgets. Also, the HRA garage rental is forecast to be higher, due to the void re-let time being lower than anticipated.

6.31. Within the Housing Revenue Account (HRA) there are further budget areas within the Retained budget that are calculated at the end of the financial year that have the potential to increase the underspend further, these include capital financing costs and depreciation of dwellings budgets.

6.32. The HRA outturn summary is set out in Table 2 below.

Table 2 – HRA Budget Forecast (Quarter 3)

HRA Budget (2019/20)	2019/20 Revised Budget	Q3 Forecast Outturn	Q3 Forecast to Budget Variance	Q2 Forecast to Budget Variance	Movement from Q2 to Q3
	£'000	£'000	£'000	£'000	£'000
Managed Services Income	-98,533	-99,431	-898	-1,120	222
Managed Services Expenditure	7,259	7,769	510	760	-250
Retained Services Expenditure	74,913	74,883	-30	-30	0
Surplus HRA Services (within retained)	16,361	16,361	-0	0	-0
Balance of HRA Account	0	-418	-418	-390	-28

YOUR COUNCIL

Underspend £0.480m

- 6.33. Your Council is projecting an overspend of £95k at Quarter 3 against a total budget of £28.8m. This represents a favourable movement of £368k compared to Quarter 2. The core service pressures flagged in Quarters 1 and 2 remain and are described below, with only minor movements in the projections over the last quarter.
- **Corporate Finance £112k overspend** due to the continuing necessity to use, albeit a reduced number, of agency staff to fill vacancies in the Business Partnering Team given recruitment difficulties.
 - **Corporate Governance £130k overspend** in Electoral Services due to a salary budget deficit and the cost of printing and distributing UC1.EC6 forms for registration in relation to the European Parliamentary election. The 2020/21 Budget & 2020-2025 MTFS report proposes to resolve this funding issue from April 2020.
 - **Corporate & Customer Services £295k overspend** as a result of staffing overspends and a shortfall in libraries income where only 25% of the in-year saving target is now forecast to be achieved and is flagged as red.
 - **HR £219k overspend** due to the Schools traded income shortfall and defunct legacy Schools maternity insurance scheme. This is being addressed in the 2020/21 budget.
- 6.34. These core pressures continue to be offset by a projected £303k saving within **Strategy & Communication** as a result of staff savings from vacancies and additional income from advertising and events sponsorship.
- 6.35. The overall movement in Quarter 3 has two main drivers; (i) in Strategic Procurement where there is up to a £700k income shortfall within the London Construction Programme (LCP) as a result of delays in project approvals which has impacted on the timing of when contractors will start on site and hence when the LCP can invoice. The Directorate of Environment and Neighbourhoods have identified further budgetary improvements not yet included in this report which should mitigate down this pressure by year end. As the LCP procurements have already been completed or are in progress this income will be realised in 2020/21; (ii) an underspend of £800k within Digital Services arising from delays in recruiting to vacant posts following their restructure

(£300k) and lower than anticipated revenue funding of minor IT capital expenditure (£800k).

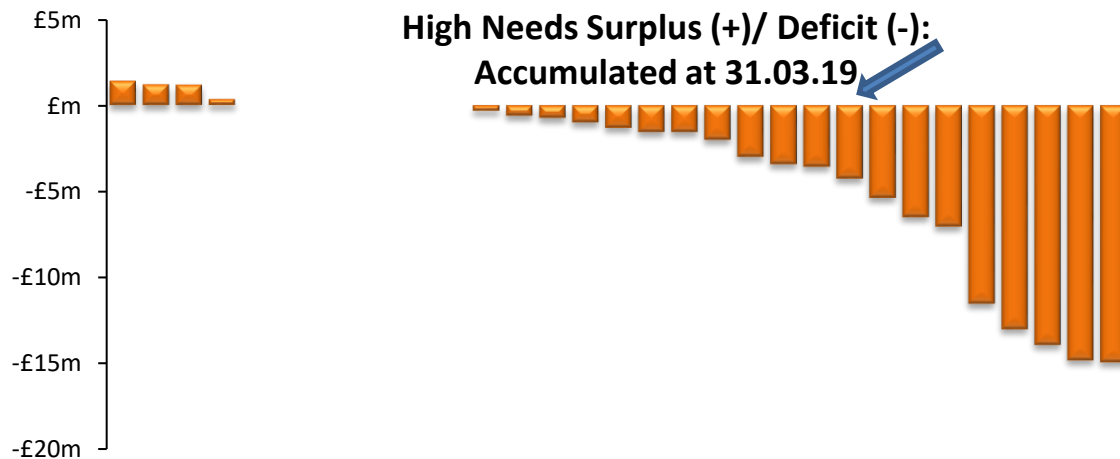
6.36. Notification has also recently been received that Government plan to redistribute £40m from the business rates levy account using the same methodology as for 2018/19, based on each local authority's 2013/14 Settlement funding assessment. The value for Haringey is £0.275m. As this will be received before the 31 March 2020 it has been reflected in the overall outturn forecast.

7. **Dedicated Schools Grant (DSG) Overspend £5.4m**

7.1 The DSG estimated overspend is primarily due to the expected on-going pressures in the High Needs Block (HNB). The expansion of age ranges for EHCP eligibility is still impacting budgets particularly as many 16+ placements are costly independent special schools. The increase in SEMH (Social, emotional and mental health needs) assessments has contributed to the upturn. This is a national issue that is recognised by Central Government.

7.2 It should be acknowledged that HNB deficits are a national issue and shown below is a graphical representation of the size of the problem across London. Haringey's position is indicated by the arrow.

Source DSG Survey 2019 by Society of London Treasures)



7.3 The deterioration between Qtr2 and Qtr3 (£0.3m) is driven by up to date Early Years (EY) numbers including Alternative Provision elements.

7.4 Based on the Quarter 3 forecast, the 2019/20 closing position on the DSG balances will be a deficit of £7.6m. The pressures on the HNB is a national issue and is one of the more significant budget pressures facing the entire local government sector.

7.5 It is likely a Deficit Recovery Plan will be required as the projected out-turn and carry forward deficit for the 31st of March 2020 produces a cumulative deficit of 1% or more

above thresholds. The plan needs to outline how Haringey will bring back its deficit position back to balance within a 3 year time frame by 30th June 2020. Recovery plans need to be discussed with Schools' Forum and the LA's Chief Finance Officer before plans are submitted to the DfE.

Table 3 – DSG Position Quarter 3

Blocks	Opening DSG at 01/04/19	Schools Forum agreed trf between blocks	Revised Reserves at 01/04/19	Q3 Forecast Outturn Variance	Closing DSG Reserves at Q3 2019-20	Q2 Forecast Outturn Variance	Net Movement in Variance from P7 to P8
Schools Block	(1,265)	1,265	0	0	0	0	0
Central Block	13	(13)	0	0	0	0	0
Early Years Block	(785)	785	0	(232)	(232)	(424)	192
High Needs Block	4,267	(2,038)	2,229	5,627	7,856	7,772	84
Total	2,229	0	2,229	5,395	7,624	7,348	276

8 MTFS Savings 2019/20 & 2020/21-2023/24

2019/20

- 8.1 The MTFS savings target for 2019/20 is £12.876m. As at Quarter 3 of the financial year, it is projected that £10.919m (84.8%) of the target will be achieved (Qtr2 92.9%).
- 8.2 The main pressure relates to the Alexandra House decant (£1m target) which aims to vacate floors in the building and let them to external tenants to generate an income. To date only £200k of the total has been achieved. The majority of this is being recommended for write off as no longer achievable in the 2020/21 Budget report. Table 4 below summarises the current savings position at priority level.
- 8.3 The main savings driving the worsened delivery position since Qtr 2 are the slippage in savings in mental health and the Haringey Learning Disability Partnership.

Table 4 – Summary – 2019/20 MTFS Savings Delivery by Priority

Priority	2019/20 Savings Target	Period 9 (Q3) Forecast	P9 (Q3) Variance	Commentary on 2019-20 Savings
	£'000	£'000	£'000	
People : Childrens	1,602	1,568	34	Pressures in SEND & placements savings, but most are mitigated through reduction in legal spend.
People : Adults	4,390	3,942	448	Slippage in savings in Mental Health & the Haringey Learning Disability Partnership.
Place	1,665	1,355	310	Savings will be delivered in 2020/21 & is part of ongoing works on the parking transformation programme.
Economy	1,660	910	750	Pressure against decanting Alex House.
Housing	1,190	1,190	0	
Your Council	2,369	1,854	515	£240k pressure on FOBO savings, & £75k pressure on achieving growth in libraries income, & £200k pressure in LCP/DPS income in procurement.
TOTAL	12,876	10,819	2,057	

2021/22 – 2023/24

- 8.4 Agreed savings across this period total £16.8m following Cabinet approval in July to write off £740k against the 2020/21 FOBO programme total. These savings are also being monitored to mitigate the risk of any slippage or non-delivery. The current forecast is that more are being given a green status, on schedule to deliver the agreed objectives, outcomes and benefits. There are no red ragged savings, but some still remain amber ragged with only an intermediate level of confidence in delivery. This is generally because the detailed modelling and profiling has yet to be completed thus highlighting a risk either against delivery in full or according to the planned profile.
- 8.5 Appendix 3 provides progress on 2019/20 savings delivery on a more detailed level.

9 Capital Expenditure Forecast at Quarter 3

- 9.1. The Council's overall revised capital budget is £300.782m. Services are reporting a projected outturn of £150.069m, an underspend of £150.712m (50%). The table below compares the Q2 reported variance to the Q3 variance. Overall services are projecting to spend £91.991m less than projected at Q2. However, there are two potential acquisitions of property that if achieved in this financial year, would materially affect the outturn position.

Table 5 – Capital Expenditure Forecast at Quarter 3

Priority	2019/20 Revised Budget £'000	2019/20 Forecast Outturn Q3. £'000	2019/20 Outturn vs Budget Variance £'000	2019/20 Q2. Variance £'000	Movement in Forecast Variance £'000
People (Children's)	18,404	11,379	(7,024)	(4,963)	(2,061)
People (Adults)	8,909	4,330	(4,579)	(4,316)	(263)
Place	25,780	17,545	(8,235)	(1,246)	(6,989)
Economy	69,778	19,046	(50,731)	(28,501)	(22,230)
Housing (GF)	9,732	2,980	(6,752)	(4,846)	(1,906)
Your Council	20,034	9,066	(10,969)	(11,240)	271
General Fund Total	152,637	64,346	(88,291)	(55,112)	(33,179)
Housing (HRA)	148,144	85,723	(62,421)	(3,609)	(58,812)
Total	300,782	150,069	(150,712)	(58,721)	(91,991)

9.2. People (Children's Services)

The current projected outturn is £2.061m less than projected at Q2. This is due to delays in the preparation of project briefs. This issue is being addressed through the employment of additional staff to speed up the production of the project briefs.

9.3 People (Adults)

The current projected outturn is £0.263m less than projected at Q2. This is due to the contractor asking for an extension of time due to unforeseen structural works required to complete the Linden House assisted living project.

9.4 Place

The current projected outturn is £6.989m less than that projected at Q2. This is due to movements on a number of schemes. The largest is scheme is Asset Management of Council Buildings which is reporting a lower spend of £2.0m due to delays to the works at River Park House air conditioning units. The next largest variance is on the CCTV scheme which is reporting slippage of £1.462m. The Borough Parking Plan has a number of projects within the overall scheme that have been delayed. However, whilst there is slippage of £0.952m the scheme will be completed, and the funds spent. The Parking Strategy scheme is reporting slippage of £0.888m and the Parkland Walk Bridges scheme has had to be retendered and this has meant an underspend is projected on this project of £0.723m. There are a range of offsetting positive and negative changes that total £0.964m.

9.5 Economy

The current projected underspend is £22.230m less than that projected at Q2. The Strategic Acquisitions budget is forecast to underspend by £13.214m. However, it is anticipated that this budget, along with the Strategic Property budget, will be used to fund two large acquisitions totalling c£30m this financial year. The two Tottenham Hale schemes are reporting slower expenditure of £2.762m. The scheme is a complex one with many dependencies which can and have affected the timing of the delivery of the programme outputs. Whilst the outputs may be delayed, they will be achieved. The projected outturn for the HRW scheme is now £2.4m less than projected at Q2 as the rate of acquisition has slowed. The Heritage Buildings scheme is delayed due to a change required in the Heritage Agreement which governs this scheme and is reporting a £2.250m lower outturn. There are a range of offsetting positive and negative changes that total £1.6m.

9.6 Housing General Fund

The projected outturn is £1.906m less than that reported at Q2. The majority of this movement relates to a revision to the outturn for the CPO budget of £1.025m as (it is unlikely to spend this financial year and a revision to the 54 Muswell Hill scheme which is now on hold thus leading to an underspend of £0.709m.

9.7 Housing HRA

The projected outturn is £58.812m less than that reported at Q2. This projected reduction in forecast can be attributed to two main reasons, which are: (i) £10m underspend resulting from delays to the golden brick payment for Welbourne due to archaeological discoveries on site, which is now likely to take place in Q2, 2020/21. (ii) The remaining balance is due to anticipated reduction in forecast on acquisitions of existing property to be used as temporary accommodation for homeless households. In Q2, the HRA capital programme was increased by £70.4m re: £57.6m in respect of the acquisition of existing properties to be used as temporary accommodation for homeless households and £12.8m for funding new homes building and new homes. Whilst the plan is still on track, it is anticipated that a significant amount of the spend is likely to take place in the financial year 2020/21. However, there is a significant property acquisition in process that may incur expenditure this financial year.

9.8 Your Council

The projected outturn is £0.271m more than projected at Q2, which is a minor improvement.

10 Contributions to Strategic Outcomes

10.1 Adherence to strong and effective financial management will enable the Council to deliver it's stated objectives and priorities.

11 Statutory Officers Comments

Finance

11.1 This is a report of the Director of Finance and therefore all finance implications have been highlighted in the body of the report.

Strategic Procurement:

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

Legal

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

11.4 Section 28 of the Local Government Act 2003 imposes a statutory duty on the Council to monitor during the financial year its expenditure and income against the budget calculations. If the monitoring establishes that the budgetary situation has deteriorated, the Council must take such action as it considers necessary to deal with the situation to find an alternative way to balance its budget. This could include action to either alter income or expenditure in the rest of the year.

11.5 The Council must act reasonably and in accordance with its statutory duties and responsibilities when taking the necessary action to reduce the overspend.

11.6 The Cabinet is responsible for approving virements in excess of certain limits as laid down in the Financial Regulations at Part 4 Section I, and within the Executive's functions at Part 3 Section C, of the Constitution.

Equalities

11.7 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.

11.8 The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status apply to the first part of the duty.

11.9 This report provides an update on the Council's financial position for Quarter 3 and details the required budget changes needed to respond to the changing financial scenario and the delivery of the MTFS. The report highlights both the context and planned mitigations to address current budget overspends.

11.10 With a challenging financial environment and increasing demand for services, it is becoming more difficult to mitigate against negative equality impacts. Ensuring a fair and equal borough is a priority for the Council and this is reflected in the objectives and performance targets set out in the 2019-23 Borough Plan.

11.11 With this in mind, and given the impact on services of savings targets, all agreed MTFS savings (2019/20) were subject to equality impact assessments as part of the report to

Full Council in February 2019. The Council continues to assess the equalities impact of budget changes and the associated mitigating actions.

11.12 Any new initiatives or planned mitigating actions that may have an impact beyond that identified within the MTFS impact assessment process should be subject to new equality impact assessments.

12 Use of Appendices

Appendix 1 – Directorate Level Forecast

Appendix 2 – HRA Forecast

Appendix 3 – MTFS Savings Delivery

Appendix 4 – Capital Programme Level Forecast

Appendix 5 – Virements

Appendix 6 – Debt Write-Off

13 Local Government (Access to Information) Act 1985

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

Directorate Level Forecast P9 (Q3)

Appendix 1

PRIORITY	2019/20 Revised Budget	Q3 Outturn Forecast	Q3 Forecast to Budget Variance	Q2 Forecast to Budget Variance	Movement in Variance from Q2 to Q3
PEOPLE : CHILDREN'S	67,563,582	68,680,335	1,116,753	156,424	960,329
PEO_CY_CH.PR Childrens	55,382,148	56,642,681	1,260,533	411,391	849,142
PEO_CY_COM.PR Children's Commissioning	3,245,450	3,256,168	10,718	-86,421	97,139
PEO_CY_PH.PR Children's Public Health	5,911,070	5,911,070	0	0	0
PEO_CY_SL.PR Schools & Learning	3,024,914	2,870,416	-154,498	-168,547	14,049
PEOPLE : ADULTS	87,238,846	91,668,401	4,429,555	3,764,385	665,170
PEO_AS_ASC.PR Adults Social Care	71,369,676	75,027,786	3,658,110	3,058,740	599,370
PEO_AS_COM.PR Adults Commissioning	4,726,320	5,228,485	502,165	380,672	121,493
PEO_AS_PH.PR Adults Public Health	11,142,850	11,412,130	269,280	324,973	-55,693
PLACE	31,377,128	31,378,775	1,647	313,687	-312,040
PLA_COM.PR Environment & Neighbourhood	28,695,978	28,786,786	90,808	488,257	-397,449
PLA_COMSIN.PR Commissioning (Culture Museum & Archives)	731,150	641,989	-89,161	-174,570	85,409
PLA_CFO.PR Chief Finance Officer (Alexandra Palace)	1,950,000	1,950,000	0	0	0
ECONOMY	5,889,496	6,585,560	696,064	668,535	27,529
ECO_PRD.PR Housing Regeneration & Planning	240,945	240,945	0	0	0
ECO_HSEGWT.PR Housing	245,040	245,040	0	0	0
ECO_PLAN.PR Planning Building Standards	2,646,513	2,716,593	70,080	50,000	20,080
ECO_PCP.PR Property & Capital Projects	-1,913,580	-1,283,756	629,824	622,375	7,449
ECO_REGEN.PR Regeneration & Economic	4,670,578	4,666,738	-3,840	-3,840	0
HOUSING	20,305,676	20,070,192	-235,484	-116,866	-118,618
AH03.PR Housing Demand	9,885,303	12,867,431	2,982,128	2,852,405	129,723
AH05.PR Housing Commissioned Services	519,556	-2,446,959	-2,966,515	-2,852,405	-114,111
HOU_COMSIN.PR Commissioning	8,742,494	8,622,381	-120,113	-16,866	-103,247
HOU_DEN.PR Environment & Neighbourhood	1,158,323	1,027,339	-130,984	-100,000	-30,984
YOUR COUNCIL	28,807,272	28,327,351	-479,921	463,140	-943,061
COU_CFO.PR Chief Finance Officer	15,056,233	14,892,913	-163,320	164,333	-327,653
COU_CG.PR Corporate Governance	2,491,590	2,622,090	130,500	100,500	30,000
COU_CCS.PR Corporate & Customer Services	9,888,917	10,184,180	295,263	244,351	50,912
COU_CE.PR Chief Executive	289,690	272,900	-16,790	-16,790	0
COU_SCO.PR Strategy & Communication	256,095	-47,318	-303,413	-343,133	39,720
COU_HR.PR Human Resources	67,926	286,485	218,559	232,276	-13,717
COU_IT.PR IT Digital Services	292,673	-807,327	-1,100,000	0	-1,100,000
COU_TR.PR Transformation & Resources	650,908	716,882	65,974	83,534	-17,560
COU_SP.PR Strategic Procurement	-186,760	206,546	393,306	-1,932	395,238
PRIORITY TOTAL	241,182,000	246,710,614	5,528,614	5,249,304	279,310

Appendix 2 : HRA Forecast

HRA BUDGET 2019/20	2019/20 Revised Budget	Q3 2019/20 Actual Spend	Q3 2019/20 Forecast	Q3 2019/20 Forecast Variance	Q2 2019/20 Forecast Variance	Forecast Variance Movement Q3 v Q2
	£000's	£000's	£000's	£000's	£000's	£000's
UE0721 Managed Services Income						
H39001 Rent - Dwellings	-79,091	-59,446	-79,268	-177	-245	68
H39101 Rent - Garages	-740	-623	-829	-89	-109	20
H39102 Rent - Commercial	-738	-738	-738	0	0	0
H39201 Income - Heating	-294	-448	-596	-302	-307	5
H39202 Income - Light and Power	-1,098	-808	-1,075	23	21	2
H39301 Service Charge Income - Leasehold	-6,842	-7,510	-7,425	-583	-662	78
H39401 ServChgInc SuppHousg	-1,495	-1,090	-1,461	34	1	33
H39402 Service Charge Income - Concierge	-1,668	-1,155	-1,534	134	126	8
H39405 Grounds Maintenance	-2,525	-1,858	-2,473	51	48	3
H39406 Caretaking	-1,874	-1,339	-1,792	82	79	2
H39407 Street Sweeping	-2,187	-1,695	-2,256	-70	-74	4
H40102 Water Rates Receivable	0	-1	-1	-1	0	-1
H40404 Bad Debt Provision - Leaseholders	18	0	18	0	0	0
UE0721 Managed Services Income TOTAL	(98,533)	(76,711)	(99,431)	(899)	(1,120)	221
	£000's	£000's	£000's	£000's	£000's	£000's
UE0722 Managed Services Expenditure						
H31300 Housing Management WG	23	15	23	0	0	0
H32300 Housing Management NT	28	34	36	8	0	8
H33300 Housing Management Hornsey	0	17	22	22	0	22
H33400 TA Hostels	246	191	250	4	0	4
H34300 Housing Management ST	9	30	32	23	0	23
H35300 Housing Management BWF	11	0	11	0	0	0
H36300 Rent Accounts	0	8	0	0	0	0
H36400 Accountancy	0	10	0	0	0	0
H37210 Under Occupation	167	56	90	-77	0	-77
H39002 Rent - Hostels	-1,967	-1,378	-1,831	137	141	-4
H39404 Service Charge Income - Hostels	-332	-241	-320	12	13	-1
H40001 Repairs - Central Recharges	2	-19	0	-2	-2	0
H40004 Responsive Repairs - Hostels	378	26	380	2	303	-301
H40101 Water Rates Payable	0	29	29	29	16	14
H40104 HousMgmtRechg Central	107	123	123	16	16	0
H40111 Other RentCollection	135	64	135	0	-15	15
H40201 Management Special - BWF	0	-6	0	0	0	0
H40202 Management Special - Nth Tott	0	-30	0	0	0	0
H40203 Management Special - Sth Tott	0	-25	0	0	0	0
H40204 Management Special - Wood Grn	0	-25	0	0	0	0
H40205 Management Special - Hornsey	0	-19	0	0	0	0
H40206 HousMgmtRechg Energy	731	757	758	28	0	28
H40208 Special Services Cleaning	2,789	56	2,789	0	0	0
H40209 Special Services Ground Maint	1,838	186	1,838	0	0	0
H40212 HRA Pest Control	290	130	290	0	0	0
H40213 Estate Controlled Parking	116	8	101	-15	-30	15
H40303 Supporting People Payments	1,816	1,366	1,816	0	0	0
H40309 Commercial Property - Expenditure	0	1	1	1	1	0
H40401 Bad Debt Provision - Dwellings	656	0	656	0	0	0
H40406 Bad Debt Provisions - Hostels	68	-31	81	13	0	13
H40801 HRA - Council Tax	150	223	460	310	317	-7
UE0722 Managed Services Expenditure TOTAL	7,259	1,557	7,769	511	760	(249)
	£000's	£000's	£000's	£000's	£000's	£000's
UE0731 Retained Services Expenditure						
H38002 Anti Social Behaviour Service	778	1	778	0	0	0
H39601 Interest Receivable	-296	0	-296	0	0	0
H40112 Corporate democratic Core	586	557	557	-30	-30	0
H40301 Leasehold Payments	-139	17	-139	0	0	0
H40305 Landlords Insurance - Tenanted	318	0	318	0	0	0
H40306 Landlords - NNDR	135	0	135	0	0	0
H40308 Landlords Insurance - Leasehold	1,530	1,389	1,530	0	0	0
H40501 Capital Financing Costs	11,872	0	11,872	0	0	0
H40601 Depreciation - Dwellings	15,506	0	15,506	0	0	0
H40805 ALMO HRA Management Fee	40,482	30,190	40,482	0	0	0
H49000 Housing Revenue Account	16,361	0	16,361	0	0	0
H60002 GF to HRA Recharges	2,973	0	2,973	0	0	0
H60003 Estate Renewal	0	192	0	0	0	0
H60004 HIERS/ Regeneration Team	884	365	884	0	0	0
S14400 Supported Housing Central	284	186	284	0	0	0
UE0731 Retained Services Expenditure TOTAL	91,274	32,896	91,244	(30)	(30)	
Balance of HRA Account		(42,258)	(418)	(418)	(390)	(28)

MTFS Savings Tracker			Appendix 3		Green	Saving met in full and on time	
Priority: Children's					Amber	Saving will slip but in year mitigation identified	
Period: 09 (Q3)					Red	Saving fully/partially unachievable - no mitigation	
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Savings (surplus)/ shortfall £'000s	RAG Status (Delivery of 2019/20 Saving)	Comment on Status	Comment on Delivery RAG Status
PC1	Reduce the number of agency staff	Reduce the the number of agency staff through delivering an effective recruitment and retention strategy.	196	11	Green	Although there has not been a significant reduction in the level of agency staff. Specific proposals to recruit newly qualified social workers have delivered £150K of savings and are forecast to deliver £185K . Across the key social care services the staffing costs are being managed within budget so no shortfall is being recorded.	On track.
PC2	Reduce operational costs	Reduce operational costs through streamlining management and staffing and improving efficiency in teams	69	(46)	Green	Overachieved this saving and the forecast saving is £115K.	On track.
			248	3	Green	£245K delivered through a restructure in the Children's Centres in 2018/19. New structure already implemented.	On track.
			30		Green	On track.	On track.
PC3	Reduce the costs of placements	Reduce the costs of placements through an effective inhouse foster carer recruitment and retention strategy and through effective brokerage and negotiation of placements	90	79	Red	There is slippage in delivering these savings as invest to save projects were only agreed in July 2019 and recruitment to key posts has taken time with key officers such as the marketing officer due to start on 27 January. Therefore the savings have had to be re-profiled. Additionally the net gain in foster carers has reduced as a result of resignations. Seven new foster carers had been recruited but five resigned resulting in a net gain of two. in addition only three of the new foster carers have a current placement. Savings based on the one foster carer to the end of the year are in the region of £11K.	There is some slippage in delivering these savings as invest to save projects were agreed in July 2019 and savings have had to be reprofiled.
		Timely adaptation of properties for children with disabilities	175	46	Amber	Savings of £96K plus £33K have been identified in relation to this saving. One other child's placement is being tracked as it is likely to deliver savings.	Savings of £129K has been identified in relation to this saving. One other child's placement is being tracked as it is likely to deliver savings.
		Commission a range of supported housing services for young care leavers	136	(20)	Green	Achieved £77K saving to date and if all placements continue, £156K will be achieved.	On track.
		Commission respite care following the agreed closure of Haslemere	145		Green	Delivered.	On track.
		Enhance the brokerage teams to improve negotiation of packages and management of direct payments	75	25	Amber	£50K saving forecast. Savings to be quality assured by Finance.	Further work required to evidence savings delivery
		Ensure that children with Special Education Needs and Disabilities placed in out-of-borough schools are receiving independent travel training to encourage independence where appropriate	125	125	Red	There is delay in delivering these savings as the SEND invest to save project has not been agreed to progress.	There is delay in delivering these savings as the SEND invest to save project is still to be approved by Cabinet
	Mitigating savings have been delivered in 19/20 through a reduction in legal spend.	0	(479)	Green	Savings have been delivered through a reduction in care proceedings. Children's Social Care has a budget of £1.917M in 2019/20 and the above table indicates that expenditure to date is £ 1,544,789 (£ 1,424,111 in period 8). The end of year forecast is now projected to be £2,059,719M – this is a predicted reduction of £479K in spend compared to 2018/19.		

MTFS Savings Tracker		Appendix 3					
Priority: Children's							
Period: 09 (Q3)							
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Savings (surplus)/ shortfall £'000s	RAG Status (Delivery of 2019/20 Saving)	Comment on Status	Comment on Delivery RAG Status
PC4	Safeguarding and Social Care and Early intervention and preventing demand	Prevent demand and costs through an effective prevention and intervention approach that means children and families are supported to avoid the care system and that where children are in care (particularly young adolescents) they are supported to return home safely wherever possible.	290	290	Red	The number of children in care is currently showing a significant reduction since the end of 2019, from 429 to 392 at the end of December. The number of children in care do rise and fall throughout the year and this is a number that we track weekly. Although the service has been effective in keeping children out of care, the placements budget is currently showing a pressure of £358K. This is mainly in relation to residential placements and residential school placements which are some of the more costly placements that children need. There have been two new residential placements in period 9 and increases to packages for some children already in care. Additionally some placements (including secure, residential and mother and baby) are showing rising costs. As part of our Edge of Care approach one child has been kept out of care for 3 weeks. However this could not be maintained and the child has had to be taken into care for their safety. There is currently a further child being supported to stay out of care however this work has only just begun and there are another 4 children being assessed currently for eligibility for this support.	On track.
PC5	Increase income generation	Increase income through delivering services to schools and work with partners to ensure fair contributions to services for children.	23		Green	The service needs to deliver income of £157,730 to be on budget - the stretch target of £23K is part of this income target. Income to date of £63K is showing for booked services and income of £58K grant funding has been received. The next significant period for bookings is in January and the service is forecasting to achieve the target.	On track.
Total: People (Childrens)			1,602	34			

MTFS Savings Tracker			Appendix 3		Green	Saving met in full and on time
Priority: Adults					Amber	Saving will slip but in year mitigation identified
Month 9 - Quarter 3					Red	Saving fully/partially unachievable - no mitigation
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	RAG Status (Delivery of 2019/20 Saving)	Comments
People (Adults)						
B2.7	Haringey Learning Disability Partnership	The Haringey Learning Disability Partnership, working jointly with Children's Services and with key partners such as the Clinical Commissioning Group and the London Borough of Islington, will implement a coherent strategy that aims to bring Haringey's demand and spending on adults with learning disabilities in line with our statistical neighbours and limit growth in spending in line with population growth.	1,200	600	Red	Slippage in savings. Partial mitigations are being met by savings in lines B2.9 & PA2.
B2.8	Mental Health	Working with our delivery partner, Barnet, Enfield & Haringey Mental Health Trust, the Clinical Commissioning Group and our communities to strengthen the prevention and 'enablement' pathways for mental health and to ensure the support we provide minimises the long-run dependency of adults with mental health issues. For those whose needs require a social care intervention, we will develop the market and look at new commissioning arrangements to improve value for money as well as promoting choice and control for the service user.	450	270	Red	Slippage in savings. Partial mitigations are being met by savings in lines B2.9 & PA2.
People (Adults)						
B2.9	Adults OP / PS / SS	Working with the CCG, acute providers and primary care to extend independence, choice and control to those with physical support needs and further strengthen the pathways that prevent, reduce and delay the need for social care.	920	1,100	Green	Exceeded savings target.
PA1	Charging for Managed Accounts	Introduce an administration fee for setting up and maintenance of care packages for Appointeeships and Self Funders. the fee would be comparable to existing charges levied for Deputyship clients.	120	60	Amber	Delayed implementation, agreed at Dec 2019 Cabinet.
PA2	Fast tracking financial assessments	Speed up the process of financial assessment so that charging starts as soon after the start of services as possible. The saving lies largely in reducing levels of debt and the costs of recovering overpayments rather than any additional costs to the user of this approach.	140	500	Green	Exceeded savings target.

MTFS Savings Tracker			Appendix 3			
Priority: Adults						
Month 9 - Quarter 3						
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	RAG Status (Delivery of 2019/20 Saving)	
People (Adults)						
PA3	Capitalisation of CAS	Capitalise the majority of the operating and equipment costs of the Community Alarms Service. Because installation of a CAS solution can be considered the provision or adaptation of fixed assets for the benefit of our residents, there is scope for capitalisation of associated spending within financial regulations	177	177	Green	On track.
PA4	Housing Related support	Fund housing advice and support currently provided from Adult Social Care budgets through the Flexible Homelessness Support Grant whilst we transform these services and create longer term, more sustainable funding routes over the next 3 years.	600	400	Amber	Slippage in savings.
PA5	In-House Negotiator	Expand in house Care Negotiator capacity to work with providers on reducing the cost of care packages in relation to overcharging against service user needs.	116	168	Green	Exceeded savings target.
PA6	Transfer of High Cost Day Opps	Lease three ex-day centre premises to a local provider to support 15-20 service users at reduced cost, and closer to their existing support networks.				
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	RAG Status (Delivery of 2019/20 Saving)	
People (Adults)						
PA7	Public Health (Sexual Health)	Realise savings based on efficiencies already achieved in the provision of open access sexual health services	267	267	Green	On track.
PA8	Investment of drug and alcohol savings in preventative services for adults and families, targeting health inequalities	Retendering of the three core substance misuse adult contracts has created savings, available from January 2019. Use these savings for investment in areas to improve health and wellbeing, with a split between cashable savings and investments in preventative services that reduce health inequalities	400	400	Green	On track.
Total: People (Adults)			4,390	3,942		

MTFS Savings Tracker			Appendix 3			Green	Saving met in full and on time	
Priority: Place						Amber	Saving will slip but in year mitigation identified	
Period: 09 (Q3)						Red	Saving fully/partially unachievable - no mitigation	
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	2019/20 Savings (surplus)/shortfall £'000s	RAG Status (Delivery of 2019/20 Saving)	Comment on Delivery RAG Status	Proposed action plan to mitigate shortfall
Place								
PL1	Additional HMO Licensing Scheme for HMO	Extend the current Additional Licensing scheme for HMOs not governed by Mandatory Licensing and introduce a Selective Licensing scheme to 20% of its geographical area for all other private sector dwellings covered by the Housing Act 2004. All licensing schemes are intended to address the impact of poor quality housing, rogue landlords and anti-social tenants.						
PL2	Review and Extension of CPZ coverage	The proposal is an accelerated programme this year to 'catch up', which will allow us to deliver to residents and Member expectations, make appropriate provision for running costs, dealing with current budget gaps, while generating a surplus to be treated as new savings.	500	400	100	Green	Ongoing works - CPZ coverage scheduling is part of the Parking Transformation Programme	The additional income is being achieved through new CPZs but not enough at present to also compensate for compliance levels in existing CPZs.
PL3	Waste, CS & Enforcement: Efficiency Savings on Veolia Contract	Efficiency savings secured in recent contract negotiations with Veolia. Will be delivered with no impact on services or performance.	100	100	0	Green	Achieved through contract delivery	
PL4	Increase in Moving Traffic Enforcement	The parking and traffic enforcement service enforces moving traffic contraventions at a number of locations. Moving traffic enforcement is undertaken by CCTV camera. Capital investment £40k - Infrastructure measures	260	150	110	Amber	Implemented as part of the Parking Transformation Programme - data analysis is being undertaken	New sites are achieving projected savings, but delivered later than anticipated hence part year effect only. However compliance levels are high with a reduction in overall CCTV income levels.
PL5	Healthmatic Toilets	Savings accruing from removal of two automated WCs (already agreed and achieved)	30	30	0	Green	Delivered	
PL6	Extending parking enforcement	This is an invest to save bid. The parking on-street, off street and CCTV enforcement operations are run in-house. Additional staffing, including management is required. This will increase enforcement capacity, and associated income which will cover staffing costs and mitigate some of the current income deficit.	350	250	100	Amber	Ongoing works - Extending parking enforcement scheduling is part of the Parking Transformation Programme	While recruitment is an issue, those savings are being partly achieved in 19/20 & FYE achieved in 20/21.
PL7	Litter Enforcement	The proposal is to consider the option for an in-house service provision based on a pilot with an external contractor, Kingdom, from November 2016 to September 2017. An in-house litter enforcement provision would enable the Council to retain 100% of all Fixed Penalty Notice (FPN) income received.						
PL8	Soft FM Efficiency	Re-commissioning of soft FM services and services delivered through Amey contract (e.g. efficiencies in postage & franking, front of house, security).	25	25	0	Green	Achieved through contract delivery	
PL9	Leisure centre concessions	Reduce the number of people eligible for concessionary rates at Fusion Leisure Centres.						
PL10	London Construction Programme Revenue	Over-achieved income from subscriptions to the new Dynamic Purchasing System for the London Construction Company, managed by Haringey's Procurement service.	200	0	200	Red	Income generated through the LCP/DPS increase in subscriptions has not been achieved. Delays in projects/approvals has impacted the timing of when contractors will start on site and when the LCP can invoice. This is in accordance with the respective contract and financial regulations. These will now fall into 2020/21 fiscal year	Deferred savings It is not anticipated there is a need to revisit the Strategic Procurement budget going forward. The LCP has a 2020/21 committed pipeline and the addition of deferred revenue not on site within 2019/20, with an expectation of significant further commitment over the coming months.
PL11	Flexible Police Resourcing	The proposal is to not extend the current contract for Flexible Police Resourcing beyond March 2019. The funding for the team enables the tasking of police officers along with the wider partnership i.e. trading standards, CCTV, ASB enforcement to hotspots in the borough. The service also uses the team to deal with Travellers and to support partnership enforcement activities.	200	200	0	Green	Achieved - Funding agreement ceased March 2019	
PL12	Waste Service Programme	Review of all waste and street cleansing services to identify potential savings						
PL13	Parking Transformation Programme	Parking Transformation Programme to deliver significant improvements to this service over the coming three years. Includes a CPZ rollout programme taking the borough to 100% coverage, and extending parking permit charging models to tackle emissions from Diesel vehicles						
Total: Place			1,665	1,155	510			

MTFS Savings Tracker			Appendix 3			Green	Saving met in full and on time	
Priority: Economy						Amber	Saving will slip but in year mitigation identified	
Period: 09 (Q3)						Red	Saving fully/partially unachievable - no mitigation	
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	2019/20 Savings (surplus)/ shortfall £'000s	RAG Status (Delivery of 2019/20 Saving)	Comment on Delivery RAG Status	Proposed action plan to mitigate shortfall
EC1	Carbon Management	Saving £60k from the Carbon Management Service's base budget, replacing this with an income of the same amount from Planning Service. The Carbon Management Service will increase its support to the Planning Service through advice and technical specification on planning applications and issues related to carbon reduction, energy and sustainability.	60	60	0	Green	Savings are met and on track	
EC2	Reduction in consultancy budget	Saving £75k from central budget typically allocated to cover large contracts and project delivery requirements. As some Tottenham Regeneration activities shift from a focus on initial strategies and feasibility work to delivery stage, there is increasing scope to explore funding these types of contracts from other sources, including but not limited to capitalisation of costs, utilising both internal and external funding sources.	75	75	0	Green	Savings are achieved	
EC3	Deletion of senior post	The Strategic Director of Regeneration, Planning & Development was re-designated as Director of Housing, Regeneration and Planning, and along with this, it was proposed to delete the Director of Regeneration post.	225	225	0	Amber	There is a risk of a £100k overspend in RPD41 this financial year. This is because a full-year savings of £160k was taken as part of a proposal (which was not submitted by Regen) to delete a senior post; however, the relevant officer remained in post for the first quarter of the year, and there is therefore £47k of unbudgeted costs incurred thus far.	Currently assumed that this will have to be met from within RPD4 revenue
EC4	Tackling uncrystallised debt	This proposal comprises an opportunity to achieve new income potential by starting a process of tackling the uncrystallised debt in the commercial portfolio	50	50	0	Green	Savings are achieved	
EC7	Strategic Property Services	This proposal comprises a number of activities to drive out efficiencies in the service, including; better management of Hornsey Town Hall,	500	500	0	Green	This is well on course to be achieved, however we are working closely with legal to ensure lease renewals are completed on a timely basis	Working closely with Legal to ensure further renewals and reviewed are completed as planned
A6.8	Alexandra House Decant	The proposal is to vacate 5 floors of Alexandra House in 2017 and the remaining floors in the following twelve months. Realisation of savings will depend on renegotiation of rent as we vacate the building or our ability to sub-let those floors we do vacate. Hence, the cost/benefit model assumes savings appearing in 2018/19 and 2019/20.	750	0	750	Red	Alex House Decant remains mostly unachieved. The total saving is £1m (£250k assumed in 18/19). Current agreed subletting will bring in £200k, leaving a net pressure of £800k against the total saving. Efforts to generate tenants for Alex House continue.	
			1,660	910	750			

MTFS Savings Tracker			Appendix 3			Green	Saving met in full and on time
Priority: Housing						Amber	Saving will slip but in year mitigation identified
Period: 09 (Q3)						Red	Saving fully/partially unachievable - no mitigation
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	2019/20 Savings (surplus)/shortfall £'000s	RAG Status (Delivery of 2019/20 Saving)	Comment on Delivery RAG Status
B5.1	Housing	Additional savings in 19/20 by recommissioning community based homelessness prevention work.	120	120	0	Green	
HO1	Temporary accommodation reduction plan	Reduce TA costs, as detailed in the TA Reduction Plan. Proposals include initiatives to prevent homelessness, improve economic position of those in TA, and help support those in TA to move on. Revenue costs covered by the Flexible Homelessness Support Grant. Plan also includes proposals to increase supply of low cost TA through new purchase, repair and management joint venture partnership, and capital investment in new Community Benefit Society. Please note that due to the additional costs incurred due to unforeseen works at BWF, it may not be possible to meet the projected savings.	920	920	0	Green	The saving has already been taken from the budget, and although it was to be funded by transferring to cheaper accommodation it will now be offset by additional FHSG.
EC6	Explore opportunities to capitalise development team costs	Proposal to charge salaries of staff within housing development and enabling team to the Housing Revenue Account, as their work is now focused on bringing forward sites for direct housing development. Approximately 40% of salaries are currently funded by the HRA, and it's proposed to increase this to 100%.	150	150	0	Green	This saving has already been taken from the budget and has been funded by charging council housing project managers to the HRA.
			1,190	1,190	0		

MTFS Savings Tracker		Appendix 3									
Priority: Your Council						Red	Saving fully/partially unachievable				
Period: 09 (Q3)						Amber	Saving achievable but full/partial slippage required				
						Green	Saving met in full and on time				
MTFS Savings Ref	Saving proposal	Description	2019/20 £'000s	2019/20 Projected Full Year Savings £'000s	2019/20 Savings (surplus)/ shortfall £'000s	RAG Status (Delivery of 2019/20 Saving)	Comment on Delivery RAG Status	Proposed action plan to mitigate shortfall	Value of Mitigation £'000s	Net impact on 2019/20 Budget Monitoring £'000s	
Your Council (incl Council-Wide)											
A6.3/A6.4	FOBO - SSC and Customer Services	A series of individual service improvement / efficiency opportunities within SSC and Customer Services.	1,500	1260	240	Amber	The reduction in the in-year saving is mainly due to the acceptance that staff cannot or will not be released by 01-10-19 due to their required notice periods following consultation (most staff are on 3 months' notice) or anticipated delays in fully implementing and measuring the impact of changed processes/technology etc. before releasing staff.	The programme will continue to work with the business to try to deliver the savings as planned, or to identify other activities that could 'bridge the gap'. This gap bridging work will form an ongoing part of the project board's agenda.	0	240	
A6.1	Legal Services	Reduction in staffing and other related expenditure - dependent on a reduction in demand for Legal Services in particular in Adult Services, Children Services, Regeneration and Property	150	150	0	Green	The staffing restructure was implemented on time. The additional income is on track to meet the increased income target.			0	
YC1	Out of home advertising income generation	The proposal is to recommission the street furnishing advertising contract. Moving to digital display to ensure communication messages can be updated quickly, and to remove printing costs.	129	129	0	Green				0	
YC2	Remove ward budgets	Remove existing provision for Ward Budgets to fund community projects	190	190	0	Green				0	
YC3	Growing Libraries Income	To grow the level of income from libraries estate as part of a developing libraries strategy.	100	25	75	Red	The planned commercialisation revenue stream from advertising (£40k) will now come on stream in 2020/21. Increased income from public printing is on target but other potential income growth is unlikely to be realised this year.	Following readvertisement. An Income & Projects officer for libraries will take up post at the end of October. The priority is to review fees and charges, specifically room hire with any changes approved by cabinet, ensure the consistent application of charges and explore commercial use e.g workspaces.	0	75	
	Reduction in SAP Costs	Identify contractual savings in licensing, support and hosting	300	189	111	Amber	SAP licence moved from SAP to Support Revolution saving £189k. The remainder of the saving will be met when the Council moves to a new hosted contract from April 20 (Approved at October Cabinet).	Alternative savings from other contract renewals as they fall due (Digital Services is projecting to be on budget at year end).	111	0	
Total: Your Council			2,369	1,943	426				111	315	

APPENDIX 4:												
Priority	Scheme Ref	Scheme Description	2019/ Original Budget (£'000)	2018/ Capital Slippage (£'000)	Budget Adjustments (£'000)	2019/20 Revised Budget after Adjustments (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	Total (£'000)	
People - Children's	101	Primary Sch - repairs & maintenance	1,030	767	0	1,797	1,000	1,000	1,000	1,000	5,797	
People - Children's	102	Primary Sch - mod & enhance (Inc SEN)	5,970	4,408	0	10,378	4,800	5,355	1,525	1,480	23,538	
People - Children's	103	Primary Sch - new places	162	203	0	365	39	0	0	0	404	
People - Children's	104	Early years	93	19	0	112	93	0	0	0	206	
People - Children's	109	Youth Services	14	110	0	124	0	0	0	0	124	
People - Children's	110	Devolved Sch Capital	531	0	(18)	513	531	531	531	531	2,637	
People - Children's	114	Secondary Sch - mod & enhance (Inc SEN)	3,552	200	0	3,752	4,200	750	110	0	8,812	
People - Children's	115	Secondary Estate Mixed Development - Fortismere Secondary School	400	0	0	400					400	
People - Children's	117	Children Safeguarding & Social Care	0	170	340	510	0	0	0	0	510	
People - Children's	118	Special Educational Needs Fund (New Provision Fund)	0	10	213	223	0	0	0	0	223	
People - Children's	199	P1 Other (inc Con't & Social care)	0	571	(340)	231	0	0	0	0	231	
		People - Children's	11,752	6,457	195	18,404	10,663	7,636	3,166	3,011	42,880	
People - Adults	201	Aids, Adap's & Assistive Tech -Home Owners (DFG)	2,193	0	168	2,361	2,193	2,193	2,193	2,193	11,133	
People - Adults	207	New Day Opp's Offer	0	27	250	277	0	0	0	0	277	
People - Adults	208	Supported Living Schemes	1,500	745	(304)	1,941	1,500	1,500	1,500	0	6,441	
People - Adults	209	Assistive Technology	500	620	0	1,120	500	500	500	0	2,620	
People - Adults	211	Community Alarm Service	177	0	0	177	177	177	177	177	885	
People - Adults	212	Linden House Assisted Living Development	0	756	420	1,176	0	0	0	0	1,176	
People - Adults	213	Canning Crescent Assisted Living	500	342	0	842	4,200	1,750	250	0	7,042	
People - Adults	214	Osborne Grove Nursing Home	500	156	0	656	1,500	6,000	2,250	500	10,906	
People - Adults	216	Homelessness Hub	100	259	0	359	0	0	0	0	359	
		People - Adults	5,470	2,905	534	8,909	10,070	12,120	6,870	2,870	40,839	

APPENDIX 4:												
Priority	Scheme Ref	Scheme Description	2019/20 Original Budget (£'000)	2018/19 Capital Slippage (£'000)	Budget Adjustments (£'000)	2019/20 Revised Budget after Adjustments (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	Total (£'000)	
Place	301	Street Lighting	1,300	(29)	0	1,271	1,300	1,300	1,300	1,300	6,471	
Place	302	Borough Roads	4,189	(8)	(380)	3,801	3,689	3,689	3,689	3,689	18,557	
Place	303	Structures(Highways)	394	1,180	(800)	774	800	0	0	0	1,574	
Place	304	Flood Water Management	590	48	0	638	620	650	680	710	3,298	
Place	305	Borough Parking Plan	322	310	478	1,110	0	0	0	0	1,110	
Place	307	CCTV	2,109	(2)	0	2,107	0	830	1,000	200	4,137	
Place	309	Local Implementation Plan(LIP)	2,500	717	934	4,151	2,500	2,500	2,500	2,500	14,151	
Place	310	Developer S106/S278	750	264	0	1,014	750	750	750	750	4,014	
Place	311	Parks Asset Management	300	(74)	282	508	300	300	300	300	1,708	
Place	313	Active Life in Parks:	230	170	(150)	250	230	230	230	230	1,170	
Place	314	Parkland Walk Bridges	1,000	1,258	(1,200)	1,058	2,200	0	0	0	3,258	
Place	316	Asset Management of Council Buildings	4,326	1,218	(116)	5,428	5,991	4,651	4,331	1,381	21,782	
Place	317	Down Lane MUGA	0	415	0	415	0	0	0	0	415	
Place	320	LCP - Dynamic Purchasing System	0	157	0	157	0	0	0	0	157	
Place	321	MOPAC - Crime & Disorder Reduction	0	121	90	211	0	0	0	0	211	
Place	322	Finsbury Park Over 8 Play Space	600	566	100	1,266	600	600	600	600	3,666	
Place	323	Parking Strategy	1,000	0	240	1,240	321	0	0	0	1,562	
Place	325	Parks Vehicles	720	0	(720)	0	720	0	0	0	720	
Place	332	Disabled Bay/Blue Badge	0	0	380	380	0	0	0	0	380	
		Place	20,330	6,311	(861)	25,780	20,021	15,500	15,380	11,660	88,341	

APPENDIX 4:											
Priority	Scheme Ref	Scheme Description	2019/20 Original Budget (£'000)	2018/19 Capital Slippage (£'000)	Budget Adjustments (£'000)	2019/20 Revised Budget after Adjustments (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	Total (£'000)
Economy	401	Tottenham Hale Green Space	0	5,625	(3,289)	2,336	7,235	900	2,680	600	13,751
Economy	402	Tottenham Hale Streets	14,007	10,357	(19,527)	4,837	22,495	5,097	1,363	450	34,241
Economy	406	Opportunity Investment Fund	0	1,093	0	1,093	0	0	0	0	1,093
Economy	411	Tott High Rd & Bruce Grove stn	150	419	(569)	0	569	0	0	0	569
Economy	415	North Tott Heritage Initiative	0	826	(47)	779	0	0	0	0	779
Economy	418	Heritage building improvements	0	2,500	0	2,500	0	0	0	0	2,500
Economy	421	HRW business acquisition	54,580	2,564	(45,500)	11,644	15,521	61,170	12,770	16,830	117,935
Economy	427	White Hart Lane Public Realm (LIP)	500	1,058	(782)	776	0	0	0	0	776
Economy	429	Site Acq (Tott & Wood Green)	10,000	3,235	0	13,235	8,867	0	0	0	22,102
Economy	430	Wards Corner CPO	5,000	5,000	(10,000)	0	6,500	3,500	0	0	10,000
Economy	434	Wood Green Regeneration	100	163	0	263	0	0	0	0	263
Economy	435	Wood Green Station Road	120	(88)	0	32	0	0	0	0	32
Economy	438	Vacant possession Civic Centre (Woodside House Refurbishment)	72	347	0	419	0	0	0	0	419
Economy	444	Marsh Lane	821	163	0	984	9,323	4,700	266	0	15,273
Economy	447	Alexandra Palace -maintenance	470	0	0	470	470	470	470	470	2,350
Economy	450	Winkfield Road (Maya Angelou Contact Centre)	0	63	0	63	0	0	0	0	63
Economy	452	Low Carbon Zones	15	174	118	307	0	0	0	0	307
Economy	464	Bruce Castle	1,000	119	(900)	219	1,400	4,000	6,000	8,500	20,119
Economy	465	District Energy Network (DEN)	800	1,096	(1,460)	436	1,460	1,500	6,500	3,500	13,396
Economy	468	Keston Road (Community Centre Reprovision)	0	0	75	75	0	0	0	0	75
Economy	470	Wood Green HQ, Library & Customer Service Centre	950	0	(540)	410	2,940	5,000	6,400	7,000	21,750
Economy	471	Tailoring Academy Project	0	241	0	241	0	0	0	0	241
Economy	472	JLAC Match Fund	1,750	0	(1,250)	500	500	0	0	0	1,000
Economy	473	THRS - ETHR Bruce Grove Public Convenience Scheme	0	0	110	110	0	0	0	0	110
Economy	474	Tottenham High Road Strategy	1,638	800	(2,438)	0	5,402	3,980	2,318	1,027	12,727

APPENDIX 4:												
Priority	Scheme Ref	Scheme Description	2019/20 Original Budget (£'000)	2018/19 Capital Slippage (£'000)	Budget Adjustments (£'000)	2019/20 Revised Budget after Adjustments (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	Total (£'000)	
Economy	475	Tottenham Green Public Realm Scheme Phase 2	0	979	(866)	113	156	866	0	0	1,135	
Economy	477	Strategic Regeneration Initiatives	3,000	2,000	0	5,000	3,000	0	0	0	8,000	
Economy	478	Wood Green Good Growth Fund	0	73	0	73	0	0	0	0	73	
Economy	479	54 Muswell Hill Health Centre	0	1,100	(1,000)	100	1,000	0	0	0	1,100	
Economy	480	Wood Green Regen (2)	500	0	(133)	367	5,000	5,000	8,000	7,750	26,116	
Economy	481	Strategic Investment Pot	2,997	0	(2,047)	950	1,400	2,650	0	0	5,000	
Economy	482	Strategic Property	19,640	0	0	19,640	680	1,273	254	3	21,850	
Economy	483	Production Valley Fund (SIP)	0	0	800	800	0	0	0	0	800	
Economy	484	THRS - ETHR 551B & Morrison Yard	0	0	210	210	0	0	0	0	210	
Economy	485	THRS - ETHR The Trumpery	0	0	80	80	0	0	0	0	80	
Economy	486	THRS - ETHR PitHR	0	0	50	50	0	0	0	0	50	
Economy	487	THRS - Enterprising Tottenham High Road (ETHR) (PM Cost)	0	0	100	100	0	0	0	0	100	
Economy	488	THRS - LSS - Page Green Common	0	0	460	460	0	0	0	0	460	
Economy	492	THRS - LSS - PM and Monitoring	0	0	50	50	0	0	0	0	50	
Economy	496	THRS - BGY - PM and Monitoring	0	0	30	30	0	0	0	0	30	
Economy	4992	THRS - Heart of Tottenham (HOT) PM & Monitoring	0	0	25	25	0	0	0	0	25	
Economy			118,110	39,907	(88,240)	69,778	93,918	100,105	47,020	46,130	356,951	

APPENDIX 4:												
Priority	Scheme Ref	Scheme Description	2019/20 Original Budget (£'000)	2018/19 Capital Slippage (£'000)	Budget Adjustments (£'000)	2019/20 Revised Budget after Adjustments (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	Total (£'000)	
Housing (GF)	509	CPO - Empty Homes	650	400	0	1,050	1,000	1,000	1,000	1,000	5,050	
Housing (GF)	512	Wholly Owned Company	5,000	0	0	5,000					5,000	
Housing (GF)	513	54 Muswell Hill Flats	712	0	0	712	0	0	0	0	712	
Housing (GF)	514	Notting Hill Housing Group (4 Ashley Road)	2,970	0	0	2,970	0	0	0	0	2,970	
		Housing (GF)	9,332	400	0	9,732	1,000	1,000	1,000	1,000	13,732	
Housing (HRA)		Existing Stock Investment (Haringey Standard)	52,293	17,202	(6,683)	62,812	87,394	82,940	72,090	54,110	359,346	
Housing (HRA)		New Homes Build Programme	1,890	6,373	(1,261)	7,002	42,132	58,766	102,298	80,686	290,884	
Housing (HRA)		New Homes Acquisitions	0	0	20,731	20,731	74,578	52,828	10,000	10,000	168,137	
Housing (HRA)		Existing Homes Acquisition	0	0	57,600	57,600	32,227	19,612	20,004	20,404	149,847	
		Housing (HRA)	54,183	23,575	70,387	148,145	236,331	214,146	204,392	165,200	968,214	

APPENDIX 4:												
Priority	Scheme Ref	Scheme Description	2019/20 Original Budget (£'000)	2018/19 Capital Slippage (£'000)	Budget Adjustments (£'000)	2019/20 Revised Budget after Adjustments (£'000)	2020/21 Budget (£'000)	2021/22 Budget (£'000)	2022/23 Budget (£'000)	2023/24 Budget (£'000)	Total (£'000)	
Your Council	601	Business Imp Programme	0	155	0	155	0	0	0	0	155	
Your Council	602	Corporate IT Board	0	3,546	0	3,546	0	0	0	0	3,546	
Your Council	603	ICT Shared Service - Set up / Seed Money	0	1,684	0	1,684	0	0	0	0	1,684	
Your Council	604	Continuous Improvement	950	2,381	(81)	3,250	950	950	950	950	7,050	
Your Council	605	Customer Services (Digital Transformation)	0	965	0	965	0	0	0	0	965	
Your Council	606	Hornsey Library Refurbishment	1,882	844	0	2,726	0	0	0	0	2,726	
Your Council	607	Financial Management System Replacement	0	0	0	0	350	2,000	650	0	3,000	
Your Council	621	Libraries IT and buildings upgrade	1,056	386	0	1,442	25	85	0	0	1,552	
Your Council	622	FOBO Programme	500	0	1,000	1,500	500	500	0	0	2,500	
Your Council	639	New Ways of Working	252	0	0	252	255	255	0	0	762	
Your Council	698	Responsiveness Fund	2,000	2,000	(2,000)	2,000	0	0	0	0	2,000	
Your Council	699	P6 - Approved Capital Programme Contingency	1,500	1	813	2,314	4,500	0	0	2,250	9,064	
Your Council	640	Accommodation Move	0	0	200	200	0	0	0	0	200	
		Your Council	8,140	11,963	(68)	20,035	6,580	3,790	1,600	3,200	35,205	
		TOTAL GENERAL FUND ACCOUNT	173,134	67,943	(88,440)	152,637	142,253	140,151	75,036	67,871	577,948	
		TOTAL HRA ACCOUNT	54,183	23,575	70,387	148,145	236,331	214,146	204,392	165,200	968,214	
		OVERALL TOTAL	227,317	91,518	(18,053)	300,782	378,584	354,297	279,428	233,071	1,546,162	

Virements for Cabinet Approval

Appendix 5

Transfers from Reserves & Contingencies (2019/20) - for noting

Period	Priority	Service/AD Area	Rev/ Cap	In year	Next year	Reason for budget changes	Description
NONE							

Virements for Approval (2019/20)

Period	Priority	Service/AD Area	Rev/ Cap	In year	Next year	Reason for budget changes	Description
8	All	Council-wide	Capital	1,297,868		Budget Realignment	19/20 TFL LIP capital budget realignment
8	All	Council-wide	Capital	321,431		Budget Realignment	19/20 Parking plan and strategy capital budget realignment
9	Place	Parks	Revenue	1,128,100	1,128,100	Budget Realignment	Realignment of Finsbury Park events, client and management budgets to address service needs.
9	Housing	Commissioning	Revenue	275,000		Grant Allocation	Allocation of DCLG Flexible Homelessness Support Grant
9	Place	Highways	Revenue	604,062	604,062	Budget Realignment	Realignment of Highways traffic management order income budgets in line with operational needs.
9	People	Children's	Revenue	329,946	776,970	Budget Transfer	Transfer of Business Support officer salary budgets to Children's service in line with operational needs.
9	People	Children's	Revenue	190,531,403		Budget Realignment	Budget realignment of DFE Allocations and clear down of individual DSG Grant codes
10	People	Adults	Revenue	361,600	361,600	Budget Transfer	Consolidation of Emergency Response & Community Alarm Service Budgets
10	People	Children's	Revenue		1,248,107	Budget Realignment	Merging of SEN services and DSG budgets
10	People	Public Health	Revenue	1,260,900		Budget Realignment	Hospital trusts and Sexual Health Transformation programme budget realignment
10	People	Schools	Revenue		4,687,911	Budget Allocation	DSG School budget share allocation 2020-21
10	People	Children's	Revenue		93,907,195	Budget Allocation	Non School DSG budget share allocation 2020-21
10	Your Council	Your Council	Revenue		368,600	Budget Realignment	Budget realignment of Digital Service, Customer Services and Transformation salaries to match operational needs.
10	Your Council	Revenue and Benefits	Revenue	348,000		Budget Allocation	Use of contingency to fund Council Tax and NNDR historic debt collection project.
		Total 2019/20		196,458,310	103,082,545		

APPENDIX 6**Write off Summary report Quarter 3**

All Council debt is considered recoverable, the Corporate Debt Recovery Team will make every necessary effort to collect charges due to the Council. However, there are some circumstances when it is appropriate to write off a debt, once all forms of recovery action have been exhausted.

Council Debt is written off in line with the instructions set out within the Financial Regulations, following Court instruction or in accordance with the Limitations Act 1980.

The quarterly summarised report is for information purposes only, the debts that have been written off for the Financial Period 30 September 2019 – 30 December 2019 relate to delinquent accounts, where all forms of recovery action have now been fully exhausted. The charges approved for write off by the Director of Finance under his delegated authority have been adequately provided for in the Council's Bad Debt Provision.

Quarter 3 Write Off, Financial Period 1 October - 30 December 2019									
Service	Council Tax	NNDR	HBOP	HRA Rent	Leaseholder	Commercial Rent	Sundry Debt	Parking	Total
Under £25000	£98,700.35	£420,079.33	£186,979.85						£705,759.53
Volume	151	90	139						380
Over £25000		£215,550.11							£215,550.11
Volume		6							6
Total Value	£98,700.35	£635,629.44	£186,979.85	£0.00	£0.00	£0.00	£0.00	£0.00	£921,309.64
Total Volume									0
2018/19 Qrt3	Council Tax	NNDR	HBOP	HRA Rent	Leaseholder	Commercial Rent	Sundry Debt	Parking	Total
Value	£1,045,316.42	£241,371.94	£0.00	£6,381.09					£1,293,069.45
Volume	1240	6	0	35					1,281

Quarter 3 Summary: -

The Council Wide write off for Quarter 3 relates to Council Tax, Business Rates and Housing Benefit Overpayments.

The £98K Council Tax write off for Quarter 3 is considerably lower than in the same period in the previous financial year 2018 – 2019 (£1m). However, it should be noted that our previous financial year Qrt1-2 write off was only £198K, compared to £501k for the same period this year.

The Quarter 3 Council Tax Write off for this period comprises approximately 42% 'Insolvency', with the second highest group being 'absconded charge payers' (40%). The sums submitted for this period are all for low value debt, where the debt recovery process has been exhausted.

There are £635K of Business Rates write offs actioned following a review on outstanding aged Business Rates. All have gone through extensive recovery action, with approximately 83% relating to 'Insolvency', i.e. companies that have gone into liquidation or dissolution. With no available assets to chase through the insolvency process, this left the council with no other option.

The £186K Housing Benefit Overpayment write off relates to a review of aged debt conducted by the Corporate Debt Recovery Team. This followed work on Housing Benefit Overpayment invoiced charges owed to Haringey Council, for periods older than 5 years. This project resulted in £570K of additional income being collected.

52% of the Housing Benefit Overpayment charges related to 'Statue barred' cases and a further 32% related to 'absconded charge payers'. The remaining 16% of cases were a mixture of 'Deceased/Bankruptcy and Uneconomical to Pursue'.

Report for: CABINET 10 March 2020

Title: High Road West Scheme - Next Steps for Consultation on Resident Offers

Report

authorised by: Dan Hawthorn, Director of Housing, Regeneration and Planning

Lead Officer: Sarah Lovell, Head of Area Regeneration (North),
sarah.lovell@haringey.gov.uk 020 8489 2025

Ward(s) affected: Northumberland Park

Report for Key/

Non Key Decision: Key

1. Describe the issue under consideration

- 1.1 The High Road West Scheme has undergone a significant review, with the aim of enhancing the benefits it can offer the North Tottenham area, and in particular of increasing significantly the number of Council owned social rent homes delivered as part of the scheme. That review has now reached a stage where the Council is ready to consult residents on certain aspects of the revised proposals.
- 1.2 Many of the new homes provided through the scheme are for existing residents of the Love Lane Estate. This report seeks approval to consult on the offers to existing residents which would form part of the scheme, namely benefits for secure tenants and non-secure tenants in temporary accommodation through a proposed Local Lettings Policy (Appendix 1), and a proposed Leaseholder Offer (Appendix 2).
- 1.3 The Local Lettings Policy and Leaseholder Offer would be included as part of the 'Landlord Offer' which would provide the basis for a formal ballot of residents to decide whether to support the scheme. Further engagement would be taking place in the coming months on other parts of the Landlord Offer, including the specific terms of the offer to non-secure tenants in temporary accommodation.
- 1.4 Following consultation as proposed in this report, and subject to confirmation of provisional funding (subject to a successful ballot) from the Mayor of London, Cabinet would be asked to approve the final Landlord Offer before the ballot of residents takes place. Only once that ballot has happened – and only if it secures a positive result – would the scheme proceed.

2. Cabinet Member Introduction

- 2.1 Since 2018, this Cabinet has been working to deliver more Council owned social rent homes and to make Haringey a fairer and more equal place. As part of this drive, we have worked to refocus the High Road West Scheme so that it provides a significant increase in Council homes and to ensure that those affected by the scheme are given support, choice and fair rehousing options.
- 2.2 We believe that the offers described in this report are positive and fair. We understand that tenants and leaseholders have concerns about their current and future homes and have built relationships in the area as friendships, local ties and the local community have grown. We believe the Council is responding to these concerns and aspirations through these offers, recognising the varying needs and with an emphasis on affordability which will provide residents with the choice of new homes that they need.
- 2.3 We want to hear views from the community through an open and robust consultation process. We are absolutely committed to putting residents at the heart of the High Road West Scheme. Through past engagement and consultation we have shown our commitment to meet residents' aspirations - such as the Council remaining the landlord of the replacement homes, developing a more generous offer for resident leaseholders, seeking leaseholders' views on the consultation questions and having a different approach to the valuation process. Residents have contributed towards the various rehousing guides, the Resident Charter, Resident Design Guide, ERRPP and the ownership of the replacement homes consultation. This next step will go even further towards honouring our commitment to put residents at the heart of change in their neighbourhoods.
- 2.4 The proposals set out here are still subject to the conclusion of discussions with the GLA regarding the funding of High Road West. We won't proceed to the consultation and residents' ballot until that funding is in place, but in the meantime we are keen to understand residents' views about our proposals. This takes us one more important step towards making a transformationally positive change for the people of North Tottenham.

3. Recommendations

- 3.1 It is recommended that Cabinet:
- i. Agree to proceed to consultation on the draft High Road West Local Lettings Policy, as described in paragraphs 6.8 to 6.14.
 - ii. Agree to proceed to consultation on the draft Leaseholder Offer as described in paragraphs 6.17-6.38.
 - iii. Note the intended discussion and engagement described in paragraphs 6.15-6.16
 - iv. Delegate authority to the Director of Housing, Regeneration and Planning, in consultation with the Cabinet Member for Housing and Estate Renewal, to approve the final consultation materials and processes in relation to the consultations described in paragraphs 3.1(i) and 3.1(ii).

- v. Note that following this consultation there would be a report to Cabinet regarding the following recommendations:
- Adoption of the High Road West Local Lettings Policy and Leaseholder Offer
 - Adoption of the Landlord Offer document which incorporates these offers to residents and other benefits offered to residents
 - Agreement to proceed to ballot Love Lane Estate residents based on the scheme described in the Landlord Offer and supported by a business case for High Road West

4. Reasons for decision

- 4.1. Since the outset of developing the High Road West scheme, the Council has been committed to working closely with residents on the Love Lane Estate. In December 2014, at the same time as agreeing the Masterplan for High Road West, Cabinet agreed the Secure Council Tenant, Leaseholder and Private Tenant Guides. These set out the assurances for these resident groups including rehousing options, compensation, and ensuring that Love Lane residents are able to benefit from and influence the regeneration proposals.
- 4.2. It is a commitment of the Council, as set out in the Secure Council Tenant Guide (2014), that secure tenants on the Love Lane Estate will have the option of a new home within the redevelopment area. The proposed High Road West Local Lettings Policy proposes to extend this to residents in non-secure temporary accommodation. The Estate Renewal Rehousing and Repayments Policy (ERRPP), approved by Cabinet in 2016 (revised 2017) and which forms the basis of the Council's commitments to those impacted by estate renewal schemes, does not apply to the substantial number of non-secure tenants who have been placed in a property on a temporary basis. This will therefore be a bespoke offer for non-secure tenants in temporary accommodation on the Love Lane Estate and within the masterplan area, and developed by engaging these residents. The aim of this is to protect the stability of the existing community on the Love Lane Estate or elsewhere within the masterplan area, with many of the residents now having lived within the same community for up to five years. If the preferred option is approved, these residents (alongside secure tenants) will be eligible for a secure home in the new scheme, if they have been resident in their home within the masterplan area for more than twelve months at the time the final offer is approved.
- 4.3. From the publication of the Leaseholder Guide in 2014, it has been a commitment of the Council to work with resident and non-resident leaseholders to develop an offer which would allow all resident leaseholders to remain in the High Road West area and ensure leaseholders, both resident and non-resident are not financially worse off.
- 4.4. The current draft Leaseholder Offer, reconfirms the commitments made in the Leaseholder Guide as well as following the outcome of the previous engagement and draft offer from 2018, with a number of enhancements over and above the ERRPP, which maintains the commitments to the residents, including the following:

- A further rehousing option for leaseholders referred to as a leasehold swap
 - An enhanced equity loan offer which tackles concerns regarding affordability and allows resident leaseholders to access a new home within the regeneration area
 - A 12 month grace period for family members/ beneficiaries which tackles concerns regarding succession to the benefit of the equity loan
- 4.5. The decision to progress with the High Road West scheme would be subject to a ballot of residents on the Love Lane Estate. This is a commitment of the Council, as set out in the Borough Plan, in line with the Mayor of London's Resident Ballot Requirement for funding of schemes which comprise the demolition of social homes and the construction of 150 or more homes. All residents eligible to vote would receive a Landlord Offer, which encompasses the specific offers for each tenure group, as well as wider information so that residents can make an informed decision about the future of their estate.
- 4.6. It is proposed that officers also engage with residents on other elements of the scheme which would form part of the future Landlord Offer for the Love Lane Estate, notably on the offer to non-secure tenants in temporary accommodation. This is to build on and continue the collaboration which has taken place with the community since 2012, and would involve engagement on the broad vision, priorities and objectives for the scheme, including information on design, numbers of homes (including tenure mix) and social infrastructure.

5. Alternative options considered

- 5.1. Officers have considered not undertaking consultation with residents on the Love Lane Estate, but have rejected this option as further consultation was a requirement outlined by Cabinet in 2018 regarding the Leaseholder Offer, and is a requirement of introducing a Local Lettings Policy.
- 5.2 Options in relation to each of the offers will form part of the consultation process for consultees' consideration.

6. Background information

- 6.1. The recommendations within this report follow previous Cabinet decisions in relation to the High Road West Scheme, in December 2014 and December 2015, which agreed the High Road West masterplan, the tenant and leaseholder guides, the commencement of the rehousing process for Love Lane residents, the demolition of the Love Lane Estate and noted the business case for the preferred delivery structure for the scheme. They also follow the decisions at Cabinet on 12th September 2017 and subsequently on the 9th October 2017 to appoint Lendlease as the preferred partner for the delivery of the scheme. The Council are currently in discussions with the GLA in order to explore ways to deliver a significant increase in Council owned social rent homes, through additional funding, which would further enhance the benefits delivered through this scheme. The recommendations within this report will support the scheme as described below, noting the aimed increase in social rent homes:

- Over 2,500 high-quality, sustainable homes.
- At least 750 affordable homes (a net increase of 539), which will improve the scheme's alignment the Council's housing strategy on affordability, ensuring that the homes will be affordable for local people.
- As part of the minimum of 750 affordable homes, upto 500 high quality, safe, Council owned replacement homes for Council tenants and resident leaseholders on the Love Lane Estate, which meet resident aspirations as set out in the Resident Charter and will be built to new fire and safety standards (subject to delivery of this number as part of a viably deliverable scheme).
- Over £10m of funding for social and economic support for both businesses and residents, including a contribution of c.£8m for supporting the Tottenham People Priority overall commitments.
- A new Library and Learning Centre and a refurbished Grange Community Hub which will provide improved community facilities early in the scheme.
- 143,500sqft of green spaces for the community including a large new linear community park with an outdoor gym, children's play area and Grange Gardens; a safe, central green space for local people.
- A new civic square which will be an important focus of local events and activities, bringing the community together, promoting cultural activities and enhancing activity and safety at night.
- Over 130,000sqft of commercial, retail and leisure space throughout the scheme providing a wide range of leisure, employment space, shops, cafes and restaurants around a new civic square.
- £500k of investment in the town centre and also a £500k fund for events and activities, as well as meanwhile uses which will revitalise the local centre during construction and afterwards.
- Over 3,300 construction jobs and more than 500 end-user jobs once the development is complete.
- High quality new industrial and maker/artisan space to support businesses, including those from the existing Peacock Industrial Estate.

Estate Renewal Rehousing and Payments Policy (ERPPP)

- 6.2. In 2015 the Council began developing a borough wide policy, the ERRPP, for tenants and leaseholders affected by estate regeneration schemes so that there was a baseline offer to all residents in the borough. A borough-wide consultation was undertaken between November 2015 and February 2016 which included Love Lane tenants and leaseholders.
- 6.3. In 2017 the Council undertook consultation on a revised ERRPP which provided further commitments to tenants and leaseholders which was subsequently adopted by Cabinet in October 2017.
- 6.4. For secure tenants, the ERRPP includes a guaranteed Right to Remain in the new development, as well as a commitment that no tenant would be financially worse off as a result of estate renewal.
- 6.5. The ERRPP does not apply to tenants or licensees who have been placed in the property on a temporary basis, e.g. under a homelessness or a temporary housing duty. As a result, non-secure tenants currently living in temporary

accommodation on the Love Lane Estate or elsewhere within the masterplan area would not be eligible under the baseline terms set out in the ERRPP to a new home within the scheme, nor to compensation due to the impact of regeneration.

- 6.6. The offer to tenants and leaseholders presented here is funded from the Council's Housing Revenue Account (HRA), which consists of the rent and other fees paid by council tenants and leaseholders across the borough. The offer to tenants and leaseholders set out in the ERRPP, and the amendments to that baseline policy proposed for High Road West here, are focused on the need to balance a fair and reasonable offer to residents which reflects the cost, disruption and uncertainty whenever a home is affected by a scheme of this nature, with the fact that the HRA must also support the maintenance of all Council homes across the borough, and the need to build new homes.

Leaseholder Guide and Secure Council Tenant Guide

- 6.7. The Love Lane resident guides for secure Council tenants and leaseholders, agreed in December 2014, accorded with the principles and commitments set out in the Residents Charter, agreed between the Council and residents. These draft guides detail the rehousing choices, support and compensation packages available for Love Lane residents. While noting that they would need to be developed further as the scheme developed, they provided firm commitments to residents. Further details of these guides are provided in the sections below.

Local Lettings Policy

- 6.8. Haringey's Housing Allocations Policy 2015 (revised in 2018) determines which applicants on the Housing Register should be prioritised for housing. In exceptional circumstances the Council may decide to allocate properties applying different priorities to the banding system set out in the Housing Allocations Policy, through a Local Lettings Policy, in order to address certain local issues such as keeping a community affected by a renewal scheme together. The Housing Allocations Policy gives secure and assured tenants housed in regeneration schemes, Band A priority for a new home, either as part of the scheme or elsewhere in the borough, but this priority is not given to residents in temporary accommodation under a non-secure tenancy. The High Road West Local Lettings Policy intends to address this and promote a strong and sustainable community, by offering non-secure residents in temporary accommodation a right to return with a secure tenancy.
- 6.9. Officers propose that the Council consult on its preferred option for High Road West Local Lettings Policy. The draft High Road West Local Lettings Policy sets out eligibility criteria for non-secure tenants in temporary accommodation on the Love Lane Estate or elsewhere within the masterplan area for a new home provided that the Council has accepted the main homelessness duty towards them at least 12 months prior to the publication of the Council's Landlord Offer documents and they have lived on the Love Lane Estate or elsewhere within the masterplan area for at least 12 months prior to the publication of the Council's Landlord Offer document and remain on the estate at the time properties become available. The publication date of the Landlord Offer is currently scheduled for September 2020. The Local Lettings Policy

would guarantee all but a small number of tenants within the masterplan area (based on the criteria outlined below), get a new Council home.

- 6.10. The requirement for a year's residence in the masterplan area is considered a reasonable duration in the context of the policy rationale of maintaining a strong and sustainable community and is also consistent with the GLA ballot criteria regarding the period of time eligible residents are required to have been on the housing register.
- 6.11. Residents will need to meet the criteria set out below in order to qualify for the Local Lettings Policy offer, in addition to the specific criteria described in paragraphs 6.9 and 6.14 for the preferred and first alternative options:
- All residents in rented accommodation will need to continue to meet the eligibility and qualifying criteria of the Council's Housing Allocations Policy (as updated anytime in the future) throughout the period from the adoption of this Local Lettings Policy up to the point of their rehousing, whether on the High Road West scheme or elsewhere.
 - Non-secure tenants in temporary accommodation who meet the eligibility criteria may be in accommodation owned by the Council, a Housing Association or charity, or a private landlord, provided that they have been placed there by the Council.
 - To receive a secure tenancy, the applicant must be an existing named tenant. Other household members will not be entitled to a new tenancy on the High Road West Scheme, unless under exceptional circumstances, in which case this would be subject to agreement by the Discretionary Panel as described below (paragraph 6.12).
- 6.12. Where the standard offer would lead to an inequitable or unfair outcome for an individual resident, or to an outcome which is not in keeping with the general principles set out in the High Road West Landlord Offer or ERRPP, residents can make an application to the Discretionary Panel. While the Panel can not amend the offer for the whole scheme, it can amend terms for an individual resident where this is needed to ensure that resident receives an appropriate offer (see also Section 10 – 17 October 2017 Cabinet report “Revised Estate Renewal Rehousing and Payments Policy following consultation”).
- 6.13. For High Road West, the residents in the block(s) in the earlier phases of the scheme would have priority for new homes in the scheme over those in the later phases. This is to permit the process of building the new homes so that residents can move into them, then demolishing the vacated area so that the next phase can progress. Subject to agreement with residents regarding specific housing needs, a priority system will generally work as set out below, excluding homes adapted for disability which would normally get enhanced prioritisation.

Priority 1 – Any tenants who have had to be temporarily rehoused for their home to be demolished to allow the development to take place, and remain eligible, in order of their tenancy start date

Priority 2 - Secure and assured tenants living in the next block(s) required for demolition, in order of their tenancy start date

Priority 3 – Non-secure tenants living in temporary accommodation in the next block(s) required for demolition, in order of the date at which the Council accepted a rehousing duty towards them

Priority 4 – Households in the subsequent block(s) required for demolition, in line with the order of prioritisation in 2 and 3

Priority 5 – Households on the Housing Register and not living in a property required for demolition under the Scheme.

- 6.14. The Local Lettings Policy consultation would seek the views of all applicants on the Housing Register who would be affected by the policy, which would include non-secure tenants in temporary accommodation in other parts of the borough. This will include a question relating to the eligibility criteria set out in paragraph 6.9, and consultation on the following two alternative options, alongside the Council's preferred position described in that paragraph.

Alternative non-preferred option 1:

(i) Non-secure tenants will be eligible to a new home provided that:

- The Council have accepted the main homelessness duty towards them, pursuant to an application made before 9 November 2012, which is the date from which local authorities were able to discharge the main homelessness duty by way of a private rented sector offer, under amendments made by the Localism Act 2011; and
- They have lived on Love Lane Estate or elsewhere within the masterplan area for at least 12 months prior to the publication of the Council's Landlord Offer documents and remain on the estate at the time properties become available.

Alternative non-preferred option 2:

(ii) Non-secure tenants will not have any additional priority for rehousing in new social homes built as part of the scheme.

Proposed offer to non-secure tenants in temporary accommodation

- 6.15. Alongside the formal consultation on the Local Lettings Policy, resident engagement will take place in respect of other potential elements of an offer to non-secure tenants residing on the Love Lane Estate or elsewhere within the masterplan area.
- 6.16. Discussions with residents will include questions around compensation in relation to essential relocation costs and, consistent with the offer to secure tenants, support and involvement in the design of their new homes. The cost implications of any resultant offer to non-secure tenants will be dependent upon the outcome of these discussions. Any costs will be attributed to the High Road West Scheme and will be accommodated into the overall viability of the scheme. The proposed terms will be considered further by the Director of Housing, Regeneration and Planning in consultation with the Cabinet Member

for Estate Renewal and Housing for inclusion in the final Landlord Offer to be proposed to Cabinet.

Development of a Leaseholder Offer

- 6.17. The Council has engaged with leaseholders, both resident and non-resident, on several occasions during the last few years through a series of workshops and events. The Council has also paid close attention to other estate regeneration schemes and ensured that all resident leaseholders, including elderly leaseholders, those with families and those who have had a change in their financial circumstances would not be financially worse off and would have genuine choice through the range of rehousing options, whatever the financial circumstances of the residents.
- 6.18. During 2014 the Council worked with residents to develop the masterplan and a number of documents including the Tenant and Leaseholder Guides and the Resident Charter, all of which were subject to public consultation and agreed by Cabinet on 16 December 2014. The Leaseholder Guide set out the following for leaseholders:
- The Council's commitments to all leaseholders
 - The valuation process
 - The re-housing options and compensation
 - The compensation available for non-resident leaseholders
 - Commitments regarding the new homes in the regeneration area
 - The phasing principles
- 6.19. The 2014 Leaseholder Guide also made clear that the Leaseholder Offer would be developed once the Council had progressed the regeneration scheme, this being the subject of later consultation as described below.
- 6.20. From November 2017 to January 2018, officers engaged with leaseholders on the Love Lane Estate to help develop a more detailed Leaseholder Offer for Love Lane leaseholders. During this time, officers undertook a door-knocking exercise to speak to leaseholders and held three workshops. Both resident and non resident leaseholders were invited to the workshops. Attendance, specifically from the resident leaseholders, was consistently good with up to two thirds of resident leaseholders attending all three workshops. The Independent Tenant & Leaseholder Advisor was also present at all three workshops as was a Turkish interpreter.
- 6.21. The feedback received through these workshops was utilised to help developed a draft Love Lane Leaseholder Offer which was subject to engagement and consultation. The Offer did not proceed at that time as there were issues with the consultation process, including clarity regarding the rationale behind the consultation options, and the definitions used for resident and non-resident leaseholders. On 8th March, Cabinet responded to these issues, recommending that the consultation material was redrafted and the consultation repeated. Cabinet also recommended a longer consultation period of at least six weeks. Given that this coincided with the advent of the new administration and efforts to increase the number of Council homes delivered by the scheme, it provided an opportunity to review and enhance the offer.

- 6.22. Since this consultation has taken place, further engagement has taken place with the ITLA and residents which has helped to further clarify parts of the offer, including the process for dispute resolution and the approach to ensuring that leaseholders have access to funded financial advice.
- 6.23. The new and enhanced draft Leaseholder Offer addresses these issues and responds to feedback provided.

The proposed Love Lane Leaseholder Offer

- 6.24. The Leaseholder Offer, which corresponds with the 2014 commitments to residents, is summarised as follows:-

Leaseholders can either:

- a) Buy a new home in the High Road West area with an enhanced equity loan from the Council
(preferential loan arrangements (of up to 75% of the value of the new home) provided by the Council subject to need based on a financial assessment)
- b) Buy a home elsewhere in Haringey with financial support from the Council via an equity loan of up to 40% of the value of their new home, provided by the Council subject to need based on a financial assessment (largely in accordance with the terms of the ERRPP but including the '12 month grace' period referred to below)
- c) Buy a home without financial support from the Council
(as per the ERRPP – the resident's current home is purchased by the Council and the resident finds their own alternative home)
- d) Request a leasehold swap
(subject to limited availability and in accordance with a robust process to ensure management of the Council's stock)
- e) Exceptional circumstances
(Where the Discretion Panel agrees that an applicant finds themselves in exceptional circumstances it will assist the applicant to identify the most suitable offer that they can afford. This may include alternative financing, a smaller property or a rental offer.)

The Leaseholder Offer also sets out:

- (i) The valuation process (and dispute resolution process)
- (ii) Home Loss and disturbance payments provisions
- (iii) Arrangements for financial assistance

- 6.25. The Offer includes commitments for resident leaseholders that go beyond the ERRPP baseline as follows:

- The leasehold swap (in alignment with the 2014 Leaseholder Guide commitment) for a similar value Council owned property
- An enhanced equity loan offer which tackles concerns about affordability
- The opportunity for family members to buy out the outstanding balance of the Council's equity loan within a 12 month 'grace' period
- Clear 'dispute resolution process' should there be a difference in valuations of a leasehold property, with an additional process through a 'single joint expert' to assist parties in reaching agreement
- Repayment of 'Decent Homes' costs where the leaseholder had not benefitted from the full life of the improvement works; also a commitment of the 2014 Leaseholder Guide

6.26. These enhancements are a combination of previous commitments by the Council, such as the leaseholder swap and decent homes reimbursement, while other measures have been the result of work with the leaseholders in seeking solutions which provide choice, affordability and fairness, such as the enhanced equity loan arrangements, single joint expert route and 'grace' period for family members.

Leasehold Swap

6.27. The leasehold swap option will be limited by a very small number of properties available of the appropriate size, value and location but where the Council can identify an available property, this provides an alternative choice. Properties would need to be of equivalent value (allowing for reasonable variation) and of the same size or smaller.

Enhanced Equity Loan

6.28. The proposed equity loan offer to resident leaseholders is aimed at ensuring that they can acquire an affordable home on the High Road West Scheme. For eligibility for the offer resident leaseholders should contribute the full market value of their current home (including home loss payment) to the cost of their new home. Where this can not be achieved a financial assessment will take place to determine the amount of equity the leaseholder can afford but must be a minimum of 25% of the value of the new property. This increase in the maximum available equity loan for residents provides additional affordability for current resident leaseholders for the properties on the High Road West Scheme. The value of the Council's equity share will be realised at the point the property changes in hands, required of the leaseholder through a charge on the lease requiring the payment of the share.

12-month grace period for succession of the property

6.29. This enhancement allows the leaseholder's adult children or other relative to have a 12 month grace period to make a decision as to whether to pay off the Council's equity loan and continue to live in the property, or sell the property and use the proceeds to move elsewhere. This responds to concerns related to the adult children being forced to sell the property and losing their home

immediately after the leaseholder's death, and provides a period of time to consider their options properly and to investigate obtaining a mortgage.

Dispute Resolution Process

- 6.30. Although many residents will reach agreement with the Council regarding the value of their property, there will be occasions where a mutually agreeable price is not reached. The Council has committed to ensuring that there is an effective and fair system in addressing this situation.
- 6.31. The system process is for an expert surveyor with appropriate experience in compulsory purchase valuation cases to be jointly appointed by agreement of the parties. The process is voluntary, confidential and non-binding. The Council will cover the costs of the jointly appointed expert and also the reasonable costs for the resident to be professionally represented through this process.
- 6.32. If the leaseholder remains unsatisfied they would be entitled to a statutory appeal to the Upper Tier Tribunal (Lands Chamber).

Decent Homes Reimbursement

- 6.33. Leaseholders are required to pay towards repairs and maintenance as part of the upkeep of their block. The delivery of the High Road West Scheme will mean that residents would have paid some of these contributions without getting the full life of the works undertaken. Whilst reimbursements for Decent Homes work are not included within the ERRPP, Love Lane leaseholders will be able to claim for compensation for Decent Homes work which was carried out before the Council's Cabinet agreed the High Road West masterplan in December 2014 and is not captured in the valuation of the property. The compensation will be calculated pro rata by the expected lifetime of the Decent Homes works: for example if leaseholders paid £18,000 for new windows which were expected to last 30 years, but the leaseholder only had the enjoyment of the windows for 10 years they will be compensated for the 20 year loss, i.e. £12,000 compensation would be due.

Definition of resident and non resident leaseholder

- 6.34. The definition of resident leaseholder in the proposed Love Lane Leaseholder Offer is more restrictive than that in the ERRPP.
- 6.35. The proposed Love Lane Leaseholder Offer aligns with the Leaseholder Guide, which stated that leaseholders had to be living in their home since 16th December 2014 to qualify as a resident leaseholder. The ERRPP however defines a resident leaseholder as a leaseholder who has lived in the dwelling, or a substantial part of it, as their only or main residence, for a period of not less than one year ending with the day they have to move out.
- 6.36. If the ERRPP definition were adopted for this scheme, there would be a significant risk that speculative buy-to-let landlords could move into their property a year prior to vacant possession being required, in order to secure the enhanced offer for resident leaseholders (such as the equity loan product). This is a particular risk given the long period of time that the High Road West

scheme has been under development and is likely to create a substantial additional cost for the scheme and the HRA. This could reduce the Council's ability to make enhanced offers to those leaseholders and other residents who are living on an estate at the time the decision to proceed with a scheme is made. Further, the overall aim of the ERRPP is to ensure that the existing local community could be kept together, not to allow buy-to-let landlords to profit from the enhanced leasehold offer at the expense of local residents.

- 6.37. The above is of particular concern for this scheme. All leaseholders on the Love Lane Estate have known since December 2014 that it is likely that the estate will be demolished. Whilst the Council secured a development partner in 2017, it still may be a number of years before the estate is fully demolished.
- 6.38. The difference between the ERRPP definition and that in the proposed Love Lane Leaseholder Offer will be fully explained to leaseholders in the proposed consultation.

Landlord Offer

- 6.39. The ballot will be the opportunity for residents living on the estate to decide on whether the scheme should progress and is supported by a "Landlord Offer", which contains the Council's offer to the residents. This includes the following:
- a) The broad vision, priorities and objectives for the estate regeneration, including information on:
 - Design principles of the proposed estate regeneration.
 - Estimated overall number of new homes.
 - Future tenure mix.
 - Proposed associated social infrastructure.
 - b) Details of the offer for tenants and leaseholders and freeholders of homes that are to be demolished.
 - c) Commitments relating to ongoing open and transparent consultation and engagement.
- 6.40. The Landlord Offer will include the offers to residents in the finalised Local Lettings Plan and Leaseholder Offer as well as other benefits such as any detailed terms for non-secure tenants in temporary accommodation.
- 6.41. The Council will ensure that it provides residents with the principles related to the phasing of the Scheme. The Council is committed to minimising disruption for residents and will therefore aim to ensure that the phasing principles seek to maximise the number of residents who move once, from their current home to their new home. This may not always be possible; where it is necessary for the scheme to include residents moving more than once, we will aim to minimise the number of residents affected and work with those residents to ensure they are provided with a temporary home which is appropriate for their needs.
- 6.42. The Landlord Offer will also include information concerning the ballot including the question, timings, role of the Independent Body and contact details.

Timetable

- 6.43. Following the Council concluding the discussions with relevant parties in order to achieve a viable scheme, the proposed consultation period would be a minimum of six weeks. This is in accordance with the March 2018 Cabinet report recommendations as indicated above and would ensure sufficient time for residents to provide feedback.
- 6.44. Subject to approval of the recommendations in this Cabinet report, it is expected the following steps would take place at the following times.

Date	Action
10 th March 2020	Cabinet approval to go to consultation
March to May	Develop consultation material
Early May	Approval of final consultation materials in accordance with the recommendation referred to in paragraph 3.1(iv) above (pre-election period and Mayor/London Assembly elections complete)
May – June	Consultation
July	Cabinet approves Landlord Offer and agrees to progress to ballot
Sept / October	Ballot

7. Contribution to strategic outcomes

- 7.1. The delivery of the High Road West Scheme will support the Council in delivering its corporate priorities, as well as supporting the progression of objectives in the London Plan to support regional growth in North London.
- 7.2. The regeneration at High Road West will help to enhance the area in relation to the following four priorities set out in the Council’s Borough Plan (2019-2023):
- Priority 1 – Housing – “A safe, stable and affordable home for everyone, whatever their circumstances”
 - Priority 2 – People – “Strong families, strong networks and strong communities nurture all residents to live well and achieve their potential”
 - Priority 3 – 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”
 - Priority 4 - Economy – “A growing economy which provides opportunities for all our residents and supports our businesses to thrive”
- 7.3. The Leasehold Offer and Local Lettings Policy are particularly relevant to priority one as they allows residents who wish to remain in the High Road West area to do so, thus supporting communities who wish to stay together to do so.

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

Finance

- 8.1. The HRW Local Lettings Policy and Love Lane Leaseholder Offer being proposed for consultation differs from the baseline set out in the ERRPP.
- 8.2. There is no legislative requirement to offer non-secure tenants secure tenancy in the new homes but the Local Lettings Policy can be used to achieve this in order to support a strong and sustainable community.
- 8.3. The cost implications of compensation for essential relocation cost to non-secure tenants will be assessed subject to the outcome of the engagement with non-secure tenants. These costs will be attributed to the High Road West Scheme and will be accommodated into the overall viability of the scheme.
- 8.4. The proposed enhanced equity loan offer to resident leaseholders is subject to leaseholders contributing the full market value of their current home (including home loss payment) to the cost of their new home.
- 8.5. The value of the Council's equity share will be realised at the point the property changes hands, and will be secured through a charge on the property.
- 8.6. There is provision in the HRW revenue budget for the costs of the consultation and use of independent financial advisor during the consultation process.

Procurement

- 8.7. There are no procurement comments required for this report.

Legal

- 8.8. The Assistant Director Corporate Governance has been consulted in the preparation of this report and comments as follows:
- 8.9. As stated in the body of the report, Cabinet agreed the Leaseholder Guide on 16th December 2014 and adopted the ERRPP in its current form on 17 October 2017. The Policy complied with statutory requirements and entitlements, and followed DCLG (now MHCLG) guidance and the Mayor of London's Good Practice Guide; which are not further detailed here.
- 8.10. The ERRPP envisaged that offers would be brought forward for individual regeneration schemes taking into account the circumstances of each such scheme. It provided what it described as a guaranteed minimum offer, and a clear set of commitments to ensure all existing residents benefit from estate renewal in Haringey. It further provided that enhanced offers could be made where this could be accommodated and it was appropriate to do so, subject to Cabinet decision. It did however, caution that offers that are overly generous to one group of residents should be avoided where it imposes an unacceptable cost on, or reduces the quality of the scheme for other groups of residents.
- 8.11. Notwithstanding the guarantees given in the ERRPP, it is nevertheless open to the Council to depart from its announced policy if it does so fairly and for good reason. In consulting on any such proposal, it must make clear that that is what is doing, and clearly explain the reasons why it is doing so to permit intelligent

consideration and responses by consultees, following which those responses must be conscientiously taken into account.

- 8.12. The enhancements to the ERRPP within the Leaseholder Offer are set out in the body of this report.
- 8.13. The proposed more restrictive definition of “resident leaseholder” for the purposes of the Offer clearly departs from the ERRPP.
- 8.14. Residents may have a legitimate expectation that the Council will consult on significant changes to the Leaseholder Offer, which is reinforced by the Council’s proposal to apply a definition of resident leaseholder differing from that set out in the ERRPP.
- 8.15. The Allocations Policy provides that:

“All Local Lettings Policies will be subject to consultation with affected parties and will be supported by an Equalities Impact Assessment.”

- 8.16. Affected parties in this case include both the secure and non-secure tenants on the Estate, and also all applicants on the Housing Register. This latter is because the LLP ring-fences a proportion of the homes built for secure tenancy for offer to those on the Estate, who may well under the Allocations Policy alone have less priority than others on the Register.
- 8.17. Members are reminded that the Moseley principles of consultation require that the Council must consult at the formative stage of policy, give sufficient reasons for any proposal, and time, to permit intelligent consideration and response, and the product of consultation must be conscientiously taken into account in finalising any proposals.
- 8.18. In approving proposals after consultation, the Council must have regard to the full EQIA and ensure compliance with its Public Sector Equality Duty under section 149 of the Equality Act 2010.

Equality

- 8.19. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
 - Advance equality of opportunity between people who share those protected characteristics and people who do not
 - Foster good relations between people who share those characteristics and people who do not.
- 8.20. The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

- 8.21. The proposed decision is to consult on the draft High Road West Local Lettings Policy, the draft Love Lane Estate Leaseholder Offer, and to engage with residents on further aspects of the offer to non-secure tenants in temporary accommodation on the Love Lane Estate and elsewhere within the masterplan area. It follows that those affected by the proposed decision will be the residents of the Love Lane Estate or elsewhere within the masterplan area and applicants on the Housing Register who might otherwise qualify for an allocation of a secure tenancy within the scheme.
- 8.22. The Love Lane Estate sits within Northumberland Park ward and it is important to understand the profile of the residents of the local area in order to be able to understand how the proposed decision relates to the Council's public sector equality duty and to ensure that inequalities can be addressed both during the consultation process and through the possible implementation of any scheme.
- The percentages of men and women in Northumberland park reflect the Haringey and national averages
 - 92% of lone parent households in Northumberland Park are led by women and 8% are led by men.
 - Northumberland Park is home to a higher proportion of 0-19 year olds than the Haringey average and a lower proportion of older people
 - Northumberland Park has proportionately more residents who have impairments that impact on their ability to do day-to-day tasks than the Haringey average. This includes physical impairments, sensory impairments, mental health conditions, and learning disabilities
 - Northumberland Park has a lower proportion of residents who define themselves as White British compared to Haringey, London, and the UK. There are significant Eastern European, Turkish, Black African, Caribbean, and Black British communities in the ward
 - Northumberland Park has a higher proportion of Christians and Muslims than the Haringey and London averages
 - Northumberland Park has a higher proportion of children under the age of 1 than the Haringey average, indicating a likely higher number of pregnant women in the ward
- 8.23. The consultation on the draft policy and draft offers will take account of the profile of the local area and the access needs of local residents in order to be fully inclusive and enable all affected residents to participate if they wish to. Reasonable adjustments will be made for residents who may experience barriers to participation, including but not limited to ensuring that translations and large-print versions of any materials are available on request and ensuring that any residents with limited mobility are able to access and return consultation materials.
- 8.24. It is notable that the proposals that are subject to consultation have been informed by consultation and engagement with affected groups. This engagement and the proposed consultation represent steps to acquire sufficient information in order to enable Cabinet to make an evidence-based decision.
- 8.25. An EqlA is in development, which will assess the impacts of the draft Local Lettings Policy (Appendix 3), the Leaseholder Offer (Appendix 4), and the offer

to non-secure tenants in temporary accommodation on affected persons with protected characteristics. The potential impacts of the scheme that is proposed following the consultation will be subject to detailed analysis. The EqIA will include consideration of the findings of the consultations undertaken to date with residents of the estate, noted in this report. Cabinet will be advised to consider the conclusions of the EqIA before making a further decision on the High Road West scheme.

- 8.26. The baseline for the enhanced offer is proved by the Council's Estate Renewal, Rehousing and Payment Policy (ERRPP). A full EqIA was developed for this policy and published with the decision. The policy and the EqIA are both available on the Haringey Council website.

9. Use of Appendices

- Appendix 1: Draft High Road West Local Lettings Policy
- Appendix 2: Draft Love Lane Leaseholder Offer
- Appendix 3: Draft High Road West Local Lettings Policy EqIA
- Appendix 4: Draft Love Lane Leaseholder Offer EqIA

10. Local Government (Access to Information) Act 1985

High Road West Cabinet Papers:

- 8th March 2018 Cabinet Report- High Road West Regeneration Scheme – approval of the next steps for the Love Lane Leaseholder Offer and for delegated authority to agree all valuation and compensation packages for the land interests due to be acquired ([link](#))
- 12th September 2017 Cabinet Report- High Road West Regeneration Scheme – appointment of a preferred bidder and next steps ([link](#))
- 13th September 2016 Cabinet Report- Tottenham Housing Zone Phase 2- North Tottenham ([link](#))
- 15th December 2015 Cabinet Report- High Road West Regeneration Scheme Update and Next Steps ([link](#))
- 20th January 2015 Cabinet Report - Site Acquisitions Fund – approval for decisions under Delegated Authority ([link](#))
- 16th December 2014 Cabinet Report- High Road West Regeneration Scheme- Masterplan and Next Steps ([link](#))
- 15th July 2014 Cabinet Report- High Road West Regeneration Scheme Consultation. ([link](#))
- 28th November 2013- High Road West Regeneration Project - Master Plan Option Consultation Feedback and Next Steps. ([link](#))

Housing and Estate Renewal, Rehousing and Payments Policy Cabinet Papers:

- 17 October 2017, Revised Estate Renewal Rehousing and Payments Policy following consultation ([link](#)) [to note, paragraph 6.25 of this report and 3.2 of the Estate Renewal Rehousing and Payments Policy provide further details regarding the Discretionary Panel]

- 12 July 2016 - Estate Renewal, Rehousing and Payments Policy – Final policy for adoption ([link](#))

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High Road West Draft Local Lettings Policy

1. The need for a Local Lettings Policy

- 1.1. High Road West is an ambitious regeneration programme which will deliver around 2,500 new homes, community facilities, green spaces and employment opportunities to north Tottenham.
- 1.2. The scheme masterplan, which was agreed by the Council's Cabinet in 2014 following consultation with residents and the wider community, includes the Love Lane Estate. To deliver the scheme, residential blocks on the Love Lane Estate and other properties within the High Road West masterplan area which are residential or part residential will need to be demolished.
- 1.3. The Council has made long-standing commitments to secure and assured tenants on the Love Lane Estate regarding their future rehousing options including the right to a new Council home within High Road West if they wish.
- 1.4. As some tenants and leaseholders have chosen to relocate since the approval of the masterplan, there is now a substantial number of non-secure tenants living in temporary accommodation on the Love Lane Estate. Many of these residents have lived on the Estate for over five years and have established links within their community.
- 1.5. These non-secure Council tenants will be affected by the scheme and need to be rehoused. Under the terms of Haringey's Housing Allocations Policy (2018), these non-secure tenants would maintain their existing housing priority and would be likely to be rehoused in temporary accommodation off the Estate.
- 1.6. In order to promote a strong and stable community through maintaining the existing community on Love Lane Estate and within the masterplan area, the Council is proposing to prioritise eligible non-secure tenants in temporary accommodation both on the Love Lane Estate and within the wider High Road West area, whose homes need to be demolished, for the new homes which will be built as part of the scheme, in addition to secure and assured tenants.
- 1.7. Non-secure tenants in temporary accommodation will not have additional priority for any other social homes available in the borough. This Local Lettings Policy applies solely to new Council homes available as part of High Road West. If they wish to do so, non-secure tenants will be able to bid for properties elsewhere under the Council's Choice Based Lettings System. It should be noted that the tenant will maintain their current priority position on the Housing Register. If they decide to accept an offer of social housing elsewhere, such

residents will no longer be eligible for rehousing under this Local Lettings Policy to new homes built on High Road West.

- 1.8. Any non-secure tenants in temporary accommodation not eligible for new housing will be rehoused to other forms of accommodation when their homes are required for demolition.

2. Eligibility

- 2.1. The High Road West Scheme will require the demolition of residential and part-residential properties both on the Love Lane Estate and elsewhere within the masterplan area. The Local Lettings Policy will apply to secure tenants, assured tenants and non-secure tenants in temporary accommodation who live in the residential parts of any of those properties and who meet the eligibility criteria set out in this section.
- 2.2. This policy applies to eligible non-secure tenants in temporary accommodation in the masterplan area irrespective of their landlord, provided that they have been placed there by the Council under its homelessness duties.
- 2.3. For non-secure tenants in temporary accommodation to be eligible, the applicant will need to have been accepted as homeless by the Council AND to have lived within the masterplan area in a property requiring demolition for at least 12 months prior to the publication of the Council's Landlord Offer document AND to remain resident in the masterplan area at the time at which properties become available. (The publication date of the Landlord Offer is currently scheduled for September 2020).
- 2.4. All tenants will need to continue to meet the eligibility and qualifying criteria under the Council's Housing Allocations Policy (as updated from time to time) throughout the period from the adoption of this Local Lettings Policy up to the point of their rehousing, whether in the High Road West scheme or elsewhere.
- 2.5. To be granted a secure tenancy, the applicant must be an existing named tenant. Other household members will not be entitled to their own tenancy in a new home in High Road West, save under exceptional circumstances.

3. Rehousing process for High Road West

- 3.1. The delivery of the High Road West scheme will involve the demolition of existing housing and its replacement with new housing on a phased basis.
- 3.2. The phasing approach means that a first phase of new housing will be built which residents can move into in advance of their former homes being

demolished. New homes will then be built on the newly demolished area, which the next phase of rehoused tenants can move into. This happens on a 'rolling' basis until all residents are successfully rehoused.

- 3.3. In certain situations, it may not be possible to achieve a single move to the new property, and it may be necessary to move a resident temporarily in order to gain vacant possession of housing required for demolition.

4. **Priority for newly built social homes in High Road West**

- 4.1. The prioritisation system for newly built social home lets within each phase will generally work as follows:

Priority 1 – Any tenants who have had to be temporarily rehoused for their home to be demolished to allow the development to take place, and remain eligible as set out in section 2, in order of their tenancy start date

Priority 2 – Secure and assured tenants living in the next block(s) required for demolition, in order of their tenancy start date

Priority 3 – Non-secure tenants living in temporary accommodation in the next block(s) required for demolition, in order of the date at which the Council accepted a rehousing duty towards them

Priority 4 – Households in the subsequent block(s) required for demolition, in line with the order of prioritisation in 2 and 3

Priority 5 – Households on the Housing Register and not living in a property required for demolition under the Scheme.

- 4.2. Where new homes are adapted for people with a disability, such homes will be ring fenced to those specific residents who live in a property in the masterplan area requiring demolition. If there are adapted homes left over after the allocation to eligible residents, the homes will be allocated to applicants on the Housing Register. Such homes will not be allocated to general needs applicants unless it is demonstrably the case that there are no households which include someone with a disability who wishes to occupy them.
- 4.3. Households will initially be entitled to bid for a new home in the scheme on the basis of the priority provided by this policy. The Council reserves the right to make direct offers to households who either have already been temporarily rehoused off the estate or have not successfully bid for a new home by the date 12 months before the Council expects to require vacant possession of their existing home. If such a tenant, refuses a direct offer of a new home in the scheme, then the Right to Return or Remain will no longer apply. These tenants will no longer have enhanced priority under this Local Lettings Policy.

4.4. The Council may depart from this policy in exceptional circumstances including in response to specific housing needs.

5. Relevant policies

- [Love Lane Secure Tenant Guide \(2014\)](#)
- [Housing Allocations Policy \(2015, revised 2017 and 2018\)](#)
- [Estate Renewal Rehousing and Payments Policy \(2016, revised 2017\)](#)

HIGH ROAD WEST

Love Lane Leaseholder Offer

Draft policy for consultation

February 2020

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- How has the policy been developed?
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Section 1- Introduction

What is this policy?

This policy sets out the Council's commitments to leaseholders on the Love Lane Estate who are affected by the High Road West scheme. It includes re-housing options for resident leaseholders and guarantees on the payment of compensation for both resident and non-resident leaseholders.

High Road West will bring a wide range of benefits to the area, including a significant number of homes, community facilities, green spaces, and employment opportunities.

If you have questions on the information provided in this document, please contact your Community Engagement Officer Lauren Schneider by email: lauren.schnieder@haringey.gov.uk or phone: 07816 151961. The High Road West Team will be able to talk you through its contents.

Alternatively if you prefer you can contact the Love Lane Independent Tenant and Leaseholder Advisor, 'Microfish' (led by Damian Tissier) at damiantissier@gmail.com.

How has the policy been developed?

The policy has been developed through engagement and consultation with leaseholders over several years. It seeks to address leaseholders' concerns such as affordability and to ensure that resident leaseholders can stay within their community and benefit from the scheme.

It builds on the High Road West Leaseholder Guide, which was subject to public consultation and agreed by Cabinet in 2014. The Council commitments to leaseholders which are set out in section one of the Leaseholder Guide still stand.

The borough-wide revised Estate Renewal Rehousing and Payments Policy 2017 (ERRPP), which has also been subject to public consultation and agreed by Cabinet is also relevant to this policy. The ERRPP sets out the Council's general commitments to residents living on estates that are affected by estate renewal schemes.

What are the Council's commitments to leaseholders?

The Council's commitments to leaseholders include the following:

All resident leaseholders have a guaranteed Right to Return

This means that if you are a resident leaseholder, you will be able to either remain on the estate until your new home is ready, or move away and return when your new home is built.

All resident leaseholders who wish to move away will be supported to do so

This means that if you are a resident leaseholder, you will be offered practical support to find a new home on the open market. Qualifying resident leaseholders will also have the option to seek financial support to acquire a new home within the borough with an equity loan.

No resident and non-resident leaseholder will be financially worse off as a result of the estate renewal

This means leaseholders will receive the market value of their property, compensation for the loss of their property and a payment to cover relevant costs. It is understood that certain housing costs can change over time and are out of the control of the Council, but the commitment that no leaseholder will be financially worse off as a result of the renewal scheme is met by the provision of Home Loss or Basic Loss and Disturbance payments to cover the costs of moving, as well as the commitment to ensuring there is always an offer available that is affordable, enabling them to stay within the original area.

The Council also maintain the other commitments of the Leaseholder Guide, including openness, transparency and fairness in the delivery of High Road West and working with residents closely throughout the process.

You will always be able to speak with a dedicated officer and/or through the Independent Tenant and Leaseholder Advisor if you have any issues or questions.

What is the definition of a resident leaseholder?

There are two definitions applicable to different parts of this offer.

For the purposes of Rehousing (section 2 of this offer) a resident leaseholder is:

A leaseholder who lives in their property continuously from 16th December 2014, when the High Road West masterplan was agreed, up until the date they need to move out for their property to be demolished.

For the purposes of Payments (section 4 of this offer) a resident leaseholder is:

A leaseholder who has lived in their property continuously for a period of one year ending on the date they need to move out for their property to be demolished.

Section 2: Rehousing for Resident Leaseholders

Summary information

What rehousing support will I have?

The Council is committed to working with each resident leaseholder to ensure you are successfully rehoused. Your dedicated Rehousing Officer will be able to help you every step of the way. You will also be able to access advice from the Love Lane Estate Independent Tenant and Leaseholder Advisor and from an independent financial advisor.

What are the rehousing options for resident leaseholders on the Love Lane Estate?

The rehousing options that are available to resident leaseholders on the Love Lane Estate are:

1. Buy a new home in the High Road West area with an enhanced equity loan from the Council

This option means that you will buy and own a new leasehold home in the High Road West scheme. Your contribution towards the new property would include the value of your current home and your Home Loss Payment. The remaining difference in price would be made up by an equity loan from the council, which you would not have to pay any rent or interest on. The terms for this rehousing option are detailed on pages [8-9].

You also have an option to acquire a new shared ownership home. In a shared ownership home, you will own a share of the home and pay rent on the portion of the property retained by the Council or another provider. Whilst this option is available to Love Lane resident leaseholders, the more affordable enhanced equity loan option within this policy should mean that the shared ownership option is not required.

2. Buy a home elsewhere in Haringey with financial support from the Council

This option allows you to buy and own any property being sold in Haringey on the open market up to 1.83 times the value of your current property. Your contribution towards the new property would include the value of your current home and your Home Loss Payment. The remaining difference in price would be made up by an equity loan from the council, up to 40% of the value of the new property, which you would not have to pay any rent or interest on. The terms for this rehousing option are detailed on pages [10-11].

There may be opportunities for intermediate homes to be offered to leaseholders arising as part of new schemes across the borough, in line with the equity loan terms set out in this section.

3. Buy a home without financial support from the Council

This option means that you will buy a home without any financial support from the Council. The terms for this rehousing option are detailed on page [12].

4. Request a leasehold swap

Subject to availability, this option means that you will buy and own the leasehold of a Haringey Council-owned property of equivalent value. The terms for this rehousing option are detailed on page [13].

5. Exceptional circumstances

In exceptional circumstances where a residential leaseholder wishes to remain in the scheme area but cannot afford to qualify for an equity loan, the Council will review each case on its merits to provide the most suitable housing offer they can afford. This is described in more detail on page [14].

Can I get independent financial advice?

Yes; the Council will provide with you with a list of suggested independent financial advisors (FCA registered), or you can choose others if you wish. Reasonable costs associated with the independent financial advice will be reimbursed by the Council.

The independent financial advisor can advise you on how much you can afford to contribute towards a new home, including the mortgage you can afford. They will also be able to provide help in accessing mortgages.

Resident leaseholders' re-housing options explained

1. Buying a new home in the High Road West area with an enhanced equity loan from the Council

What are the terms?

If you would like to buy a new home in the High Road West area but you cannot afford to do so outright, the Council will help you by offering an equity loan. The equity loan terms for this option are as follows:

- The Council will contribute money to help you buy your new home.
- You must make a minimum contribution towards your new home. This should be the same amount you received for the market value of your home on the Love Lane Estate plus your Home Loss Payment.
- If you are unable to invest the whole value of your current home (e.g. because of difficulties re-mortgaging), the maximum amount you can reasonably contribute towards the new home will be determined through a financial assessment, but should not be below 25% of the value of the new home. Your independent financial advisor will be able to help you work with the Council to complete this financial assessment.
- **You will NOT have to pay any rent or interest on the equity owned by the Council.**
- You will be the sole legal owner of the property. The Council's equity share will be secured as a charge on the property along with any mortgage you may have taken out.
- You will be responsible for repairs, service charges and all other costs associated with the property and will be able to sublet, subject to the usual requirements to notify the freeholder and any lease terms.
- The equity loan only needs to be repaid when the home is sold or transferred to another owner (excluding the circumstances set out in the 'Will I be able to pass on the equity loan' section below). For example, if the Council has contributed 10% of the price paid for the new home when you acquired it, then you will need to pay the Council 10% of the value of the property when the property is sold or transferred.
- You can choose to pay off a portion (a minimum of 10% at any one time) or all of the Council's equity at any point in time. To do this a valuation must be

undertaken (each party covering their own valuation costs) and any administrative costs met by you.

What if I cannot afford 25% of the new property?

If you have exceptional circumstances, for example the maximum amount you could reasonably contribute towards the new home is less than 25% of the value of the new property, then your individual circumstances will be considered in the light of the independent financial assessment, to find the most appropriate way of enabling you to stay in the area without adversely affecting your financial situation.

Will I be able to pass on the equity loan?

In the event of your death, you will be able to pass on the equity loan to your spouse, civil partner or a person living with you as your partner, as long as your partner resided at the home with you at the time of your death and as long as they can afford to retain the same level of equity in the property as you did. The equity loan will not be able to be passed on to anyone other than a partner and must be repaid in full when the property is transferred to another owner.

We understand that there may be some cases where you have an adult child or another family member living with you in the property. This individual will have 12 months to decide whether to:

- (i) sell the property and use the proceeds to find alternative accommodation or
- (ii) pay off the equity loan (e.g. by obtaining a mortgage for that amount) and remain living in the property as a leaseholder.

Ownership and responsibilities

New homes in High Road West will be available as leasehold properties. Similar to Right to Buy, this means that there is a lease for a fixed period of time. You are responsible for repairs, service charges and all other costs associated with the new property.

2. Buy a home elsewhere in Haringey with financial support from the Council

What are the terms?

If you would like to buy a new home elsewhere in the borough but you cannot afford to do so outright, the Council will help you by offering an equity loan. The equity loan terms for this option are as follows:

- The Council will contribute money to help you buy your new home.
- The property must be on the open market in Haringey, and no more than 1.83 times the value of your current property.
- You must make a minimum contribution towards your new home. This should be the same amount you received for the market value of your home on the Love Lane Estate plus your Home Loss Payment, and not be below 60% of the value of the new home.
- **You will NOT have to pay any rent or interest on the equity owned by the Council.**
- You will be the sole legal owner of the property. The Council's equity share will be secured as a charge on the property along with any mortgage you may have taken out.
- You will be responsible for repairs, service charges and all other costs associated with the property and will be able to sublet, subject to the usual requirements to notify the freeholder and any lease terms.
- The equity loan only needs to be repaid when the home is sold or transferred to another owner (excluding the circumstances set out in the 'Will I be able to pass on the equity loan' section below). For example, if the Council has contributed 10% of the price paid for the new home when you acquired it, then you will need to pay the Council 10% of the value of the property when the property is sold or transferred.
- You can choose to pay a portion (a minimum of 10% at any one time) or all of the Council's equity at any point in time. To do this a valuation must be undertaken (each party covering their own valuation costs) and any administrative costs met by you.
- There may be opportunities for intermediate homes to be offered to leaseholders arising as part of new schemes across the borough, in line with the equity loan terms set out in this section. For instance, these have been provided at the 500 White Hart Lane development. Residents will be made aware of these if they arise.

Will I be able to pass on the equity?

In the event of your death, you will be able to pass on the equity loan to your spouse, civil partner or a person living with you as your partner, as long as your partner resided at the home with you at the time of your death and as long as they can afford to retain the same level of equity in the property as you did. The equity loan will not be able to be passed on to anyone other than a partner and must be repaid in full when the property is transferred to another owner.

We understand that there may be some cases where you have an adult child or another family member living with you in the property. This individual will have 12 months to decide whether to:

- (i) sell the property and use the proceeds to find alternative accommodation or
- (ii) pay off the equity loan (e.g. by obtaining a mortgage for that amount) and remain living in the property as a leaseholder.

3. Buy a home without financial support from the Council

You may wish to use the money from the sale of your property on the Love Lane Estate, plus other funds, to buy a new property on the open market either within the High Road West scheme or elsewhere without Council assistance.

If you choose this option, the Council can provide practical help in finding a new home. The level of help to be provided will be assessed on a case by case basis, in accordance with individual needs, and may include (but is neither guaranteed to include nor restricted to) the provision of:

- Information on how to purchase a property on the open market such as finding solicitors etc.
- Information on any other leasehold properties the Council knows are for sale
- Advice on intermediate housing options in Haringey

Additional support may be provided where the Council assesses that you would have difficulty purchasing a new home on the open market – for example, if you have support needs. This support may include practical assistance and help in arranging a new mortgage, arranging surveys and advice on the legal steps needed to complete a purchase. Any offer of additional support and the level of support given will be at the Council's discretion.

4. Request a leasehold swap

What are the terms?

If you would like to swap your property for an existing Council property elsewhere in the borough, the Council will try to facilitate this. However, the Council has a very small number of properties available of the appropriate size, value and location. It should be noted therefore that the choice will be limited and dependent on what properties are available at the time of request.

The leasehold swap terms are:

- Subject to availability, you will be able to acquire a property of the same number of bedrooms or smaller than the existing property.
- The property you wish to move to must be of equivalent value, allowing for reasonable variation between the valuations of the two properties.
- You will not be required to contribute your Home Loss payment to facilitate the transaction, nor can this be used to acquire a higher value property.

How will the leasehold swap process work?

To access the leasehold swap, you will need to complete a leasehold swap needs assessment form with your Rehousing Officer. This form will allow you to state your preferences, including:

- Preferred postcode within the borough
- No. of bedrooms (same size or smaller than existing property)

If a suitable property becomes available, your Rehousing Officer will contact you with available times to view the property. Once you have viewed the property, you can then decide if you wish to proceed with the swap.

If more than one leaseholder is interested in the property, then the first to state their desire to proceed with the swap following the viewing period will generally be given priority, similar to the home-buying process. However, if applicable, the Council may choose to prioritise residents who are less equipped to find and purchase a property on their own (e.g. those who are elderly or disabled).

5. Exceptional circumstances

What if I can't raise enough funds to acquire a home?

If you are unable to raise sufficient funds to qualify for an equity loan the Estate Renewal Rehousing and Payments Discretion Panel will review the options available to you and identify the most suitable offer that you can afford. This may include alternative financing, a smaller property or a rental offer.

Section 3: Valuation process- Resident and Non-Resident leaseholders

You will be entitled to receive the full market value of your property. The Council will enter into negotiations with you to seek a mutually agreeable value for your home. During the process of negotiation, officers and the Independent Tenant and Leaseholder Advisor (ITLA) can explain your compensation entitlements and the Council's procedures for purchasing your property. If you are a resident leaseholder your rehousing options and available support will also be discussed with you.

The Council aims to provide you with support and time to consider your options and will advise you of any dates by which you need to decide if you want to sell your property by agreement. All offers relating to buying your property will be set out in writing for you to accept or reject, following a suitable period and process of negotiation of the valuation.

Who will value a leaseholder's property?

The Council will appoint a qualified valuer to act on its behalf to undertake a valuation of the property to determine its market value. All leaseholders can appoint a qualified valuer to act on their behalf. Reasonable costs associated with this will be reimbursed by the Council.

Valuations will take into account any improvement works undertaken before the valuation date. They are undertaken on the basis of open market valuations which are based on the 'existing use' of the area and do not take into account any increase or decrease attributable to the estate renewal or the fact that the purchase may be acquired under future compulsory conditions.

What happens if there is no agreement on the valuation?

If the Council's valuer and your valuer cannot reach agreement, then the parties can appoint a single joint expert (a third valuer) to help resolve the dispute.

The single joint expert will be a RICS qualified valuer with appropriate experience in compulsory purchase valuation cases. Both parties will need to agree on the choice of the expert, who will be jointly appointed. The process is voluntary, confidential and non-binding, and has been demonstrated to work successfully between parties in reaching agreement. The Council will cover the costs of the single joint expert and also the reasonable costs for you to be professionally represented through this process.

Should you not accept the single joint expert's valuation, then you have the right to appeal to the Upper Tribunal (Lands Chamber), as set out on pages [20-21].

Section 4: Payments - Resident and Non-Resident Leaseholders

The amount of compensation you will receive will depend on whether you are a resident or a non-resident leaseholder. The following sections summarises the compensation available.

Resident Leaseholders

What compensation are resident leaseholders entitled to?

If you are a resident leaseholder you will be able to claim for the following:

- The market value of your property
- Home Loss Payment
- Disturbance Payments - to cover the reasonable costs of moving
- Decent Homes works compensation (where applicable)

What is a Home Loss Payment?

You are entitled to receive a Home Loss Payment to compensate you for the loss of your home. This figure is set by the government and is currently assessed at 10% of the market value of the property, with a minimum of £6,400 and a maximum payment of £64,000 as of January 2020.

If you do not qualify for a statutory Home Loss payment, for example, because the property has not been your only or main residence for a year prior to the date your property needs to be demolished the Council may, in exceptional circumstances, make a discretionary Home Loss payment not exceeding the statutory amount.

What are Disturbance Payments?

Disturbance Payments are made to compensate you financially for expenses associated with the need to move. Disturbance Payments will be made under the Land Compensation Act 1973.

The list below, sets out examples of items which will be covered by the Disturbance Payment and are considered reasonable under that Act:

- Removal costs from the current home to the new home, which will be paid directly to the Council's approved removal firm or to your removal firm where you obtain two estimates which have been approved by the Council prior to the move. For vulnerable residents, this might include additional support, such as furniture packing and unpacking.
- Redirection of mail for each authorised surname living at the address.

- Telephone and internet disconnection and reconnection, including additional lines.
- Disconnection of any television aerials or satellite dishes connected either to an existing television or that allows the proper operation of television equipment. Reconnection will only apply with the express approval of the landlord at the new address.
- New homes may have television aerials and systems installed as part of the specification.
- Washing machine, cooker, dishwasher and plumbed fridge disconnection and reconnections to be carried out by the removal firm's operatives (who must be suitably qualified to the appropriate trade standards).
- In some cases, payments may also be made for replacing white goods or furnishings owned by the tenant where the existing white goods/furnishing do not fit into the new property.
- Carpets and curtains.
- Special locks and alarm refitting if these are currently fitted at the old property. They must be dismantled and refitted by a qualified locksmith or recognised alarm company and all locks and alarms must meet the relevant British standard for security. Front door and window grilles would not be covered.
- Dismantling and re-fitting of fitted resident owned furniture (such as kitchen units and wardrobes).
- Any extra costs of new school uniform if moved to a different area, which necessitates a change of school (supported by letters from the respective schools).
- Reimbursements for wage or salary loss on the day of the removal, provided loss of earnings is certified by the employer, for up to two members of the household.
- Reasonable costs you occur, if approved in writing by the Council prior to the cost being incurred, for example travel to viewings, replacement of sheds, additional childcare paid for pre-school children on the day of the move and outside furniture which cannot be dismantled, etc. Redecoration may also be payable in particular circumstances and that this will be considered on a case by case basis. In the unlikely event that a leaseholder needs to move off the Love Lane Estate before moving to their new home in High Road West, the Disturbance Payments may need to be paid twice.

Additional payments available to resident leaseholders

As a resident leaseholder you can also claim for additional Disturbance Payments on top of those set out above. These are any costs associated with selling your current property and purchasing a new one. The new home can be outside the High Road West area, but must be within the UK and the property must be purchased, and the claim made, within one year of the Council purchasing your property on the Love Lane Estate, to be eligible for this payment.

The payment of these additional costs is dependent on the rehousing option you choose and can include:

- Early mortgage redemption fees at the existing property
- Conveyancing costs
- Mortgage and lender fees arising from the purchase of a replacement property
- Stamp duty land tax arising from the purchase of a replacement property
- Solicitor/legal fees arising from the purchase of a replacement property
- In some cases, payment for replacing white goods or furnishings owned by the leaseholder where the existing white goods/furnishings do not fit into the new property
- Removal and reinstatement of disabled adaptations as agreed by Haringey Council's Occupational Therapist

If you are not moving into one of the new homes in the High Road West area, Disturbance Payments will need to be claimed within one year of the property being acquired unless there are exceptional circumstances.

How will payments be made to me?

All payments will be made directly to you. Claims for Home Loss payments can be made up to six years after you have moved and will be paid by the Council within three months of receiving the claim.

Any arrears will normally be offset against any Home Loss payment. This includes service charge or major works arrears. Deductions may also be made for any Council Tax arrears.

The property value, Home Loss and Decent Homes works compensation are paid on completion of the sale. Disturbance payments may come later. An earlier advance payment of at least part of the total payment may be considered in exceptional cases of financial hardship.

For Disturbance Payments, you will be offered two payment options:

- A Claim Option where you submit a Disturbance Payment claim form for any legitimate expenses with receipts or proof of expenses
- A Fixed Payment Option where you receive a fixed sum payment instead of claiming for each expense. Payments are based on property size and are currently set at:

1 bedroom	2 bedrooms	3 bedrooms	4 bedrooms
£1,650	£2,000	£2,400	£2,780

Disturbance payments will only be made in respect of one replacement property so in cases where joint leaseholders are not purchasing another property together, they will need to decide who will claim.

What if I need payments made in advance?

Emergency payments may be made available to those who will need this payment to secure a new home. If you are moving into one of the replacement homes within the High Road West area, Disturbance Payments may include expenses associated with moving twice if this involves first living in temporary housing. This will not apply if you have rejected an offer of a new home and have chosen to fund your own temporary housing because you want to return to a particular block or location. In these circumstances, the Council will only fund costs relating to one move.

Non- Resident Leaseholders

What payments are non-resident leaseholders entitled to?

If you are a non-resident leaseholder you will be able to claim for the following:

- The market value of your home
- A 7.5 % Basic Loss Payment
- Compensation for any reasonable costs incurred as a result of purchasing a new property in the UK, e.g. conveyancing costs
- Decent Homes works compensation (where applicable)

What is a Basic Loss Payment?

You are entitled to receive a basic loss payment of 7.5% of the agreed value of the property (up to a maximum of £75,000 as of January 2020).

You are not entitled to any disturbance payments.

Additional payments available to non-resident leaseholders

Leaseholders are entitled to claim costs associated with selling their current property and purchasing a new one. The Council will reimburse leaseholders for reasonable legal costs incurred, up to the amount that would be payable if the purchase price of the new property was equivalent to the market value of the existing property.

The new home can be outside the High Road West area, but must be within the UK and the property must be purchased, and the claim made, within one year of the Council purchasing your property on the Love Lane Estate, to be eligible for this payment.

Payment of these additional costs is dependent on the option taken by each individual leaseholder and freeholder in relation to rehousing, and can include:

- Early mortgage redemption fees at the existing property
- Conveyancing costs
- Mortgage and lender fees arising from the purchase of a replacement property
- Stamp duty land tax arising from the purchase of a replacement property
- Solicitor/legal fees arising from the purchase of a replacement property

How will payments be made to me?

All payments will be made directly to you. Claims for Basic Loss payments can be made up to six years after you have moved and will be paid within three months of receiving the claim.

Any arrears will normally be offset against any Basic Loss payment. This includes service charge or major works arrears. Deductions may also be made for any Council Tax arrears.

The property value, Basic Loss and Decent Homes works compensation are paid on completion. Other costs, such as reasonable costs for purchasing a new property, may come later.

Resident and Non- Resident Leaseholders

The Leaseholder Guide mentioned Decent Homes Work reimbursements - is this still available?

Yes. Love Lane Estate leaseholders will be able to claim for compensation for Decent Homes work which was carried out before the Council's Cabinet agreed the High Road West masterplan in December 2014 and is not captured in the valuation of the property. The compensation will be calculated on a sliding scale, for example if you paid £18,000 for new windows which were due to last 30 years, but you only had the enjoyment of the windows for 10 years they will be compensated for the 20 year loss, i.e. £12,000 compensation would be due.

What if I do not agree with the level of payments made to me?

The Council would like to ensure that all payments are agreed in advance by both parties and would be happy to discuss any issues arising. However, there may be occasions when you'd like to access the complaints procedure.

The Council has a two-stage complaints process, which can be used in relation to appeals against the application of this offer. For more information visit:

www.haringey.gov.uk/contact/council-feedback/complaints-about-council

Where the appeal is regarding the valuation of the property, leaseholders are encouraged to discuss this with the Council and if necessary, implement the single joint expert process. All leaseholders have the statutory right to refer the matter to the Upper Tribunal (Lands Chamber) to determine the appropriate level of compensation. Further advice on this can be provided by the Love Lane Estate Independent Tenant and Leaseholder Advisor.

Information on the Lands Chamber of the Upper Tribunal can be found at:

<https://www.gov.uk/courts-tribunals/upper-tribunal-lands-chamber>

Section 5: Further information

Ensuring leaseholders are not financially worse off

The Council is committed to ensuring, so far as possible, that no resident should be financially worse off as a result of the High Road West scheme. But this does not necessarily mean that every leaseholder will pay exactly the same housing costs after the move as they did before the move.

For resident leaseholders, it is noted that lending rates and criteria are subject to change over time, and are beyond the control of the Council, so the cost of the same value mortgage may differ between properties. This means that housing costs will change for some leaseholders, particularly if they move to larger or smaller homes. The commitment that no resident leaseholder will be financially worse off as a result of the High Road West Scheme is met by the provision of Home Loss and Disturbance payments and the commitment to ensuring there is always an offer available that is affordable to them, enabling them to stay within the original area. This offer may be open market purchase, with an equity loan either within or outside the estate renewal scheme (but within Haringey).

For resident leaseholders, other costs, such as utilities, insurance, service charges, Council Tax and mortgage rates will also change – some falling, some rising. The Council will work hard with the High Road West development partner, Lendlease, to keep service charges in particular as low as possible. But any changes in these charges, which are outside the control of the Council, are not considered to be covered by the commitment that no tenant or leaseholder will be financially worse off as a result of the renewal scheme.

For non-resident leaseholders, the commitment that no leaseholder or freeholder will be financially worse off as a result of the renewal scheme is met by the statutory provisions. This offer does not seek to resolve leaseholder issues which are not caused by the scheme itself, such as existing financial problems or costs that are beyond the Council's control.

The Estate Renewal Rehousing and Payments Discretion Panel

In individual cases the Council may need to apply discretion where the application of this policy would lead to an inequitable or unfair outcome for an individual resident, or to an outcome which is not in keeping with the principles of this policy.

Any such decision on the use of discretion will be made by the Estate Renewal Rehousing and Payments Discretion Panel, and will be at the request of the resident affected. The Panel will have authority to apply or amend the application of this policy in individual cases where the specific circumstances would lead to outcomes which are not in keeping with these principles. It will not however have power to amend the policy generally.

Updating the offer

Haringey Council reserves the right to amend the offer in any way in the future as a result of any changes in legislation, circumstances or otherwise.

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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 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	High Road West Local Lettings Policy (LLP)
Service area	Regeneration & Economic Development
Officer completing assessment	Scott Mundy
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	March 2020
Director/Assistant Director	Dan Hawthorn

2. Summary of the proposal

Proposal

The draft High Road West (“HRW”) Local Lettings Policy (“LLP”) sets out how the Council proposes to prioritise secure tenants and non-secure tenants in temporary accommodation living on the Love Lane Estate for the new social rent homes which are due to be delivered as part of the High Road West Scheme.

The High Road West Scheme will involve the comprehensive regeneration of the area, which will require the phased demolition of all existing Council-owned homes on the Love Lane Estate.

The aspiration is to replace the 297 homes currently on the estate with around 500 new Council-owned homes, as well as approximately 500 further affordable homes which will include products such as Shared Ownership and London Living Rent.

Haringey’s Housing Allocations Policy 2015 determines which applicants on the Housing Register should be prioritised for Council housing. In normal circumstances, an applicant’s priority is based on their Housing Needs Banding – A, B or C –as well as when the tenant first applied and when their banding priority started.

However, in exceptional circumstances Haringey Council and its partners may decide to allocate properties on a different basis to that defined in the Housing Allocations Policy. This can be done through a Local Lettings Policy. A Local Lettings Policy can be used to achieve a variety of policy objectives, such as protecting existing stable communities.

The Council has made a long-standing commitment to secure Council tenants regarding their future rehousing options, and their offer of a new secure Council tenancy within High Road West if they choose.

As some tenants and leaseholders have chosen to relocate since the approval of the masterplan, there is now a substantial number of non-secure Council tenants living in temporary accommodation on the Love Lane Estate, many of whom have lived on the Estate for over five years, have established links and have settled in their community.

Figure 1 – change in tenure mix on Love Lane Estate

Tenure	No. of tenants December 2014	% of estate	No. of tenants December 2019	% of estate
Secure tenants	193	65	47	16
Non-secure tenants	19	6	195	66
Leaseholders	85	29	55	18

In order to provide housing stability and maintain the existing community on Love Lane, the Council is proposing to prioritise eligible non-secure tenants in temporary

accommodation on the Love Lane Estate for new homes in High Road West. Secure tenants on the Love Lane Estate will maintain their existing priority.

Resident Ballot

In July 2018, the Mayor of London announced that any landlord seeking Greater London Authority funding for an estate regeneration project, which involves the demolition of social homes, must demonstrate that they have secured resident support for their proposals through a ballot. The delivery of the High Road West scheme is therefore subject to a 'yes' outcome in a resident ballot, where the majority of residents on Love Lane Estate vote for the Regeneration scheme to go ahead.

In advance of the ballot, the Council's Cabinet will approve a "Landlord Offer" which will set out the offer to each group of residents in the event of the regeneration scheme progressing, which will include details on rehousing and compensation.

In the event that there is a negative ballot, or if for any other reason the Council does not proceed with High Road West, after a period of time secure tenants on the Love Lane Estate will have their Band A decant status removed. These tenants will remain in their current home. The remainder of homes owned by the Council would be brought back into use as Council housing, which would be let in line with the Council's existing Housing Allocations Policy. Non-secure tenants living in temporary accommodation on the Love Lane Estate would most likely be rehoused elsewhere.

Stakeholders

The key stakeholders that may be impacted by the LLP are outlined below.

Secure tenants on the Love Lane Estate

The draft LLP proposes that Council secure tenants will be eligible to be rehoused in new Council housing built within the High Road West regeneration scheme. They already have Band A rehousing priority under the Housing Allocations Policy 2015.

The commencement of rehousing was agreed by Cabinet on 16th December 2015. An EqIA was appended to the Cabinet report, which sets out the equality impact of secure tenants receiving Band A rehousing priority. This EqIA can be accessed here:

<http://www.minutes.haringey.gov.uk/documents/s82602/Appendix%203-%20EqIA.pdf>

This EqIA will therefore not assess the impact of Council secure tenants being eligible for rehousing within the scheme, since the impact on other groups is the same as that resulting from Band A rehousing priority.

Non-secure tenants in temporary accommodation on the Love Lane Estate

Licensees placed in temporary accommodation on the Love Lane Estate currently have Band B or Band C priority for rehousing. Under normal circumstances, when these individuals would receive a secure tenancy would be determined by Haringey's Housing Allocations Policy 2015. In this instance, an applicant's priority is based on their Housing

Needs Banding – A, B or C –as well as when the tenant first applied and when their banding priority started.

The LLP proposes that in addition to secure tenants, the Council prioritises eligible non-secure tenants in temporary accommodation on the Love Lane Estate for new homes in High Road West. For non-secure tenants in temporary accommodation to be eligible, the preferred option is that the lead applicant will need to have been accepted as homeless by the Council and have lived on the Love Lane Estate for at least 12 months prior to the publication of the Council’s Landlord Offer document. The publication date of the Landlord Offer is currently scheduled for September 2020.

Applicants on the Housing Register

Individuals who are on the Council’s housing register but are not currently living on Love Lane Estate may be impacted by the LLP, as the broad effect of the LLP is to re-prioritise licensees in temporary accommodation to Band A. As a result, residents on Love Lane Estate would be prioritised over others on the housing register who previously had a higher banding and/or have been on the housing register for a longer period of time.

Assessment

This EqIA analyses the impact of the adoption of the draft LLP whereby the majority of non-secure tenants in temporary accommodation on the Love Lane Estate are eligible to be rehoused in Council housing built as part of the High Road West regeneration scheme.

To carry out this assessment, the protected characteristics held by non-secure tenants in temporary accommodation on the Love Lane Estate will be compared with individuals with Band B rehousing priority on the Council’s housing register.

Comparisons between Licensees in Temporary Accommodation on Love Lane Estate and those currently with Band A priority on the housing register have not been made within this EqIA. This is because, after further assessment of the current list of applicants with Band A priority (dated January 2020), it was concluded that this group would not be significantly impacted by the LLP. This is due to the following:

- Average waiting times for Band A tenants (2016-2017), depending on size of the household, vary from 11 months to 18 months. As a result, current Band A tenants should have moved off the housing register by the first letting of the new homes, and the demographics of this group may change as a result. In comparison, waiting times for Band B tenants vary from 2 years to 12 years.
- The majority of applicants with Band A rehousing priority require 1 bedroom properties (70%). In contrast, the vast majority of non-secure tenants on Love Lane require properties with 2 bedrooms or more (97%) and therefore their prioritisation will not impact the majority of Band A applicants.

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 EqlA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Council held housing data Census 2011	This policy statement only impacts on staff insofar as they may be Haringey residents.
Gender Reassignment	Equalities and Human Rights Commission	
Age	Council held housing data	
Disability	Council held housing data	
Race & Ethnicity	Council held housing data	
Sexual Orientation	ONS Population Estimates	
Religion or Belief (or No Belief)	Council held housing data	
Pregnancy & Maternity	Council held housing data	
Marriage and Civil Partnership	Data not available	

The data used within this EqlA was obtained from the Council's housing register database on 7th January 2020. The housing register is updated on a regular basis and therefore this data is deemed to be an accurate representation of the makeup of licensees at this time.

The first new Council homes at High Road West are not due to be completed until 2023 at the earliest. The Local Lettings Policy will not apply until the letting of the new homes take place. The composition of Band B on the housing register will be different at this time. It is not possible to accurately predict the detail of this future composition, though it is not expected that the overall demographics for each protected characteristic will vary considerably in comparison to the present data.

The data on non-secure tenants currently living on the Love Lane Estate is also representative of the present time. The number of eligible non-secure tenants may decrease, for example, if any of these residents are offered a secure tenancy in a Council property off the Love Lane Estate prior to the properties being required for the delivery of High Road West. In this scenario, the tenant would no longer be eligible for a new home as part of the scheme. The number of eligible non-secure tenants is not expected to increase, as any tenants who move to the estate in future will not have fulfilled the eligibility criteria (that is, by not having lived on the Estate for 12 months prior to the publication of the Landlord Offer).

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.

Sex

Gender	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Female	79%	146	76%	2397
Male	21%	39	24%	771
Grand Total	100%	185	100%	3168

This data shows that there is a 3% higher percentage of female non-secure tenants at Love Lane Estate in comparison with the average profile of licensees with Band B rehousing priority on the housing register.

Marital Status	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Civil Partner	1%	<5	1%	46
Co-habiting	0%	0	0%	5
Divorced	6%	12	4%	123
Living with partner	1%	<5	1%	32
Married	30%	56	33%	1045
Separated	0%	0	1%	23
Single	58%	108	56%	1773
Unknown	3%	6	4%	116
Widowed	0%	0	0%	5
Grand Total	100%	185	100%	3168

It is also noteworthy that there is 2% higher number of single parent households on the Love Lane Estate in comparison to the Band B licensees. In Haringey, 94% of single parent households are led by women.

Gender reassignment

There is limited Council or census data relating to this protected characteristic. It is estimated that there are between 200,000 to 500,000 in the UK who identify as being trans. Trans people are more likely to experience homelessness and face high levels of hate crime and discrimination in relation to issues such as securing housing and lower levels of pay. The Council does not envisage the HRW LLP will have a disproportionate impact on this protected characteristic.

Age

Age group	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
15-19	0%	0	<1%	<5
20-24	5%	9	3%	92
25-29	14%	25	10%	313
30-34	23%	43	16%	517
35-39	16%	29	18%	569
40-44	11%	21	18%	571
45-49	14%	26	15%	478
50-54	11%	21	10%	321
55-59	4%	8	6%	181
60-64	1%	2	2%	67
65-69	1%	1	1%	24
70-74	0%	0	<1%	12
75-79	0%	0	<1%	11
80-84	0%	0	<1%	5
85-89	0%	0	<1%	<5
90 and over	0%	0	<1%	<5
Grand Total	100%	185	100%	3168

The data shows some differences between the age group composition of non-secure tenant households on the Love Lane Estate in comparison with licensees with Band B rehousing priority on the housing register. It should be noted that the minimum age to join the housing register is 16, and therefore children (who may form part of these households) are not represented in these statistics.

There is a higher percentage of the 25-29 (by 4%) and the 30-34 age groups (by 7%) amongst Love Lane non-secure tenants. There is a lower percentage of the 40-44 (by 7%) and the 55-59 age groups (by 2%). The 25-29 and 30-34 age groups are more likely to have growing families, and therefore the decision may have a proportionately higher impact on these age groups as well as on children. We can therefore conclude that the Love Lane non-secure tenants have a slightly younger age profile in comparison to licensees with Band B rehousing priority on the housing register.

There is no significant difference between the percentage of elderly households, and therefore it is unlikely that this group will be overrepresented among those impacted by the decision.

Disability

Disabled	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
N	94%	173	88%	2784
Y	6%	12	12%	384
Grand Total	100%	185	100%	3168

This data shows that there is a 6% lower percentage of households with disability on the Love Lane Estate in comparison with licensees with Band B rehousing priority on

the housing register and therefore disabled persons are comparatively overrepresented in the group potentially negatively affected by the LLP. This is considered further below.

Race and ethnicity

Race/ethnicity	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Black: African, Caribbean, British	54%	100	46%	1453
Asian: British, Chinese, Bangladeshi, East African, Pakistani, Indian	4%	8	6%	202
Mixed: Asian, Black, White, Other	2%	<5	3%	90
Other: Asian, Black, White, European	23%	43	23%	739
Traveller / Irish Traveller	0%	0	<1%	15
White: British, Turkish, Irish, Kurdish, Greek Cypriot, Turkish Cypriot	15%	27	16%	522
Unknown: Refused or no response	2%	<5	5%	147
Grand Total	100%	185	100%	3168

This data shows that overall the racial and ethnic distribution is similar when comparing non-secure tenants at Love Lane and licensees with Band B rehousing priority on the housing register.

The notable difference is the higher proportion of black households (by 8%) on the Love Lane Estate. This increase corresponds with marginally higher percentages of Asian (by 2%), white (1%) and mixed (1%) households in the Band B rehousing priority, as well as a 3% higher proportion of licensees for whom their racial and ethnic characteristics are unknown. Black residents are therefore likely to be overrepresented among those positively affected, relative to Band B households.

Sexual orientation

3.6% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. This information is held for 5% or less of non-secure tenants at Love Lane and licensees with Band B rehousing priority on the housing register. The Council does not envisage the HRW LLP will have a disproportionate impact on this protected characteristic.

Religion or belief (or no belief)

Religion / Faith	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Buddhist	0%	0	0%	1
Christian	<2%	<5	2%	76
Muslim	<2%	<5	2%	58
No Religion	0	0	<1%	7
Other	0	0	<1%	<5
Prefer not to say	0	0	<1%	<5
Roman Catholic	0	0	<1%	<5
Unknown	97%	179	95%	3017
Grand Total	100%	185	100%	3168

The available housing register data includes very low reporting rates for religion / belief. It is therefore not possible to assess whether the HRW LLP will have a disproportionate impact on any specific faith group. This will need to be further investigated in consultation. Measures will be taken to record the religious or faith group of respondents.

Pregnancy / maternity

Pregnancy/maternity	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
N	99%	180-185	98%	3112
Y	1%	1-5	2%	51
Grand Total	100%	185	100%	3163

The data indicates that the demographics related to this protected characteristic are very similar when comparing non-secure tenants on Love Lane and licensees with Band B rehousing priority on the housing register. Clearly this can also change during the lifetime of the LLP. The available information does not provide data on households with a child under a year old. This will be further investigated in the consultation.

Marriage and civil partnership

The Council does not have data based on this protected characteristic. The Council does not envisage the HRW LLP will have a differential impact on either married people or people in civil partnerships. People in marriages and people in civil partnerships will be treated the same in all aspects of the 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

Following a Cabinet decision to approve the recommendation to consult on this draft LLP, the Council will be carrying out a six-week consultation to seek the views of all applicants on the housing register potentially affected by this policy. This includes non-secure tenants in temporary accommodation in other parts of the borough. The consultation is scheduled to take place in May 2020.

As part of the consultation process, the following activities will be carried out:

- All non-secure tenants in temporary accommodation and secure tenants on the Love Lane Estate will receive a consultation pack in the post
- All applicants on the housing register will be electronically notified of the consultation
- Drop-in sessions will take place at the Grange Community Centre on White Hart Lane for any stakeholders who wish to discuss the proposals. Officers from the

High Road West Rehousing team and the Housing Strategy team will be available to talk through the documents and collect any feedback

- An Engagement Officer will be available for one-to-one meetings or phone calls. A translator will be available for both this and the drop-in sessions above for stakeholders for whom English is not their first language

The consultation materials will include a question related to the eligibility criteria for non-secure tenants and consult on two alternative options alongside the Council's preferred option.

- Option 1 (preferred option) – Eligibility for non-secure tenants who were accepted as homeless by the Council AND have lived on the Love Lane Estate for at least 12 months prior to the publication of the Landlord's Offer document, and remain on the estate at the time of properties become available
- Option 2 (alternative option) – Eligibility for non-secure tenants who were accepted as homeless prior to 9th November 2012 (pre Localism Act of 2012), and have lived on the Love Lane Estate for at least 12 months prior to the publication of the Council's Landlord Offer documents and remain on the estate at the time of properties become available
- Option 3 (alternative option) – No additional priority for any non-secure tenants to be rehoused in new social homes built as part of the Scheme

The consultation materials will include an equality monitoring form to enable the Council to understand the profile of respondents and fully understand any equalities-related issues that may arise from the HRW LLP. The additional equality data and consultation responses will be considered and any necessary amendments to the EqIA will be made, in order to identify any additional impacts or mitigations required.

A further Cabinet decision will be sought to approve the final HRW LLP following consultation. An EqIA will be appended to that report, which will incorporate the additional equalities data, an analysis of consultation responses, and any amendments to the HRW LLP.

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?

Outcomes of the consultation will be analysed on completion alongside additional equality monitoring data.

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

Positive	X	Negative		Neutral impact		Unknown Impact	
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The data analysis in section 3 does not indicate that a particular sex group will be disproportionately impacted by the decision, as women make up the majority of both non-secure tenants on the Love Lane Estate and those licensees with Band B rehousing priority on the housing register.

There are specific benefits of the proposal for women living on the Love Lane Estate, through the security and stability of remaining in the same area. Single mothers may have support networks in place in the local area including established relationships with their neighbours for childcare, and live close to family members who provide them with care and support their families. They may benefit from local facilities aimed at parents, including single parent households and being close to existing work arrangements.

2. Gender reassignment

Positive		Negative		Neutral impact		Unknown Impact	X
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The Council does not have data based on this protected characteristic. The Council does not envisage the HRW LLP will have a disproportionate impact on this particular protected characteristic. The consultation on the HRW LLP will enable the Council to identify any specific impacts on individuals who share this protected characteristic and the EqIA that follows the consultation will note these if they are identified.

3. Age

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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The data analysis in section 3 indicates that young adults (25-34) are more likely to be positively impacted by the proposals, and middle-aged adults (40-59) more likely to be impacted negatively.

As young adults are more likely to have children within their household, the decision may also positively impact children and young people. The proposal has specific benefits for young people living in non-secure tenancies on the Love Lane Estate, in that they can

benefit from their family’s established support networks in place in the local area, and potentially avoid having to move between schools or colleges.

The decision may negatively impact on elderly households in Band B, however as there is a small number of these households on the housing register, the impact is likely to be relatively small. For the few households of older people living in non-secure tenancies on the Love Lane Estate (3 households who are 60 or over), there is also a specific benefit. Older people may have support networks in place in the local area, including established relationships with their neighbours, and live close to family members who provide them with care and support. They will be familiar with the community facilities for older residents available locally. This policy will support these residents to remain in the local area and therefore retain these networks.

4. Disability

Positive		Negative		Neutral impact	X	Unknown Impact	
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The data analysis in section 3 shows that there is a lower proportion of households with a disability in non-secure tenancies on the Love Lane Estate in comparison with licensees with Band B rehousing priority on the housing register.

However, in practice it is not anticipated that households with disability will be disproportionately impacted by the proposals. The LLP states that where new homes are adapted or capable of adaptation for people with a disability or critical medical needs, such homes will be ring fenced to residents with those needs. Under the proposals, these would first be allocated to suitable non-secure tenants on the Love Lane Estate, and then to applicants on the housing register. Such homes will not be allocated to general needs applicants unless it is demonstrably the case that there are no households which include someone with a disability who wish to occupy them. It is expected that there will be around 50 adapted social homes available in High Road West. As the number of non-secure households with disability on Love Lane is relatively small (12), it is likely that a substantial number of adapted homes will be available for the wider housing register.

There are specific benefits of the proposal for disabled residents living in non-secure tenancies on the Love Lane Estate. A household with disabled members may have developed local support links with family, friends and neighbours. They may also take advantage of local facilities targeted to benefit disabled residents. The policy will support these residents to remain in the local area.

5. Race and ethnicity

Positive	X	Negative		Neutral impact		Unknown Impact	
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The data analysis in section 3 indicates that the decision will have a disproportionate positive impact on black households, who will benefit more from the proposals. Black households make up 54% of those in non-secure tenancies on the Love Lane Estate,

compared to 46% of households on Band B of the housing register. The proposal is therefore likely to result in greater housing stability for black households.

The proposal may have benefits for other ethnic and racial groups, who may have specific cultural ties to the area, such as through community facilities or local businesses that cater for the preferences of a particular race or ethnicity.

6. Sexual orientation

Positive		Negative		Neutral impact		Unknown Impact	X
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The Council has limited data based on this protected characteristic. The Council does not envisage the HRW LLP will have a disproportionate impact on this particular protected characteristic. The consultation on the HRW LLP will enable the Council to identify any specific impacts on individuals who share this protected characteristic and the EqIA that follows the consultation will note these if they are identified.

7. Religion or belief (or no belief)

Positive	x	Negative		Neutral impact		Unknown Impact	
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As stated in section 3, there are low reporting rates for religion / belief in the available data. It will be necessary through consultation to gather an improved dataset relating to this protected characteristic.

Should a substantial proportion of households on the Love Lane identify as a particular religious or belief group, then this proposal is likely to be overall beneficial for these groups. There may be places of worship or religious community facilities available to people living locally. This policy will support residents to remain in the local area and therefore retain these networks.

8. Pregnancy and maternity

Positive	X	Negative		Neutral impact		Unknown Impact	
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The data analysis in section 3 indicates that broadly there is a similar proportion of households between the two categories. More contemporary data will become available through consultation.

There is likely to be a benefit for any pregnant women and young parents affected by this proposal. These groups may rely on family members and friends living locally to provide care and support, or attend local community groups such as midwife services. This policy will support residents to remain in the local area and therefore retain these networks.

9. Marriage and Civil Partnership

Positive		Negative		Neutral impact	X	Unknown Impact	
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The Council has limited data based on this protected characteristic. The Council does not envisage the HRW LLP will have a disproportionate impact on this particular protected characteristic. People in marriages and people in civil partnerships will be treated the same in all aspects of the scheme.

10. Groups that cross two or more equality strands e.g. young black women

This policy will have a disproportionately positive impact on young black women living in non-secure tenancies on the Love Lane Estate. The proposal will allow these tenants to remain in the area (if they wish) and retain established support networks.

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?

It is assessed that there will not be any direct discrimination for any group from the proposal, as the prioritisation of non-secure tenants on the Love Lane Estate over the wider housing register is not based on sharing any of the protected characteristics.

In relation to potential indirect discrimination, the data analysis in section 3 shows that the demographics are broadly similar when comparing Love Lane Estate tenants and those with Band B rehousing priority on the housing register. It indicates that the proposal however may be disproportionately impact certain groups. There is a slightly higher proportion of younger black households on the Love Lane Estate in comparison to those in Band B. The prioritisation of these households will have a greater benefit to this group, and accordingly have a slightly lesser impact on other racial / ethnic groups. From the data gathered in consultation, it will possible to more accurately determine whether the proposal will disproportionately impact any protected characteristic group.

Whilst there are some specific indirect impacts relating to discrimination, a key overall positive impact that the proposal has for the Public Sector Equality Duty is that it seeks to keep the existing community together thereby fostering good relations between groups who share a protected characteristic and those who do not. The proposal has a specific benefit for groups with protected characteristics across the equality strands, by supporting residents to remain in the local area and retain their networks.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
n/a			

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 consultation will include measures to collect equality data in line with the Council's corporate equality monitoring policy.

7. Authorisation

EqlA approved by Dan Hawthorn
(Director)

Date 28/02/2020

8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA 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 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 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	Love Lane Leaseholder Offer
Service area	Regeneration & Economic Development
Officer completing assessment	Scott Mundy
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	March 2020
Director/Assistant Director	Dan Hawthorn

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 High Road West Scheme will involve the comprehensive regeneration of the area, which will require the phased demolition of all existing Council-owned homes on the Love Lane Estate.

The aspiration is to replace the 297 homes currently on the estate with around 500 new Council-owned homes, as well as approximately 500 further affordable homes which will include products such as Shared Ownership and London Living Rent.

Figure 1 – tenure mix on Love Lane Estate

Tenure	No. of tenants December 2019	% of estate
Secure tenants	47	16
Non-secure tenants	195	66
Leaseholders	55	18

The Council is developing a specific offer (the “Leaseholder Offer”) for leaseholders, which develops the commitments set out in the Love Lane Leaseholder Guide, agreed by Cabinet in 2014. The offer includes details on rehousing options and compensation. The Estate Renewal Rehousing and Payments Policy (ERRPP), agreed by Cabinet in 2017, combined with the commitments set out in the Leaseholder Guide, form the baseline to this offer. An EqlA was completed for the ERRPP policy and can be found at the following link

<http://minutes.harinet.haringey.gov.uk/documents/s96881/FINAL%20Appendix%201%20EqlA.pdf>

This EqlA will assess where the Leaseholder Offer deviates from the ERRPP. There is a series of enhancements in the Leaseholder Offer, aimed to ensure compliance with the earlier commitments of the Leaseholder Guide, summarised as follows:

- Enhanced equity loan terms – preferable loan arrangements of up to 75% of the value of a new home in High Road West, subject to the financial need of the leaseholder, so that this is a more affordable option
- The leasehold swap – a rehousing option which offers the opportunity for a resident leaseholder to buy and own the leasehold of a Council-owned property of equivalent value
- The opportunity for family members to buy the outstanding balance of the Council’s equity loan if paid within a 12 month ‘grace’ period
- Offer of appointing a single joint expert to resolve disputes if there is a difference in property valuation between the Council and the leaseholder’s valuers

- Repayment of ‘Decent Homes’ costs where the leaseholder had not benefitted from the full life of the improvement works

The Leaseholder Offer also includes a more restrictive definition of a resident leaseholder for the purposes of re-housing options (rather than payments), which is in line with that described in the 2014 Leaseholder Guide. This requires a leaseholder to have lived in their home continuously since 16th December 2014 (the date of which Cabinet approved the HRW masterplan) to qualify as a resident leaseholder in this context, and therefore to benefit from the re-housing options set out in both the ERRPP and the Leaseholder Offer. This is to prevent buy-to-let landlords from moving into their property on the Love Lane Estate and benefiting from the offer, at the expense of existing local residents. The impact of this will also be considered as part of this assessment.

The key stakeholder group impacted by this proposal are leaseholders on the Love Lane Estate, including resident and non-resident leaseholders.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Census data. Council held housing data.	This policy statement only impacts on staff insofar as they may be Haringey residents.
Gender Reassignment	Equalities and Human Rights commission. Borough Plan EqIA data.	
Age	Census data. Council held housing data. Borough Plan EqIA data.	
Disability	Census data. Council held housing data. Borough Plan EqIA data.	
Race & Ethnicity	Census data. Council held housing data. Borough Plan EqIA data.	
Sexual Orientation	ONS Population Estimates	
Religion or Belief (or No Belief)	n/a	
Pregnancy & Maternity	n/a	
Marriage and Civil Partnership	n/a	

Consultation was previously undertaken on an earlier version of this proposal between 15th January and 9th February 2018, which provided some demographic information regarding leaseholders on the Love Lane Estate at that time. Demographic information was not forthcoming from a number of the respondents and so sample sizes are small – a total of 36 resident leaseholders and 3 non-resident leaseholders on the Love Lane Estate responded.

The resident feedback provided through this consultation informed the development of the draft Leaseholder Offer, helping to ensure it has a clear basis for optimising resident choice.

Information from the consultation is cross-referenced with the ward (Northumberland Park) profile data sourced from the 2011 Census key statistics. This is in order to reflect the household population, as opposed to solely the information related to the respondent of the consultation.

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.

Sex

The 2018 consultation results indicated an approximately even split between men and women. This reflects the broader demographics in Northumberland Park, which is made up of 49.8% male and 50.2% female. There are more women than men in Council homes and this may be reflected in the leaseholder population on the Love Lane Estate. The Council will seek to collect data relating to the sex profile of leaseholders in the course of the consultation.

Census data indicates that 94% of single parent households in Haringey are led by women.

Gender Reassignment

The 2018 consultation identified fewer than five respondents as 'other' in relation to gender. There is limited Council or census data relating to this protected characteristic. It is estimated that there are between 200,000 to 500,000 in the UK who identify as being trans. Trans people are more likely to experience homelessness and face high levels of hate crime and discrimination in relation to issues such as securing housing and lower levels of pay.

Age

Figure 2. Data on age groups from 2018 consultation

Age	Percentage
30-40	13%
40-50	7%
50-60	13%
60-70	20%
70-80	13%
80+	13%
Prefer not to say	20%
Grand Total	100%

This data indicates that over 45% of the respondents were over 60 years old. In the wider Northumberland Park population, around 11% of residents are 60 years old or over. While the consultation recorded data on 'the head of the family', and this may be expected to result in an older profile relative to the wider population, this indicates a proportionately older population amongst the leaseholders on the Love Lane Estate, reflecting the wider trend for older people in Council homes. The proposals in the Leaseholder Offer will be required to reflect the fact that this demographic is overrepresented among those affected.

It should be recognised that Northumberland Park ward has a larger than average proportion of under-19 year olds at almost 33% (the second highest in Haringey). Further data obtained during consultation will need to identify whether this trend is also reflected in the households of resident leaseholders.

Disability

Consultation data indicates a high level of leaseholders with disability with 23% indicating that they have a physical disability and the same percentage indicating that they 'prefer not to say'. This 23% figure is higher than the ward profile - in Northumberland Park, 16.7% of residents are recorded as having limitations to their activities, which is in turn higher than the Haringey and London average. This reflects a wider trend of people with disabilities being overrepresented among people in council homes. This may reflect the older age profile of leaseholders on Love Lane, noted above, but it might also relate to working age people who may have their ability to work limited by their disability. The Borough Plan EqIA (accessible here: http://www.minutes.haringey.gov.uk/documents/s107023/Borough%20Plan%20EQIA_FINAL.pdf) sets out how, in Haringey, individuals with disabilities are less likely than individuals without disabilities to be in employment (44% vs 69%) and are likely to be earning less (a 13% pay gap for men with disabilities and a 7% pay gap for women with disabilities).

Race / Ethnicity

Figure 4. Data on race / ethnicity from 2018 consultation

Ethnicity	Percentage
Asian/Asian British- Bangladeshi	7%
Black/African/Caribbean/Black British- African	20%
Black/African/Caribbean/Black British- Other	7%
Prefer not to say	7%
White - English, Welsh, Scottish, N.Irish, British	20%
White and Asian	7%
White- other	33%
Grand Total	100%

Figure 5. Data on languages spoken from 2018 consultation

Language	Percentage
English	50%
Polish	8%
Prefer not to say	8%
Turkish	25%
Yoruba	8%
Grand Total	100%

This data indicates that a high proportion of leaseholders are of Turkish ethnicity (25%), corresponding closely to the proportion of the 'white – other' category (33%). Other prevalent ethnicities include black people (27%) and white groups, excluding the 'other' category previously referenced (27%).

In Northumberland Park, the population includes 40% black people which indicates that this group are underrepresented amongst leaseholders.

The Borough Plan EqIA (accessible here:

http://www.minutes.haringey.gov.uk/documents/s107023/_Borough%20Plan%20EQIA_FINAL.pdf) sets out how people from BAME groups face a number of inequalities, including related to housing, health, education, and employment. It highlights that:

- BAME individuals in Haringey are proportionately more likely to be claiming out-of-work benefits than White British Haringey residents
- BAME households are less likely than White British households to include someone earning the London Living Wage.

Sexual Orientation

No data was collected from the 2018 consultation relating to this protected characteristic. 3.6% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. If this is extended to the leaseholders on the Love Lane Estate, this would comprise around two leaseholders.

Religion / Belief

Figure 6. Data on religion / belief from 2018 consultation

Religion	Percentage
Christian	16%
Muslim	3%
No religion	6%
Not Known	71%
Prefer not to say	3%
Grand Total	100%

The data collected from the 2018 consultation is limited related to this protected characteristic, as this is unknown for 71% of respondents. The Northumberland Park ward has a comparatively high proportion of Christians (51%), higher than Haringey and London. There is also a larger Muslim population (24%) than the rest of Haringey, London and national averages.

Pregnancy / Maternity

Figure 7. Data on pregnancy / maternity from 2018 consultation

Pregnancy	Percentage
no	88%
Prefer not to say	13%
Grand Total	100%

The data from the 2018 consultation is inconclusive regarding presence of pregnant women as part of the leaseholder group, as the survey group was small and no leaseholders identified as pregnant. Clearly this can change during the lifetime of the Leaseholder Offer.

It is known that Northumberland Park has the highest birth rate, at 83 births per 1,000 women aged 15 to 44. However, the available dataset suggests a skew towards an older population amongst leaseholders, which may indicate that the number of pregnant women or households with a young child is lower than the wider demographics in the ward. This will need to be further investigated in the upcoming consultation.

Marriage and Civil Partnership

Figure 8. Data on marital status from 2018 consultation

Marital status	Percentage
Divorced or legally dissolved from a civil partnership	22%
Married or in a civil partnership	22%
Never married and never registered a civil partnership	22%
Prefer not to say	11%
Separated but still legally married or in a civil partnership	11%
Windowed or surviving partner from a civil partnership	11%

This policy does not impact on marital status, as a partner or spouse is considered to be any partner living in the property as long as certain conditions are met. All decisions that affect the population of the Love Lane Estate will 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

Following a Cabinet decision to approve the recommendation to consult on this draft Leaseholder Offer, the Council will be carrying out a six-week consultation to seek the views of all leaseholders on the Love Lane Estate potentially affected by this policy. The consultation is scheduled to take place in May 2020.

The consultation will include letters to all leaseholders and drop-in sessions at the Grange Community Centre, adjacent to the estate. The High Road West Rehousing Team and the Independent Tenant and Leaseholder Advisor (ITLA) will be available to discuss the proposals with stakeholders. A translator will be available for stakeholders for whom English is not their first language.

The consultation materials will include an equality monitoring form to help increase the sample number and allow a more detailed analysis, which will be used to update this EqIA.

The consultation will specifically need to identify the demographics of any leaseholders on the Love Lane Estate who have not lived there continuously since 16th December 2014, and therefore would not fall under the more restrictive definition of a resident leaseholder.

A further Cabinet decision will be sought to approve the final HRW Leaseholder Offer following consultation. The final EqIA will be appended to that report, which will incorporate the additional equality data and any amendments.

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?

Outcomes of the consultation will be analysed on completion alongside additional equalities monitoring data.

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

Positive	x	Negative		Neutral impact		Unknown Impact	
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Enhanced equity loan offer - This policy will make the equity loan more affordable for resident leaseholders, which will help homeowners on lower incomes including single parent households. The policy supports women to remain in the local area if they wish, and to maintain the support networks which may be in place including established relationships with their neighbours for childcare, and living close to family members who provide them with care and support their families.

Leasehold swap - Alternatively, this policy will enable resident leaseholders to choose to swap their property with another Council-owned property in the borough (of same size or smaller and of similar value). This may benefit women who want the continuity of the Council as the freeholder for their property and would prefer to purchase a property from the Council (with a clearly defined process for the acquisitions / sale process) rather than on the open market. It also provides another option to remain in the local area, with the benefits set out in the previous paragraph.

Appointment of a single joint expert for resolving disputes - This policy enables all leaseholders to obtain their own independent valuation and offers an additional option to resolve disputes if there is a difference in valuations of the leasehold property, with reasonable costs covered by the Council. This may help women in particular, who may feel vulnerable to financial exploitation and would benefit from additional reassurance that they are being treated fairly.

2. Gender reassignment

Positive		Negative		Neutral impact		Unknown Impact	X
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The policy supports resident leaseholders in accessing high quality replacement homes, providing the opportunity for existing residents to live in the High Road West scheme, which aims to make a safer neighbourhood for all residents. This would support the needs of this protected group.

As limited data is available, the Council does not hold sufficient information to analyse the impact on this group. We will consult and monitor the implementation of the offer to identify and address any inequalities.

3. Age

Positive	x	Negative		Neutral impact		Unknown Impact	
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The policy supports resident leaseholders, among whom older people are overrepresented, in accessing high quality replacement homes, providing the opportunity for existing residents to live in the High Road West scheme. The scheme aims to make a safer neighbourhood for all residents which is designed to benefit all age groups, for example through the provision of a community park, a range of leisure activities, a library and learning centre, conversion of a property for use as a nursery and additional training and employment opportunities.

Enhanced equity loan offer - This policy will make the equity loan more affordable for resident leaseholders, which will help homeowners on lower incomes including older people. It would also help people who may find it more difficult to obtain a mortgage, which can be the case for older people. The policy supports older people to remain in the local area if they wish and maintain the support networks which may be in place including established relationships with their neighbours and living close to family members who provide them with care and support.

Leasehold swap - Alternatively, this policy will enable resident leaseholders to choose to swap their property with another Council-owned property in the borough (of same size or smaller and of similar value). This may benefit older people who want the continuity of the Council as the freeholder for their property and would prefer to purchase a property from the Council (with a clearly defined process for the acquisitions / sale process) rather than on the open market. This group may not have experience in purchasing a property on the open market if they had exercised their right to buy to obtain their leasehold, and therefore may find it difficult enter into this for the first time. It also provides another option to remain in the local area, with the benefits set out in the previous paragraph.

Appointment of a single joint expert for resolving disputes - This policy enables all leaseholders to obtain their own independent valuation, and includes an additional option to resolve disputes if there is a difference in valuations of the leasehold property, with reasonable costs covered by the Council. This may help older people in particular who may feel vulnerable to financial exploitation and would benefit from additional reassurance that they are being treated fairly.

Succession rights – 12 month ‘grace period’ on equity loan – This policy is supportive of adult children and family members living with resident leaseholders through provisions of a 12-month grace period in the event of the death of the leaseholder. This will maintain the stability of the home for family members while the affairs of the leaseholder are settled.

4. Disability

Positive	x	Negative		Neutral impact		Unknown Impact	
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Enhanced equity loan offer - The policy will make the equity loan more affordable, which will have a positive impact on disabled people, who are more likely to live on lower and/or fixed incomes. It will also have a positive impact for people with disabilities who wish to stay in the local area and move into a new, high-quality home which is adapted for their needs. High Road West will provide wheelchair accessible homes and other lifetime homes, in a safe and accessible environment which will benefit those with disabilities.

Leasehold swap – It is expected that there will be limited Council homes available which are adapted for households with disabilities, and therefore the impact of this particular proposal is likely to be minimal.

Appointment of a single joint expert for resolving disputes - This policy enables all leaseholders to obtain their own independent valuation, and includes an additional option to resolve disputes if there is a difference in valuations of the leasehold property, with reasonable costs covered by the Council. This may help disabled people in particular who may feel vulnerable to financial exploitation and would benefit from additional reassurance that they are being treated fairly.

5. Race and ethnicity

Positive	x	Negative		Neutral impact		Unknown Impact	
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Enhanced equity loan offer - This policy will make the equity loan more affordable, particularly for BAME households who experience economic inequalities as set out in section 3. Data analysis in section 3 shows that there is a substantial proportion of BAME communities amongst leaseholders and in Northumberland Park. The decision to support existing resident leaseholders to buy homes within the regenerated estate by offering them affordable home ownership will help these homeowners. The policy supports BAME people to remain in the local area if they wish and maintain the support networks which may be in place.

Leasehold swap - Alternatively, this policy will enable resident leaseholders to choose to swap their property with another Council-owned property in the borough (of same size or smaller and of similar value). This would also support the benefits set out above.

Appointment of a single joint expert for resolving disputes - This policy enables all leaseholders to obtain their own independent valuation, and includes an additional option to resolve disputes if there is a difference in valuations of the leasehold property, with reasonable costs covered by the Council. This may help BAME people who may feel vulnerable to financial exploitation and would benefit from additional reassurance that they are being treated fairly. Leaseholders who speak languages other than English will also be supported through translation services on request and the Council will aim

to ensure that non-English speaking residents will have access to the required services and information.

6. Sexual orientation

Positive		Negative		Neutral impact		Unknown Impact	X
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Delivery of the leaseholder offer, providing good quality replacement homes for the resident leaseholders, provides the opportunity for existing residents to live in the High Road West scheme, which is aimed at making a safer neighbourhood for all residents. This would support the needs of people in the LGBTQ+ community.

As limited data is available, the Council does not hold sufficient information to analyse the impact on this group. We will consult and monitor the implementation of the offer to identify and address any inequalities.

7. Religion or belief (or no belief)

Positive	x	Negative		Neutral impact		Unknown Impact	
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Delivery of the leaseholder offer, providing good quality replacement homes for the resident leaseholders, provides the opportunity for existing residents to live in the High Road West scheme, which is aimed at making a safer neighbourhood for all residents. This would support the needs of people who identify with any particular religion or faith group.

Enhanced equity loan offer - This policy will make the equity loan more affordable for resident leaseholders, which will help homeowners on lower incomes. This policy supports people with religious beliefs to remain in the local area if they wish and maintain the support networks which may be in place. There may be for example places of worship or religious community facilities available to people living locally.

Leasehold swap - Alternatively, this policy will enable resident leaseholders to choose to swap their property with another Council-owned property in the borough (of same size or smaller and of similar value). This would also support people with religious beliefs to remain in the local area if they wish or to move to a location where they have access to a place of worship.

8. Pregnancy and maternity

Positive	x	Negative		Neutral impact		Unknown Impact	
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The High Road West scheme provides a number of features which support resident leaseholder families with children, including delivery of a community park, a range of leisure activities and conversion of a property for use as a nursery. While data analysis suggests that the number of households with pregnant women or young children is

likely to be low (to be further investigated in consultation), this group is likely to be positively impacted by the decision.

Enhanced equity loan offer - This policy will make the equity loan more affordable for resident leaseholders, which will help homeowners on lower incomes. The policy supports pregnant women to remain in the local area if they wish and maintain the support networks which may be in place. These groups may rely on family members and friends living locally to provide care and support, or attend local community groups and health services.

Leasehold swap - Alternatively, this policy will enable resident leaseholders to choose to swap their property with another Council-owned property in the borough (of same size or smaller and of similar value). This may benefit pregnant women who may feel vulnerable, and would prefer the continuity of the Council as the freeholder for their property and to purchase a property from the Council (with a clearly defined process for the acquisitions / sale process) rather than on the open market. It also provides another option to remain in the local area, with the benefits set out above.

Appointment of a single joint expert for resolving disputes - This policy enables all leaseholders to obtain their own independent valuation, and includes an additional option to resolve disputes if there is a difference in valuations of the leasehold property, with reasonable costs covered by the Council. This may help pregnant women in particular who may feel vulnerable to financial exploitation and would benefit from additional reassurance that they are being treated fairly.

Succession rights – 12 month ‘grace period’ on equity loan – This policy is supportive of young children through provisions of a 12-month grace period for family members / beneficiaries in the event of the death of the leaseholder. This will maintain the stability of the home for family members while the affairs of the leaseholder are settled.

9. Marriage and Civil Partnership

Positive		Negative		Neutral impact	x	Unknown Impact	
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This policy statement will have no impact with regard to this protected characteristic. Married people and people in civil partnerships will be treated exactly the same in all aspects of the scheme.

10. Groups that cross two or more equality strands e.g. young black women

The policy is likely to have a positive impact on older BAME people, older people with disabilities, and BAME people with disabilities. The proposal will support these groups who may feel particularly vulnerable in purchasing a home on the open market, by providing more affordable rehousing options and transparency in the homebuying process. It also provides greater certainty for their family members through the 12 month ‘grace-period’ on the equity loan.

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?

The overall impact of the policy on for the Public Sector Equality Duty is positive as the policy makes the existing borough-wide rehousing options more affordable for resident leaseholders. People in protected characteristics are more likely to be subject to discrimination in terms of housing and employment and as such, are more likely to have less access to finance. This can affect their ability to access favourable mortgage terms in order to access a suitable new home.

A key overall positive impact that the proposal has for the Public Sector Equality Duty is that it seeks to keep the existing community together thereby fostering good relations between groups who share a protected characteristic and those who do not. The proposal has a specific benefit for groups with protected characteristics across the equality strands, by supporting residents to remain in the local area and retain their networks.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	

<p>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.</p>			
<p>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</p>			
<p>Impact and which protected characteristics are impacted?</p>	<p>Action</p>	<p>Lead officer</p>	<p>Timescale</p>
n/a			
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
n/a			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>The Council will monitor the rehousing outcomes of all leaseholders on the Love Lane Estate and take appropriate measures to address any inequalities that may arise as identified.</p>			

<p>7. Authorisation</p>	
<p>EqlA approved by Dan Hawthorn (Director)</p>	<p>Date: 28/02/2020</p>

<p>8. Publication <i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i></p>

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

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Report for: Cabinet, March 10th, 2020

Title: Insourcing Action Plan

Report authorised by: Richard Grice, Director of Customers, Transformation and Resources

Lead Officer: **Barry Phelps**
barry.phelps@haringey.gov.uk
0208 489 2744

Ward(s) affected: All

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

1. Describe the issue under consideration

1.1. In October 2019 the Council approved and adopted an Insourcing Policy. The Cabinet decision report made a commitment to producing a further paper by March 2020 setting out details on the Council's approach to bringing services back in-house, how the Council will make individual decisions about insourcing particular services, and how we will deliver the resource and infrastructure needed to support this programme of work.

1.2. This report sets out:

- Progress to date on insourcing initiatives;
- The approach to insourcing services;
- The decision making in relation to a service delivery model;
- The resourcing strategy for supporting insourcing initiatives.

1.3. The Insourcing Policy includes an immediate commitment to a structured approach to support sustained progress on this agenda, building on work to date. The Council recognises that this will significantly change the shape and size of the organisation and require changes to its infrastructure and organisational capacity, which may take some time to deliver in full. In many areas, a phased approach may be required which builds the skills and capability of in-house staff before moving comprehensively to new models of delivery.

- 1.4. There is currently around 25 insource reviews and initiatives in progress across the Council, with several key strategic reviews scheduled over the next 12 months.
- 1.5. Facilities management (FM) is one of the largest services being brought back in house from 1st April 2020, with over 90 personnel being TUPE'd across from the current provider. Hard and soft FM services will be delivered directly through the Council, with Homes for Haringey delivering the hard FM services.
- 1.6. To ensure the efficient transfer of all FM services, Homes for Haringey's remit has been refocused to operational delivery of all 'hard services' such as engineering and the electrical and mechanical maintenance of buildings. In an amendment to the original Cabinet report from July 2019, cleaning, as a 'soft service', will now be brought in-house to the Council in alignment with similar functions to be managed by the Environment and Neighbourhoods directorate.
- 1.7. There are some services that need to remain with 3rd party organisations, such as advocacy services, as they need to be independent. In these circumstances, the Council will try and contract with local Voluntary Sector Organisations where possible.
- 1.8. It is important to note the Council already has a strong baseline in delivering services in-house that are commonly outsourced by other comparable Local Authorities, such as parking and community enforcement, parks services, CCTV monitoring, pest control, revenue and benefits, jobs brokerage, and customer contact centres.
- 1.9. An Enabling Framework will be adopted to provide a structured approach in providing evidenced based information that informs the decision-making process.
- 1.10. Decisions as to whether to bring services in-house will be made within our existing constitutional framework, in accordance to the scale and nature of the services under consideration.
- 1.11. The intention will be for decisions to be made on the service delivery model ahead of commencing any strategic procurement exercise, whereby a 3rd party is required to deliver some or all of the services.

2. Cabinet Member Introduction

- 2.1 The mass outsourcing of council services was a historic mistake. Over the last few decades the bulk of everyday local services – the weekly bin collection, the upkeep of roads, even the maintenance of council buildings themselves – were handed to for-profit companies to run. And the results have not been pretty.
- 2.2 On the whole, the quality of services has fallen while the amount we pay for them has gone up. Our workers have seen their pay, conditions and job security worsen while the council has seen what little spending power it still has leak out of the borough.
- 2.3 A number of the firms that now run our services are based outside of Haringey, or even outside of London. Many of the workers are based elsewhere too – and that means fewer pay packets spent in our shops and businesses.
- 2.4 What's more, we've given up an enormous opportunity to *create opportunities*. When we run a local service ourselves, we can make sure that there are apprenticeships and jobs for local people to apply for. That helps to improve life chances in the borough. There is no guarantee that contracted-out services will create these opportunities. Their incentives are to prioritise short-term profit rather than long-term social value.
- 2.5 That's why we introduced an Insourcing Policy in the autumn, making clear that services will be brought back in-house unless there is a very good reason not to. We have already moved to bring in our facilities management, highways engineering and some care services. A total of 25 contracts are currently in the process of being insourced.
- 2.6 Now, we are launching this Insourcing Action Plan so that we can go further. We need to build up the council again, expanding and training-up our staff to take over from contractors. In some cases, works may be so small or so specialised that it does not make sense for the council to take them on – but we are very clear, in-house provision is our default position. We need to restore democratic oversight to local services and we need to start to rebuild our local economy.
- 2.7 That will take some time. We have several decades-worth of outsourcing and privatisation to reverse. But we are moving as swiftly as possible, because the sooner we start running services ourselves the sooner we can create a fairer and more equal borough.

3.Recommendations

It is recommended that Cabinet

- 3.1 Notes progress made to date in relation to additional services coming back in-house set out at appendix 2;
- 3.2 Approves the recommended approach methodology outlined in Appendix 1

4 Reasons for decision

- 4.1 Direct delivery remains the Council's preferred model of service delivery, in line with the administration's political priorities. The report sets out how services will be reviewed with the preferred outcome that they be brought in-house to a direct or hybrid service model on a sustainable and legal basis. Endorsement of the approach and governance model set out in the report is necessary in order for the Council to implement the administration's priority through individual decisions relating to specific services.
- 4.2 The methodology outlined in Appendix 1 (Insourcing Approach), provides a consistent, structured and proven methodology on which to base these decisions.

5 Alternative options considered

5.1 Do Nothing

The Council would continue to review contracts due for renewal on a contract by contract basis without the use of an Enabling Framework. This approach would mean that decisions would not be taken in an evidence-based way; would prevent the Council from strategically planning to pursue short, mid and long-term insourcing opportunities; would prevent the achievement of economies of scale that could otherwise support the financial and operational viability of an in-house delivery option; and would be deficient in terms of risk management.

6 Background information

- 6.1 The Council administration's 2018 local election manifesto vision describes a *'...preference is for in-house services over outsourcing – services from social care to street cleaning, where this doesn't diminish quality and is financially prudent.'*

6.2 The manifesto also undertakes to ‘*review all of our commissioned services to see whether savings can be made if we deliver the service ourselves.*’

6.3 In October 2019 Cabinet approved an Insourcing Policy and requested a further insourcing paper be produced and presented back to Cabinet in March 2020.

Progress to Date:

6.4 The Council has made significant progress last year in progressing additional services coming back in-house, with 25 initiatives currently inflight, including:

- Highways engineering core team will be brought in-house by June 2020, with up to 30 staff being employed in this area.
- Several in-house services are being created across Adults and Children’s Services, ranging from reablement and advisory services to resourcing day centres, after school care for disabled children and nursing homes.
- Capital Projects, Strategic Property Unit, Housing and Regeneration services are building in-house capacity over the next couple of years across several professional disciplines (project managers, surveyors, designers etc.), migrating from 75% outsourced activity to 25% outsourced only for specialist services.
- Homes for Haringey are considering a proposal for the Council to undertake parking enforcement on estates via the Council’s in-house parking enforcement team instead of using 3rd party contractors.
- Permanent recruitment will be brought in house.
- Litter enforcement.

Additional details are provided in Appendix 2

6.5 Several key reviews will be undertaken over the next 12 months, these will include (but not limited to):

- A phase 2 review of FM related services to assess whether other services currently delivered by 3rd parties should be delivered directly, building on capacity and capability that will now be in-house.
- Highways maintenance.
- Care and health related services that are a natural expansion to some of those services already planned to be delivered via an in-house team.

6.6 The Council has identified several services that could be potentially delivered through a hybrid model:

- Print services (linked to FM phase 2 review)
- Debt collection
- Design and master planning services/support

- Language services
- Adaptations and assistive technology
- Foster care recruitment

As part of the review process, the Council will continue to consider hybrid opportunities where it is not possible to provide a full in-house service.

Approach to Insourcing Services

- 6.7 The Council will adopt a multi-dimensional approach to identifying and reviewing insourcing opportunities. The means of identifying and reviewing opportunities will include the following:
- 6.7.1 A strategic and holistic review of all major contracts and services based upon defined criteria, such as; value for money, economies of scale, performance, resident satisfaction, strategic opportunities, community-related priorities, and Council priorities. This will be the primary approach adopted over the next two years;
 - 6.7.2 Our existing process of reviewing individual contracts as they are due to expire or be extended. Where feasible, this will be undertaken at least 18 months prior to the end of the contract term to provide sufficient time to potentially insource the service;
 - 6.7.3 Council service area identification of opportunities, in the course of business as usual, to deliver services directly that are relatively low risk and straight forward to bring in-house; or
 - 6.7.4 Interventions that are brought about by transformational initiatives, emerging Council priorities, contract or market failures.
- 6.8 Once opportunities have been identified, the Council's approach to decision-making on whether or not to bring services in-house will be through the use of an Enabling Framework and aligned to the constitution. The Enabling Framework will provide a structured approach to arrive at an evidence-based decision for all service delivery reviews, except for the low value/risk decisions that can be made by Directors. It will require consideration of all delivery options, including in-house provision, a hybrid of in-house and 3rd party, working with other public sector or voluntary sector organisations, as well as third party providers to identify the right service delivery model that meets our criteria, affordability and service quality requirements.
- 6.9 The Enabling Framework will also consider broader outcomes such as social value, environmental impact, and community wealth building. The adoption of a social value calculator in our evaluation process, will enable the Council to consider the longer-term benefits to its communities, economy and environment.

6.10 Core criteria and a weighting regime will be applied against the various service delivery options noted at para.6.8. The following criteria are employed as a minimum in making decisions about whether the Council is best placed to directly deliver individual services:

- Affordability
- Value for money
- Performance and service quality
- Capability
- Organisational capacity
- Social value
- Environmental impact
- Timing
- Market conditions
- Risk

6.11 All contracts coming to an end and new contracts being considered, will need to go through the Enabling Framework to ascertain the appropriate delivery model prior to any re-procurement or contract extension activity commencing.

6.12 Appendix 1 (Insourcing Approach) provides further detail in relation to the Enabling Framework including the core criteria when assessing service delivering options, noted at paragraph 6.10.

7 Contribution to Strategic Outcomes

7.1 The proposal directly supports the delivery of the Borough Plan outcome within the Your Council priority to “be a council that uses its resources in a sustainable way to prioritise the needs of the most vulnerable residents.” This outcome contains an objective to “deliver value for money by acting creatively and innovatively to design and deliver services that are good value for residents and taxpayers” and is explicit that Haringey Council will “work towards bringing council services in house where it is prudent to do so.”

7.2 The proposal supports the delivery of other Borough Plan objectives:

- Economy: “Maximise the benefits of council, other public sector funding and private investment for the local area”
- Economy: “Increase the number of Haringey residents, especially from disadvantaged backgrounds and/or with additional needs, securing quality employment”
- Your Council: “We will ensure that Haringey Council is an inclusive workplace by attracting and retaining diverse and talented people”

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

Finance

- 8.1 The Council has a constitutional and legal obligation to obtain value for money. The proposed Enabling Framework which provides the context for decisions about insourcing includes affordability and value for money within its minimum criteria.
- 8.2 Future projects that arise from the implementation of the Insourcing Policy will require individual consideration and will have to be supported by a full financial assessment of the options to assist in establishing their affordability and value for money.
- 8.3 The recommended approach methodology set out in Appendix 1 proposes the creation of three new positions within Strategic Procurement. Funding for these posts is yet to be identified.
- 8.4 Where additional one-off resources are required to meet the demand of a specific insourcing initiative, these will need to be set out in the project delivery plan. Funding approval will need to go through the normal governance process and be clearly defined before the project commences.
- 8.5 In considering organisational capacity, the potential challenges and pressures of managing these workforces should be reviewed and recognised.

Strategic Procurement

- 8.6 Strategic Procurement fully supports the recommendations of this report.
- 8.7 The Council's Enabling Framework is key to ensuring we fully consider the best value delivery options for our services. Launching this framework to ensure we apply a consistent approach in assessing service delivery options, will be paramount to identifying insourcing opportunities.
- 8.8 Strategic Procurement already undertake a challenge review of contracts in excess of £160,000; however, the adoption of the methodology outlined in Appendix 1 (Insourcing Approach) provides a more robust framework for assessing the suitability of these contracts being delivered directly by the Council.

Legal

- 8.9 The Assistant Director of Corporate Governance has been consulted in the preparation of this report and the methodology outlined in Appendix 1 (Insourcing Approach).
- 8.10 The Assistant Director of Corporate Governance confirms there are no legal implications at this stage. Legal advice should be obtained on a project by project basis where required.
- 8.11 The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet from approving the recommendations in the report.

Equality

- 8.12 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
 - Advance equality of opportunity between people who share those protected characteristics and people who do not
 - Foster good relations between people who share those characteristics and people who do not.
- 8.13 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.
- 8.14 The decision is to approve an approach to insourcing services and governance for insourcing projects. Equalities considerations in this instance relate to the providers of services and the recipients, meaning Haringey residents.
- 8.15 Looking at the demographic profile of the working-age population in Haringey, it is notable that a high proportion of frontline staff are likely to be from BAME communities regardless of whether they are employed by the Council or another service provider. One of the main aims of the Insourcing Policy is to, by bringing more services back in-house, ensure that more local people benefit from the excellent terms and conditions offered as part of employment by the council, and given the profile of frontline service workforce, there is a potential disproportionately positive impact on BAME staff.
- 8.16 It is likely that there will be a high proportion of individuals with protected characteristics among the recipients of any given service due to the nature of local authority services. The Insourcing Policy maintains a commitment to service quality so that no service users experience a preventable deterioration

in the service they receive. Moreover, it is the Council's ambition to improve service quality and thereby help to advance equality of opportunity for residents with protected characteristics by better meeting their needs where these are different to the needs of others.

- 8.17 It is noted that specific insourcing projects are set out in an Appendix 1 (Insource Forward Plan) to this report. Screening for equality impacts will be undertaken as and when proposals are developed in order to help ensure that changes to delivery models do not result in any discrimination against individuals or groups who share the protected characteristics. If appropriate, detailed equality impact assessments will be completed for individual proposals.

9 Use of Appendices

Appendix 1: Insourcing Approach

Appendix 2: Insourcing Initiatives

10 Local Government (Access to Information) Act 1985

N/A

Appendix 1 - Insourcing and Enabling Approach

Insourcing Approach

The Council's Insourcing Policy clearly outlines the Council's intention to deliver services inhouse as a matter of preference, provided it is legal, sustainable and provides quality services.

The Council will adopt a multi-dimensional approach to insourcing services in order to be able to identify and pursue the widest possible range of opportunities. Decisions will be based upon a common, consistent and evidence-based process that will consider insourcing as the preferred delivery model alongside alternate service delivery options.

There are several methods for identifying insourcing opportunities:

1. Strategic – Reviewing services at a service type/category level (i.e. facilities management, homecare, passenger transport etc.), prioritising those services for which we assess that insourcing will bring greatest benefit, whether in terms of financial saving, service quality, resident satisfaction, or contribution to strategic priorities like community wealth building.
2. Contract reviews – through our ongoing process of reviewing individual contracts as they are due to expire or be extended. Where feasible, this will be undertaken at least 18 months prior to the end of the contract term to provide sufficient time to potentially insource the service.
3. Opportunistic – Business units identify an opportunity to bring services in-house that is relatively low risk and straight forward to deliver (i.e. increase staff to deliver services directly, instead of using a 3rd party providers (e.g. surveyors, project managers, designers)).
4. Interventions - Interventions that are brought about by transformational initiatives, emerging Council priorities or other influences (i.e. changes in the way we deliver services, collapse of provider, market etc.).

The Council currently reviews all its service contracts in excess of £160k, at least 18 months ahead of when they are due to expire. Whilst we will continue to review each of these contracts, we will migrate to a more strategic category/service review, to provide a more holistic and strategic approach to delivering these services. It is anticipated this will bring forward further opportunities to insource services due to economies of scale being applied across the services/categories instead of reviewing contracts individually.

The Council's approach to deciding which insourcing opportunities to pursue will be through the use of an Enabling Framework, the core principles of which are

summarised in this appendix and supported through a methodology and tool kit being refined throughout 2020.

The Enabling Framework: The context for decisions about insourcing in Haringey

Decisions as to how services across the Council are delivered, will be underpinned through the use of the Enabling Framework to determine the appropriate delivery model for those services.

The Enabling Framework approach will consider all delivery options, including in-house provision, a hybrid of in-house and 3rd party, working with other public sector or voluntary sector organisations, as well as third party providers to identify the right service delivery model that meets our criteria, affordability and service quality requirements.

The Enabling Framework will not only focus on the appropriate service delivery model, it will also consider broader outcomes such as social value, environmental impact and community wealth building. The adoption of a social value calculator in our evaluation process will enable the Council to consider the longer-term benefits to its communities, economy and environment.

The Council may take the decision to adopt a hybrid approach to insource some, but not all, elements of a service, for example;

- where there are infrequent specialist services (i.e. lift engineers) it is not always feasible to employ full time staff directly;
- where we need to transition services over a period of time adopting an incremental approach to insourcing a service;
- where it is not possible to directly deliver all the services due to technical or financial reasons.

In adopting a hybrid model, where we deliver some aspects of a service, the remainder of the service(s) will be delivered by community or commercial partners, depending on who we assess to be best equipped to do this.

We must have confidence that our decision-making process satisfies our constitutional and legal obligations to deliver value for money. We will develop our Enabling Framework and supporting tool kit, to support the decision-making process that enables the Council to meet its duties, that achieves the objectives of the Insourcing Policy, and that has regard for key strategic considerations.

It is essential the Enabling Framework and the assessment criteria applied is not seen as a barrier to insourcing, but a structured approach that provides evidence based information to enable the Council to make

The Enabling Framework will adopt criteria relevant to evaluating the differing service delivery options. The following criteria are employed as a minimum in making decisions about whether the Council is best placed to directly deliver individual services:

- 1. Affordability and value for money:** The Council has a legal obligation to ensure it obtains value for money when spending public money. It would be financially irresponsible for the Council to bring services in-house at any cost. However, the Council could still decide direct delivery is the best option given other considerations in the assessment criteria (i.e. social value, quality etc.). Careful assessment of the costs, including opportunities to reduce costs, needs to be undertaken to fully understand the financial exposure associated with each option, and should at least include considerations for staffing, plant, equipment and any large expenditure on assets or operational hubs.

The adoption of a social value calculator will be introduced into the Enabling Framework as part of the value for money assessment. This will enable consideration of the benefits associated with aspects of directly delivered services such as enhanced terms and conditions for staff.

Value for money can be measured in many ways and is not simply how much the contract costs, additional considerations relating to the whole of life costs in relation to the management of that contract should also be considered. All too often services are outsourced, and we then employ numerous posts to monitor and manage the contract; we therefore need to ensure we capture these hidden costs.

- 2. Performance and service quality:** We have a responsibility to ensure that our residents receive the best possible services, whether this is bin collection or the delivery of important adult social care services. The failure to deliver good quality services reduces public trust and confidence and can also have serious consequences for individuals if failing. Consideration will be given to the performance of the existing service provider and whether they are delivering services to the standards we expect. The Council will not bring services in-house where it will diminish quality.
- 3. Capability:** Delivering public services is a significant responsibility and so it is essential that whoever does so, has the capability to deliver an effective service that meets the objectives of the service and delivers the services to the expected performance levels. This involves having the right skills and resources available to deliver the services. Generally, with external delivery partners the capability exists already and is assessed as part of the procurement activity. When considering bringing services in-house, this

capability may need to be transferred in or developed over a period of time. Having sufficient capability is essential to ensuring we can deliver services effectively and avoid the risk of not being able to deliver the services, which may place the wellbeing, health and safety of our workforce and residents at risk.

4. **Organisational Capacity:** The Council has seen a reduction in workforce and consolidation of operational assets, as it works hard to resource services within the confines of shrinking government funding. Regenerating capacity in terms of organisational infrastructure and assets may be challenging and needs to be undertaken in a controlled and managed way, so as to ensure that services can be brought inhouse successfully in line with the objectives of the policy. When assessing whether to bring services inhouse, the capacity of the Council workforce to manage a successful transition will need to be considered. The Council will need to will determine which opportunities should be prioritised through the decision-making process, if it transpires there are more competing insourcing opportunities available than the Council has capacity to manage.

5. **Social and Environmental Values:** In conjunction with the pursuit of value for money, social value is a key consideration in the Council's work to improve the local economy and wellbeing of its residents. The Council will adopt a social value calculator to assist in the assessment of the service delivery options. Whilst social value can be achieved through multiple delivery options, directly delivering the services provide the greatest level of oversight and influence and therefore potential to maximise social value. The Council also engages with VCS organisations, social enterprises, co-operatives and community groups, who may be better placed to help the Council deliver social value in the Borough. Considering which delivery option may provide the most social value balance can not only significantly enhance the lives of our residents and communities, it can mitigate pressures on other services delivered by the Council, especially where wider housing, care and health related support services are involved.

Environmental considerations are becoming increasingly important in our everyday activities. The effects of climate change on our planet are widely reported. The Council has declared a climate emergency, and this will need to be considered within the decision-making process, especially were a direct delivery option provides greater impact and control in delivering the Council's environment policies.

6. **Timing:** A key consideration in decisions will be whether we can establish capability, capacity and the infrastructure in order to insource a contract at the time when an existing contract ends. Consideration needs to be given to

hybrid arrangements that enable the Council to build capacity and capability over a period of time. Trying to bring services in-house too soon, can lead to failures in delivering the services and the associated consequences. Where we need to acquire or build assets, consideration needs to be given to the time required to procure these and the lead in times, especially where high value or complex plant and equipment, or construction is required to support delivery of the services.

7. **Market conditions:** This is a key consideration when assessing the delivery options; being able to benchmark not only against our fellow peers in the public sector, but also commercial operators. Particular attention will be given to public sector partners who deliver the services in-house already. Markets evolve over time with emerging technologies, changes to legislation, consolidation or withdrawal of providers etc. These changing market conditions may make the prospects of considering in-house provision more appealing and enable the Council to ensure it has greater control and vital public services are less exposed to disruptive market influences.

8. **Risk:** Risk manifests itself in many guises and must be transparent in any assessment of the delivery options. In addition to the risks associated with the above criteria, additional risk assessments covering reputation, operational, legislative, equal pay, single status and other workforce related pay and conditions should be considered where appropriate. These risks are not always obvious and have financial implications that may not be in the initial financial modelling; however, these should be consider in relation to the social value and community wealth building ambitions. It should be recognised that the Council owning all or aspects of the associated risks may be a preferred option and provide greater control in managing the risks.

Due to the diversity of the services delivered by the Council, each service area will likely have additional considerations when assessing the most appropriate delivery model. Adopting a flexible and dynamic approach to our assessments will enable the Council to consider best value for its residents whilst supporting the strategic objectives of the Insourcing Policy.

Assessing the options, scoring matrix and weighting

Recognising the Council's Insourcing Policy and preference to directly deliver services, decisions on who will provide the services and the service delivery model, will be determined through the criteria outlined in the Enabling Framework. Appendix 1A below has further information relating to the methodology to be adopted.

The transition to insourced services

Transition of opportunistic initiatives will be managed within the service by the relevant Director.

Insourced services requiring the approval by Cabinet, whether in part or in full, the relevant Directorate will be accountable for the transition of the service(s) and the delivery of the outcomes.

In some instances we may assess that a service should be insourced, but that it is not possible or even responsible to do this in the short term, for example, because the organisation may not yet have the skills, capacity or capability to deliver the associated services. Where this is the case, the outcome of the decision-making process will be to put in place plans to facilitate the transition to an insourced service over a longer time period. Depending upon the complexity of the services coming in-house, it may be prudent to establish a team to transition the services in-house. Where other authorities have brought these services in-house, we will liaise with those authorities to identify lessons learned and adopt good practices that worked well, look to mitigate risks and avoid any issues that arose through the transition. The Council will develop a tool kit to assist the transition of services and over time will develop the expertise in managing these transitions.

Appendix 1A – Enabling Framework

The intention of the Enabling Framework is to ensure we apply a consistent methodology with clear criteria that establishes a best value and an evidence-based approach, to ensure the Council has sufficient information to make an informed decision on who will deliver Council services.

The Enabling Framework will be supported by a tool kit providing support and guidance, along with templates for officers to use during the option appraisals for delivering services.

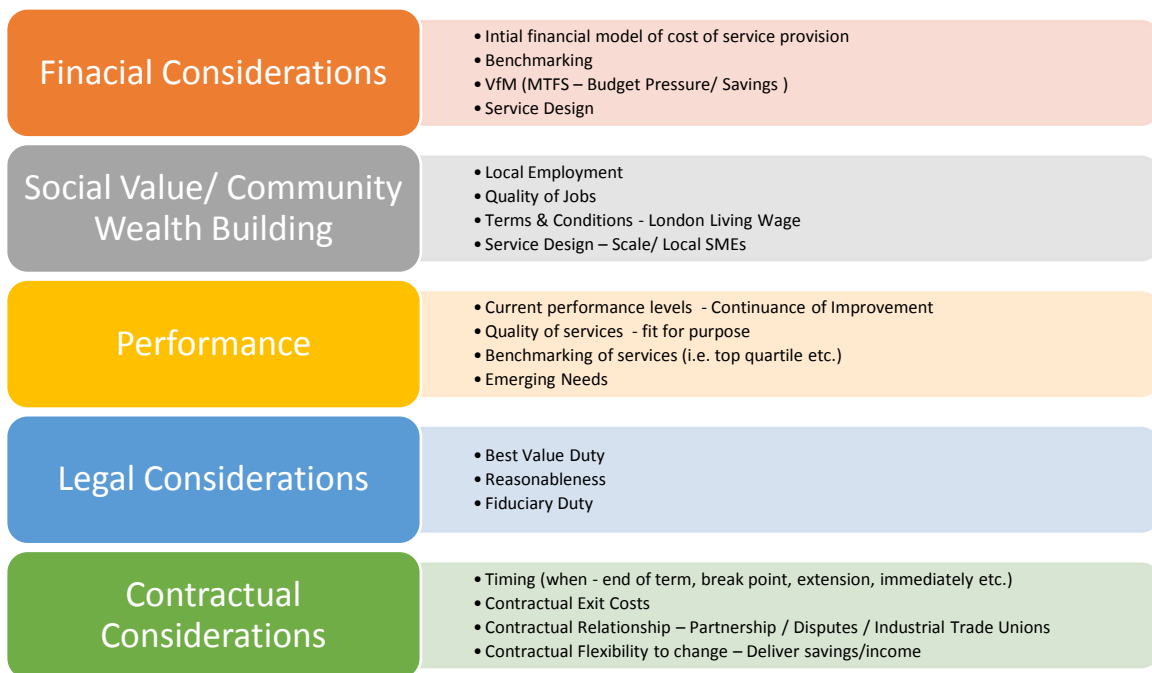
This appendix provides a simple summary of the Enabling Framework methodology whereby the services will be delivered directly by the Council.

Figure 1: Methodology overview



Initial Assessment

The initial assessment is undertaken to ascertain at an early stage whether it may be feasible to consider an in-house service delivery model.



The above is an illustration of some of the considerations in each section.

The adoption of a Go/No Go criteria assists in determining which options migrate to a detailed model.

An example of a Go/No Go Assessment is provided below:

	Option A	Option B	Option C	Option D
	<i>Extending the current contract</i>	<i>Bringing the service fully back in-house</i>	<i>Provider A to fully provide the service</i>	<i>A hybrid model – In-House / some external capacity</i>

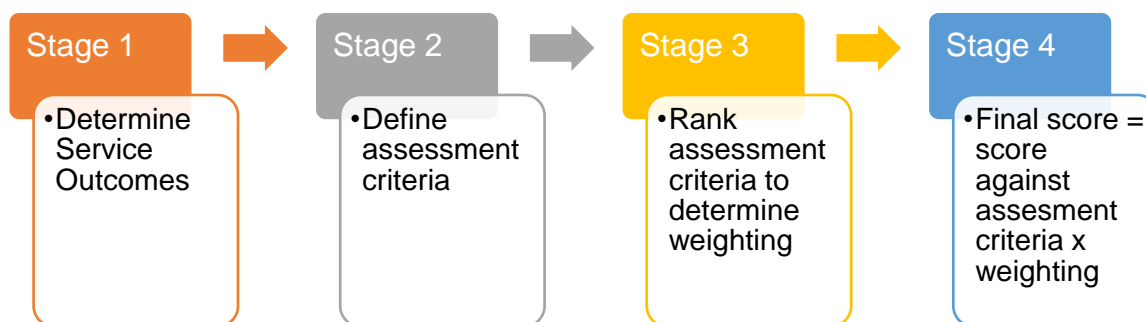
	Option A	Option B	Option C	Option D
	<i>Extending the current contract</i>	<i>Bringing the service fully back in-house</i>	<i>Provider A to fully provide the service</i>	<i>A hybrid model – In-House / some external capacity</i>
Affordability	No Go – exceeds budget by £1m	Go - £100k below budget	Go - £200k below budget	Go – on budget
Performance of service	No Go – Performance of the current contractor is inadequate as evidenced by KPI's	Go – In-house provision could be effectively performance managed and be more responsive to demands of the service.	Go – Provider A should be able to provide a good level of performance and the Council has some level of influence in ensuring performance levels are met	Go – this option should allow optimal performance by using the strengths of each of the partners to deliver the services.
Assurance of capability	Go – The contractor has the capacity to deliver the service	Go – The Council does not have full capability at present but given time and resources this could be developed.	No Go – Provider A lack capability in key areas compared to the Council and current provider	Go – this option should allow capacity to be sourced from the optimal provider
Pass/fail	Fail	Pass	Fail	Pass

Where it is determined it may be feasible to deliver services in-house a detailed model will be developed.

Detailed Modelling

The appraisal methodology is designed to analyse each option objectively against criteria that reflects the Council's strategic priorities, the outcomes and objectives of the service. The minimum criteria considered is referenced in pages 3-5 of this

appendix. This is completed by applying a process broadly in line with the summarised stages outlined below.



Stage 1 – determining desired Service Outcomes based on the priorities in the Council’s Borough Plan, service requirements and with reference to applicable local and Government policy.

Stage 2 – the development of Assessment Criteria based on the Service Outcomes identified, and the minimum criteria previously stated above (pages 3-5). It is recommended the adoption of Go/No Go criteria is incorporated into the assessment, divided into two parts:

1. Affordability – financial model of the various service delivery options, including social economic considerations. This should incorporate a ‘Go/No Go’ baseline to determine whether to continue with a detailed quality assessment (i.e. affordability limit).
2. Quality – a minimum qualitative ‘Go/No Go’ criteria that each option has to meet before being assessed against the overall quantitative criteria, which would be scored on a scale from low to high (i.e. 0 (low) to 4 (high)), for each option (i.e. minimum score of 2 to be achieved in x requirements).

Stage 3 – the application of weighting to the Assessment Criteria to reflect the relative level of importance of each criterion, linked to the Service Outcomes.

Stage 4 – scoring of options by which final results are determined. Each option is first assessed against the ‘baseline/minimum line’ criteria and the qualifying options are then scored against the assessment criteria before being multiplied by the appropriate weighting to produce a weighted total score. This will enable the ranking of each of the options.

Decision

Decisions as to whether to bring services in-house will be made within our existing constitutional framework, in accordance to the scale and nature of the services under consideration.

Where opportunistic (low value/risk) opportunities arise, Directors of the service can decide to proceed with these opportunities where the decision remains within the confines of the constitution (i.e. is not a key decision, increasing staff to avoid 3rd party contracts etc.).

Whilst the ranking of the service delivery options will determine the outcome of the assessment, the Council may still take the decision to deliver the services in-house where there is only a small variance between in-house delivery and an alternate option.

The intention will be for decisions to be made on the service delivery model ahead of commencing any strategic procurement exercise, whereby a 3rd party is required to deliver some or all of the services.

Transition

When a decision is taken to adopt a full or partial in-house delivery model, the relevant preparations will be required to transition the services. This will be supported by the relevant resources and transition plan.

Tool Kit

The Council is currently in the process of bringing numerous services in-house, we will build upon this experience and develop a dynamic tool kit that can be used as a basis for assessing service delivery options and transitioning services into the Council.

Appendix 2 – Insourcing Initiatives

Current Reviews and Initiatives

Service	Directorate	Priority	Comments
Highways reactive maintenance	Environment and Neighbourhoods	Place	Review currently in progress.
Highways engineering team	Environment and Neighbourhoods	Place	Service currently in the process of extending current team and move away from consultants (approximately 30 posts).
Soft FM	Environment and Neighbourhoods	Your Council	Amey Contract terminated in September 2019. Services to be delivered directly by the Council, including cleaning.
Hard FM	Homes for Haringey	Housing	Under Review. Amey Contract terminated in September 2019.
Litter enforcement team	Environment and Neighbourhoods	Place	Bringing litter enforcement back in house in 2020
HR - Permanent recruitment	Customers, Resources and Transformation	Your Council	Intention is to bring in permanent recruitment in 2020.
Regeneration sites delivery	Housing, Regeneration and Planning	Economy	Moving towards in-house model, with some specialist advice sought externally
Capital Projects	Housing, Regeneration and Planning	Housing	Covers a broad range of services related to design, planning, project management and surveying. In-house team being extended through to Dec 2020 to migrate from 75% external advisors to 25% external advisors
Commercial Property Repairs	Housing, Regeneration and Planning	Housing	Hybrid of Homes for Haringey and 3rd party support for repairs.
Client advisory services	Children services	People	In-house advisory service being created for children missing from care, supporting safer streets London.

Service	Directorate	Priority	Comments
Foster care recruitment	Children's Services	People	In-house team being created to recruit foster carers (5-7 staff), will require ongoing support from specialist agencies.
Family support services	Children services	People	Project pause - in house team.
Single Homeless Supported Housing Services	Adults and Health	People/Housing	Insourcing in progress, St Mungo's contracts terminated April 2020.
Single Homeless Supported Housing Services	Adults and Health	People/Housing	Creation of a Pathway Team, to support homeless residents at Hale Road.
Missing children	Children's Services	People	In-house advisory service being created for children missing from care, supporting safer streets London.
Day opportunities	Adults and Health	People	2 day centres being opened in-borough for adults with complex needs and autism Building capacity create in house provision in the future.
Early intervention	Adults and Health	People	Development of a multi-agency, Connected Communities model hosted by the Council
Reablement services	Adults and Health	People	Phased expansion of the in-house reablement team

Report for Cabinet 10 March 2020

Title: Transfer of Cleaning Services to Haringey Council

Report authorised by : Richard Grice, Director of Customers, Transformation and Resources

Lead Officer: Andrew Meek, Head of Organisational Resilience

Ward(s) affected: n/a

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

1. Describe the issue under consideration

- 1.1 In July 2019 Cabinet approved the insource of the FM Service from the current provider, AMEY, on 1st April 2020. The approved option anticipated the Cleaning service, transferring to Homes for Haringey (HfH) alongside 'Hard' FM Services.
- 1.2 The approved option anticipated the insource of 'Soft' services such as building support, mail room and FM support (room booking) would transfer to Haringey Council directly and sit within the Environment and Neighbourhoods Directorate. 'Hard' services such as electrical and mechanical maintenance, engineering and tradespeople would transfer to Homes for Haringey alongside Cleaning.
- 1.3 Following the initial decision and after a review of future operational success and stability it was decided that Cleaning services should transfer directly to the Council in conjunction with all other 'Soft' FM services.

2. Cabinet Member Introduction

- 2.1 *The way we run our buildings is important – without clean, safe, well-maintained buildings, public services in Haringey will not be able to meet the needs of residents.*
- 2.2 *The transfer of the Cleaning to Environment and Neighbourhoods Directorate within the Council will allow for the smooth transfer of this service and the effective management of incoming staff.*
- 2.3 *Haringey is committed to the principles of equality of opportunity, fairness and quality of life for all, both in terms of how we work with the community and in our role as an employer. This transfer of cleaning to the Council will support these equality principles by offering improved terms and conditions to a significant percentage of incoming staff who are protected by the Equality Act.*

2.4 *In our Manifesto we said we would consider bringing services back in-house where it was prudent to do so. The decision to bring the Cleaning service back to Haringey Council directly is being taken accordingly and with the future operational success of the service in mind.*

3. Recommendations

3.1 For Cabinet to approve the direct transfer of the Cleaning Services to the Council when the Facilities Management Services are insourced from Amey Community Limited on 1st April 2020.

4. Reasons for decision

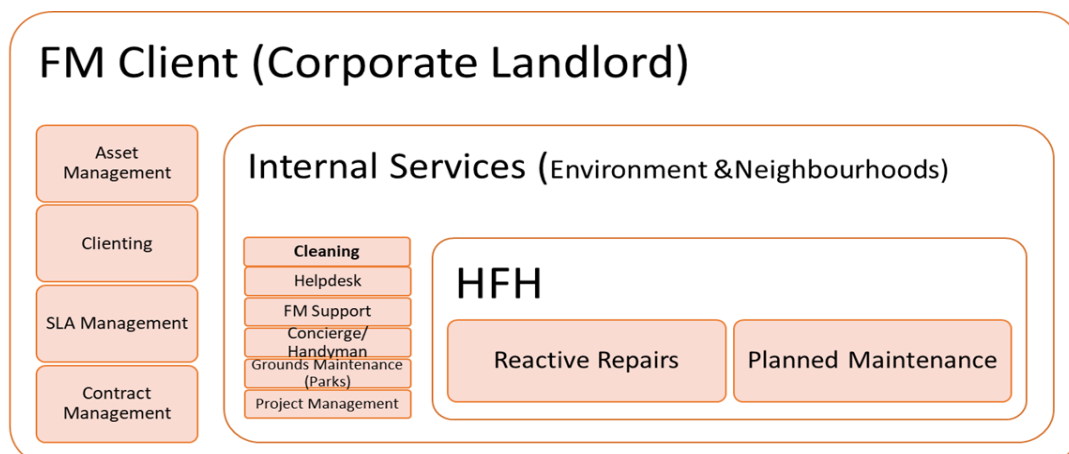
4.1 After Cabinet Decision in July 2019, joint mobilisation planning for the FM insource was undertaken with Homes for Haringey to prepare in for the transfer of all FM functions.

4.2 From these discussions it became apparent that the original intention for HfH to take cleaning would have possible implications as far as;

- Increase risk relating to HfH capacity to manage the take on of the Cleaning service given the need to prioritise ‘Hard’ FM services
- HfH do not have existing management capacity within their current business model to manage a cleaning service
- Environment and Neighbourhoods have experience successfully managing operational services for the Council
- An interim FM Manager is being recruited within Environment and Neighbourhoods to manage the transfer of the cleaning service.

4.3 Improving the cleanliness of key buildings is a key priority going forward to improve the environment for service users and staff.

4.4 The diagram below displas the updated Operating Model with Cleaning transferring to the Council:



5. Alternative options considered

- 5.1 Remain with current provider – not possible as the contract for FM services provided to Haringey terminates on 31st March 2020.
- 5.2 Transfer Cleaning to Homes for Haringey – this would split the core ‘Hard and ‘Soft’ FM services and result in increased risk to operational success due to a lack of defined management capacity within Homes for Haringey.

6. Background information

- 6.1 Facilities Management (FM) is the organisational function which integrates people, place and process within the built environment with the purpose of improving the quality of life of people and the productivity of the core business. It encompasses:
 - Repairs, planned maintenance, statutory testing, improvements and minor project works
 - Security services, cleaning, mailroom, and other building support functions.
- 6.2 In Haringey, the coverage of these services varies according to need, site by site, across the following portfolios of buildings:
 - Corporate buildings, including offices and civic buildings
 - Operational estates, including depots, mortuary, coroners court,
 - Schools and children’s centres and other educational/youth provision
 - Adult services buildings such as day centres and care homes
 - Commercial property, including industrial estates, shops and offices.
- 6.3 In November 2015 the Council let a contract to Amey Community Ltd, for Total Facilities Management (TFM) services. The contract was for a period of five years, with the option to extend for a further two years. Although the contract was due to expire at the end of October 2020, it included an option for the Council to terminate the contract, in whole or in part, by giving six months’ notice to Amey.
- 6.4 The current model of provision is not delivering the required level of performance and the originally intended savings have not been delivered. Building User satisfaction with the service is low, and the Client team experience considerable problem driving performance through the contractual levers available.
- 6.5 With a clear need for improvement it was concluded that bringing the service back in-house was in the overall interest of the council. Cabinet agreed in July 2019 that the council would bring the facilities management function back in house to be delivered by a combination of the council and Homes for Haringey (HfH). Formal notice was subsequently provided to Amey in August 2019 to

end the contract on 31st March 2020 in order that service provision commenced in-house on 1st April 2020.

6.6 As the transfer of FM services is the council's first insource programme it is clear that the transition needs to be done well and that the experience for staff is positive and as seamless as possible. Delivering a high-quality in-house service from 1st April 2020 will ensure consistency for staff and build confidence that insourcing can work for Haringey.

7. Contribution to strategic outcomes

7.1 The Borough Plan sets out overarching priorities, and the FM Service needs to operate successfully in order to enable all of them to succeed. As such, it aligns most closely to the 'Your Council' theme.

7.2 The proposal also:

- Supports the delivery of Jobs and Growth by prioritising local employment and local procurement.
- Supports the workforce plan by promoting the wellbeing of staff by
- enabling better working environments for employees.
- Enables the delivery of the Council's carbon reduction and sustainability objectives.
- Supports the Accommodation Strategy.

7.3 The amended to the FM Operating Model to transfer Cleaning directly to Haringey Council is not anticipated to alter the strategic outcomes set out in the report.

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

8.1 Finance

All costs including staffing costs for delivering this service will be contained within the existing budgets.

8.2 Procurement

8.2.1 Strategic Procurement notes the contents of this report and confirms there are no procurement related reasons that prevent the Council accepting the recommendations stated in Section 3 of this report

8.3 Legal

8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report.

8.3.2 The legal implications of the direct transfer of the Cleaning Service to the Council, which is part of the insourcing of the Facilities Management Service, is that this constitutes a Service Provision Change under the TUPE Regulations [Transfer of Undertakings (Protection of Employment) Regulation 2006 as amended in 2014] and the effect is that all staff that are assigned to the Cleaning Service contract will automatically transfer to the employment of Haringey Council and all rights, responsibilities and liabilities will also transfer with the staff. The Council along with the current employers have a duty to inform and consult with the representatives of the staff affected about what will happen when the service transfers, the reasons for the transfer and any changes that will occur.

Equality

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

The proposed decision is to approve the direct transfer of the Cleaning Services to the Council when the Facilities Management Services are insourced from Amey Community Limited on 1st April 2020. There are no particular equalities implications arising from the decision for the Council to directly operate cleaning services as opposed to transferring cleaning services to Homes for Haringey. The transition to direct delivery will be undertaken with due regard for the need to achieve the three aims of the public sector equality duty and in accordance with the Council's HR policies.

9. Use of Appendices

None

10. Local Government (Access to Information) Act 1985

Building and property management - Cabinet Report 9th of July 2010

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Report for: Cabinet 10 March 2020

Item number: To be added by the Committee Section

Title: Alternative Provision

Report authorised by : Charlotte Pomery: Assistant Director Commissioning

Lead Officer: Ngozi Anuforo: Head of Strategic Commissioning, Early Help and Culture

Ward(s) affected: All

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

1 Describe the issue under consideration

- 1.1 The purpose of this report is to set out details of proposals for the future model of alternative provision in Haringey and to propose a number of recommendations in order to take forward these proposals.
- 1.2 Alternative Provision is 'Education arranged by Local Authorities for pupils who, because of exclusion, illness or other reasons would not otherwise receive suitable education: education arranged by schools for pupils on a fixed term exclusion and pupils being directed by schools to offer off-site provision to improve their behaviour'.
- 1.3 Local authorities are responsible for arranging suitable full-time education for permanently excluded pupils, and for other pupils who, because of illness or other reasons, would not receive suitable education without such provision. This applies to all children of compulsory school age resident in the local authority's area whether they are on the roll of a school or not, and whatever type of school they attend.
- 1.4 Evidence from research, nationally and locally, suggests that life chances are greatly reduced for pupils who spend a significant amount of time out of school and whose education is therefore disrupted. The proposals set out in this document are intended to reshape how schools, partner organisations, parents, young people and the Council work together to deliver positive changes in the outcomes for some of our most vulnerable, and at risk, children and young people. Recognising that Alternative Provision as a term describes a range of activities and actions, the proposed approach is multi-faceted and intended to draw together a whole system response to meeting the needs, both earlier and more effectively, of all pupils in Haringey.

2 Cabinet Member Introduction

- 2.1 I am delighted to present this paper and the accompanying model for change which sets out a strategic, partnership and transformational approach to meeting the needs of children and young people in Haringey. Based on local and national work on alternative provision, and increasingly informed by the voices of children, young people and parents themselves, the proposed approach requires change in the short and longer term recognising that a phased approach is needed to ensure that co-design and learning is embedded from the outset.
- 2.2 The Young People at Risk Strategy recognises that we must adopt an early intervention and whole systems approach in order to address some of the complex issues facing children and young people in Haringey. This report and the approach it outlines sits within the wider context of that Strategy and its vision to ensure that all children and young people receive the best start in life.

3 Recommendations

- 3.1 That Cabinet agree the Change Model attached as Appendix A recognising that some elements are for implementation now whilst others require further co-design before being implemented
- 3.2 That in order to support the Change Model, Cabinet agree:
- 3.2.1 the use of Stamford Hill School site as the preferred site for the Alternative Provision Hub which will accommodate the co-located Tuition Service and Octagon Pupil Referral Unit from 1st September 2020
- 3.2.2 to note the application of TUPE (Transfer of Undertakings (Protection of Employment)) to these arrangements
- 3.2.3 to note the need for a further Cabinet decision to approve the award of contract to carry out the capital works required to ensure the Stamford Hill School site is ready for pupils on 1st September 2020

4 Reasons for decision

- 4.1 There are three main drivers for the decisions being proposed at this time.
- 4.1.1 First, the trajectory for pupils permanently excluded from school is poor and there continues to be a disproportionality in the number of Black and Minority Ethnic Pupils being excluded and a seeming overrepresentation of pupils with SEN at risk of exclusion, experiencing a significant number of fixed term exclusion or permanently excluded. The risks of becoming longer term NEETS (not in education or employment) or involved in anti-social behaviour or criminality remain high and present a compelling argument for change. There needs to be a real drive to shift the perception of many children, young people, parents/carers, schools and governors from seeing permanent exclusion as the end of the road towards thinking about educational entitlement and the meaningful steps needed to ensure that a pupil is able to re-engage and benefit from a high quality educational offer.

- 4.1.2 Second, Reviews of both Exclusions and of Alternative Provision have been recently undertaken in Haringey, and during the same period a Review of Exclusion was carried out nationally, led by Sir Edward Timpson and known as the Timpson Review. The main findings from this set of reviews were that a more robust and consistent response to emerging needs is needed, both in Haringey and nationally. Where pupils are struggling to engage positively with education or where schools may be struggling to positively engage pupils, intervention needs to be responsive and comprehensive, with timely assessments of need and properly tailored approaches that consider the whole child. There needs to be consideration of how Behaviour Policies, Curriculum and understanding and perceptions of Special Educational Needs (SEN) are contributing to exclusions and demand for alternative provision.
- 4.1.3 Third, in light of the Reviews and the need for a whole systems and locally embedded approach to responding to the needs of vulnerable children and young people who may become at risk of exclusion, the Council took a decision in October 2019, not to recommission the TBAP Trust, the Tri-Borough Alternative Provision Trust, to deliver Haringey's Pupil Referral Unit, based at the Octagon, from September 2020. The decisions proposed here ensure that there is provision in Haringey to meet the needs of children and young people who would otherwise have been educated at the Octagon from September 2020.

5 Alternative options considered

- 5.1 An option to continue with existing arrangements was considered in October 2019 but rejected on the grounds that these arrangements would not facilitate the whole system change required to deliver improved outcomes for vulnerable children and young people in Haringey.
- 5.2 A second option considered was to seek responses from the market to delivery of the Pupil Referral Unit but for the reasons set out above this was not taken forward.
- 5.3 A third option considered was not to co-locate the Tuition Service and the Pupil Referral Unit at the Octagon together at this time, but this was rejected as this is an important first phase in taking forward the whole systems approach set out in the accompanying paper for adoption.

6 Background information

- 6.1 The background to the recommendations being made in this report is set out in full in the attached paper and it is important to recognise that the proposals being put forward are whole system and far reaching involving not only schools, alternative provision providers and the Council, but also the NHS, the voluntary and community sector, the police, parents and children and young people themselves. The approach has been developed and led by the Alternative Provision Review Group, which comprises primarily the local authority, schools and the NHS, and which has responded to evidence both of need and of best practice nationally and locally in formulating the proposals. The primary focus is always the needs of children and young

people and the pressing argument in favour of improving outcomes for those pupils experiencing or at risk of exclusion.

6.2 In addition, it needs to be understood that the attached Model for Change is one which will be implemented in phases – the decisions for adoption today set the platform for future reform but the detail of future phases needs to be worked up over time through further co-design and whilst it is for adoption in the round, there are a number of details which will need to be worked through with schools, alternative provision providers, parents and other stakeholders before they can be implemented in full.

6.3 There are clear synergies and interdependencies between the work set out here and a number of other initiatives underway already. Reference has been made earlier in this report to the Borough Plan and the Young People at Risk Strategy, but it is worth noting that the Model for Change chimes with the emerging Early Help Strategy, work on improving the emotional and mental health and wellbeing of children and young people through the introduction of the IThrive Framework, the BAME Attainment Strategy and approaches to Transitional Safeguarding to name but a few. The key themes and principles are increasingly central to and connective between these approaches:

- **Needs first:** A single, strong, consistent and holistic way of identifying and responding to the needs of children and young people focusing on cause not symptom and need rather than diagnosis
- **Behaviour matters:** A shared ethos to build a consistent approach to behaviour and sanctions across the school community and with parents and families
- **Learning and education throughout:** An expectation that all children have a right to high quality teaching and learning and that their long-term educational needs will continue to be best met in a stable setting
- **Shared objectives:** A commitment to transparency and joint working between schools and between schools, parents and the local authority
- **Engagement:** the voices of children, young people and parents should be actively sought and listened to
- **Narrowing the gaps:** our practice should reduce inequalities in educational and social outcomes for children and young people, particularly those most disadvantaged currently
- **Children's learning needs differ:** A varied educational offer within mainstream schools in the borough to accommodate the educational needs of a range of learners
- **Children's needs change over time:** A recognition that children in primary and secondary settings have different levels of autonomy and therefore different needs
- **Children's learning and support needs differ:** A diverse Alternative Provision offer to meet the needs of a range of children
- **Alternative provision is not an end in itself:** An understanding that placements in alternative provision or in Pupil Referral Units are made for a designated period to enable a child to be supported to return to mainstream or special schooling as appropriate, not as an end in themselves
- **Joint working across agencies is critical to address need:** Timely assessments and diagnoses from other agencies will support the provision

- of adequate and appropriate support in school – as will continuation of existing support as children join or leave Alternative Provision
- **Data informed:** we should use data and follow the evidence to achieve the best outcomes for children and young people
- 6.4 Turning then to the specific decisions required by this Cabinet, as part of the Change Plan, the particular focus is on ensuring the continued delivery of an offer for permanently excluded children in Haringey from 1st September 2020. The proposals set out envision an Alternative Provision Hub meeting the educational, social and therapeutic needs of children and young people under the governance of the Haringey Tuition Centre.
- 6.4.1 The Haringey Tuition Centre holds the school roll for all pupils currently at the Tuition Service. In order to facilitate the changes set out here, the admissions criteria of the Haringey Tuition Centre will be amended to make clear that the provision will directly meet the needs of all children including those permanently excluded who may have been placed at the Octagon PRU. The Admissions Criteria of each of the Tuition Service and of the Octagon will be reviewed by Council officers working with the Heads of Schools and brought together into a single document which supports delivery of the new model. These criteria will be adopted at a formal meeting of the Management Committee of the Haringey Tuition Centre. Although there is no statutory requirement to consult, the Council as noted above, will engage with relevant stakeholders before producing a final set of admissions criteria, ensuring the changes are appropriate and relevant and are formally adopted by the Management Committee of the Haringey Tuition Centre.
- 6.4.2 The development of this new provision is to be supported by the recruitment of a Development Lead, the strengthening of the existing management committee to ensure that it can take on the wider responsibilities of the new function and changes to the Admissions Criteria of the Haringey Tuition Centre. Over time, it is envisaged that the management committee will offer the opportunity for all schools to be represented to demonstrate accountability. The provision will act as an alternative education hub – resourced to offer direct intervention, reintegration support and outreach into mainstream schools, combining teaching, pastoral and specialist input. Whilst there will be a focus on secondary age pupils, both at KS3 and KS4, there is a recognition that the provision will need to meet the needs of primary age children where absolutely necessary and where other interventions, being developed through the implementation of the Model for Change, have not led to the anticipated changes. For all children, the focus will remain consistently on support, intervention, attainment, and reintegration where possible, setting aspirations and ambitions high for achievement both educationally and socially. There also remains a recognition that the full transition to the new model in its totality will take up to three years.
- 6.5 In order to achieve the above, work to plan for the physical co-location of the current Tuition Service and Octagon PRU on the site of the Stamford Hill school is also being undertaken, signalling a fresh start and ensuring that the new provision operates as a single entity as it develops to meet the full needs of its pupils. Surveying and initial feasibility work have already been undertaken on the site, confirming that the site can accommodate the

proposed functions, with the major works team focused on readiness for September 2020 as required.

- 6.5.1 It is worth noting that the premises of the Tuition Service are not considered to be fit for purpose because of long-term issues with the building and therefore work had previously been instigated to ensure that the Service can move in a timely fashion.
 - 6.6 Finally, there is a clear commitment to working collaboratively with the TBAP Trust, which currently delivers the provision at the Octagon PRU, to ensure a smooth transition for children, young people and staff to the new arrangements.
 - 6.6.1 Destination planning for all children and young people at the Octagon PRU is already underway, to ensure young people and parents are aware of the options available and the next steps for their particular circumstance. Reviews and destination planning for all pupils at the Octagon and Tuition Service PRUs.
 - 6.6.2 Officers are working closely with TBAP Trust staff to ensure the implementation of TUPE (Transfer of Undertakings (Protection of Employment)) regulations is carried out in a transparent and structured way. There is regular and frequent contact between TBAP and the Council to ensure work is collaborative and comprehensive and that continued performance supports good outcomes for pupils for the duration of the contract.
 - 6.7 Further elements of the Model for Change will be brought to Cabinet for approval as required, although some elements are being developed already, prior to being tested and adopted, through working with schools and other stakeholders. Ensuring these elements are in place will support early identification of need and cement multi-agency working between schools, the NHS, the voluntary and community sector and the Council. Equally, ensuring that the voices of children, young people and parents are reflected in the proposed changes is fundamental and a process of engagement is already underway not only to build awareness and knowledge but also to reflect lived experience of what could work better across the system.
 - 6.7.1 It is imperative that care is taken to ensure the necessary building blocks are put in place across the system to support the effective development and implementation of the Model for Change. For the Council, key decisions for the future will include for example taking opportunities to safeguard any available education site or asset for use as alternative provision or as Social, Emotional and Mental Health Provisions to support the Review's implementation.
- 7 Contribution to strategic outcomes**
- 7.1 This report and the proposed policy attached help to support a range of improved outcomes for children, young people and their families as outlined in the Borough Plan 2019 – 2023 and the Young People at Risk Strategy, 2019 – 2029.

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

8.1 Finance

- 8.1.1 This report is recommending the adoption of “Alternative Provision in Haringey 2020-2023: A Model for Change” appended to this report. The adoption of this model does not directly have any financial implications. However, the actions arising will require the redirection of existing resources to improve the service delivery in a more responsive, effective and efficient way.
- 8.1.2 This report is also recommending the use of the Stamford Hill School site to co-locate the Tuition Service and the Pupil Referral Unit; changes to the admission procedures for the services and the transfer of staff applying TUPE regulations for the associated PRU staff.
- 8.1.3 There are expected to be some operational efficiencies as a direct result of co-locating the Tuition Service and Pupil Referral Unit at Stamford Hill. However, at this point, should there be any surplus resources this will need to be rechannelled into the the refreshed model for AP outlined in the appended Model for Change.
- 8.1.4 The increase use of preventative approaches, early intervention and long term support for SEMH (Social, Emotional and Mental Health) services will help to reduce demand on reactive services and help alleviate demand for service growth and cost pressures elsewhere in the High Needs Block. In addition this will help reduce the general fund cost pressure for out of borough placements.
- 8.1.5 The cost of the capital works to the Stamford Hill site will need to be met from the existing agreed schools capital programme. The works will need to be programmed to be carried out during the summer holidays and will need to be booked as soon as possible to ensure that the new service can open on time from 1st September 2020.
- 8.1.6 Notwithstanding the expected financial benefits resulting from this proposal as described above, the detailed financial implications, taking account of all related factors, will not be clear until later in the implementation process. Members will be updated via the financial monitoring process and any eventual implications will have to be taken into account in year and in future MTFs updates.

8.2 Procurement

- 8.2.1 Strategic Procurement (SP) note the contents of the report. SP are collaborating with the Service to establish the Dynamic Procurement System which will provide a compliant procurement route for the provision of AP service.

8.3 Legal Comment

- 8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report. Under Section 19(1) of the Education Act 1996, as amended the Council is responsible for arranging suitable full-time education for permanently excluded pupils, and for other pupils who – because of illness or other reasons – would not receive suitable education without such provision. This applies to all children of compulsory school age resident in the local authority area, whether or not they are on the roll of a school, and whatever type of school they attend.
- 8.3.2 Any school that is established and maintained by a local authority to enable it to discharge the above duty is known as a pupil referral unit [[Section 19\(2\) of the Education Act 1996](#)]. There is no requirement on local authorities to have or to establish a pupil referral unit, and they may discharge their duties by other means. However, only a local authority can establish a pupil referral unit.
- 8.3.3 Statutory guidance about these duties has been issued by the Secretary of State, and local authorities must have regard to it. Therefore the proposed Change Model for Alternative Provision attached as Appendix A to report must have regard to this guidance.
- 8.3.4 As to the proposed changes to the admission criteria for The Haringey Tuition Service, the current statutory guidance states that schools and local authorities, working in consultation with management committees and the governing bodies of alternative provision, should set an overall policy for referrals or admission to alternative provision. There should be clear criteria for referring and admitting pupils, including those who are dual registered. Pupils should be dual registered from the beginning of the first day of which the school has commissioned the alternative provision.
- 8.3.5 The transfer of the Octagon Pupil Referral Unit to the new model for Alternative Provision constitutes a Service Provision Change under the TUPE Regulations [Transfer of Undertakings (Protection of Employment) Regulation 2006 as amended in 2014] and the effect is that all staff that are assigned to the contract will automatically transfer to the employment of Haringey Council and all rights, responsibilities and liabilities will also transfer with the staff. The Council along with the current employers have a duty to inform and consult with the representatives of the staff affected about what will happen when the service transfers, the reasons for the transfer and any changes that will occur. The contract for the Octagon PRU is due to expire on 31 August 2020 and the PRU service will then transfer on 1 September to the Alternative Provision.

8.4 Equality

- 8.4.1 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.
- 8.4.2 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.
- 8.4.3 The proposed future model for the delivery of alternative provision in Haringey, will enhance access of opportunity for some of the most vulnerable and at risk young people in the borough as set out in the Equality Impact Assessment attached as Appendix B.
- 8.4.4 A disproportionately high number of Black, Asian and Minority Ethnic (BAME) pupils and those with a Special Education Need (SEN) are in alternative education provision. The proposed model will work to provide a high quality education offer for all pupils, with this having will have a positive impact for children and young people.
- 8.4.5 The proposed approach is designed to reduce inequalities in education and social outcomes for children and young people, takes a holistic approach to supporting the needs of children and young people.
- 8.4.6 The proposed approach is not considered to have a disproportionately negative impact on any group with a protected characteristic.

9 Use of Appendices

- 9.1 Appendix A: Alternative Provision in Haringey 2020-2023: A Model for Change
- 9.2 Appendix B: Equality Impact Assessment

10 Local Government (Access to Information) Act 1985

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Alternative Provision in Haringey 2020-2023: A Model for Change

1. Introduction

- 1.1 The purpose of this paper is to set out details of proposals for the future model of alternative provision in Haringey. Alternative Provision describes *‘Education arranged by Local Authorities for pupils who, because of exclusion, illness or other reasons would not otherwise receive suitable education: education arranged by schools for pupils on a fixed term exclusion and pupils being directed by schools to offer off-site provision to improve their behaviour’*.
- 1.2 Local authorities are responsible for arranging suitable full-time education for permanently excluded pupils, and for other pupils who, because of illness or other reasons, would not receive suitable education without such provision. This applies to all children of compulsory school age resident in the local authority’s area whether they are on the roll of a school or not, and whatever type of school they attend.
- 1.3 At any one time, schools will be able to identify a number of vulnerable pupils whose learning needs, medical needs, behavioural challenges, social difficulties or family circumstances combine to impact on their ability to fully participate in, and benefit from the curriculum on offer to them in mainstream. A proportion of these pupils may at some point, therefore, require additional support or alternative provision to be made for them.
- 1.4 Evidence from research suggests that life chances are greatly reduced for pupils who spend a significant amount of time out of school and whose education is therefore disrupted. The proposals set out in this document are intended to reshape how schools, partner organisations and services, and the Council work together to deliver positive changes in the outcomes for some of our most vulnerable, and at risk, children and young people. Recognising that the term Alternative Provision as a term describes a range of activities and actions, the information in this document is multi-faceted and intended to draw together a whole system approach to meeting the needs of all pupils in Haringey.
- 1.5 It is vital that the future model for alternative provision is informed by the views of children, young people, parents and carers, schools, colleges, alternative provision providers, and other stakeholders. This consultation forms part of a programme of consultative work which is intended to ensure that the voices of stakeholders play an active part in the determining the final form the proposals take.
- 1.6 Haringey Council sought feedback from schools and stakeholders on proposals for different elements of a new model for Alternative Provision in the borough.

2. **The Review**

2.1 In late 2018, a review of alternative provision commenced and sought to identify how Haringey Council, in collaboration with local primary and secondary schools, can improve the offer of Alternative Provision of education (AP) for Haringey children and young people and develop greater coherence, both structurally and operationally, to meet the diverse needs of pupils at every stage of their statutory education. The review was established in the context that, in Haringey, black boys and children with Special Educational Needs and or Disability (SEND) are disproportionately affected by exclusions or the risk of exclusion and alternative provision.

2.2 The scope of the review included provision where the needs of pupils included:

- Medical Needs
- School refusal
- Permanent Exclusion
- Risk of Exclusion/including number of FTEs
- SEN (Special Education Need) and particularly, SEMH (Social, Emotional and Mental Health)
- CME (Children Missing Education)
- CLA (Children Looked After)
- New to the UK and in Year 11.

2.3 Over several months, the review looked at opportunities to build upon existing good practice while addressing wider issues in the legislative, funding and local contexts. It explored systemic weaknesses nationally and locally, changing local needs and national education policy. It is noted that the Timpson Review of Exclusions and the changes to the Ofsted Inspection Framework for Schools may both enable and support the direction set out in this consultation document.

2.4 As a consequence, the review of alternative provision has established that a complex and far-reaching programme of change is needed to reduce the number of pupils at risk of being excluded from school and improve the scope for children and young people to remain engaged in a high-quality education offer. Achieving transformational change requires the collective efforts of schools, statutory and community services and parents and carers.

3. **Key findings from the Review**

3.1 The main findings from the review were that a more robust and consistent response to emerging needs is needed. Intervention where pupils are struggling to engage positively with education or where schools may be struggling to positively engage pupils needs to be responsive and comprehensive, with timely assessments of need and properly tailored interventions that consider the whole child. There needs to be a fresh look at how Behaviour Policies, Curriculum and understanding and

perceptions of Special Educational Needs (SEN) are contributing to the disproportionality of Black and Minority Ethnic Pupils being excluded and the seeming overrepresentation of pupils with SEN at risk of exclusion, experiencing a significant number of fixed term exclusion or permanently excluded.

- 3.2 The findings suggest that a future model of alternative provision needs to see schools retaining responsibility for pupils and being more enabled to source, commission and refer into appropriate intervention and support services.
- 3.3 Given the needs of some our children and young people, it is important to ensure that responses to pupil needs are targeted and consider all the individual circumstances of pupils, which are often complex. Embedding a stronger multi-agency approach is vital to building schools' capacity to continue to work effectively with pupil's at risk of exclusion. It should also underpin the coordination of support and intervention for children, young people and their parents/carers, where exclusion appears to be an unavoidable consequence of behaviour.
- 3.4 Currently, the trajectory for pupils permanently excluded from school is not a favourable one. The risks of becoming longer term NEETS (not in education or employment) or involved in anti-social behaviour or criminality remain high and present a compelling argument for change. The review suggests that a whole system approach is needed to undermine a prevailing view of exclusion as an end point or journey towards an endpoint. There needs to be a real drive to shift the perception of many children, young people, parents/carers, schools and governors from seeing permanent exclusion as the 'end of the road' towards thinking about "educational entitlement" and the meaningful steps needed to ensure that a pupil is able to be re-engaged and benefitting from a high quality educational offer.

4. **Key Principles**

- 4.1 Central to the approach are a set of principles that are intended to underpin the local offer:
- **Needs first:** A single, strong, consistent and holistic way of identifying and responding to the needs of children and young people focusing on cause not symptom and need rather than diagnosis
 - **Behaviour matters:** A shared ethos to build a consistent approach to behaviour and sanctions across the school community and with parents and families
 - **Learning and education throughout:** An expectation that all children have a right to high quality teaching and learning and that their long-term educational needs will continue to be best met in a stable setting
 - **Shared objectives:** A commitment to transparency and joint working between schools and between schools, parents and the local authority
 - **Engagement:** the voices of children, young people and parents should be actively sought and listened to

- **Narrowing the gaps:** our practice should reduce inequalities in educational and social outcomes for children and young people, particularly those most disadvantaged currently
- **Children’s learning needs differ:** A varied educational offer within mainstream schools in the borough to accommodate the educational needs of a range of learners
- **Children’s needs change over time:** A recognition that children in primary and secondary settings have different levels of autonomy and therefore different needs
- **Children’s learning and support needs differ:** A diverse Alternative Provision offer to meet the needs of a range of children
- **Alternative provision is not an end in itself:** An understanding that placements in alternative provision or in Pupil Referral Units are made for a designated period to enable a child to be supported to return to mainstream or special schooling as appropriate, not as an end in themselves
- **Joint working across agencies is critical to address need:** Timely assessments and diagnoses from other agencies will support the provision of adequate and appropriate support in school – as will continuation of existing support as children join or leave Alternative Provision
- **Data informed:** we should use data and follow the evidence to achieve the best outcomes for children and young people

5. Current arrangements for Alternative Provision in Haringey

5.1 At this time, Haringey’s core alternative provision offer comprises of the Octagon Academy Pupil Referral Unit, a 58 place provision for pupils excluded from school, a Tuition Service providing an education offer for up to 55 children and young people with medical needs, A KS4 Alternative Provision Roll, and a range of places commissioned through Haringey Sixth Form, Local colleges and a range of independent providers.

5.2 **The Octagon**

The Octagon is the PRU commissioned by Haringey from TBAP Multi-Academy Trust and otherwise referred to as ‘The Octagon Alternative Provision Academy’. It operates as a PRU with a Management Committee for Governance which is similar but not the same as the Governing Body of a school. The Octagon was commissioned to provide the following:

- Revolving door – children permanently excluded for one-off incidents reintegrated within a 6-week period
- Longer term Placements – children subject to a managed move and permanently excluded with complex needs reintegrated within a 24-36-week period.

The referral routes into The Octagon are not consistent and include:

- Through the LA exclusions team for any permanent exclusions
- From the SEND Panel
- Through the In Year Fair Access Panel

5.3 The Tuition Service

The Tuition Service is a Health Needs PRU which makes provision for pupils unable to attend school due to health reasons and after an absence from their home school of at least 15 days. It provides education to pupils from Key Stage 1 – Key Stage 4. Pupils are taught in a variety of settings according to need. Currently this mainly in the pupil home or in the Tuition Centre. Its governance is through the Management Committee. Referrals into the service come from several sources, through different pathways including Early Help, SEND Panels, the AP Commissioner and directly from schools.

5.4 The KS4 Alternative Provision Roll

A Key Stage 4 Alternative Provision roll (at the request of secondary schools), has been in place since 2010 and functions as a mechanism to place Year 11 students new to the country in quality assured alternative provision. Haringey Council's Alternative Provision Commissioning Team oversee this process, placing and monitoring students referred through the In Year Fair Access Panel. Currently, year 11 pupils new to the country roll are part of the Tuition Service register/roll.

6. Developing a Transformational Alternative Provision Offer

- 6.1 A Review of Exclusions was carried out in Haringey over the Autumn through to the Spring 2019. It found that the national picture on exclusions is broadly mirrored in Haringey, but with specific variations. White British pupils are excluded at a lower rate in Haringey than nationally and Turkish and Turkish Cypriot pupils are also overrepresented in exclusion statistics – although not to the same degree as Caribbean pupils. Fixed term exclusions for physical assault are also more common in Haringey when compared nationally.

The number of fixed term and permanent exclusions in primary schools remains very low, with figures for secondary schools higher and increasing slightly, although Haringey remains below the national average.

In addition, we know that the impact of school exclusion and marginalisation, both from, and within mainstream education is having a devastating effect on some of our children and young people, with increasing levels of concern about the risks of being drawn into gang-related activity, serious youth violence and associated longer term issues such as homelessness and substance misuse.

- 6.2 Centring on the needs of children and young people, we believe that key features of a new model for alternative provision Haringey should include:

- A focus on early intervention and the prevention of escalation.

- Acknowledging and addressing undiagnosed SEN at the earliest and most appropriate opportunity
- Transparency of information and approach
- A drive for evidence of intervention, tracking the impact and outcomes for those interventions.
- Better coordination of the system overall, with greater local authority and school input and oversight of managed moves and transfers between provisions.
- Adopting and achieving a nil exclusions stance in the Primary phase.
- Greater emphasis on reintegration at Key Stage 3.

6.3 Engagement with schools, children, young people and parent stakeholders in the borough, and partner agencies tells us that there is an appetite for change and a willingness to explore new approaches. Over the past two years, there has been a range of engagement activity undertaken both for the development of the Young People at Risk Strategy, the development of the CAMHS Trailblazer and through community conversations which have informed the findings of the Review and the approach to change being adopted. Further engagement with parents, children and young people directly affected by the current system of alternative provision is underway and will continue to be a feature of any implementation and evaluation.

6.4 Partners have worked together to identify the elements, set out here, for a comprehensive and whole systems approach to change. There is a clear understanding that not all elements can be taken forward together but that over time progress with all elements will need to be made to ensure that there is an overarching focus on meeting the needs of children and young people. There are some pressing first steps, which are set out in a detailed project plan being developed by the Alternative Provision Review Group which is leading this work in Haringey.

6.5 Elements are set out following a spectrum of need from universal and preventative to specialist and responsive – again, there is a need for change and action across all layers of need, not just for one area of the system.

7. Proposals for a refreshed model for Alternative Provision in the Borough

7.1 Universal and Preventative Approaches

7.1.1 Establish and Embed a Nurture Approach across the Primary and Secondary School Phases through a comprehensive CPD programme

: Implement a coordinated programme of CPD and targeted whole school training to strengthen the capacity of schools to respond to increasingly challenging needs. This element seeks to build on existing initiatives that are showing positive impact and shaping them to become part of a more consistent, joined up package for School Leaders, Governors and staff and those staff working with parents and carers. Key elements of this training approach will be a whole system focus on:

- **Trauma -informed practice** – learning from and developing the work across the borough of the **mental health and well-being trailblazer and the IThrive Framework**
- **The development and implementation of a refreshed Autism Strategy** – delivering whole system training and establishing autism-friendly school environments.
- **Emotional Literacy, emotional self-regulation and Resilience** – continuing to broaden the impact of the Anchor approach and upskilling school staff on working complex social and emotional needs.
- **Behaviour Support and restorative approaches** – drawing on knowledge and expertise amongst clinical and non-clinical specialist to upskill school staff and other frontline staff who provide support to parents and carers.
- **Unconscious Bias** – raising awareness of some of the processes that may be influencing behaviours, attitudes and actions particularly towards BAME pupils

7.1.2. **Development and implementation of clear policies and protocols to support the delivery of a new approach to Alternative Provision across the borough**

Underpinning the range of work set out in this Model for Change will be the operationalising protocols, policies and procedures which will support consistent implementation and an equitable approach boroughwide. These will be developed throughout the system as different elements are developed and implemented.

7.1.3 **Instigate a programme of training for Governors**

To ensure Governors are aware of their statutory roles and of the focus on meeting needs earlier, as well as being comfortable to work within the changed expectations set out in this document. Training for governors in this area will be mandatory and refresher courses will be undertaken.

7.1.4 **Develop a central overview of pupil movement**

This element seeks to respond to introduce greater transparency to the process of managed moves, off-rolling and unofficial exclusions ensuring there is a clear view of the journey for pupils from one educational setting or provision to another. This could be managed through the strengthened role for Network Learning Communities in this area being proposed, or through the In Year Fair Access Panel, which considers the impact of other moves, necessary for whatever reason.

7.1.5 **Introduce and fully implement a borough-wide nil-exclusion approach for pupils up to Key Stage 3**

An area of concern identified during the review process is the length of time a pupil may be out of a full-time education once they have been excluded at Key Stage 3. Given the impact on life chance for pupil experiencing lengthy periods out of mainstream, we believe there is a moral imperative to ensure that all children in Haringey are given the opportunity to access their educational entitlement, even

after a period of disruption. This element seeks to transform the picture around exclusions in Key Stage 3 and calls for action between the Council and Schools to develop and implement a nil-exclusion approach for pupils up to and including Key Stage 3. In practice, this would shift to a position where pupils may be deemed to need time out from their home school to access targeted support and intervention. This would be for a maximum period of 12 weeks, during which time the pupil remains on the school's roll and strong links are retained with the pupil's home school. Pupil support would be provided via intervention places available through the PRU or Nurture Hubs, dependant on the pupil age and stage.

7.2 **Early Intervention**

7.2.1 **Development and implementation of Locality Based Pupil Inclusion Panels**

Intervening earlier to support children, families and settings has been a theme through the Review, with a recognition that offering support earlier can successfully address need and reduce risk. This element puts forward multi-agency panels, operating on a locality basis through Network Learning Communities, with input from Educational Psychologists, the Education Welfare Service, the SEND Team, Outreach function, Family Support, Alternative Provision Team, Social Work and CAMHS as required, to support interventions for children, families and schools. By linking primary, secondary, special, post 16 education settings through the Network Learning Communities, this feels a strong model for an inclusive, supportive but mutually challenging approach.

7.2.2 **Commission of a dedicated Primary and Secondary behaviour support/outreach function**

The Council currently commission a Primary Outreach service, as part of the wider commission of the Pupil Referral Unit. The scale of this service is relatively small but feedback from schools suggests this has been having impact for those schools that have utilised the advice, intervention and support provided. Under this proposal, the capacity of this outreach would be increased and extended to include a Year 6 to Year 7 transition targeted support offer for pupils identified as having been at risk of exclusion or who have experienced number of fixed term exclusions, as they approach the end of Key Stage 2. The intention is to work preventatively to support a positive transition from primary to secondary by ensuring that there is a clear plan in place to make this a success. This may mean that as a consequence of this transition support, fuller assessments of need or referrals to relevant non-educational services to support pupil and parent needs are triggered.

7.2.3 **Establish and embed Primary and Secondary School-based Nurture Hubs in locations across the borough**

The elements for a Primary model are underpinned by an ethos of nil exclusion in the Primary phase and it is proposed that the principles of nurture and inclusion inform the approach taken at Key Stages 1 and 2. To this end, it is proposed that dedicated

Nurture Hubs, hosted and run by a primary school are piloted before being formally established to offer time limited interventions, working closely with the pupil's home school to ensure the child remains linked with their class, their class teacher and the wider school environment. These Hubs would offer direct interventions, as well as one of them providing a base for the primary outreach and YR6-YR7 transition support function.

The approach will be piloted also within the context of secondary school provision, expanding work already underway in some schools to offer a nurture ethos across school practice. It is envisaged that a nurture hub be established in both the east and west of the borough to ensure cross borough coverage and to build coherence and equity across Haringey.

7.2.4 Early Help offer to schools

Work is already underway to remodel the Council's Family Support Service to meet the needs of a range of vulnerable families in the borough. The active engagement of early help service in the development and implementation of this approach is critical and the increasing focus on outreach, working in localities and family support is welcome to support the implementation model being adopted.

7.2.5 Commission parenting advocacy, advice and on-line support service

This element seeks to ensure adequate support and advocacy to all parents where their child may become at risk of exclusion, so that that they can understand the process and be confident that the proposed interventions reflect the needs of their child. This will encompass both a stronger information and advice offer, to empower parents to act as agents within the system, as well as dedicated parenting support and advocacy provision.

7.3 Targeted Action

7.3.1 Develop and implement new alternative pathway model across Haringey's education network

Refresh the referral pathways for the Tuition Service: through the Review, it has been clear that there is a lack of clarity about the role and purpose of the Tuition Service and how it might differ from other PRUs which has led to confusion about referral pathways, funding and reintegration. As well as co-location by September 2020, this element sees a single referral pathway into the Tuition Service being developed for implementation in 2020, ideally through the Locality Based Panels scoped out above, to ensure that the needs of all children are considered and the most appropriate setting found for them. The decision to seek a place at the Tuition Service would in the future model not be the sole decision of the host school, but of a multi-disciplinary team which would consider the best outcomes, ensure that funding is following the child and that the service is being used appropriately. Equally, referral pathways out of the Tuition Service would be considered by the

Panels, with a focus on reintegration and appropriate long-term settings for all children and young people.

7.3.2 **Design and establish an Alternative Pathway Hub provision, incorporating a multi-professional approach by September 2020**

The new model for the pupil referral unit will introduce the concept of a fixed term intervention and reintegration place for Key Stage 3 pupils, where it is safe and appropriate to do so. The model will introduce a strengthened outreach and support for re-integration role, which will be part of the core function of the PRU and designed to support the direct activities of mainstream schools. The PRU will be scaled down over time to deliver a smaller number of places, in the context of a wider framework of whole system support and reintegration. A longer-term target of a 25-30 education places is likely to be achievable by September 2023 and will enable current funding to be re-directed towards intervention support and outreach into mainstream schools.

The future model for the PRU will offer places for KS4 pupils, which a strong focus on intervention and reintegration. There will be an expectation that those pupils who have been excluded from a mainstream school will have access to an enriched curriculum that is enhanced by access to appropriate social and emotional support. To this end, the provision of the future will be shaped around a multi-disciplinary staff team focused on creating a stimulating, high quality offer that seeks to re-engage pupils in an education and skills pathway.

A more integrated, multi-professional approach to meeting the needs of pupils referred to the provision will deliver stronger, more embedded, links between the following services: School Nursing, Education Welfare, Speech and Language, Educational Psychology, Children's Social Care, Early Help, CAMHS, Youth and Community Services.

The Tuition Service and the re-designed PRU will be co-located on the same site under the governance of the Haringey Tuition Centre offering opportunities for greater integration over time. The current accommodation for the Tuition Service is felt to be unsuitable and identifying an appropriate site creates the opportunity to think differently about both provisions. Co-location will enable a more efficient use of resources, such as the sharing of site costs between the two service. Having the two provisions co-located within well-designed accommodation would also create increased scope for establishing a multi-agency presence on site – bringing key professionals on site to increase the specialist input into both provision and strengthen joint work between teaching, pastoral and specialist staff. Such greater integration will take some time to develop and would require a re-imagining of the two services but early consideration following co-location in 2020 would contribute to a better offer for children and young people across the borough.

7.3.3 **Establish a multi-disciplinary advice and intervention Service by September 2020**

The focus of the service will be to provide advice and support to schools with the aim of promoting inclusive practice in schools and reducing pupil exclusion. Intervention will seek to encourage positive re-engagement, behaviour change and a focus on improving mental health and wellbeing.

A multi-disciplinary team will be brought together as a network including CAMHS, family support, and therapy input providing support services for schools and alternative education providers targeted at children and young people aged 4-16 at risk of exclusion or excluded. The function of this virtual team will be to provide access to a 'team around the school' range of advice and support services, with the aim of supporting school and parents/carers to:

- Increase engagement in education and support re-engagement in education
- Improve the early assessment and early identification of needs
- Improve mental health and well-being
- Improve attendance

7.3.4 **Develop an AP provider framework and establish regular Alternative Education Provider Forums**

As part of this proposal, a new refreshed framework for alternative education provision will be developed, using the Dynamic Purchasing System (to allow flexibility and for a range of providers with different expertise and offers). Work will continue with neighbouring local authorities in North Central London and it is proposed that a NCL wide Framework may be developed. It is further proposed that the Framework would be directly accessed by schools if possible.

We will also establish at least termly meetings of a Forum of Alternative Education Providers, to commence from January 2020 with a view to sharing best practice and expertise, identifying gaps and duplication in the offer, networking and responding to workforce challenges. The Forums could also help the sector to prepare for issues such as Brexit and the impact of the Timpson Review on Exclusions.

7.3.5 **Implement a robust approach to the planned re-integration of pupils through the In-Year Fair Access Panel (IYFAP) process**

The approach is to ensure greater transparency to the process of managed moves, any threatened or actual off-rolling and any clear evidence of unofficial exclusions, ensuring there is a clear view of the journey for pupils from one educational setting or provision to another and that the journey falls within all relevant legislation. The model proposes a strengthened role for the In Year Fair Access Panel, which considers the impact of other moves, necessary for whatever reason, supported by the Locality Based Pupil Inclusion Panels. Through engagement directly with schools through IYFAP there will be a review of how the Panel works and to build support for information about all pupil moves coming through the Panel on a monthly basis.

7.4 **Long-term support**

7.4.1 **Commission Social, Emotional and Mental Health (SEMH) provision for primary and secondary aged children by January 2021:**

This element seeks to address a gap, which has been consistently identified as critical, in the current provision for children and young people in Haringey – an SEMH provision for those children who are not able to stay long term in mainstream settings. The lack of local provision can result in children being placed in independent residential educational settings out of borough, which disrupts family life, can have a poor impact on social and educational outcomes for children and is costly. This will be a specialist provision which will not be used except where there is clear need and other routes to support and care have been exhausted – it will be important that children are not in effect abandoned into the provision but that the provision forms part of the education landscape in Haringey.

8. **Proposed Funding Arrangements**

The current funding for schools and for alternative provision is under pressure and these proposals have been developed with a clear and consistent strategic approach to build on early intervention and whole systems coherence to reduce costs throughout. There is a recognition of increasing spend in relation to growing demand for children with special educational needs and disabilities – and a growing awareness of the need for the system to respond coherently, not through one agency or one funding source. Currently, budgets and flows of funding are being reprofiled and work is underway to deliver the financial model which will form part of the Change Plan moving forward.

9. **Taking the work forward**

The Alternative Provision Review Group will continue to meet and to oversee the Model for Change over the next period, which we anticipate will be three years, to co-design and embed the proposals together as a system. There is a need to ensure a wide range of voices continues to be reflected in implementation and that there is a strong focus on evaluation, which is being worked up now to ensure we have external input to help us to understand the impact of the changes over time against our key principles.

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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	Alternative Provision
Service area	Commissioning
Officer completing assessment	Ngozi Anuforo
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	10 th March 2020
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The policy informing the proposal under consideration in this impact assessment is the development and implementation of a change model for the future provision of alternative education in Haringey. The change model seeks to reshape how the Council, Schools and partner agencies and services in the borough work together with children, young people and their parents to reduce the number of children and young people at risk of exclusion from mainstream school, or who are excluded from mainstream schools, in the borough. The change model also seeks to improve the scope and range of alternative education provision offered in the borough, with a specific focus on ensuring access to support and enrichment is available to children, young people and their families at the earliest opportunity. The elements within the change model broadly affect several key stakeholders including children, young people, parents, carers, schoolteachers and support staff and providers of alternative provision both inside and outside of the borough.

A specific proposal within the change model is the redesign of the two existing Pupil Referral Units in Haringey (The Octagon and The Tuition Service) and the development of a new alternative provision hub within the borough. This development will specifically affect the pupils currently accessing the two PRUs, staff and the parents and carers and is the focus of this EqlA.

The detail of all the proposals within the change model is set out in a report and associated paper which will be presented to the Council's Cabinet on the 10th March 2020 for approval.

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?

Data used to assess the impact of the proposal on protected groups of services users and staff has been drawn from the data held at service level within each of the PRUs. The data review considered the learners currently accessing the two PRU provisions, as well as the staffing profiles for each setting.

Additional data has been drawn from the Haringey Stat on Serious Youth Violence, Haringey Schools data, PRU pupil data

Protected group	Service users	Staff
Sex	Haringey Pupil Referral Unit Data	X
Gender Reassignment	Equalities and Human Rights Commission	
Age	Haringey Pupil Referral Unit data	

Disability	Haringey Pupil Referral Unit data Census 2011	
Race & Ethnicity	Haringey Pupil Referral Unit data	
Sexual Orientation	Office for National Statistics	
Religion or Belief (or No Belief)	Census 2011	
Pregnancy & Maternity	Office for National Statistics	
Marriage and Civil Partnership		

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?

A review of data told us that in Oct 2018, 70% of all young offenders in the borough had had a fixed term exclusion from school and approximately 10% of all young offenders had been permanently excluded from school. At the same period, 77% of pupils attending alternative education provision were recognised as having a special education need or disability. Approximately half were recognised as having a social, emotional or mental health need.

The review of current service user data across the two PRUs has highlighted the following:

Sex

The Octagon

SEX	
Male	Female
74%	26%

The Tuition Service

GENDER	
Male	Female
51%	49%

The data indicates that the majority of pupils in PRUs in Haringey are male.

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.

Age

Due to the nature of the service, all those in Pupil Referral Units are children.

Disability

The Octagon

DISABILITY	
Proportion of Pupils with an identified Special Educational Need or Disability	
EHCP	SEN Support
3%	97%

The Tuition Service

DISABILITY		
Proportion of Pupils with an identified Special Educational Need & Disability		
EHCP	SEN Support	No SEN
27%	62%	11%

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. It is therefore apparent that disabilities are more common among pupils in pupil referral units.

Race and Ethnicity

The Octagon

RACE & ETHNICITY	
White British	5%
White Other	6%
Black British - African	15%
Black British - Caribbean	19%
Turkish	7%
Mixed Ethnicity	23%
Other Ethnicities	8%

The Tuition Service

RACE & ETHNICITY	
White British	49%
White Other	13%
Black British - African	2%
Black British - Caribbean	6%
Black Other	3%
Mixed Ethnicity	19%
Other Ethnicities	8%

Census 2011 data indicates that BAME communities form 80.3% of Haringey's school children, significantly above the proportion for the borough as a whole. The Pupil Referral Unit data indicates that BAME children are overrepresented in The Octagon, whereas White British pupils are overrepresented in the Tuition Service.

Religion

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%).

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.

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.

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.

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).

1. The profile of staff was considered to understand where there may be instances of disproportionality.

a) The Octagon – staff profile as at February 2019

Male	Female
38%	62%

RACE & ETHNICITY	
White British	34%
White Other	8%
Black British - African	4%
Black British - Caribbean	42%
Black Other	4%
Asian	4%
Other Ethnicities	4%

DISABILITY

There was limited data available but the information that reviewed showed that the number of staff with a disability was less than 5.

RELIGION

There no data available for this characteristic.

b) The Tuition Service - staff profile as at February 2020. Data for this pending and we will be taking steps to assess impact further once this has been received.

Male	Female

RACE & ETHNICITY	
White British	
White Other	
Black British - African	
Black British - Caribbean	
Black Other	
Mixed Ethnicity	
Other Ethnicities	

DISABILITY

There was limited data available but the information that reviewed showed that the number of staff with a disability was less than 5.

RELIGION

There no data available for this characteristic.

Comment

The largest proportion of staff affected by the proposal are female.

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 acknowledged that the actions outlined within the proposed change model will be implemented over a period of two to three academic years. Elements of the plan are expected to be shaped by the on-going engagement of schools, parents/carers and young people in co-production and design, as well as consultation on key aspects of the plan, ahead of full implementation.

Groups targeted for engagement and consultation are set out below:

- Children and young people
- Parents and carers
- Staff

Engagement with schools in the borough commenced in Autumn 2019 and remains ongoing. This has involved individual discussions with Secondary Schools and Further Education providers, discussions through Primary and Secondary Forums and via an ongoing Alternative Provision Review Group which comprises of key stakeholders affected by, and able to contribute, to the proposed change model.

The engagement programme with parents and carers has commenced and will continue. We are keen to engage with as many parents and carers as possible and will work through existing services to reach those parents and carers. Some initial surveying activity demonstrated a need to hold more direct conversations with parents and carers and these will be undertaken through one to one telephone conversations and a proposed focus.

The targeted engagement of young people will be a focused programme of activity concerned with ensuring the voice of young people is central to how the change model evolves and is implemented. The programme of activity will take into account the individual needs of pupils, ensuring that provision is made for those with Special Educational Needs and Disabilities (SEND) or if there is a need to support participation in consultation such as the use of translators or advocates.

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?

Consultation and engagement activities remain on-going and will continue to target the groups outlined in section 4.a).

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 larger majority of learners affected by the changes are male. It is recognised that this is a consequence of the disproportionate representation of males in PRU services. The redesign of the current provision is not expected to change the offer currently being made in a way that will have a negative impact on this group.

Positive		Negative		Neutral impact	X	Unknown Impact	
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2. Gender reassignment - – data on this area was not available at the time of review. The impact on those within this protected characteristic is, as yet, unknown. The continued programme of engagement and consultation will seek to understand and assess any impact of the proposals on this group.

Positive		Negative		Neutral impact		Unknown Impact	X
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3. Age – There are two groups who will be significantly affected by the proposals are young people and adults. The young people are current users of the provision and are all under 16 years of age. The adult group comprises of staff and parents/carers. The age profile of the parents and carers affected by these changes is not yet known and this information will continue to be gathered. It is anticipated that the proposals will have a positive impact on young people and their parent/carers as a result of an improved service

offer and access to support.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability - It is anticipated that the proposals will have a positive impact on those pupils with SEND as a result of an improved assessment and referral processes and access to support.

Positive	X	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity – The data suggest that residents from black and minority ethnic groups will be significantly affected by the proposals among both young people and adults. The young people are current users of the provision and the adult group comprises of staff and parents/carers. At present, the race and ethnicity profile of the parents and carers affected by these changes is not yet fully known and this information will continue to be gathered. It is anticipated that the proposals will have a positive impact as a result of an improved service offer and access to support.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation – data on this area was not available at the time of review. The impact on those within this protected characteristic is, as yet, unknown. The continued programme of engagement and consultation will seek to understand and assess any impact of the proposals on this group.

Positive		Negative		Neutral impact		Unknown Impact	X
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7. Religion or belief (or no belief) – data on this area was not available at the time of review. The impact on those within this protected characteristic is, as yet, unknown. The continued programme of engagement and consultation will seek to understand and assess any impact of the proposals on this group.

Positive		Negative		Neutral impact		Unknown Impact	X
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8. Pregnancy and maternity – data on this area was not available at the time of review. The impact on those within this protected characteristic is, as yet, unknown. The continued programme of engagement and consultation will seek to understand and assess any impact of the proposals on this group.

Positive		Negative		Neutral impact		Unknown Impact	X
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9. Marriage and Civil Partnership – data on this area was not available at the time of

review. The impact on those within this protected characteristic is, as yet, unknown. The continued programme of engagement and consultation will seek to understand and assess any impact of the proposals on this group.

Positive		Negative		Neutral impact		Unknown Impact	X
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10. Groups that cross two or more equality strands e.g. young black women

Data and demographic information suggest that the proposal will have an impact on the group characterised as young black males. This is reflected in the disproportionate representation of this group, as against the wider pupil population in Haringey, amongst the numbers of pupils permanently excluded from school or accessing alternative education provision.

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?**

It is anticipated that the proposals will help to tackle the disproportionate impact of school exclusion on boys from black and minority ethnic backgrounds. The approach set out in the change model seeks to tackle discriminatory practice, increase transparency around the movement of pupils in and out of mainstream education and improve inclusive practice across the education system in Haringey. By building, and maintaining, the engagement of those groups most negatively affected by school exclusion through the change period, our approach will seek to encourage greater participation in education of those groups in the borough sharing protected characteristics and reduce current levels of disadvantage.

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
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<p>No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u></p>	<p>Y</p>
<p>Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below</p>	<p>N</p>
<p>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.</p>	<p>N</p>

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:

As part of the implementation of this proposal, plans will be put in place to collect and collate information about impact, within a wider approach to monitoring and evaluation the effect of the change plan on the education system in Haringey. The impact on the groups affected by the changes will be tracked and qualitative and quantitative data will be used to identify any unintended consequences of the changes or adverse effect for any group.

In order to measure the equalities impact, data will be collected on a termly basis via school census information and a school HR profile data.

7. Authorisation

EqlA approved by (Assistant Director/ Director)	Date
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8. Publication
Please ensure the completed EqlA is published in accordance with the Council's policy.

(Empty space for publication details)

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

Report for: Cabinet, 10th March 2020

Title: Council response to Haringey Fairness Commission

Report authorised by: Zina Etheridge, Chief Executive

Lead Officer: Jean Taylor, 0208 489 1383, Jean.Taylor@haringey.gov.uk

Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1 The Haringey Fairness Commission ‘the Commission’ was established in July 2018, with the aim of better understanding the causes of unfairness in the borough through conversations with residents and other local stakeholders and developing practical recommendations for how the council and partners can tackle inequality and work to better support residents, communities and businesses in Haringey.
- 1.2 The Commission was made up of twenty Commissioners and two Co-Chairs (Cllr Kaushika Amin and Professor Paul Watt), drawn from a range of sectors and partner organisations including: the police, education, youth provision, faith groups and the voluntary community sector (VCS).
- 1.3 Over the course of its work, the Commission heard from over 1,500 residents at public events and focus groups and received written submissions from individuals, schools and voluntary sector groups. This evidence, grounded in the lived experience of Haringey’s residents, has been used to inform the Commission’s work, alongside wider data and analysis.
- 1.4 Evidence from the Commission has been shared with relevant officers across the council as the work has progressed, and so has already positively influenced thinking on a number of organisational agendas, including work to inform thinking about the future of libraries and on the council’s approach to consultation and engagement.
- 1.5 The Commission published its final report and recommendations on (February 27th). This report sets out a series of recommendations for the council, Mayor, national government and partners; including the police, voluntary community sector (VCS) and schools, designed to affect change and increase equality and fairness across the borough.

2. Cabinet Member Introduction

‘Progress with humanity: a fairer way forward’ is the final report of the Haringey Fairness Commission. It sets out the Commission’s recommendations to

national government, the Council and other partners, about what they should do to tackle inequality and unfairness in Haringey (and elsewhere).

The report marks the culmination of an intensive process as part of which we have spoken to more than 1,500 residents, partners and stakeholders about their perceptions and lived experience of inequality and unfairness. I would like to take this opportunity to thank, on behalf of my co-chair, Paul Watt and the other Commissioners, all the people who shared their views in meetings, focus groups or in written submissions. I would also like to take this opportunity to thank all the Commissioners who contributed their valuable time and expertise, and who have helped to shape the final report.

The scale and the complexity of some of the issues we are seeking to tackle means that work to address them will take time, and that it sustained effort will be needed for us to see the progress we aspire to. But we are confident, based on the conversations and commitments we have heard as part of the Commission, that if we can pull together and pool our resources and energies, then we will start to chip away at the causes of unfairness in our borough.

3. Recommendations

3.1 To receive the Haringey Fairness Commission Report (attached as Appendix 1) and to publicly thank Commissioners for all their hard work and everyone who contributed to the Report.

3.2 To agree to receive an officer report in the summer setting out the Council's proposed response to the Haringey Fairness Commission's recommendations.

3.3 To note the recommendations to partners, the Mayor and national government set out in the Haringey Fairness Commission report (Appendix A).

4 Reasons for decision

4.1 The Commission's final report sets out a series of recommendations to the council (some of which are also directed at partners, the Mayor and national government). The council now needs to consider these recommendations, including assessing the resource that would be needed to implement them. This assessment is important in ensuring that implementation plans set out a meaningful set of actions which will help to address the issues of unfairness identified by the Commission, making the best possible use of the Council's levers, resources, and partnerships.

4.2 It is proposed that the resulting assessment should come back to Cabinet (in summer) including timescales on which key milestones will be achieved and proposing key performance indicators (KPIs) which can be used to assess progress.

4.3 The Commission's final report also sets out a series of recommendations aimed at partners, the Mayor and national government. This report recommends that Cabinet notes these and gives approval for officers to put in place plans for lobbying, campaigning and influencing work related to them which will be set out in the next Cabinet report.

5 Alternative options considered

5.1 Accept the Commission's recommendations without a process of assessing implications and strategic opportunities

The council needs to respond to the Commission's recommendations with a meaningful programme of activity that is reflected in the organisation's strategic priorities and corporate delivery plans. Time is therefore needed to assess the recommendations and develop deliverable plans of action that will result in progress, help to build residents' trust in the council and generate ongoing interest in, and commitment to, activity to tackle unfairness in the borough amongst residents, partners and other stakeholders.

5.2 Reject the Commission's report

The council shares the Commission's commitment to urgently addressing the causes of unfairness and inequality in the borough and appreciates that the Commission's work is based on intensive process of engagement with a wide range of residents and partners. It understands that recommendations are firmly grounded in the lived experience of Haringey's residents and the recommendations developed by Commissioners with significant knowledge and expertise.

On this basis rejecting the Commission's report is not viewed as being a credible or desirable option.

6 Background information

- 6.1 Cabinet established the Haringey Fairness Commission (the 'Commission') in [July 2018](#). It is important to note that the Commission is a cross-party undertaking and continues to include councillors from all of Haringey's political parties.
- 6.2 The Commission was made up of twenty Commissioners and two Co-Chairs (Cllr Kaushika Amin and Professor Paul Watt) from a range of partner organisations and sectors including: the police, education, youth provision, faith groups and the voluntary community sector (VCS).
- 6.3 The Commission is a separate entity from the council; and its independent status was important to ensuring its role in proving external challenge. However, the Commission was supported by one dedicated full-time officer based at the council.

- 6.4 The Commission was formally launched in July 2018, with the aim of better understanding the causes of unfairness in the borough through conversations with residents and other local stakeholders and developing practical recommendations for how the council and partners can tackle inequality and work to better support residents, communities and businesses in Haringey.
- 6.5 The Commission's Terms of Reference indicate that this will be achieved by:
- Focusing on hearing about the priorities, lived experiences and ideas of residents, community groups and businesses.
 - Reviewing evidence from a range of sources, including local, regional and national data.
 - Using this evidence to identify key areas of inequality and the reasons why these inequalities exist and persist - recognising that they are complex and often interconnected; and focusing on inequalities where action at a local level can make an impact.
 - Exploring a broad range of options for addressing the key issues, learning from the ideas of local people and evidence of what has worked elsewhere.
 - Recommending practical and strategic actions that the Council and partners can take to tackle inequality
- 6.6 The Commission has drawn on a range of evidence sources and insight to develop actionable recommendations. This includes data and policy analysis, as well as qualitative research with residents through a wide range of engagement activities. Between November 2018 and March 2019, the Commission heard from over 1,500 residents at public events and focus groups and through written submissions from individuals, schools and voluntary sector groups.
- 6.7 Using their combined personal and professional expertise, the Commissioners guided the focus of the final report and developed recommendations based on an assessment of where the council and its partners could have the greatest impact on the causes of unfairness in the borough.
- 6.8 The Commission's final report focuses on five key themes: public services, housing, children and young people (CYP), community safety and developing the voluntary community sector (VCS). The themes were developed in response to what the Commission heard in the first phase of engagement, based on discussions with and submissions from residents, community groups, voluntary sector organisations, schools, and businesses, alongside feedback during three public events (and a series of smaller engagements). Additional engagement activity was undertaken as part of the second phase of the Commission's work to understand fairness and inequality issues related to each of these themes. The five priority themes represent areas where there are significant inequalities for Haringey's diverse communities, with it felt that council and partners had the ability to address directly or influence at a local level.

- 6.9 Recommendations are not exclusively for the council, there are also recommendations for local partners (including schools and the VCS), the Mayor and national government, reflecting the different roles that each must play in working to address inequality.
- 6.10 The council needs to respond to the Commission's recommendations with a meaningful programme of activity that is reflected in the organisation's strategic priorities and corporate delivery plans. Time is therefore needed to assess the recommendations and develop deliverable plans of action that will result in progress, help to build residents' trust in the council and generate ongoing interest in, and commitment to, activity to tackle unfairness in the borough amongst residents, partners and other stakeholders.

7 Contribution to strategic outcomes

There is a clear link between the recommendations made by the Commission and the council's strategic objectives set out in the Haringey Borough Plan 2019-2023. The theme of reducing inequality and making Haringey a fairer place cuts across the five recommendations of housing, people, place, economy and your council and extends to specific pledges around resident engagement and partnership working with the voluntary community sector.

The Commission will help to refocus attention on specific borough plan outcomes, and it is proposed that detailed mapping of the relationships between recommendations and relevant borough plan outcomes takes place as part of the implementation phase and that this mapping is reflected in the year 3 delivery plan.

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

Finance

There are no financial implications arising from the contents of this report. The recommendation in 3.2 is for a further report to be brought back to the Cabinet in the summer of 2020 which will include the Council's proposed response to the recommendations. This further report will include an assessment of any resource required to implement them. Therefore the financial implications of any of these proposals will be addressed in that future report.

Procurement

Strategic Procurement notes the content of this report and confirms there are no procurement implications related to the recommendations stated in Section 3 of this report.

Legal

There are no legal implications arising from the recommendations of this report. The Council at this stage is receiving the Fairness Commission Report. The next stage, the Council's response to the recommendations in the Report, may give rise to legal issues which will be addressed at that stage.

Equality

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- a. Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- b. Advance equality of opportunity between people who share those protected characteristics and people who do not
- c. 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 apply to the first part of the duty.

The proposed decision is for Cabinet to note the recommendations to the council set out in the Haringey Fairness Commission report and agree to receive a report in the summer setting out the proposed response to the recommendations. The overall objective of the recommendations is to promote fairness and equality in Haringey and address inequalities that have been identified through research, consultation, and engagement with Haringey's communities and partner organisations.

The Fairness Commission's report makes recommendations to the Council, to partners, to the Mayor of London, and to national government. To the extent that the recommendations to are accepted, their implementation will represent steps to promote equality. Noting the recommendations therefore affords the Council an opportunity to consider steps to eliminate discrimination, promote equality of opportunity, and foster good relations between communities.

A report will be presented to Cabinet in July 2020 that sets out which recommendations the Council accepts and how it intends to implement them. When considering the recommendations and planning their implementation, the Council will have due regard for the three aims of the public sector equality duty. The July report will note the implications of the acceptance and implementation of the recommendations for the Council's public sector equality duty. Equalities Impact Assessments will be undertaken where appropriate.

9 Use of Appendices

Appendix 1 is the Haringey Fairness Commission's final report.

10 Local Government (Access to Information) Act 1985

17th of July 2018 Cabinet Fairness Commission Launch

HARRINGEY

Fairness Commission

Progress with
Humanity:
A Fairer Way
Forward





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Foreword

'Progress with humanity: a fairer way forward' is the final report of the Haringey Fairness Commission. It is a call to action for the council, partners and our residents to work together to tackle the inequality and unfairness issues highlighted in our report. However, it also recognises that whilst there is much we can achieve when working together within the borough, we also need national government to take action to address the injustices that fall within their remit.

The Fairness Commission was established by Haringey's Cabinet to fulfil a commitment made during the 2018 election campaign. Its aim was to hear from residents, communities and businesses about how we can all make Haringey a fairer and more equal borough. Over the course of our work we estimate that we have spoken to 1,500 people and a range of local stakeholders and community groups. A number of themes came up repeatedly as part of these conversations, but one of the most urgent messages was that, as a result of decades of austerity policy, many of our residents have been left without a safety net, and have been pushed into circumstances that have robbed them of their dignity.

We hope that we have done justice to the diverse voices we heard from as part of the Commission, and in particular, to those people who shared deeply personal and moving experiences of unfairness and inequality.

As Co-Chairs, we are proud of the open, listening approach that we took to the Commission, and of the fact that the focus of the Commission's work was shaped by what was most important to Haringey residents. We are grateful to all of our commissioners for coming together to develop the recommendations set out in the report. They have brought diverse perspectives, experiences and professional backgrounds, but always been unified by a shared commitment to social justice.

We know that commissioners are not alone in this commitment and that the Commission must build on all of the good work that we saw happening across the borough, led by people who everyday make important contributions to tackling inequalities and unfairness. Over the course of the Commission, we saw some of the fantastic ways in which Haringey's residents come together to support one another: the commitment shown by community groups like Highway House to provide shelter and warmth for homeless people; the diligence and skill with which workers at Project Future build lasting, trusting relationships with disadvantaged young men; the care and patience practiced daily by carers across the borough looking after and advocating for their loved ones.

One of the key themes to emerge from the Commission is that people want to see a fairer, more equal and more humane borough, for themselves, their families and neighbours. However, they often felt the scale of the issues were such it was difficult to make a difference or that the way that public institutions and others work make it difficult for them to make their voices heard. The need to offer Haringey's residents a great sense of power and agency, and to mobilise people to achieve positive change, are both themes that run through the Commission's recommendations.

The scale and complexity of the issues we are seeking to tackle means that work to address them will take both time and sustained commitment. However we are confident that if we work together, pooling our time, energy and resources, we can make progress in making Haringey fairer and more humane borough for all.

**Cllr Kaushika Amin and Professor Paul Watt,
Co-Chairs of the Haringey Fairness Commission**

Statements of Support

Councillor Joseph Ejiofor, Leader of Haringey Council

"The Haringey Fairness Commission has highlighted the urgent fairness and equality issues faced by many of our residents. As Leader of the council, I am committed to doing justice to people who shared their views and experiences and driving forward the work needed to start to chip away at the causes of unfairness and inequality in the borough"

Zina Etheridge, Chief Executive, Haringey Council

"The work of the Haringey Fairness Commission makes an important contribution to our understanding of residents' experiences of unfairness and inequality. Its findings have already helped shape our thinking about a number of key issues in the council, and I am confident that going forward, it will positively influence collective work to tackle inequality in the borough"

Tony Hartney- CBE Gladesmore Community School

"Gladesmore Community School are pleased to have been involved in the work of the Fairness Commission"

Kellie Dorrington- Haringey Citizens Advice

"Citizens Advice Haringey support the recommendations of the Fairness Commission. We look forward to working together with all of our partners and stakeholders to make the recommendations of the Fairness Commission a reality"

Sharon Grant- Chair of Haringey Public Voice

"This has been an important exploration of the scale, nature and perceptions of unfairness in our borough. The next step must be for all of us in Haringey to recommit to finding new remedies which reflect these findings"

Sean McLaughlin- Homes for Haringey

"We fully support the Fairness Commission's recognition of the importance of secure and affordable housing to the well-being of our residents"

Lynette Charles – CEO Mind in Haringey

"I feel that our report captures the experiences of those we met and talked with and gives real sense of the lived experiences of inequality that must be challenged"

Rob Tab- Interim Chair: Haringey Business Alliance Co Chair: Green Lanes Traders Association

"We fully support and endorse the work and findings of the Fairness Commission. The ethos and approach is great and a refreshing start, to listen and to hear the issues of inequality of everyday circumstances experienced by all sectors of the community"

Sarah Miller- Markfield

"Markfield community centre has been proud to play a part in this work – in particular so that the issues that matter to people with autism & learning disabilities and their families can be better understood by providers and community"

Bibi Khan- Wightman Road Mosque

"I believe that this commission was an excellent tool to capture key issues affecting residents... Haringey is a great borough, full of diversity which we should celebrate"

Paul Butler- Chief Executive Selby Trust

"The Selby Trust is pleased to be part of the Fairness Commission. Issues of inequality, addressing poverty and access to services are at the very heart of what we are seeking to address"

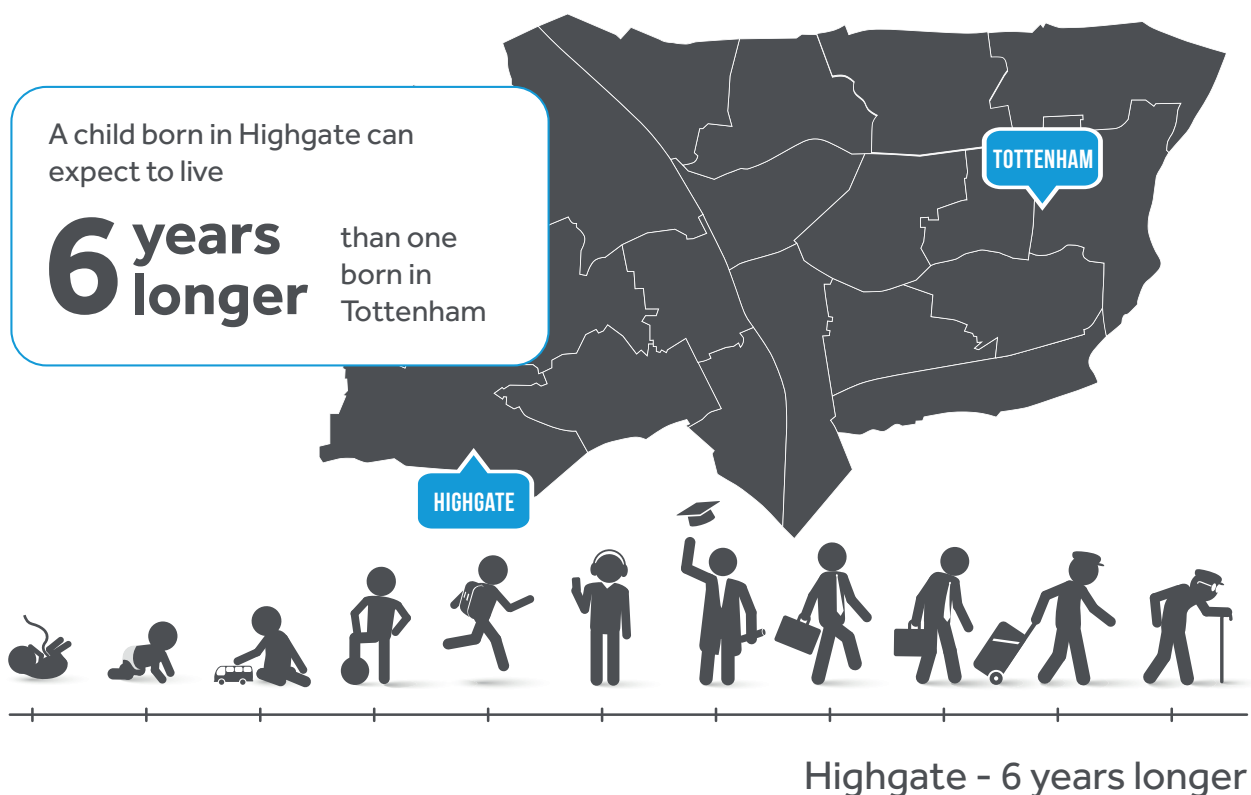
Introduction

Haringey's residents are proud of the borough in which they live. It is widely viewed as a place where communities care about one another and are deeply committed to working together to make Haringey a fairer place to live. Members of our community have long stood up to injustices and campaigned for a fairer society. Haringey was one of the first places in the country to elect a black MP, Bernie Grant, in the 1980s, at the same time as members of our communities were campaigning for racial equality and an end to LGBT discrimination. These expressions of solidarity continue to be part of the fabric of life in Haringey and contribute to the sense of community that many residents here feel. This is reflected in the good relationship that exists between different ethnic groups in Haringey as well as in the thriving voluntary and community sector.

However, Haringey also faces challenges when it comes to inequality. It has one of the highest poverty rates

in London, with more than a third of people living in poverty (33.8%), including in-work poverty, and 25% of workers not earning the London Living Wage of £10.75, which is higher than the London average of 22%.¹ This poverty is concentrated in the east of the borough, which has some of the most deprived areas of the country, while the west includes prosperous areas such as Muswell Hill and Crouch End (although it is worth noting that both of these also include significant pockets of deprivation).

Poverty is also unevenly distributed across different resident groups, and disproportionately affects: Black, Asian and Minority Ethnic groups (BAME); disabled residents; and children. We know that the impacts of living in poverty are profound and wide ranging, affecting the fabric of people's everyday lives, their relationships, their safety, their physical, emotional and mental wellbeing, and, ultimately, life expectancy.

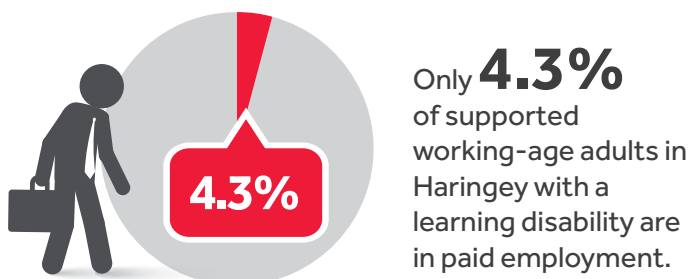
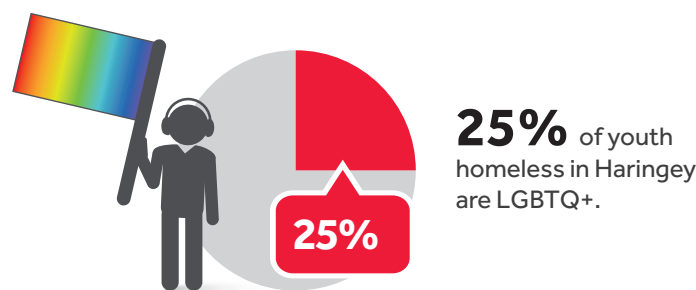
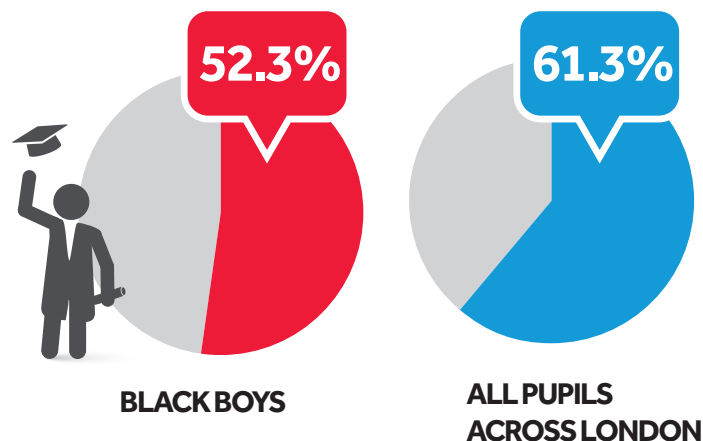


¹ Trust for London 2019 'Haringey poverty and inequality indicators': <https://www.trustforlondon.org.uk/data/boroughs/haringey-poverty-and-inequality-indicators/>

There are a range of factors that contribute to inequalities between different groups of residents in the borough, both in their day-to-day lives and in the life opportunities available to them, for example in access to education and employment opportunities. The factors influencing these inequalities are complex and sometimes not very visible, and include negative perceptions or stereotypes, as well as discrimination.² So, we know for example, that in common with BAME people nationally, the inequalities affecting the BAME residents who make up 38% of our communities are likely to be persistent and widespread,³ and include employment (both in terms of access to employment, pay and progression),⁴ housing disadvantage,⁵ and bias in the criminal justice system.⁶

It is also unacceptable that disabled people face significant barriers to work: across the country, the employment rate for disabled people has been consistently lower than for non-disabled people – an average of 31.1% lower since the start of 2008.⁷ Furthermore, those whose disability stems primarily from mental illness are among the least likely to be employed of all disabled people.⁸ This is also the case in Haringey, where only 12% of residents with a long-term health problem or disability that significantly limits their day-to-day activities are in employment.⁹

Black boys have the lowest attainment of all ethnic and gender groups: in 2015/16, 52.3% achieved A*-C in English and Maths, compared to 61.3% of all pupils across London.



The effects of this lack of fairness can be compounded when people fit into more than one of the social 'categories' that are disproportionately affected or often discriminated against, for example people who are from BAME backgrounds and are also disabled.

2 Including racism, sexism, homophobia, transphobia, or ableism.

3 Runnymede Trust 2019 'We Are Ghosts' Race, Class and Institutional Prejudice': <https://www.runnymedetrust.org/uploads/publications/We%20Are%20Ghosts.pdf>

4 Department for Business, Energy & Industrial Strategy 2017 'Race in the workplace: The McGregor-Smith Review': www.gov.uk/government/publications/race-in-the-workplace-the-mcgregor-smith-review

5 UCL and Resolution Foundation 2019 'Structurally unsound. Exploring Inequalities: Igniting research to better inform UK policy': <https://www.ucl.ac.uk/grand-challenges/sites/grand-challenges/files/structurally-unsound-report.pdf>

6 Lammy Review 2017 'Final report': <https://www.gov.uk/government/publications/lammy-review-final-report>

7 TUC 2015 'Disability and employment: a social model study of the employment experiences of disabled people in Great Britain, with a focus on mental illness': <https://www.tuc.org.uk/sites/default/files/DisabilityandEmploymentReport.pdf>

8 Ibid

9 Haringey Council 2019 'Borough Plan 2019-2023 Equality Impact Assessment': http://www.minutes.haringey.gov.uk/documents/s107023/_Borough%20Plan%20EQIA_FINAL.pdf

Fairness in context: the impact of austerity policies and a changing economy

The impact of austerity policies

In common with the rest of the country, Haringey's residents have been adversely affected by 'austerity', a set of political-economic policies introduced by the 2010 coalition government following the 2008 financial crisis, which aim to reduce government budget deficits through reduced government spending. Austerity policies have had a range of effects, for example: less financial support available to meet the cost of housing; an increase in NHS waiting times; a reduction in police numbers; and greater pressure on school budgets. While austerity policies affect all of us, their effects are felt most devastatingly by those less well-off in our society¹⁰ – and particularly disabled people, women, BAME groups, children, and single parents.

Funding to local government has been significantly reduced as a result of austerity. On average, councils have lost close to 60% of their funding since 2010.¹¹ In Haringey, the council has seen a 62% real-terms reduction in government funding since 2010, and as a result, has had to focus the support it provides to those who are assessed as needing it most.

Over the same period, there have been a number of significant changes to social assistance, which mean that the financial safety net which people might previously have relied on in times of difficulty is no longer available. Since 2016, most working-age benefits, and in particular personal independence payments (PIP) and employment support allowance (ESA) have been frozen, resulting in people who depend on these benefits (and, in particular, disabled people) experiencing a reduction in the value of the assistance they receive. This is at the same time as costs have risen for the poorest families, leaving them

using a disproportionately high share of their income on housing, fuel, food and childcare, and struggling to meet these costs. At the same time, the introduction of Universal Credit has pushed many people in the country into rent arrears, heightening the risk of evictions^{12,13}. Meanwhile, sanctions and administrative errors mean that many people are left coping without the money that they desperately need to get by.¹⁴ As a result, poverty, which declined significantly during the first decade of this century, is now growing again, particularly among pensioners, children and those in work.¹⁵

They're asking about two months' payment in advance – rent and deposit. I want to pay rent and live independently but with Universal Credit, no way can I do that.

Resident; Highway House

At the same time, access to information, advice and guidance (IAG) about benefits and other issues has become more limited, as these services have been reduced as a result of funding cuts, meaning people are also less able to get advice to deal with these matters.¹⁶ While service providers have managed to sustain or increase numbers of clients who are dealt with through telephone, online and assisted information work, in-depth face-to-face advice appointments – vital for help with more complex issues – have been reduced, and the need for benefits-related advice is crowding out other issues.¹⁷ Cuts to legal aid mean that people in crisis who need legal support are often unable to access it.

10 UN Special Rapporteur on extreme poverty and human rights 2018 'Statement on Visit to the United Kingdom': https://www.ohchr.org/Documents/Issues/Poverty/EOM_GB_16Nov2018.pdf

11 LGA briefing 2019 'Debate on local government funding': <https://www.local.gov.uk/sites/default/files/documents/LGA%20briefing%20-%20Debate%20on%20local%20government%20funding%20-%20HC%20150119.pdf>

12 Resolution Foundation (2020), <https://www.resolutionfoundation.org/publications/the-long-and-winding-road/>

13 13 Mayor of London (2019), <https://www.london.gov.uk/press-releases/mayoral/mayor-slams-welfare-reforms>

14 EHRC 2018 'The impact of welfare reform and welfare-to-work programmes: an evidence review': <https://www.equalityhumanrights.com/sites/default/files/research-report-111-cumulative-impact-assessment-evidence-review.pdf>

15 IPPR 2019 'Social (in)security: Reforming the UK's social safety net': <https://www.ippr.org/files/2019-11/social-insecurity-november19.pdf>

16 Kirwan 2016 'Advising in Austerity: Reflections on Challenging Times for Advice Agencies': <https://policy.bristoluniversitypress.co.uk/advising-in-austerity>

17 As above

Changes in the economy and labour markets

In addition to the challenges resulting from austerity policy and changes in social security, changes in the London (and UK) economies have affected Haringey's residents.

Finding work and being employed no longer necessarily provide financial security: 25% of Haringey residents in work are paid below the London Living Wage (LLW).¹⁸ Combined with the high cost of housing in the private rented sector in London, low pay means it is highly likely that a significant number of working families in Haringey live in poverty – with Trust for London data showing that 34% of Haringey residents are below the poverty line.¹⁹

34%



Haringey residents live below the poverty line.

In common with the rest of the UK, this situation has been exacerbated by a 'hollowing out' of the labour market, whereby high and low-skill jobs have grown much more quickly than middle-skilled jobs.²⁰ This has meant that it is more difficult for the capital city's residents to progress out of poverty,²¹ and to improve their lives in the way that they might have expected to do in the past.²²

The economic and labour market changes have led to increasing numbers of Haringey residents living precariously, without a safety net to fall back on and without access to a route out of poverty. This precariousness is a wider social phenomenon across the UK, as evidenced by the soaring use of foodbanks across the UK with disabled people, people with ill health and lone parents disproportionately represented.²³ While no local data is available on foodbank use in Haringey, the Commission heard anecdotal evidence of a significant increase in foodbank use across the borough. A local food bank manager told us that service users came from across all social backgrounds, ethnicities and ages:

More people are coming than before, lots due to benefits cuts. It's quite across ethnicities, ages, everything, and because people are losing jobs. It's normally the basics – milk, sugar, orange juice – that go the fastest. But we're also having to manage people's expectations as money to us is not coming in as it used to be.

Foodbank Manager, Haringey

At the same time, residents see other parts of our communities thriving – for example, there is substantial income variation between those living in east Haringey (Tottenham constituency) and those in the west (Hornsey and Wood Green constituency). In 2018, median hourly pay of residents in the west was in line with the London top quartile, while those in the east earned 26% less than them, although this gap narrowed to 14% in 2019.²⁴

18 Trust for London 2019 'Haringey poverty and inequality indicators': <https://www.trustforlondon.org.uk/data/boroughs/haringey-poverty-and-inequality-indicators/>

19 As above

20 Resolution Foundation 2015 'Looking through the hourglass: Hollowing out of the UK jobs market pre- and post-crisis': <https://www.resolutionfoundation.org/app/uploads/2015/03/Polarisation-full-slide-pack.pdf>

21 London Assembly 2016 'The Hourglass Economy: An analysis of London's labour market': <https://www.london.gov.uk/sites/default/files/londonlabourmarketfinal.pdf>

22 Social Mobility Commission 2019 'Social mobility in Great Britain - state of the nation 2018 to 2019': <https://www.gov.uk/government/publications/social-mobility-in-great-britain-state-of-the-nation-2018-to-2019>

23 Trussell Trust 2019 'State of hunger': <https://www.trusselltrust.org/2019/11/05/state-of-hunger-2019/>

24 Nomis 2019 'Annual Survey of Hours and Earnings': <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?opt=3&theme=&subgrp=>

Experiences of unfairness and inequality

Throughout the engagement phase the Commission aimed to understand people's experience of unfairness and inequality in the borough. Residents shared a wide range of experiences of unfairness which they felt to be unacceptable.

It became clear to the Commission that for many residents the experience of unfairness acted to accentuate their wider experiences of inequality and disadvantage.

A BASIC STANDARD OF LIVING AND A SENSE OF SECURITY

The first category of unfairness is rooted in the idea that all residents of Haringey, at a minimum, should be able to expect a decent standard of living. People felt this standard of living should be aligned with the expectations of wider society and allow for participation in it. It was characterised by having access to the foundations of a decent life, including: a basic income; warm, safe, and secure housing; clean clothing for children and self.

Where Haringey's residents did not have the basics of a decent life, the human impact was felt to be considerable. The Commission heard about young people attending school in shoes lined with plastic bags to protect against water which might otherwise seep through the holes in their shoes, depriving them of dignity at a time when their sense of self is being formed. It heard about physically disabled residents unable to leave their homes due to inaccessible housing and the inability to afford suitable equipment, meaning that they were left isolated and unable to participate in day-to-day activities. It heard about low-income migrant workers living in overcrowded, unsanitary accommodation with little chance of saving enough money to improve their situation.

We've [also] been talking about the material deprivation that some may have and how due to lack of resources of time or workspace for students it maybe demotivates them. [It's] a cycle, so if they are demotivated they might think that education is useless so they won't work hard, and their children might feel the same thing.

Pupil; Park View School, First Public Event

Conversations about a decent standard of living were also often accompanied by observations about the pernicious effects of feelings of insecurity in people's day-to-day lives. This was described in a range of different ways. For example, it related to safety and the insecurity felt by many of our children, young people and their parents and carers arising from concerns about youth violence in the borough. Another type of insecurity related to income and the stresses people feel from constant concerns about how to make ends meet. Finally, and perhaps most acute of all, was the sense of insecurity regarding housing tenure, and the impact that living in temporary accommodation, or in unaffordable privately rented housing, was having on individuals, families and their children. For many residents, Haringey has become a place where life feels increasingly difficult.

INEQUALITY

The second way people talked about unfairness related to the inequalities in the experiences and circumstances of different groups of residents. So, for example, people perceived there to be significant differences in income and outcomes between those in the east and the west of the borough. There was an awareness that the area in which you are born or live has a huge impact on your life chances – and a strong belief that the difference of a couple of miles should not translate into such diverse outcomes. This was most acutely felt by residents in the east of the borough who were frustrated by inequalities that translated into a lack of economic, personal and political power, and was also echoed by residents in the west of the borough who felt the differences were unacceptable.

Residents were also aware of a range of other inequalities experienced by different groups depending

on their age or life stage, ethnicity, whether they had a disability and a range of other protected characteristics, mentioned earlier in this section.²⁵ These inequalities play out across different issues/areas, including income, employment, participation and representation in decision making, and access to housing.

I don't work in a good job like before. They've also stopped my working tax credit. I don't feel I'm alive. I'm not living a good life with my daughter.

Temporary Accommodation Resident; Broadwater Lodge

The role of the council and its partners

The causes of poverty and inequality are many and complex, linked to the global political economy, as well as to national policy and politics. Within this broader context, the role of the Council, its partners, our communities and individuals can feel limited. A decade of austerity has heightened awareness that, with fewer resources available, less is likely to be delivered by local public services across a decreased scope. However, many working in and with local government recognise that it is possible to make a significant impact on some of society's most complex issues at a local level. This requires a genuine partnership approach with communities, harnessing ideas, connections, and strengths, and the shifting investment of time, money and energy, wherever possible, onto prevention, recognising that this will not only cost less, but more importantly mean better outcomes for our residents.

Background to the Haringey Fairness Commission

The Fairness Commission's Terms of Reference²⁶ state that the aim of the Commission is to set out a vision and priorities for achieving a fairer borough, making practical and strategic recommendations that the council and partners can act on.

It set out to achieve this by:

- Focusing on hearing about the priorities, lived experiences and ideas of residents, community groups and businesses
- Reviewing evidence from a range of sources, including local, regional and national data
- Using this evidence to identify key areas of inequality and the reasons why these inequalities exist and persist - recognising that they are complex and often interconnected; and focusing on inequalities where action at a local level can make an impact
- Exploring a broad range of options for addressing the key issues, learning from the ideas of local people and evidence of what has worked elsewhere
- Recommending practical and strategic actions that the council and partners can take to tackle inequality

The Fairness Commission ran an initial engagement phase from November 2018 to April 2019. This first phase concentrated on listening to the people of Haringey and gathering first-hand evidence around fairness and inequality. A summary of what we heard was published online earlier this year.²⁷

The Commission is grateful to Councillor Zena Brabazon for her work and participation in engagement activity, during her time as Cabinet Member for Corporate and Civic Services.

Following this, the Commission ran further engagement from May 2019 to July 2019 to review evidence and testimony from a wide range of sources, including local groups and local, regional and national data and organisations. A full list of engagements is included in Appendix A.

The next phase, from August 2019 to November 2019, focused on exploring a broad range of options for addressing the key issues identified and coming up with recommendations that would most helpfully address these.

²⁵ Equality Act 2010: <http://www.legislation.gov.uk/ukpga/2010/15/contents>

²⁶ Fairness Commission 2019 'Terms of Reference': <https://www.haringey.gov.uk/fairness/about-commission#tor>

²⁷ Fairness Commission 2019 'Summary of Residents' Views': https://www.haringey.gov.uk/sites/haringeygovuk/files/fairness_commission_-_summary_of_residents_views_2019-04-15.pdf

The following is a list of Commissioners involved in this phase:

- Cllr Kaushika Amin, Co-Chair and Cabinet Member for Corporate and Civic Services
- Professor Paul Watt, Co-Chair and Professor of Urban Studies, Birkbeck University
- Hesketh Benoit – Youth Worker and founding member of Haringey Independent Stop and Search Monitoring Group
- Lynette Charles - Chief Executive of Mind in Haringey
- Councillor Lucia das Neves - Chair of Overview and Scrutiny
- Paul Butler - Chief Executive of the Selby Trust
- Sona Mahtani - Former Chief Executive of the Selby Trust
- Councillor Erdal Dogan - Labour Councillor for Seven Sisters Ward
- Kellie Dorrington - Haringey Citizens Advice
- Matt Dykes - Trade Union Congress
- Councillor Scott Emery - Liberal Democrat Councillor for Muswell Hill
- Sharon Grant OBE - Public Voice
- Treena Fleming - Borough Commander
- Tony Hartney CBE - CEO Gladesmore Community School
- Ken Hinds – Youth Worker and founding member of Haringey Independent Stop and Search Monitoring Group
- Rebecca Harrington - Chair of Trustees, The Maya Centre and Local Resident
- Tony Hoolaghan - Chief Operating Officer, Haringey Clinical Commissioning Group
- Bibi Khan - LICS Wightman Road Mosque and Multi-Faith Forum
- Barbara Lisicki - Disability rights activist
- Rabbi David Mason - Muswell Hill Synagogue and Multi-Faith Forum
- Radojka Miljevic - Local Resident and Partner at Campbell Tickell

- Sarah Miller – Director of Markfield and Local Resident
- Dr Geoffrey Ocen - Chief Executive of the Bridge Renewal Trust
- Seàn O'Donovan - Haringey Citizens Advice
- Rob Tao - Haringey Business Alliance

The work of this Commission has very much been a collaborative effort. Commissioners have worked with the Co-Chairs to provide strategic direction, drawing on their knowledge, expertise and connections into communities and there is a high degree of consensus about the key issues and recommendations which are the focus of this report. However, it is important to state that some Commissioners are members of the Commission both for their contribution as individuals, and as representatives of organisations that are delivering local public services in Haringey. In a number of cases, these have governance structures that provide accountability for decision-making at a regional and national level, for example, the Metropolitan Police and the National Health Service. For the Commissioners in this position, while they have contributed their expertise across the range of the Commission's remit, by virtue of their position they are not able to endorse the whole set of recommendations.

The full list of Commissioners is attached in Appendix B.

We thank everyone contributed to the work of the Fairness Commission.

Summary of recommendations

Cross-cutting recommendations

1. National government should:
 - a. Recognise that economic models which prioritise growth do not work either in London, or in Haringey. A new way of thinking about what constitutes economic success is needed, recognising the need to tackle issues of low pay and poor working conditions, inequalities and environmental sustainability.
 - b. Provide funding to local authorities so that they can respond to the immediate needs of people in crisis
 - c. In line with the TUC's response to the Taylor review, legislate to require companies to publish data on pay and working condition indicators
 - d. Reform Universal Credit to address the well-evidenced issues with it by, for example:
 - i. Removing the two-child limit on the child element
 - ii. Ensuring that low-income working households can keep more of what they earn before benefits start to be withdrawn
 - iii. Ensuring UC is paid to people and their landlords on time and that claimants and landlords are paid concurrently, so that landlords are paid rent at the same time it is deducted from the tenant's benefit
 - iv. Allowing housing support staff and agencies, such as Citizens Advice, to negotiate UC claims for vulnerable individuals
2. The council should introduce an ethical approach to debt²⁸, including introducing ethical debt collections in the borough.
3. The council and other public sector organisations in Haringey should:
 - a. Recognise the profound and far-reaching impacts of low income, introduce socio-economic status as a protected characteristic which is considered in decision-making, service design and in Equality Impact Assessments
 - b. Recognise the need for a strong evidence base in policy and decision-making, ensure more and better data collection across different protected characteristics so that a more comprehensive picture of people's life experiences can be built
4. The council should ensure parity of esteem in mental and physical health when designing and implementing eligibility criteria and policies
5. The council should work with other public sector employees, partners and businesses in Haringey towards introducing the London Living Wage for their employees. The council should consider incentivising businesses to achieve this by, for example, offering reduced business rates to businesses who receive London Living Wage Foundation accreditation and demonstrate payment of LLW.

Public service delivery

6. The council should ensure that in all interactions with council staff, people feel that they have been listened to and understood, and that council staff in different parts of the organisation have worked together to address their needs
7. The Council should, recognising the barriers that disabled people face in their day-to-day lives and when accessing public services, adopt the social model of disability (which says that people

²⁸ The ethical challenge.H&F.2019: <https://www.hfcollections.com/services/ethical-collections/>

are disabled by barriers in society, not by their impairment or difference) and ensure that it is reflected across council buildings, service delivery, policy-making and communications

A safe and secure home for all

8. The council should redesign frontline, customer-facing environments so that they are more welcoming to people using services, reflecting what is important to them (for example, privacy), and ensuring that they are fully accessible to customers with different impairments
9. The council, partners and other public sector organisations should prioritise embedding dignity and respect for individuals as core values underpinning the delivery of public services across the borough and commit to a culture change, so that residents always feel they are treated with humanity
10. The council should ensure that the highest standards of safe, inclusive and accessible design are secured in all new developments, recognising the frustration that disabled people and other residents feel when new local developments and businesses are inaccessible
11. The council, partners and other public sector organisations should recognise the unnecessary barriers that disabled people face in their day-to-day lives, and make collective efforts to ensure that good practice in communicating with people with different impairments is used, in line with the Equality Act and so that disabled residents are always able to access the information they need
12. When tendering new social care contracts, the council should implement the Ethical Care Charter in order to "establish a minimum baseline for the safety, quality and dignity of care by ensuring employment conditions which a) do not routinely short-change clients and b) ensure the recruitment and retention of a more stable workforce through more sustainable pay, conditions and training levels"
13. The Council and partners should ensure that all local communities are offered a voice in service design and decision making, and that their views have a genuine impact
14. The national government needs to more urgently recognise the scale and impact of the housing crisis, particularly in London, by taking more immediate, concerted, practical action to address the supply of social housing and the cost, security and quality of private rented sector housing
15. Recognising the council's influence over the private rental sector is limited, it should nonetheless review what it can do to drive improvements in the quality and security of housing for the increasing number of residents reliant on this sector
16. Recognising the priority afforded to the borough's council home delivery programme and the positive impact this is intended to have on the numbers in temporary accommodation, the council should also take action to address the quality and appropriateness of housing for residents currently reliant on temporary accommodation.
17. The council should do more to recognise and respond to the specific housing issues affecting disabled people.
18. The council should ensure 100% of council homes are at a decent standard by 2022
19. The council should review the housing allocations policy in a more consultative format as part of the development of the new Housing Strategy and, once it is agreed, clearly communicate how it works and the rationale for this.

A fair start in life for children and young people: education and play

20. In line with the Timpson Review's recommendation, the Department for Education (DfE) should make schools responsible for the children they exclude and accountable for their educational outcomes
21. The council should put children's rights into practice across all its policy making, service design and delivery
22. The council should actively pursue opportunities to provide more play and leisure for children and young people and ensure that they are accessible to all
23. The council should work with partners to secure continued funding for tackling youth violence building on the Haringey Community Gold programme.
24. The council and partners should use their collective influence to accelerate a systems-wide approach to identifying and responding to the most urgent risks affecting our children and young people
25. The council and schools should, building on the work of the Schools Exclusion Review, prioritise work to address the issue of school exclusion
26. The council, public sector partners and voluntary sector organisations should work together to ensure that groups who experience labour market disadvantage, including BAME young men, disabled and neuro-diverse people, are prioritised for employment support
27. Schools and other education settings should consider how they can create LGBTQ+ inclusive environments, to foster positive attitudes to diversity and signal a zero-tolerance approach to homophobic hate crime
28. National government should dramatically accelerate the delivery of its commitment to increase provision for mental health support in schools, set out in the NHS Long Term Plan

Valuing the contribution of communities and the voluntary and community sector

29. The council and partners should redress the balance in access to opportunities for growth for Haringey's voluntary and community sector

Building safer and more inclusive communities

30. The police, council, VCS and partners should use their collective influence and relationships to further improve relationships between the police and local communities.
31. Recognising the role of restorative justice in combating hate crime, the London Mayor should enhance support for the London Restorative Justice Service, Restore:London, by making more funding available to local community organisations and police teams to deliver a high standard of restorative justice by properly-trained facilitator
32. The council, partners and other public sector organisations should work together to:
 - a. Create a shared equality and diversity action plan for the borough to celebrate our many different cultures and experiences together
 - b. Provide better support for refugees, asylum seekers, migrants and people with NRPF. This could include, for example, the Council's Expanded Free School Meals Working Group prioritising the provision of free school meals to children of families with NRPF.

Delivering public services

Public services are the foundations of a fair society and play a fundamental role in extending opportunities, protecting the vulnerable, shaping local areas and improving everyone's quality of life. Public services, well delivered, strengthen our communities, and bind us together as a society.²⁹

However, public services are currently facing significant challenge: reduced funding from central government and increasing demand are combining to put services under more pressure than ever before. Council and other public sector workers are both being asked to work with less resource, while also responding, in many areas, to increased needs, including the rising incidence of issues such as mental illness, relationship breakdown and homelessness, some of which have been attributed, at least in part, to the impact of austerity. In this context, Haringey's residents are likely to have seen changes in the services available locally and in the services they are entitled to.

Across the UK, people understand the budgetary pressures that public services face and growing numbers want to see spending on public services increased, rather than cut back, and taxes raised to pay for them.³⁰ The Commission heard that Haringey residents share this understanding and wished to see more investment in public services, but also felt that the transformation needed to respond to budget challenges also offered a positive opportunity to work differently to meet resident needs, for example through multi-agency working and co-location. There were several ways in which the delivery of public services was felt to present fairness issues. These included:

- **Loss of access to services:** People experienced it as an unfairness when services were 'cut' or where they had lost entitlement to a service that they had been entitled to previously
- **Service quality:** Where services were felt to have been delivered poorly or service users were felt to have been treated badly, this was an unfairness. This was particularly the case where this affected the most vulnerable, who

people felt may not be able to challenge poor delivery

- **Services not meeting user needs:** when the services offered or the way they were delivered did not reflect what was most important to service recipients, this was a source of frustration, and experienced as an unfairness
- **Inequality of access:** where people felt that access to a service was unequal – either because they knew resources were scarce and other people in greater need would be prioritised or there were barriers to accessing it- this was seen to be unfair.
- This section focused on three fairness issues that were mentioned repeatedly in Commission discussions: interactions with frontline staff; accessibility of services; and, involvement of residents and end users in decision making and service design.

What are the issues?

ISSUE 1: THE PUBLIC SECTOR SHOULD ALWAYS TREAT PEOPLE WITH DIGNITY AND RESPECT

All of Haringey's residents deserve to be treated with dignity and respect when they approach public services for help, and to feel safe and supported when doing so. This is particularly important given the types of worrying or distressing circumstances that people are often in when accessing public services – for example, when they are seeking help with health issues, or are in housing or financial difficulties.

The Commission heard from residents who felt that they had received good support when accessing public services, and it is important to acknowledge that many frontline staff do excellent jobs in sometimes very challenging circumstances. As one frontline officer told us:

29 Unison Briefing Note 2013: <https://www.unison.org.uk/content/uploads/2013/07/Policieswhy-pub-services-matter-website3.docx>

30 British Social Attitudes Survey referenced in Unison Briefing Note 2013 (above)

It is a stressful job, especially if it's when people's expectations aren't met. Some people [staff members] are resilient, others find it harder.

Frontline Officer

However, the Commission also heard from residents who had not had a positive experience when accessing services. The nature and quality of interactions with frontline staff was identified as a particular issue, with some residents reporting that they had been treated in a way that was dismissive or lacked humanity and sensitivity. They said that left them without a sense of dignity and the impression that staff either did not believe what they had been told or did not care. This meant in some cases that rather than feeling helped or supported by services, users felt that their experiences had even worsened their feelings about the situations they were in, which was felt to represent an unfairness.

Poor service experience represented a fairness issue not just because it meant that people were not getting the support to which they should be entitled, but also because staff had shown a lack of willingness, or patience, to understand the barriers that people might be facing in accessing the service, or in responding to specific support needs. So, for example, this was the case for people who spoke English as another language, neurodiverse and learning-disabled people, and people with physical impairments.

More exceptionally, service users had had negative experiences because they felt that they had been directly discriminated against based on protected characteristics – for example, because they were transgender.

Start by recognising the dignity of each person and treating them accordingly. For example, this would mean ensuring that all interactions between the council and a resident or other person are suited to the individual concerned; language, patience, record, appropriate response.

Haringey Resident; Online Form Submission

There's a lot of indirect abuse suffered by trans service users. A trans woman who was transitioning has been referred to as 'he' so many times. So, there's lots of instances of misuse of gender terminology.

Wise Thoughts

The Commission believes that a culture change is needed in Haringey, across the council and other public sector services, so that everyone can expect to be treated with kindness, dignity and respect. This will not only increase residents' confidence and satisfaction with overall service delivery but will also improve trust among service users and ultimately has the potential to truly transform people's lives by empowering them in their relationship with public authorities.

ISSUE 2: ACCESSIBILITY TO PUBLIC SERVICES: INFORMATION, SUPPORT AND TRANSPORT

Accessibility in Haringey has been inadequate for a long time and has got worse. You often can't find accessible formats of documents, with no tables, and things like that. We really need to have a borough-wide organisation for disabled people. Getting people to come to things is difficult. There aren't that many sociable, friendly, chilled accessible places or coffee shops, for example. Access also means a space where you can hear, no bashing and crashing – accessibility is a broad range and we need to address it all.

Haringey Resident; Disabled People Forum Expert Witness Session

The second key issue relating to public services focused on difficulties in accessing them, either because of barriers around information and support, or because of physical barriers.

While making information about local public services clearer and more accessible will benefit everyone, there are specific resident groups who will benefit from this change, notably disabled people and our older population. When considering the needs of disabled people, public services need to use the Social Model of Disability as a starting point in understanding the range of attitudinal, physical or information related barriers that disabled people face. For an explanation of the Social Model of Disability, please see appendix E.

Information and support

It is important that all residents can access the information they need about public services in a format that is appropriate for their needs. This includes information about what services and support are available, entitlement, how to access them, and what to do if you have an issue. However, the Commission heard that Haringey residents do not always feel satisfied by the information available to them on public services.

There are a number of resident groups who reported experiencing barriers to getting the information they needed as part of Commission discussions. These included:

- residents for whom English is an additional language
- older residents who had difficulty accessing information online
- deaf and disabled residents, who sometimes had difficulty accessing information in the format needed

However, the Commission heard lack of information was not the only factor limiting access to services. Some residents may require additional support to access the service to which they are potentially entitled because they lack confidence or skills to access it themselves.

For disabled residents, one way in which residents felt that support to them could be improved related to help with the use of personal budgets. Disabled residents said they would benefit from initial advice and support about how best to manage their personal budget payments for things like employing personal assistants, as well as more general advice about how to use their budget to work for them.

Physical accessibility

As a borough, Haringey has much to offer in terms of cultural and sporting venues, great transport links, and an excellent array of big and small shops, cafes and restaurants. However, not all residents feel as though they are able to take advantage of our local amenities. Within the borough, only Finsbury Park and Tottenham Hale have lift access, while Haringey Green Lanes and South Tottenham have access from platform to train by manual boarding ramp.³¹ With more than 19,500 physically disabled people in Haringey, it is not fair that some of our residents are not able to access the same amenities and leisure activities as everyone else.

ISSUE 3: DECISIONS ABOUT THE DESIGN AND DELIVERY OF PUBLIC SERVICES NEED TO BE MADE COLLABORATIVELY WITH HARINGEY'S RESIDENTS AND COMMUNITIES

The [initial] consultation was geared towards finding answers that the council wanted, but there was no real forum for businesses...the whole consultation was organised so particular boxes were ticked. The questions were leading [and] were geared towards pushing through the plan.

Haringey Resident; Expert Witness Session

Consultation and decision making

The council (and other public sector services) have a statutory duty to consult residents on specific issues, such as planning applications. However, the Commission heard that some residents found consultation processes frustrating, not trusting that their views were truly being considered in the council's decision-making. Involvement in decisions about regeneration were a source of discussion, with some residents keen to get across their dissatisfaction regarding their involvement with specific consultation processes – Peacock Industrial Estate and Love Lane Temporary Accommodation Group being two examples.

While the Commission was not in position to undertake a formal review of the council and other public sector

³¹ Transport for London 2019 'Step-free Tube guide': <http://content.tfl.gov.uk/step-free-tube-guide-map.pdf>

What needs to happen to effect change?

organisations' consultation practice, it is clear that it is important to local residents that they feel that they have a say in what is happening in the borough and about the delivery of public services within it, that diverse voices are heard and that, where needed, residents whose voices might not otherwise be heard are empowered to participate. With this in mind, the Commission proposes that the council in particular considers how it can develop their approach to consultation so that residents have more confidence that their views are being given sufficient weight, and that decisions are informed by an understanding of residents' needs, priorities and interests. So, for example, the council should look at how to ensure that residents play a significant part in creating a shared vision for any future regeneration or development plans.

It is also important that services and policies are designed with an appropriate level of involvement from residents, beyond the approach which simply informs users, but which also empowers the people who use services to actively work with the council to co-design services that will work for them. Residents pointed to existing examples of good practice that should be built on including the council Transformation Team's work on transition to services for adults for young people with special educational needs and disabilities (SEND). This was singled out as an example of good practice because the team were very clear with partners, families and carers about the focus of their work and what could be achieved by working together. They ensured that residents were involved throughout the process of developing transition information and guidance. Residents provided valuable feedback that was then incorporated into the development and production of Pathway Guides and other documents which were eventually made available on the SEND Local Offer website.

Given the role the council plays in residents' lives, it is imperative residents feel they are being listening to, their views being heard and taken onboard, and that they have sufficient influence over proposed changes to the council's policies that are likely to affect their lives. The council must therefore find more effective ways to engage residents in consultation, service design and policy processes and further demonstrate its commitment to open dialogue.

6. The council should ensure that in all interactions with council staff, people feel that they have been listened to and understood, and that council staff in different parts of the organisation have worked together to address their needs.
Actions to address this should include:
 - Training frontline staff in active listening techniques, so that they have tools to help them to more fully understand people's circumstances and needs
 - Identifying new ways of working so that residents do not need to provide the same data and information multiple times when engaging with frontline staff, in keeping with GDPR guidance
 - Working together to provide better training and support to (front-line) staff to help them to understand the factors (including distress, mental health issues and SEND) which contribute to what they might experience as challenging behaviour by service users
7. The Council should, recognising the barriers that disabled people face in their day-to-day lives and when accessing public services, adopt the social model of disability (which says that people are disabled by barriers in society, not by their impairment or difference) and ensure that it is reflected across council buildings, service delivery, policy-making and communications
8. The council should redesign frontline, customer-facing environments so that they are more welcoming to people using services, reflecting what is important to them (for example, privacy), and ensuring that they are fully accessible to customers with different impairments
9. The council, partners and other public sector organisations should prioritise embedding dignity and respect for individuals as core values underpinning the delivery of public services across the borough and commit to a culture change, so that residents always feel they are treated with humanity

10. The council should ensure that the highest standards of safe, inclusive and accessible design are secured in all new developments, recognising the frustration that disabled people and other residents feel when new local developments and businesses are inaccessible
11. The council, partners and other public sector organisations should recognise the unnecessary barriers that disabled people face in their day-to-day lives, and make collective efforts to ensure that good practice in communicating with people with different impairments is used, in line with the Equality Act and so that disabled residents are always able to access the information they need
Actions to address this should include:
- Working with residents to devise an annual 'health check' or 'audit' of their services and communications to ensure that they are compliant with the Equality Act 2010 and meet different accessibility needs
 - Lobbying TfL and National Rail to introduce lift access across all Tube, Overground and National Rail stations in the borough
12. When tendering new social care contracts, the council should implement the Ethical Care Charter in order to "establish a minimum baseline for the safety, quality and dignity of care by ensuring employment conditions which a) do not routinely short-change clients and b) ensure the recruitment and retention of a more stable workforce through more sustainable pay, conditions and training levels"
13. The Council and partners should ensure that all local communities are offered a voice in service design and decision making, and that their views have a genuine impact
Actions to address this should include:
- The council and partners reviewing their approaches to consultation to ensure that the voices of those most affected by decisions are heard and so that residents feel more confident that they have had a say in decisions.
 - The council partnering with the VCS to ensure that participation in consultation and decision-making processes are representative of Haringey's diverse local communities and include the people most likely to be influenced by decision making. An example might be encouraging "expert by experience" consultation groups/panels to influence policymaking
 - The council identifying more opportunities to have more open or unstructured conversations with residents, about their lives, what is important to them, and their experiences of council services

A safe and secure home for all

Secure, good quality housing is a crucial foundation for people's life chances. It affects a range of aspects of people's lives including health and wellbeing, educational attainment, participation in community life and happiness.³² Moreover, housing is a human right.³³ However, in the context of London's housing crisis, there is much action that is needed to make safe and secure housing a reality for all residents of the nation's capital, including those in Haringey.

While in London there is, in theory, enough housing to meet demand, underoccupancy and vacant properties mean that, in practice, there is a significant shortfall of supply against housing demand. For a range of reasons, nowhere near enough new homes are being created in London, year on year, leading to high property values and high rental costs, and meaning that London has the highest rent to income ratio of all regions – pushing many families into poverty after housing costs.

Increasing the supply of social housing is a particularly urgent need, but councils face several significant challenges in this respect. Successive national governments have failed to provide enough funding to increase supply, meaning that social housing has increasingly become inaccessible for more and more people. Following lifting of the Housing Revenue Account cap, councils can borrow more, meaning that in theory, they are able to build more houses. However, to do this councils need to build up the capacity and expertise to become major housebuilders, which will slow the speed at which this change takes effect. Meanwhile, the lack of sufficient grants to housing associations has led them to focus efforts on other types of tenures in order to create a subsidy for building social housing, with the consequence that the number of homes they are likely to build for people on the lowest

incomes is likely to be a smaller percentage of their overall build programme.

Other aspects of social policy have led to significant challenges in the affordability of housing whether to buy or to rent to people on low incomes, and this crisis is felt most acutely in London.³⁴ Among the changes to the benefits system in recent years have been: the 'spare room subsidy' (or 'bedroom tax'); the introduction of Universal Credit; a benefit cap; punitive benefits sanctions; and (2011) changes to Local Housing Allowance (LHA), a benefit paid to private renters, so that it is in effect no longer linked to real local rents. The consequences of this perfect storm of housing and social policy have led to more in-work poverty, challenges for people in the lowest income quartiles and increased homelessness.³⁵

It has become clear to the Commission that there is much more security for people in social and council housing than there is for those in TA or in the private rented sector – which continues to have very few safeguards for tenants. Indeed, the most vulnerable housing situations are almost completely hidden from view.

In Haringey, access to housing is a fairness issue because access to decent, affordable and adequate housing is not evenly distributed.

Some of our communities are disproportionately affected by housing issues – young people aged 18-21 are not eligible for the housing element of Universal Credit and those aged 35 or below without a partner or dependent children are only eligible for the shared living rate. This means many potentially at-risk young adults cannot afford to live alone and are also more likely to be in poor quality private rental accommodation with high

32 Health Foundation 2017 'How does housing influence our health?': <https://www.health.org.uk/infographic/how-does-housing-influence-our-health>

33 Under the Universal Declaration of Human Rights: <https://www.un.org/en/universal-declaration-human-rights/>

34 Paul Watt & Anna Minton (2016) 'London's housing crisis and its activism', *City*, 20:2, 204-221. <https://www.tandfonline.com/doi/full/10.1080/13604813.2016.1151707>

35 Paul Watt (2018) "'This pain of moving, moving, moving.'" evictions, displacement and logics of expulsion in London', *L'Année sociologique*, 68: 67-100.

rents and insecure tenancies. Overcrowded households in Haringey are most likely be headed by someone of White Other ethnicity (31%), followed by Black ethnicity (28%), both of which are over-represented relative to the wider population. People of Black ethnicity also make up more than half of all household reference persons in temporary accommodation (53%).



Disabled residents make up almost 1/3 of those in Priority Band A of the housing register

for housing, and so does not represent a full picture of housing needs. It does not include, for example, the 33 rough sleepers identified at the last Haringey rough sleeping count, a population in which we know that the Eastern European community is over-represented.³⁷ It also does not include groups that would not make it onto the housing waiting list, like people with No Recourse to Public Funds (NRPF). And it also does not include those who are homeless but living with friends or family, sometimes referred to as 'sofa surfing'.

Councils face a range of challenges in providing enough social housing to meet need. Lack of funding to build more housing, availability of land, and high market prices to procure housing are among the challenges, but the impact of the government's Right to Buy policy has taken a toll in London. Local figures suggest the council has been able to replace fewer than 1/8 homes sold under Right to Buy over the last six years.³⁸ These council homes are not necessarily long-term homes for Haringey's residents, and it is estimated that 40% of the properties sold under Right to Buy are later rented out in the private rented sector.³⁹

A specific challenge faced by Haringey is the difficulty of building council housing evenly across the borough. This is partly because large parts of the west of the Borough are conservation areas, meaning they are of special architectural or historic interest, which the council has a responsibility to protect or enhance, and partly because of higher land values. Because of this, house building largely happens in the east of the borough.

What are the issues?

ISSUE 1: HARINGEY NEEDS MORE COUNCIL HOMES OF A DECENT STANDARD

Haringey owns 15,000 council homes; with a further 12,000 homes provided by housing associations.³⁶ However, need far outstrips supply and 10,000 people were on the housing waiting list at the time of writing, over half of whom are children under 18 living with their families. There were approximately 3,000 approaches for housing help in 2018/19.

This figure only includes those who have been assessed



The council has been able to replace fewer than 1/8 homes sold under right to buy

[2011/12- 2017/18]



36 MHCLG 2019 'Live tables on dwelling stock': <https://www.gov.uk/government/statistical-data-sets/live-tables-on-dwelling-stock-including-vacants>

37 Haringey Council 2019 'Borough Plan 2019-2023 Equality Impact Assessment': http://www.minutes.haringey.gov.uk/documents/s107023/_Borough%20Plan%20EQIA_FINAL.pdf

38 MHCLG 2019 'Live tables on dwelling stock': <https://www.gov.uk/government/statistical-data-sets/live-tables-on-dwelling-stock-including-vacants>; and 'Live tables on social housing sales' <https://www.gov.uk/government/statistical-data-sets/live-tables-on-social-housing-sales#right-to-buy-sales>

39 London Assembly Labour 2019 'Right to Buy: Wrong for London. The impact of Right to Buy on London's social housing': https://www.london.gov.uk/sites/default/files/rtb_report_feb_update.pdf

Much more council and social housing is needed in Haringey. The Commission commends the council's ambition to build 1,000 additional homes by 2022 but calls on the national government to create a more supportive environment for house building and to remove the stigma that is projected onto this tenure.⁴⁰

ISSUE 2: THE EXPERIENCE OF LIVING IN TEMPORARY ACCOMMODATION NEEDS TO BE IMPROVED

I've been here 16 months. I'm disabled but being told I'm not disabled. My wheelchair doesn't fit through all the doors, I've had this new one only two months and already there is damage to it because no adaptations have been made here to deal with it. The accommodation is not suitable at all. The wet room is not adapted to my needs and I can't go to the toilet.

Temporary Accommodation Resident; Broadwater Lodge

The lack of council housing across the borough means that more and more people who are in need and turning to housing services are finding themselves in temporary accommodation (TA). Haringey has over 3,000 households and over 5,000 children in TA. This is the third highest rate in London and, despite decreasing

from 3,147 on 31 March 2017 to 2,952 on 31 March 2019, it is 80% higher than the average London level.

When people approach the council for help and are 'statutorily homeless', they are placed in TA until their homelessness claims have been fully assessed. Even if classed as 'statutorily homeless', they can face distressingly long waiting times to get appropriate accommodation – all the while living in TA. The effects of TA on mental and physical health can be devastating.^{41, 42}

The Commission heard from many people living in TA who felt that they weren't being heard when expressing concerns about the conditions of their TA and didn't know where to go for help with understanding their housing choices. This lack of information and attention was experienced as an unfairness that was felt to be exacerbating an already difficult situation. While recognising the challenges facing councils in responding to housing need, the experiences of residents living in TA require recognition and improvement.

I was living in temporary accommodation in winter last year. We had no heating. I had to go all the way up to my MP to get the basics in my temporary accommodation fixed. It shouldn't have to be like that.

Parent; Willow School



5,000

children in Haringey live in temporary accommodation

40 Shelter 2019 'Building for our future: A vision for social housing': https://england.shelter.org.uk/support_us/campaigns/a_vision_for_social_housing

41 Mind 2017 'Brick by brick: A review of mental health and housing': <https://www.mind.org.uk/media/17947884/20171115-brick-by-brick-final-low-res-pdf-plus-links.pdf>

42 Children's Commissioner for England 2019 'Bleak houses': <https://www.childrenscommissioner.gov.uk/publication/bleak-houses/>

ISSUE 3: THE EXPERIENCE OF LIVING IN THE PRIVATE RENTAL SECTOR NEEDS TO BE IMPROVED

I rent a private room [and] am paying 95 pounds per week [for] a room which is smaller than 6 square meters. This rent is very high for me and I have read that there is a long waiting list for social housing... There is only one WC with no sink and only one bath with one sink. So, if there is somebody in the bathroom, one cannot wash one's hands which is very unhygienic and a potential health hazard. The situation I find myself in is not fair because it is hostile, unhealthy and expensive, and I do not have much choice in terms of housing.

Haringey Resident; Personal Contribution

The housing market in London is broken. A lack of regulation, coupled with local authorities' lack of enforcement capacity, means there is very little oversight of the quality of provision in the private rented sector, and the level of housing demand means private rents in the capital are very high. Moreover, the private rented sector has grown considerably since 2000.

Low-income households in privately rented accommodation are particularly likely to struggle to meet their financial obligations as well as enjoy a decent quality of life. The monthly rent level for a two-bedroom property in Haringey is 76% of the earnings for a full-time worker on £21,300, the lower quartile or bottom 25% of earnings.⁴³ In other words, a lone parent working a full-time job on close to the London Living Wage would have only a quarter of their pay cheque left for all other expenditure, after rent has been accounted for.

The Commission heard from many residents who felt that tenants' rights need to be strengthened. Several tenants told us that they had been unfairly evicted from their privately rented properties using Section 21 'no-fault eviction' notices. Given that the end of a tenancy is now the primary reason for homelessness in

the borough, the renting system needs urgent reform to provide tenants with the support they need to keep their homes.

What needs to happen to effect change?

14. The national government needs to more urgently recognise the scale and impact of the housing crisis, particularly in London, by taking more immediate, concerted, practical action to address the supply of social housing and the cost, security and quality of private rented sector housing. Actions to address this should include:
 - Following the approach in Scotland and Wales and devolve the Right to Buy scheme to the London Mayor
 - Committing to providing more funding for the building of council and other social housing which is affordable for low-income households and reflects the costs need of building social housing
 - Increasing, in line with inflation, the Local Housing Allowance (LHA) rates from the lowest 30th percentile of the market to the 50th percentile of the market in order to enable access to better quality accommodation
 - Legislating to introduce rent controls in the private sector and extending the tenure of assured shorthold tenancies to a minimum of five years
 - Devolving the power to regulate the private rental sector in London to the London Mayor
 - Ending permitted development rights for changing offices into new homes, preventing the use of these rules to bypass the planning system, affordable housing targets and minimum space standards, thereby helping to ensure that people have access to decent homes and ensuring the protection of employment premises can be properly considered

⁴³ Trust for London 2019 'Rents and affordability': <https://www.trustforlondon.org.uk/data/rents-and-affordability/>

15. Recognising the council's influence over the private rental sector is limited, it should nonetheless review what it can do to drive improvements in the quality and security of housing for the increasing number of residents reliant on this sector
Actions to address this should include:
- Extending the private sector licencing scheme to all private rental properties which fall outside HMO Licensing to the areas within the borough that show there is a need – for example, in the east of the borough and to all privately-owned properties on council estates across the whole of the borough
 - Highlighting landlords who won't rent to households receiving housing benefits
 - Running a campaign to ensure that private tenants have access to the right information regarding their rights and how to exercise them.
16. Recognising the priority afforded to the borough's council home delivery programme and the positive impact this is intended to have on the numbers in temporary accommodation, the council should also take action to address the quality and appropriateness of housing for residents currently reliant on temporary accommodation.
Actions to address this should include:
- Ensuring all residents placed in temporary accommodation out-of-borough are returned to Haringey or a next-door borough by 2022, unless they voluntarily request to remain where they are
 - Ensuring all temporary accommodation is of a decent standard and of adequate size for housing families
 - Working together with other Boroughs to ensure that no one in temporary accommodation is placed in Nightly Paid Annexes that haven't been inspected by environmental health officers
17. The council should do more to recognise and respond to the specific housing issues affecting disabled people.
Actions to address this should include:
- Following the EHRC guidance on housing and disabled people by, for example, accelerating the creation of an accessible housing register and making efforts to directly match disabled people with properties that have already been adapted when they become available
 - Improving monitoring of contractors who do home adaptations, to ensure they comply with relevant regulations and standards
18. The council should ensure 100% of council homes are at a decent standard by 2022
19. The council should review the housing allocations policy in a more consultative format as part of the development of the new Housing Strategy and, once it is agreed, clearly communicate how it works and the rationale for this.

A fair start in life for children and young people: education and play

The Commission believes that all of Haringey's children and young people have the right to a good start in life. There are a wide range of factors that contribute to this, including: feeling loved, cared for and safe; not living in a household blighted by poverty; a good education; access to play and leisure opportunities; good health care and strong support networks.⁴⁴

There is substantial evidence that a good start in life determines a range of outcomes in adulthood, including healthy life expectancy, good employment outcomes and the formation of positive relationships. Happy children and young people are more likely to develop into resilient adults⁴⁵ and are 50% less likely to have illnesses which limit their daily life, including respiratory illnesses, diabetes and mental ill-health.⁴⁶ Children and young people who experience education as positive and fair are also more likely to have better overall health, higher wages and be in education, employment or training as adults.⁴⁷ Education is a key element of a good start in life, as well as being a social and cultural right. It also plays an important role in reducing poverty and promoting democracy, tolerance, development and economic growth.⁴⁸

However, the Commission heard that not all of Haringey's children and young people have the same start in life, and that this is a source of unfairness. Many of the childhood inequalities are rooted in poverty and

deprivation, with gaps in outcomes visible from early on: in 2016, the percentage of babies with low birth weight was higher in Haringey (3.2%) compared to London (3%) and England (2.8%).⁴⁹ For other inequalities, other factors come into play. So, for example, in common with national trends, there are inequalities in educational attainment by different ethnic groups in the borough. Ethnic groups with the highest average Attainment 8 Score are those of Chinese ethnicity (59.8), while those of Asian ethnicity (49), White (48.6) ethnicity and Mixed ethnicity (47) are average achievers. Those of Black ethnicity (42) have the lowest average Attainment 8 Score. The attainment gap is not as significant in early years but widens as children get older.⁵⁰

The Fairness Commission recognises that after education (even where this has been experienced as good and fair), there remain significant barriers into the labour market for certain groups, including those from BAME backgrounds. Research from the TUC shows that BAME people are twice as likely to be unemployed than White British adults, with unemployment rates highest for those between 16–24.⁵¹ Therefore, as well as tackling the attainment gap, there is also a need for greater support mechanisms for BAME young people to support their access to employment opportunities in all sectors, including apprenticeships and skills-based accreditations.

44 Haringey Council 2019 'Haringey Borough Plan 2019–2023': https://www.haringey.gov.uk/sites/haringeygovuk/files/Borough_plan_2019-23.pdf

45 University of Cambridge 2011 'Happy children make happy adults': <https://www.cam.ac.uk/research/news/happy-children-make-happy-adults>

46 Child Poverty Action Group 2016 'Life chances indicators': <https://cpag.org.uk/sites/default/files/Life%20Chances%20Indicators%20-%20CPAG%20Recommendations.pdf>

47 House of Commons 2018 'Briefing Paper Number SN 06705 - NEET: Young People Not in Education, Employment or Training': <https://researchbriefings.files.parliament.uk/documents/SN06705/SN06705.pdf>

48 UNICEF 2019 'The Right to an Education – Introducing Articles 28 and 29': <https://www.unicef.org.uk/rights-respecting-schools/the-right-to-education/>

49 Haringey Council 2019 'State of the Borough': <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>

50 Haringey Council 2019 'Borough Plan 2019–2023 Equality Impact Assessment': http://www.minutes.haringey.gov.uk/documents/s107023/_Borough%20Plan%20EQIA_FINAL.pdf

51 TUC 2018 'Barriers young BME workers face in the labour market': <https://www.tuc.org.uk/blogs/barriers-young-bme-workers-face-labour-market>

This section focuses on two of the fairness issues that participants in the Commission’s discussions felt were most urgent for Haringey’s children and young people: school exclusions and access to safe and supportive spaces.

What are the issues?

ISSUE 1: HARINGEY NEEDS TO REDUCE THE NUMBER OF FIXED TERM AND PERMANENT EXCLUSIONS FROM SCHOOL

Schools don't want certain children due to Ofsted; young black boys are more likely to be excluded. Being excluded leads onto being NEET [Not in Education, Employment or Training], it's a circle that goes round and round. Some can get back into school, but it's difficult and then they're watched, they're not wanted.

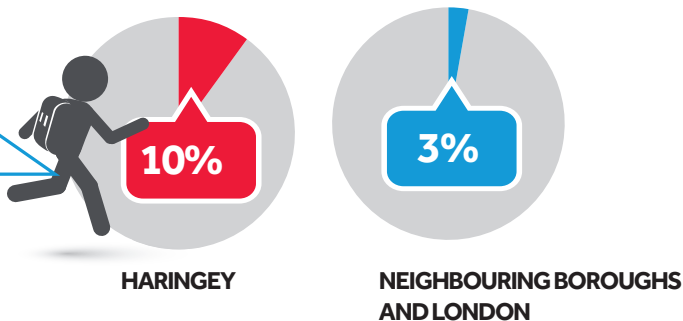
Resident: Migrants Resource Centre

Children and young people in Haringey have access to good quality education: 100% of schools in Haringey are rated 'Good' or 'Outstanding' by Ofsted. However, the Commission heard that there are some groups of children and young people who are less likely to have good experiences of education. Where children and young people, for a range of reasons, struggle with engagement and behaviour at school, this can lead to range of difficulties, including, in some cases fixed or permanent exclusion.

The Commission heard that people felt that school exclusions represent a key fairness issue, and one that has significant consequences for the children and young people involved over the long term: so, for example, pupils who are repeatedly or permanently excluded from school are more likely to be not in education, employment or training (NEET) and more likely to experience a range of other negative outcomes, such as unemployment and entry into the criminal justice system.

Haringey has a larger proportion of 16-17-year-olds whose activity is not known (10.2%, compared to just over 3% among 'statistical neighbour' boroughs and London). This suggests that there may be a larger proportion who are NEET in the borough than the reported 1.8%.

16-17-YEAR-OLDS WHOSE ACTIVITY IS NOT KNOWN



While Haringey’s rate of secondary fixed-term exclusions (9.16% in 2016/17) is lower than statistical neighbours (9.51% in 2016/17), it is still above the London average (7.5% in 2016/17).⁵² Exclusions are a fairness issue because some groups are disproportionately affected. In a reflection of the national picture, in Haringey, Black Caribbean pupils are three time more likely to be to be excluded, children

with Special Educational Needs and Disabilities (SEND) six times more likely and children with free school meals (FSM) four times more likely.⁵³ Nationally, levels of temporary and permanent exclusions for Gypsy, Roma and Traveller students are high,⁵⁴ with this also reflected in Haringey. There are, however, some noticeable differences in that White British pupils are excluded at a much lower rate in Haringey (5%) compared to

52 Haringey Council 2019 Joint Review of School Exclusions: internal

53 As above

54 UK Parliament 2019 'Tackling inequalities faced by Gypsy, Roma and Traveller communities': <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/full-report.html#heading-9>

England as a whole (10%) and the exclusion rate for Black Caribbean pupils (19%) is higher than the national average (17%). It is recognised that across Haringey the proportion of Black Caribbean pupils from economically disadvantaged backgrounds is considerably higher than that for White British pupils, so it is likely that school exclusions are also having a disproportionate impact on some of our poorer pupils.

While school exclusions data often captures the main reason behind a child or young person being excluded from school (for example, due to persistent disruptive behaviour or physical assault against a pupil or adult), there are a substantial number of school exclusions for which a reason is recorded as 'other'. 2017/18 data for Haringey exclusions shows that 24% of fixed term and 50% of permanent exclusions are recorded in this way. It is not acceptable to the Commission that pupils are missing out on their right to an education without a sufficient reason being given, and the Commission urges primary and secondary schools to record an appropriate reason for exclusion as frequently as possible.

The council has a statutory responsibility to provide suitable education for pupils who, because of illness, exclusion and other reasons, cannot attend a mainstream or special school setting after a period of 5 days.⁵⁵ The alternative provision offer in Haringey is the Octagon Pupil Referral Unit (PRU) and the Haringey Tuition Service and the offer is currently being reviewed by the council through the Alternative Provision Review.

The Commission recognises that exclusions are an important behaviour management tool for Head Teachers, and that they are sometimes necessary to safeguard other children and young people and staff. However, the Commission also recognises that the behaviours that lead to school exclusion are sometimes an expression of unmet needs, childhood trauma and mental health needs. For example, undiagnosed or inadequately supported SEND is a key cause of school exclusion. It therefore feels that significantly more work is needed to support children and young people impacted by school exclusion. One way this could be achieved is through the delivery of trauma informed approaches within education and health settings as an important tool in reducing the risk of serious youth violence. The Commission recognises Gladesmore Community School as an example of best practice from which learning should be applied across the Borough.

In addition, the offer for alternative provision (once exclusion has taken place) and the offer for young people with SEND must be developed, if we are to achieve our ambition of a fair start for all.

The Commission understands that schools are under considerable and competing pressures, and that while the council has a duty to ensure that all children and young people have access to good quality education which meets their needs, what is possible will be influenced by school funding constraints and by the different levels of influence over council-run schools compared with academies. Nevertheless, the Commission challenges partners from across the borough to come together with schools to understand more about the factors that lead to the behaviours that cause exclusion, with a view to addressing them early, addressing the inequalities in the application of exclusions and finding more positive alternatives to exclusion.

ISSUE 2: HARINGEY NEEDS TO IMPROVE ACCESS TO SAFE SPACES AND SUPPORT FOR CHILDREN AND YOUNG PEOPLE.

Safe and accessible play areas are needed if children are to grow up to be healthy and confident. Planning play into new developments and redesigning play in neighbourhoods so that children can play freely, without crossing busy roads and within a few minutes of where they live is the mark of a civilised and responsible borough [is important].

Haringey Resident: Online Form Submission

We need a place for young people to go after school so they're not on the streets. If they have nothing to do that's an opportunity for them to do something that they know is wrong. Many youth clubs have been shut down recently so if we have youth clubs that might help us stay away from those kinds of activities.

Pupil, Park View School: First Public Event

⁵⁵ Department of Education 2013 'Alternative Provision: Statutory guidance for local authorities': https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/268940/alternative_provision_statutory_guidance_pdf_version.pdf

Safe, accessible spaces for children and young people to support play, creativity and confidence are vital for social, emotional, intellectual and physical development.

Haringey has a youthful population, with 60,877 children and young people aged 0-17 (22% of the total population). Despite this there is only one dedicated youth club in the borough - Bruce Grove Youth Space in Tottenham. This reflects a national trend in which youth provision has been reduced significantly: since 2012, 16 London councils (including Enfield and Hackney) have closed 30 youth centres.⁵⁶

Haringey is recognised for having a diverse and engaged voluntary community sector (VCS), who work hard to support children and young people across the borough. However, the Commission also heard the VCS cannot extend its provision and reach due to a lack of affordable, safe and accessible space for activities and funding for specialist youth support workers.

There is a link between a lack of safe space for children and young people and serious youth violence, with this theme picked out in the Haringey's Young People at Risk Strategy. Incidences of serious youth violence are most likely to occur between the hours of 3pm and 6pm. During this time, with no clear purpose or activities to engage in, young people are made potentially vulnerable to exploitation and crime. There is therefore a need in Haringey to provide safe spaces for our children and young people after school. Youth work is an important element of the support wanted and needed by young people, helping to develop life skills, aspirations and the resilience needed to overcome adversity.⁵⁷

This sits within the national context of cuts to youth services across England – 90% of councils have made significant cuts, amounting to a total of £145 million since 2011 in London.⁵⁸ Funding from the Greater London Authority (GLA) for Haringey Community Gold, an initiative providing a network of detached and outreach youth work, has been very welcome. The initiative offers employment support, a future leaders programme, mental health support and a BAME careers service to help young people at risk of exclusion fulfil their potential and avoid getting caught up in crime. However, longer term sustainability is crucial to ensure that these kinds of initiatives can have a meaningful, long-term impact. The Commission calls for the council

to extend its efforts in working with partners including the VCS to better address this issue of sustainability. Within this, the council and partners must also continue to work to ensure that what is being offered to children and young people is co-designed and co-produced by them. And more broadly, to ensure that all our children and young people's concerns are being heard, the Commission calls on the council to guarantee that children's rights and needs are considered in all council decision making.

What needs to happen to effect change?

20. In line with the Timpson Review's recommendation, the Department for Education (DfE) should make schools responsible for the children they exclude and accountable for their educational outcomes
21. The council should put children's rights into practice across all its policy making, service design and delivery
Actions to address this should include:
 - Committing to working with other public sector partners towards Haringey attaining a UNICEF child-friendly borough status
 - Ensuring all children in care are aware of their rights and the responsibilities that statutory services have towards them, including how they can address and escalate issues of concern
22. The council should actively pursue opportunities to provide more play and leisure for children and young people and ensure that they are accessible to all
Actions to address this should include:
 - Committing to co-designing inclusive and accessible play areas across the borough, with a focus on specialist provision and equipment for physically disabled children and welcoming play spaces for children with SEND
 - Prioritising the development and delivery of a new, permanent youth space in Wood Green, as identified and discussed in the Young People at Risk Strategy and Action Plan

56. Green Party 2017 'London's lost youth services': https://www.london.gov.uk/sites/default/files/london_lost_youth_services_sian_berry_jan2017.pdf

57. National Youth Agency 2019 'Youth Work Inquiry': <https://nya.org.uk/wp-content/uploads/2019/04/APPG-Youth-Work-Inquiry-Final-Report-April-2019-ONLINE.pdf>

58. Unison 2017 'The Damage. A future at risk, cuts in youth services': <https://www.unison.org.uk/content/uploads/2016/08/23996.pdf>

23. The council should work with partners to secure continued funding for tackling youth violence building on the Haringey Community Gold programme.
24. The council and partners should use their collective influence to accelerate a systems-wide approach to identifying and responding to the most urgent risks affecting our children and young people
Actions to address this should include:
- The council working with the voluntary and community sector to provide mental health first-aid training for youth workers and other people working with children and young people, to ensure that they can identify and respond to their mental health needs
 - The council and partners working together to develop a contextual safeguarding approach which includes information and guidance on how individuals and the community can create safer environments for children and young people
25. The council and schools should, building on the work of the Schools Exclusion Review, prioritise work to address the issue of school exclusion
Actions to address this should include:
- The council leading the development of an at-risk-of-NEET indicator (in a similar model to Ealing Council) to identify young people most likely to become NEET and target specialist interventions⁵⁹
 - Secondary schools reconsidering the targets they set for A-Level take-up, with a view to encouraging take-up of Level 2 and 3 vocational offers where this is a positive route for young people and will help to keep them engaged
 - Primary and secondary schools defining better ways of working together in order to improve transitions for young people moving into secondary schooling, particularly for young people at greater risk of exclusion
- In instances where fixed-term exclusions are unavoidable, schools working towards creating a welcoming 'return to school' atmosphere – e.g. emphasising the strengths that the pupil brings to the school
 - Schools making every effort to report the main reason for exclusion from the descriptions provided by DfE
26. The council, public sector partners and voluntary sector organisations should work together to ensure that groups who experience labour market disadvantage, including BAME young men, disabled and neuro-diverse people, are prioritised for employment support
27. Schools and other education settings should consider how they can create LGBTQ+ inclusive environments, to foster positive attitudes to diversity and signal a zero-tolerance approach to homophobic hate crime
28. National government should dramatically accelerate the delivery of its commitment to increase provision for mental health support in schools, set out in the NHS Long Term Plan

⁵⁹ Ealing Council 'Using Ealing NEET Data in Your school': https://www.egfl.org.uk/sites/default/files/imported/categories/teaching/RPA/_docs/Using_Ealing_NEET_data_a_guide_for_schools.pdf

Valuing the contribution of communities and the voluntary and community sector

The voluntary and community sector (VCS)⁶⁰ has historically had two main roles in society: firstly, as a provider of services alongside or complimentary to the public sector; and secondly, as campaigners for social change.

As a provider of services, VCS organisations often have a distinct role from statutory services: they are uniquely placed to reach and support marginalised groups and enable individuals to participate actively in their local communities. Over the past decade they have played a particularly important role in providing a safety net for some of the people who have become more vulnerable as a result of austerity,⁶¹ or in stepping into the space left by public services which have been reduced or cut.⁶² Many of the responsibilities that public or statutory services once had have been devolved into the VCS because there simply isn't enough funding from central government to deliver them.

As campaigners, VCS organisations are crucial to driving societal change. However, over the past decade these types of organisations have been struggling to stay afloat because of the emphasis on service provision as the main driver of grant and funding opportunities. This has meant that organisations with a more rights-based agenda are often unlikely to access grant funding to assist in their operation.

The VCS sector in Haringey is highly diverse, with an estimated 2,000 medium, small and micro-sized organisations and groups. The range of support that VCS and community organisations need is broad and varied, and includes good governance structures, income generation and fundraising, partnership working and networking, developing and accessing quality volunteering, and training for staff and trustees.

The VCS sector is also highly mobilised and vocal when it comes to addressing race and other inequalities. Haringey has a breadth of organisations that support many Black, Asian and Minority Ethnic (BAME) communities – from organisations that work with our Black-Caribbean, Turkish, Kurdish, Latin American and other groups, to refugees and asylum seekers, to faith leaders that provide spiritual, emotional and practical guidance and leadership across our communities. It is important to recognise and celebrate how reflective the VCS is of the diversity of our communities in a way that the public sector can learn from. VCS organisations have had huge success in bringing funding and resources into the borough and deserve to be part of decision-making discussions regarding the financing and delivery of service. But it is not just VCS organisations that play a role in supporting our communities; there is also an army of people with roles as volunteers and community organisers in information-providing community groups, who come together to make change happen and offer support to those who need it.

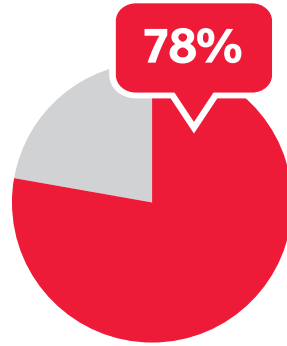
It was clear from Fairness Commission discussions that there is a strong community spirit in Haringey. Participants expressed concern when fellow residents were felt to be facing difficulties and shared a desire to make the borough better for everyone. One manifestation of this is reflected in residents' volunteering activities, with just under three in ten residents (28%) reporting having taken part in volunteering activities in the last 12 months,⁶³ with the highest volunteering levels found among the 18-24 and 35-44 age groups.

60 The term 'Voluntary and Community Sector' (VCS) applies to organisation that are not-for-profit, social value driven and that reinvest any financial profits into social, environmental or cultural objectives.

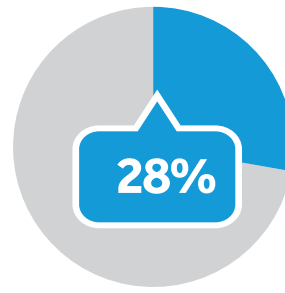
61 House of Lords Select Committee on Charities 2017 'Stronger charities for a stronger society': <https://publications.parliament.uk/pa/ld201617/ldselect/ldchar/133/133.pdf>

62 NVCO 2011 'Counting the Cuts. The impact of spending cuts on the UK voluntary and community sector': https://www.ncvo.org.uk/images/documents/policy_and_research/funding/counting_the_cuts.pdf

63 Haringey Council 2018 'Residents Survey 2018': <https://www.haringey.gov.uk/local-democracy/have-your-say-haringey/residents-survey>



**GOOD FRIENDSHIPS
IN LOCAL AREA**



**GOOD NEIGHBOURS/
COMMUNITY SPIRIT MOST
LIKED ABOUT HARINGEY**

What are the issues?

ISSUE 1: BETTER COLLABORATION IS NEEDED BETWEEN THE VCS AND THE PUBLIC SECTOR

Smaller local community groups often struggle to get commissioned for work – they should be empowered to do this kind of work, otherwise what are we learning from the services we commission? Bigger groups then get commissioned and paid and use volunteers to keep costs down.

Haringey Resident, VCS Forum

78% of residents say they have good friendships and/or associations in their local area; 28% of residents rated 'good neighbours / community spirit' as what they most liked about living in Haringey.⁶⁴

While people recognised that there is a patchwork of organisations and individuals working together to support Haringey's residents, they sometimes felt that the role that the VCS and that local communities themselves play within this was not sufficiently recognised or valued.

The Commission heard that more could be done to

encourage collaboration between Haringey's public sector organisations (including the council and CCG) and the VCS, to fully utilise the latter's skills, knowledge and expertise, for example, when commissioning training, but also in working together to tackle some of the big issues facing the council.

Local VCS organisations reported having experienced a significant reduction in funding over the past decade, at the same time as experiencing a significant increase in demand. This made long-term strategic planning and capacity building difficult and caused concerns about organisational sustainability. VCS organisations report spending more time making funding applications, but simultaneously lacking decent support to draft winning bids. There was also a view that the way in which services were commissioned could sometimes disadvantage smaller organisations, create short-termism and unnecessary competition between VCS organisations. Smaller VCS organisations said they often lack support in accessing information on statutory requirements, such as the introduction of General Data Protection Regulation (GDPR). This then puts smaller VCS organisations on the back foot when bidding for commissioned services as there is little guidance or training to help them ensure they are acting appropriately within regulations like GDPR.

64 Ibid

ISSUE 2: MORE RECOGNITION IS NEEDED OF THE ACTIVE COMMUNITY CHAMPIONS IN THE AREA

Haringey has an active community, including a network of community 'champions' who have informal roles in providing localised support and advice. The Commission heard that residents wanted to see the role of individual community members and informal networks receive more attention.

The Commission advocates for better use being made of residents' skills and knowledge. The council and other partners should work towards a 'cultural shift' in how it views and treats volunteers and community activists to properly harness their potential and achieve collective impact.

ISSUE 3: COMMUNITY ORGANISATIONS NEED BETTER SUPPORT TO ACCESS AFFORDABLE AND ACCESSIBLE MEETING VENUES

We need some support and help from Haringey, to get a permanent place to pray. This isn't big enough for all the kids to come. We want somewhere we can put on after school clubs.

Haringey Resident; Ugandan Community Mosque, Selby Centre

VCS organisations highlighted a range of issues relating to venues that caused difficulties for them, including:

- Not having access to a permanent space in which to meet and deliver activities and services
- The affordability of local venues – either in terms of the rental costs for premises or hire costs for meeting rooms
- Lack of access to accessible venues, which had an impact on organisations working with disabled and older people
- Safe spaces for specific groups, particularly LGBTQ+ and young people

What needs to happen to effect change?

29. The council and partners should redress the balance in access to opportunities for growth for Haringey's voluntary and community sector. Actions to address this should include:
- Monitoring and periodically evaluating the implementation of the Procurement Strategy to ensure that the VCS are benefiting from the new approach, and promote successes to be adopted by other public sector bodies
 - Introducing a "Haringey Community Champion" awards scheme, to recognise the many people across the borough who make a positive difference by helping others
 - Responding to the House of Lords Select Committee recommendation, the council and other public service commissioners adopt a partnership approach to service design and provision, involving charities, other voluntary bodies, service users and beneficiaries in the commissioning process from an early stage. This will require public sector commissioners to embed a genuine partnership approach in their structures, processes, contracts and cultures to ensure that the best possible results are achieved.
 - Responding to the House of Lords Select Committee recommendation public service commissioners should also be encouraged to commission different types of services together. They should consider the potential of whole systems commissioning and whole person commissioning, with services and the commissioning process being designed around the needs of beneficiaries. This will result in better services for end-users and long-term savings for commissioners.

Building safer and more inclusive communities

Haringey is a remarkably diverse and tolerant place to live. Surveys of the people who live here regularly show that community cohesion is strong, with the majority feeling proud of the diversity of our communities. Everyone has a fundamental right to feel safe and to participate in community life. And we know that feeling part of a community has a positive impact more broadly on people's relationships, health and wellbeing.⁶⁵

However, the Commission heard that not all of Haringey's communities have the same experience of safety or inclusion. Despite the high levels of community cohesion overall, we heard that some residents felt anxious about their rights, which they related to the national government's 'hostile environment' policies for migrants, and they were affected by a wider set of signals that that they were not welcome, including from some aspects of the press, in the way it presented issues relating to migrants and other minority groups.

Some residents and parts of the borough are more affected by crime than others. The poorest wards have the highest rates of crime,⁶⁶ and the same is true about whether or not people feel safe here. While the majority of the borough's residents feel safe, (94% during the day and 70% after dark across Haringey),⁶⁷ there are significant differences by area: in North Tottenham only 37% of people feel safe after dark.⁶⁸

There are also inequalities related to the impact of specific types of crime on different resident groups. The rate of youth violence has gone up in recent years and remains an urgent issue for the borough, that disproportionately affects our African and Black-Caribbean communities, and boys in particular.⁶⁹

This section focuses on the two main community safety related unfairness issues which were highlighted most frequently in Commission discussions:⁷⁰ the first relates to community policing and the second relates to community cohesion and discrimination.

What are the issues?

ISSUE 1: TRUST BETWEEN RESIDENTS AND THE POLICE NEEDS TO IMPROVE

Crime is a significant concern for Haringey's communities. This is reflected in the relatively high degree of priority afforded to the issue of crime in the council's residents' survey.⁷¹ One in three people across the borough identified crime and anti-social behaviour as the issue they most dislike about living in Haringey, while that figure is one in two for people who live in North Tottenham.

The vast majority of our young people are able to grow up free from direct experience of serious violence.

65 The Health Foundation 2019 'Creating healthy lives': <https://www.health.org.uk/publications/reports/creating-healthy-lives>

66 Northumberland Park and Tottenham Hale have crime rates above both the London and Haringey average, while simultaneously being home to households on incomes significantly lower than the median incomes in Haringey and London

67 This is below the LGA benchmark for night time safety, which is 76%.

68 Haringey Council 2018 'Residents Survey 2018': <https://www.haringey.gov.uk/local-democracy/have-your-say-haringey/residents-survey>

69 Haringey Council 2019 'Young People at Risk Strategy': <https://www.haringey.gov.uk/local-democracy/policies-and-strategies/young-people-risk-strategy>

70 For further detail on the methodology used to shortlist issues for consideration, please see the Commission's summary report of residents views: www.haringey.gov.uk/sites/haringeygovuk/files/fairness_commission_-_summary_of_residents_views_2019-04-15.pdf

71 Haringey Council 2018 'Residents Survey 2018': <https://www.haringey.gov.uk/local-democracy/have-your-say-haringey/residents-survey> Crime/ASB was the most commonly identified neighbourhood 'dislike' (34%). Given that safety and security was most commonly identified as the factor that makes the most difference to quality of life on a day to day basis, this is of particular importance.

But, as in other parts of London and cities across the UK, there are still too many affected by its devastating consequences. This issue is linked to the drugs trade and to the activity of crime networks and affiliated gangs, who exploit children and young people to undertake criminal activities on their behalf, targeting the most vulnerable.

Against this background, it is critical that local residents, the police, public sector and voluntary organisations can work together constructively to address the causes and impact of crime.

However, the Commission heard that trust between local communities and public authorities, but particularly the police, needs to improve. Data for September 2019 from MOPAC's Public Voice Dashboard indicates a low level of trust in the police. 52% of Haringey residents believe that the police do a good job in the local area, compared to the London-wide average of 58%. This is the fifth lowest level in London⁷² but it should be noted that the figure has improved substantially over the last year, when Haringey was consistently at the bottom of the public satisfaction chart. The dashboard also suggests that members of the public have concerns about equal treatment by the police, with 63% of people saying that they think the police treat everyone fairly, regardless of who they are, compared to the London benchmark of 77%.⁷³ This is the third lowest level in London.

This lack of confidence and trust was reflected in what Commissioners heard from participants in discussions about community policing. Feelings about the role of the police were often rooted in the legacy of past events. While there was an acknowledgement that there has been positive activity to address past issues, the residents we heard from felt more work was needed.

Stop and Search was identified as a key fairness issue by participants in the Commission, because of the disproportionate impact of this London-wide policy on some of our communities, the perception that it is sometimes unfairly applied, and the experiences that some people had when being stopped and searched.

In 2018, there were 6,351 stop and searches in Haringey. In Haringey, people of Black ethnicity are over four times

more likely to be stopped and searched than people of White ethnicity, and a 15-to-19-year-old is four times more likely to be stopped and searched than a 30-year-old. The police are required to base decisions about stop and search on intelligence and evidence from witnesses. However, many of the young people who spoke to the Commission who had been stopped and searched felt unfairly targeted and experienced this as an injustice.

There was a recognition that the police were making good efforts to engage with local communities. But while the Commission heard that residents recognised the role that stop and search can play in preventing harm, there were concerns about how this policy was implemented. Some people described the process of being stopped and searched as distressing, humiliating and a violation, compounding feelings of anger and mistrust.

People also raised concerns about how use of Section 60 (S60) powers⁷⁴ can result in specific areas or communities feeling stigmatised as 'problem' communities. Each instance of S60 between the 12 months leading up to June 2019 covered an average of eight wards. The wards that are most frequently under S60 are those in which knife crime, violence with injury and youth violence is most likely to occur and are in the east of the borough. There is a real challenge for the police and the community to tackle this issue together. In doing so, the residents who live in the wards most affected by violence and crime can start to feel that they are working alongside the police to keep their communities safe.

When you ask, 'so why have you pulled me over?', they say, we're in a gang area. But I live in this area. So, we're going to get pulled 24/7. We can't change the policeman's perception of us. Are you thinking about what you've just done to that person that you've stopped? What mind frame you've just put them in?

Young Person; Project Future

72 Haringey Council 2019 'Haringey Community Safety Strategy 2019-2023': <https://www.minutes.haringey.gov.uk/documents/s109279/Haringey%20Community%20Safety%20Strategy%202019-2023%20FINAL.pdf>

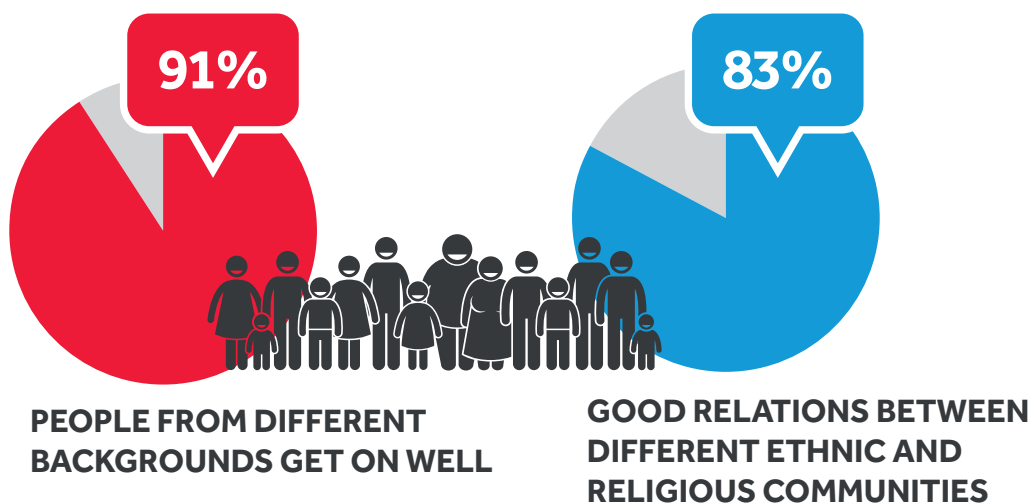
73 MOPAC 2019 'Public Voice Dashboard': <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/public-voice-dashboard>

74 Section 60 Criminal Justice and Public Order Act 1994 (s.60) gives police the right to search people in a defined area during a specific time period when they believe, with good reason, that: serious violence may take place and it is necessary to use this power to prevent such violence; or that a person is carrying a dangerous object or offensive weapon; or that an incident involving serious violence has taken place and a dangerous instrument or offensive weapon used in the incident is being carried in the locality.

Trust between all residents and the police is important, but it is particularly important that the police can develop and maintain good relations with our children and young people. Youth violence is an increasingly urgent issue in the borough, which disproportionately affects our African and Black-Caribbean communities – much more frequently as victims than perpetrators.⁷⁵ Recommendations in the children and young people focus on spaces and support for our children and young people so that they can stay safe. The Commission also notes that the Young People at Risk Strategy and Action Plan set out a clear vision for diverting our young people away from crime and into more meaningful

pathways. Meanwhile, as a community, and working in partnership with the police, we all have a responsibility to look out for, and take care of, ourselves and each other. The Commission recognises that the council and all its partners, from the statutory sector to the VCS, have a role to play in facilitating this dialogue.

The Commission wishes to signal an appetite for investment in further developing good relationships between Haringey's local communities and the police, recognising the important role the police play in keeping Haringey's residents safe, and calls on the new national government to provide ring-fenced funding to the Metropolitan Police for this purpose.



ISSUE 2: WE NEED TO FOCUS ON MAINTAINING LEVELS OF COMMUNITY COHESION AND TACKLING DISCRIMINATION BY PROMOTING INCLUSION AND UNDERSTANDING OF DIFFERENT GROUPS

I went to the supermarket recently and the security guard followed me around because he thought I was going to steal something. You can't judge someone just because they are black.

Haringey Resident; Migrants Resource Centre

Community cohesion is strong in Haringey, with

many people feeling proud of the diversity of our communities. However, we should not take this for granted, and some groups sometimes feel marginalised, unsupported, or targeted.

One aspect of the unfairness that some of our residents have experienced relates to the Government's 'hostile environment' policies, in place since 2012, the aim of which has been to make staying in the UK as difficult as possible for people without settled immigration status. Haringey is home to many families of Caribbean heritage, many of whose parents or grandparents arrived in the borough during the Windrush generation years between 1948 and 1971. Some have struggled to produce the necessary documentation to confirm their UK status and continue working, get NHS treatment, rent a home, access benefits or even remain in the UK. Haringey is also home to large numbers of individuals and families from

⁷⁵ Haringey Council 2019 'Young People at Risk Strategy': <https://www.haringey.gov.uk/local-democracy/policies-and-strategies/young-people-risk-strategy>

European countries who now need to apply to the Government's Settled Status scheme in order to stay here. It is deeply unfair that some of our residents, who have put down roots and made Haringey their home, should be treated in this way. The Commission notes the council's new Welcome Strategy is a positive step towards combating the effects of the national hostile environment policy.

*I was born here, my son was born here,
they said - what right do you have to a
British passport?*

Volunteer; Community Cook Up

In addition to this, the Commission heard from the Irish Traveller community, LGBTQ+ people, religious people and disabled people who had had negative and sometimes hostile experiences because of their identity. Police data shows that while overall race and religious hate crime slightly decreased, incidences of anti-Semitic, Islamophobic, homophobic and transgender hate crime all increased in Q1-Q3 2019 compared with the nine months prior.^{76,77}

One way to tackle such unfairness's is through restorative justice approaches to identity-based hate crime, with evidence suggesting that they are effective in decreasing rates of reoffending while simultaneously empowering victims by giving them a voice.⁷⁸ The Commission calls for the London Mayor to provide further funding for community groups and police teams to be able to better deliver such interventions. Meanwhile, with Haringey's diversity a big part of its unique character, we should collectively be doing more to celebrate the many cultures and richness of life experiences in our borough.

A very real reflection of the diversity of our borough is the 180 different languages spoken in Haringey. English is not a main language for nearly a third (30%) of our residents. As a community, we can do more to ensure that migrant communities are better supported. Therefore, the council and partner organisations must act at a local level to better support particular at-risk

groups, such as individuals and families with NRPF, and ensure the advice and support they are given is correct, timely, and adequate.

What needs to happen to effect change?

30. The police, council, VCS and partners should use their collective influence and relationships to further improve relationships between the police and local communities.

Actions to address this should include:

- Working with Haringey Independent Stop and Search Monitoring Group (HISSMG) to identify opportunities to talk to parents and carers about the role of stop and search in protecting young people, as well as the rights that young people have when they are stopped and searched (including under S60)
- When undertaking street duties training, including the voice of Independent Advisory Groups (IAG) and/or Community Monitoring Groups (CMG)
- Neighbourhood policing teams and grassroots organisations identifying further opportunities to run joint workshops and engage with local communities and the VCS in different settings and scenarios in order to build trust and raise awareness of rights under Stop and Search. This should include regular updates on actions taken by neighbourhood policing teams in response to community feedback about engagement
- The police and the council working together to, as part of safeguarding practice, inform parents or carers of children and young people under the age of 18 who have been stopped and searched.
- The police, the council, and VCS organisations working together to offer shared training to all North Area BCU officers and, where appropriate, other public and voluntary sector workers, in trauma-informed approaches to policing.

⁷⁶ Metropolitan Police 2019 'Hate crime dashboard': <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

⁷⁷ It should be noted that this decrease represents a decrease in reported incidents of hate crime, and not necessarily a decrease in hate crime itself. One implication of this is that people may, in fact, be less confident in how to report this type of crime to the police.

⁷⁸ Restorative Justice Council 2019 'Evidence supporting the use of restorative justice': <https://restorativejustice.org.uk/resources/evidence-supporting-use-restorative-justice>

- The police, council, other public sector bodies and VCS organisations working together to develop and deliver a local campaign to promote Crimestoppers and the youth version, Fearless, so that the community are more aware of the benefits of reporting crime anonymously. This should include regular feedback about how reports made through Crimestoppers and Fearless have been successful in solving local crime.

Monitoring

Monitoring the implementation of the Commission's recommendations is crucial to ensuring their success. The council should take responsibility to coordinate responses from the statutory sector (including the CCG and the police) and the VCS sector, and regularly report on what progress the council and partners are making on the implementation of the recommendations.

31. Recognising the role of restorative justice in combating hate crime, the London Mayor should enhance support for the London Restorative Justice Service, Restore:London, by making more funding available to local community organisations and police teams to deliver a high standard of restorative justice by properly-trained facilitators.
32. The council, partners and other public sector organisations should work together to:
 - Create a shared equality and diversity action plan for the borough to celebrate our many different cultures and experiences together
 - Provide better support for refugees, asylum seekers, migrants and people with NRPF. This could include, for example, the Council's Expanded Free School Meals Working Group prioritising the provision of free school meals to children of families with NRPF.

Appendix A

What is already happening across these areas?

Delivering public services

Haringey Council and its partners are working together to develop and maintain innovative approaches to delivering public services. These include:

- **Adult Social Care (ASC) Redesign Group:** All of the Commission's data collection regarding ASC has been passed on to the ASC Redesign Group. The council has been addressing residents' initial concerns around feeling they didn't have enough involvement in the design of ASC services. Subsequently, many members of the community have been involved in the Osborne Grove redevelopment and the council is, more broadly, working towards a more collaborative approach in its design and delivery of ASC
- **Deaf and Disabled People's Organisation (DDPO):** Haringey is in the early stages of developing a user-led organisation, managed and controlled by local disabled people, across all impairment or social care service user groups, to provide services for or work on behalf of deaf and disabled people
- **The Library Strategy:** In Haringey, libraries are recognised as valuable assets which reach into communities, providing community and civic spaces. Through staff expertise and partnership working, they support residents' economic, learning and wellbeing needs and develop strong, resilient connected communities. Work continues to identify partnership opportunities to better understand communities and the role libraries can contribute to strategic partnership objectives, as well as identifying the role that libraries can play in delivering public services in an innovate way, including through early intervention models to enhance lives, create opportunities and provide a vehicle for others to support all of our residents
- **Connected Communities:** This programme is delivering excellent support across a range of key areas such as employment, health, housing, council tax, benefits and financial advice. Support workers provide information, advice and guidance on a broad range of services and topics to help residents become more independent
- **Front Office/Back Office:** This programme is making significant changes to how residents contact the council, alongside ensuring that there is more collaboration and efficiency between services. One of the aims is to allow as many residents as possible to easily access services online and therefore free up customer services to help residents who may not be so digitally confident
- **Community framework:** The council is in the early stages of developing a framework that will set out expectations of how the council should work with residents going forward. We expect the findings of the Fairness Commission to influence this
- **LGBTQ+ Community Network:** The council is working with partners to develop an LGBTQ+ community network. One of the aims of the network, informed by feedback from the community, will be to ensure the voice of the LGBTQ+ community is heard within council decision making.

A safe and secure home for all

A range of initiatives are already under way in Haringey that look to address some of the fundamental unfairness's in housing. These include:

- **Capital Letters:** Haringey has partnered up with 12 other London Councils to procure leases for TA and private lets. It is supported by £38 million of funding from MHCLG.

- **Mulberry Junction:** Haringey's new homelessness resource centre, which was co-produced and staffed by people with lived experience of homelessness, opened in October 2019 and has already served more than 100 people in our community, linking them up with housing, health and employment support
- **HMO licencing:** Haringey has extended its HMO licencing scheme across the borough to cover three and four-person households and ensure landlords are providing safe, suitable and decent housing for their private tenants
- **Community Benefit Society (CBS) and Purchase, Repair and Maintenance (PR&M) partnership:** These two schemes seek to purchase up to 400 homes over the next few years which will then be let to families nominated to it by the council. These homes will have an affordable rent set at the LHA, with the homes eventually being owned by the council.

A fair start in life for children and young people: education and play

Haringey Council is already undertaking a number of projects to address some of the issues affecting children and young people. These include:

- **The Black Caribbean and BAME Achievement Strategy**⁷⁹: Haringey has the biggest gap in the country between White British and BAME (especially Black Caribbean) attainment for children and young people. Closing the gaps will require everyone in the education system to hold each other to account, including on challenging unconscious biases. The strategy details the work and resources being put in place to close the gap between education outcomes for different ethnic groups in the borough
- **The Young People at Risk Strategy and Action Plan:** This looks at how we can make sure children and young people in the borough live free from the fear of violence and develop positive pathways to adulthood
- **The School Exclusions Review and the Alternative Provision Review:** This acknowledges that

exclusions are a product of behaviour in and around school, which may itself be a product of complex underlying drivers and a sign of unmet needs for an individual or family. Both reviews explore the factors which lead to school exclusions and how children and young people can be better supported to remain in education.

Valuing the contribution of communities and the voluntary and community sector

There are several local developments that are likely to have an impact on the issues raised as part of Fairness Commission discussions. These include:

- **The council's Community Buildings Review:** Presently, there is significant variation in what different VCS organisations pay for their premises, with some paying no or very little rent, while others pay market rates. The aim of this review is to manage the use of council buildings by the community and voluntary sector in a way that is fairer and more consistent, and values the important supporting services provided by the voluntary sector.
- **The council's new Procurement Strategy:** This is grounded in a community wealth building approach and seeks to support small, local providers, including VCS organisations, to tender for council contracts. It will do this by working more closely with the VCS to publicise opportunities; breaking down contracts; and adapting procurement processes to make it easier. It also embeds social value in all tendered contracts, offering VCS organisations the opportunity to show the full range of benefits to commissioning them to deliver services.
- **Haringey Giving:** This is a new place-based giving initiative that brings together Haringey's residents, community and voluntary organisations, businesses, funders and other key stakeholders to raise funds and engage volunteers to reduce poverty and inequality and support local good causes in Haringey.

⁷⁹ Haringey Council 2019 'Raising Black Caribbean and BAME Achievement': https://www.haringey.gov.uk/sites/haringeygovuk/files/2019_haringey_bame_achievement_strategy_1.pdf

Building safer and more inclusive communities

Several strategies and initiatives are already in place that seek to address some of the issues raised through the work of the Fairness Commission. These include:

- **The Young People at Risk Strategy and Action Plan:** This signals the need to strengthen trust between police and local communities and emphasises the importance of community engagement within neighbourhood policing. It also uses research on the risk factors for young people's involvement in violence and looks at how we can make sure they can live free from the fear of violence, and develop positive pathways to adulthood, by adopting a whole systems public health approach.
- **Community Safety Strategy and Action Plan:** focuses on reducing crimes such as violence with injury, robbery and gun crime; reducing all forms of domestic abuse and wider forms of violence against women and girls; exploitation, including child sexual exploitation and child criminal exploitation; improving public confidence in the police; delivering better support to victims of crime; reducing rates of reoffending.
- **The police's partnership working:** The police have undertaken local, targeted work to improve low levels of confidence in the borough over the past few years, including through partnership work with the council and voluntary and community sector partners. This includes participation by the police in sporting activities run in secondary schools, and workshops about Stop and Search, knife crime, and violence. Some of these have been aimed at primary school children transitioning to secondary school, and in youth spaces
- **Welcome Strategy:** sets out how the council and partners will work to ensure that Haringey continues to be an inclusive place for migrants from all backgrounds and establishes a framework for how we will realise that ambition within a particularly challenging financial and political context. This is a great step towards better support for migrant communities
- **Connected Communities programme:** support workers provide information, advice and guidance across a range of key areas such as employment, housing, Council Tax, benefits and financial advice to help residents prosper
- **North Area Violence Reduction Group:** has an action plan focusing on keeping deadly weapons off the streets; protecting and educating young people; targeting lawbreakers; offering ways out of crime; standing with communities, neighbourhoods and families against knife crime; and supporting victims of violent crime
- **Multi-faith forum:** faith leaders come together quarterly to discuss faith issues/safeguarding issues and monitor community sentiment.
- **Community conversations:** a platform to listen to the community's concerns regarding serious youth violence across the borough
- **Safer Neighbourhood Board:** brings police and communities together to decide local policing and crime priorities, solve problems collaboratively and make sure that the public are involved in a wide range of other community safety decisions. It consists of a diverse range of people from the VCS, statutory organisations and lay members
- **Community Safety Communications:** The council has been working closely with young people on I'm Out – a bold series of three short films on the impact knife crime has on the people involved and those close to them. Focus groups were held with young people before they starred in, and worked behind the scenes, on the films. The campaign directs young people towards apprenticeships, support and opportunities.

Appendix B

Commissioners in Phase 1

- Councillor Zena Brabazon, Co-Chair, Deputy Leader and Cabinet Member for Children & Families
- Cllr Kaushika Amin, Co-Chair and Cabinet Member for Corporate and Civic Services
- Professor Paul Watt, Co-Chair, Professor of Urban Studies, Birkbeck University
- Paul Butler - Chief Executive of the Selby Trust
- Lynette Charles - Chief Executive of Mind in Haringey
- Councillor Lucia das Neves - Chair of Overview and Scrutiny
- Dara de Burca – Local Resident and Director at Children's Society
- Jeanelle De Gruchy - President of the Association of Directors of Public Health
- Councillor Erdal Dogan - Labour Councillor for Seven Sisters Ward
- Kellie Dorrington - Haringey Citizens Advice
- Matt Dykes - Trade Union Congress
- Cllr Joseph Ejiofor – Leader of Haringey Council
- Councillor Scott Emery - Liberal Democrat Councillor for Muswell Hill
- Zina Etheridge – Chief Executive of Haringey Council
- Sharon Grant OBE - Public Voice
- Tony Hartney - CEO Gladesmore Community School
- Tony Hoolaghan - Chief Operating Officer Haringey Clinical Commissioning Group
- Bibi Khan - LICS Wightman Road Mosque and Multi-Faith Forum
- Barbara Lisicki - Disability rights activist
- Rabbi David Mason - Muswell Hill Synagogue and Multi-Faith Forum
- Radojka Miljevic - Local Resident and Partner at Campbell Tickell
- Helen Millichap - Borough Commander
- Rev Paul Nicolson – Taxpayers Against Poverty
- Dr Geoffrey Ocen - Chief Executive of the Bridge Renewal Trust
- Seàn O'Donovan - Haringey Citizens Advice
- Rob Tao - Haringey Business Alliance

Commissioners in Phase 2

- Cllr Kaushika Amin, Co-Chair and Cabinet Member for Corporate and Civic Services
- Professor Paul Watt, Co-Chair, Professor of Urban Studies
- Hesketh Benoit – Youth Worker and founding member of Haringey Independent Stop and Search Monitoring Group
- Paul Butler - Chief Executive of the Selby Trust
- Lynette Charles - Chief Executive of Mind in Haringey
- Councillor Lucia das Neves - Chair of Overview and Scrutiny
- Councillor Erdal Dogan - Labour Councillor for Seven Sisters Ward
- Kellie Dorrington - Haringey Citizens Advice
- Matt Dykes - Trade Union Congress
- Councillor Scott Emery - Liberal Democrat Councillor for Muswell Hill
- Treena Fleming - Borough Commander
- Sharon Grant OBE - Public Voice
- Rebecca Harrington - Chair of Trustees, The Maya Centre and Local Resident
- Tony Hartney CBE - CEO Gladesmore Community School
- Ken Hinds – Youth Worker and founding member of Haringey Independent Stop and Search Monitoring Group
- Tony Hoolaghan - Chief Operating Officer Haringey Clinical Commissioning Group
- Bibi Khan - LICS Wightman Road Mosque and Multi-Faith Forum
- Barbara Lisicki - Disability rights activist
- Rabbi David Mason - Muswell Hill Synagogue and Multi-Faith Forum
- Radojka Miljevic - Local Resident and Partner at Campbell Tickell
- Sarah Miller – Director of Markfield and Local Resident
- Dr Geoffrey Ocen - Chief Executive of the Bridge Renewal Trust
- Seàn O'Donovan - Haringey Citizens Advice
- Rob Tao - Haringey Business Alliance

Appendix C

Engagements/Groups

Engagements	Type of engagement	Date
1st Public Event - Park View	Event	01/11/2018
2nd Public Event - St Mary's	Event	15/01/2019
3rd Public Event - St Francis	Event	02/02/2019
Alexandra Palace Wellbeing Café	Event	25/02/2019
Brittanic Auto Transmission	Submission	29/03/2019
Broadwater Lodge	Event	09/03/2019
Carers Coffee Morning	Event	07/11/2018
CARIS	Submission	21/03/2019
CCG	Event	11/10/2018
Chestnuts Primary School	Event	01/03/2019
Child Poverty Action Group	Meeting	29/10/2019
Children and Young People - Officers Session	Meeting	06/06/2019
Children and Young People - Working Group	Meeting	10/10/2019
Children in Care Council	Meeting	26/02/2019
Children in Care Council	Expert Witness Session	21/05/2019
Community Cook Up	Event	21/02/2019
Coombes Croft Drop-in	Event	13/02/2019
Delivering Public Services - Officers Session	Meeting	28/05/2019
Delivering Public Services - Officers Session	Meeting	04/07/2019
Delivering Public Services - Shadowing Session	Shadowing	11/06/2019
Delivering Public Services - Working Group	Meeting	07/11/2019
Disabled People Forum	Expert Witness Session	18/07/2019
Friends of Muswell Hill Library	Submission	02/02/2019
Gladesmore School	Submission	27/02/2019
Haringey Autism	Submission	29/01/2019
Haringey Debt Centre (CAP)	Event	15/02/2019
Haringey Defend Council Housing	Submission	02/04/2019
Haringey Independent Stop and Search Monitoring Group	Expert Witness Session	10/07/2019
Haringey Over 50s Forum	Meeting	04/07/2019
Haringey Physical Disabilities Reference Group	Submission	30/01/2019
Haringey Service User and Carer Forum	Meeting	11/11/2019
Highgate School	Submission	15/02/2019
Highway House Homeless Shelter	Event	12/03/2019
Hornsey Pensioners Action Group	Submission	15/02/2019

Engagements	Type of engagement	Date
Housing - Officers Session	Meeting	30/05/2019
Housing - Shadowing Session	Shadowing	08/07/2019
Housing - Working Group	Meeting	16/10/2019
Housing - Working Group	Meeting	24/10/2019
Irish Travellers	Event	03/10/2018
Lancasterian Primary School	Submission	15/02/2019
Latin Village UK	Submission	06/10/2019
LGBTQ+ Community Network	Meeting	28/05/2019
Love Lane TAG	Event	14/12/2018
Markfield	Submission	22/03/2019
Markfield - Adults with Learning Disabilities	Event	11/03/2019
Markfield - Parents and carers	Event	15/03/2019
Migrants Resource Centre	Event	21/03/2019
Muswell Hill & Fortis Green Association	Submission	02/02/2019
North London Ugandan Muslim Community at Selby Mosque	Event	15/03/2019
Online form submissions	Submission	various
Peacock Industrial Estate	Submission	27/03/2019
Peacock Industrial Estate	Expert Witness Session	02/07/2019
Personal contributions	Submission	various
Project 17	Meeting (Phone Call)	06/11/2019
Project Future	Event	20/02/2019
Safer Communities - Officers Session	Meeting	30/05/2019
Safer Communities - Working Group	Meeting	09/10/2019
Safer Communities - Working Group	Meeting	27/11/2019
Safer Communities - Working Group	Meeting	09/12/2019
Save Autism Services Haringey	Submission	18/09/2018
Save Autism Services Haringey and Social Care Alliance Haringey	Expert Witness Session	25/06/2019
Selby Centre	Event	01/02/2019
SendPact	Event	20/02/2019
SendPact Survey	Submission	25/02/2019
Tilkiler Community Centre	Event	10/03/2019
Tiverton Primary School	Submission	14/02/2019
VCS Forum	Event	15/10/2018
Valuing Haringey's VCS - Officers Session	Meeting	11/06/2019
Valuing Haringey's VCS - Working Group	Meeting	09/10/2019
Whitehall Lodge	Event	07/03/2019
Wightman Road - Women's Forum	Event	08/02/2019
Willow School	Event	11/02/2019
Wise Thoughts	Event	07/03/2019

Appendix D

Abbreviations

ASB	Anti-Social Behaviour
ASC	Adult Social Care
BAME	Black, Asian and Minority Ethnic
DfE	Department for Education
EHRC	Equality and Human Rights Commission
ESA	Employment Support Allowance
FSM	Free School Meals
GDPR	General Data Protection Regulation
GLA	Greater London Authority
IAG	Information, Advice and Guidance
IPPR	Institute for Public Policy Research
LGA	Local Government Association
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer +
LHA	Local Housing Allowance
MHCLG	Ministry of Housing, Communities and Local Government
MOPAC	Mayor's Office for Policing and Crime
MPS	Metropolitan Police Service
NEET	Not in Education, Employment or Training
NRPF	No Recourse to Public Funds
PIP	Personal Independence Payments
PRU	Pupil Referral Unit
SEND	Special Educational Needs and Disabilities
TA	Temporary Accommodation
TUC	Trade Union Congress
UNICEF	United Nations International Children's Emergency Fund
VCS	Voluntary Community Sector

Appendix E

The Social Model of disability

The Social Model of disability was developed by disabled people and it is supported by organisations led by disabled people.

It says disability is caused by barriers that arise because society is not designed to accommodate people who have impairments. It is these barriers that disable people who have impairments.

If these barriers are removed, a person may still have an impairment but would not experience disability.

It contrasts with the Medical Model of disability that says disability is caused by impairments that need to be treated, managed or cured.

Appendix F

Statements of Support

Kellie Dorrington- Haringey Citizens Advice
 Sharon Grant- Chair of Haringey Public Voice
 Sean McLaughlin- Managing Director Homes for Haringey
 Lynette Charles – CEO Mind in Haringey
 Rob Tab- Interim Chair: Haringey Business Alliance
 Co Chair: Green Lanes Traders Association
 Sarah Miller- Markfield
 Bibi Khan- Wightman Road Mosque
 Paul Butler- Chief Executive Selby Trust
 Tony Hoolaghan- Chief Operation Officer:
 Haringey Clinical Commission Group (CCG)

KELLIE DORRINGTON- HARINGEY CITIZENS ADVICE

Citizens Advice Haringey support the recommendations of the Fairness Commission. In particular putting citizens at the heart of service delivery and ensuring that all those who use our services are treated with dignity and respect resonates with what we do.

By working with the community to design the services that we offer we strive to promote fairness and wellbeing as part of our core offer.

We look forward to working together with all of our partners and stakeholders to make the recommendations of the Fairness Commission a reality across the borough.

SHARON GRANT- CHAIR OF HARINGEY PUBLIC VOICE

This has been an important exploration of the scale, nature and perceptions of unfairness in our borough. The next step must be for all of us in Haringey to recommit to finding new remedies which reflect these findings.

SEAN MCLAUGHLIN- MANAGING DIRECTOR, HOMES FOR HARINGEY

Homes for Haringey works closely with the Council and other partners to reduce inequality and mitigate its impact on local people. We fully support the Fairness Commission's recognition of the importance of secure and affordable housing to the well-being of our residents. The Commission considered a full range of housing issues including the desperate need for additional social housing, decency standards in our own stock, challenges relating to temporary accommodation, access to the private rented sector and the particular obstacles faced by disabled residents. The Commission considered extensive verbal and written evidence and also took time to come and meet the officers who are delivering the front-line services, which was much appreciated.

The recommendations for national government reflect the local need for a change in government policy and approach. Other recommendations reflect the need for us all to do more to increase access to housing despite the constraints, and support residents to access a range of options for safe and secure homes. The Commission recognised that while our first priority is to increase the supply of social housing, we also need to ensure that we can provide good quality temporary accommodation and support access to the private rented sector for people who are facing homelessness. The recommendations include some practical steps that can be taken to help achieve this.

LYNETTE CHARLES — CEO MIND IN HARINGEY

It has been an insightful experience being part of the Fairness commission and I thank you and all fellow commissioners for your hard work and commitment over the last year.

We were given lots of personal and sometimes distressing information from those that live and work in Haringey to consider and with an additional responsibility to assist in affecting change.

I feel that our report captures the experiences of those we met and talked with and gives real sense of the lived experiences of inequality that must be challenged.

I am hopeful that by working together with Council and other partners that the Fairness commission's recommendations can make a real impact on the lives of those in Haringey that are experiencing inequality.

We at Mind in Haringey are committed to continuing to support the work of the Fairness Commission across Haringey as we know only too well the impact inequality has on Mental health and wellbeing not just for the individual but the whole community.

**ROB TAB- INTERIM CHAIR: HARINGEY BUSINESS ALLIANCE
CO CHAIR: GREEN LANES TRADERS ASSOCIATION**

On behalf of the Haringey Business Alliance, we fully support and endorse the work and findings of the Fairness Commission. The ethos and approach is great and a refreshing start, to listen and to hear the issues of inequality of everyday circumstances experienced by all sectors of the community. By listening to these issues can we then start to address, and where possible, begin to understand the underlying issues, in the hope to ratify and to make recommendations to improve services.

SARAH MILLER- MARKFIELD

The process of the Fairness Commission's work, engaging and listening to residents across the borough, has helped to 'shine a light' onto the inequality and disadvantage that blights so many lives in Haringey. Markfield community centre has been proud to play a part in this work – in particular so that the issues that matter to people with autism & learning disabilities and their families can be better understood by service providers and the wider community. Markfield commits to working with the Fairness Commission, the Council and other agencies to help to implement the recommendations of the Commission.

BIBI KHAN- WIGHTMAN ROAD MOSQUE

It has been a privilege to serve as a Commissioner for Haringey's Fairness Commission and therefore part of the consultation process with residents across the Borough. I am a Community Leader representing Wightman Road Mosque which comprises of 29 different ethnicities with varying languages, habits and customs. Being part of the consultation was therefore of strategic importance as it allowed me to hear more extensively from residents across the borough about many issues that affected their lives including those within my own community.

We heard about things that Haringey were doing right and more importantly issues that were not working well for residents and which had serious implications on the quality of their family life.

From the very start of the process it was clear that residents were concerned about equality of treatment in areas of education, community, housing, welfare benefits, health and social care and particularly how established systems did not work for them. Issues presenting were challenging and complex in nature and it was important for Commissioners to familiarise themselves with the procedures and practices of each area of concern for example housing or education.

The process of the Commission was enhanced as its commissioners were from a variety of backgrounds with a great range of expertise and knowledge working collectively to capture feedback from residents which when communicated to Haringey would provide significant and critical ways to change procedures and processes. This process would also help Haringey to identify what it was doing good.

I believe that this commission was an excellent tool to capture key issues affecting residents providing a high degree of resident engagement and linked to commissioners who were reflective of the community and had the ability of representing local people for me a community group, Wightman Road Mosque.

I totally support the Fairness Commission Report and the fact that a mixture of strategic and practical recommendations is encompassed for Haringey to take on board; and to address as many of the unfairness and inequalities raised by our residents. Haringey is a great borough, full of diversity which we should celebrate.

PAUL BUTLER- CHIEF EXECUTIVE SELBY TRUST

The Selby Trust is pleased to be part of the Fairness Commission. Issues of inequality, addressing poverty and access to services are at the very heart of what we are seeking to address as an organisation, and this has been theme throughout the consultation process for the Fairness Commission. The Selby Trust will continue to work with the London Borough of Haringey, statutory authorities and the community to ensure that we work towards an infrastructure which embraces a community centred approach to addressing many of the findings in the report.

The Selby Trust is currently partnering with Middlesex University to further analyse some of the findings of the report, and this will inform our strategic priorities moving forward at a local level.

The true test of our involvement, will ultimately be the changes we make both as an organisation and in partnership with LBH and the wider community to ensure that we implement change that impacts positively on the communities we serve, only then can we claim to be achieving what we set out. The very heart of the Haringey area are people; they are the engine of community regeneration.

TONY HOOLAGHAN- CHIEF OPERATION OFFICER: HARINGEY CLINICAL COMMISSION GROUP (CCG)

We are very supportive of the work of the Fairness Commission and its recommendations, although as an NHS organisation, we are apolitical, and therefore some of the recommendations we are not in a position to comment on. We are, however, absolutely committed to making sure that everyone in our borough has fair and equal access to high quality health services and support when they need it. Treating people with dignity and respect – a recommendation of the Fairness Commission – is a core value in the NHS Constitution, and one that we are absolutely committed to ensuring continues to be a priority for all who work in the health service in Haringey. The CCG is working with the Council and other local health and voluntary sector organisations in a 'Borough Partnership'. As a partnership, our aims are to work differently and even more collaboratively to improve the health and wellbeing of the local population and reduce the health inequalities that exist within our borough. Our partnership working will support many of the recommendations of the Fairness Commission.

'Progress With Humanity' is the motto on Haringey's Armorial Bearings, or Heraldic Coat of Arms, granted in 1965 following the establishment of the borough.





Report for: Cabinet, 10 March 2020

Title: **Economic Development Strategy**

Report authorised by : Dan Hawthorn – Director Housing, Regeneration and Planning

Lead Officer: Peter O'Brien – Assistant Director for Economic Development and Regeneration

Ward(s) affected: All

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

1. Describe the issue under consideration

1.1 The draft Economic Development Strategy sets out the proposed framework for economic development in the borough between 2020-2035, for consultation. The focus is on creating a good economy that works for all and enables residents and businesses to thrive.

2. Cabinet Member Introduction

2.1. Haringey is a vibrant London borough. We have great parks, schools, transport links and strong communities. We have over 14,000 active businesses, good business survival rates and low unemployment levels. We also have diverse high streets which reflect their communities and valuable industrial spaces, a rare asset within a London context. The draft strategy recognises the borough's strengths and seeks to build on them.

2.2. However, like the rest of London, and indeed the country, we also face significant challenges.

- The world of work and the environment in which our businesses operate in is fundamentally changing, with residents, businesses and high streets needing to adapt in order to thrive.
- A significant proportion (29%) of residents in Haringey are paid below the London Living Wage (LLW), demonstrating that in-work poverty in the borough is a real issue and that our economy is not working for all.
- The climate crisis means that our economies need to operate in a way which is considerate to the environment.

2.3. While we need to acknowledge the powerful national and international forces which will have a direct impact on our local economy, we also need to be bold about the economy we are trying to shape and influence. That is why we have focused on a model of a good economy, with residents and businesses at the heart of what we are trying to achieve- namely; good work; fairness and equality; business and enterprise resilience; environmental sustainability; and health and well-being.

- 2.4. While this strategy has specific relevance to the Local Investment and Economic Growth portfolio, it draws out the links with other portfolios. Equality, health and environmental sustainability are at the core of the good economy model. Housing, childcare, education, transport, community safety and strong communities are recognised as the foundations of a healthy economy. There are references throughout the strategy which identify specific links with other portfolios, such as supporting NEETs into employment and the importance of safety and cleanliness to high streets.
- 2.5. Only by working in partnership with businesses, public bodies, employment and skills providers and residents can we move towards this vision. That is why the consultation will be critical to moving this work forward.

3. Recommendations

- 3.1. That Cabinet approve the publication of the Economic Development Strategy for consultation, which focuses on:
- 3.1.1. Creating a good economy – good work; fairness and equality; business and enterprise resilience; environmental sustainability; and health and well-being.
 - 3.1.2. Four key priority areas – business and enterprise; high streets and town centres; employment space and infrastructure; and employment and skills.

4. Reasons for decision

- 4.1. This draft strategy is our framework for economic development in the borough between 2020 - 2035 and sets out how we can shape a good economy for Haringey that works for all, enabling residents to prosper and businesses and high streets to thrive.
- 4.2. This vision, for a good economy seeks to move beyond a narrow focus on economic growth, towards a way of thinking about economic development which focuses on whether it supports our residents to live good lives, is fairer, and, whether it is environmentally sustainable (recognising the interdependency with the emerging Climate Change Action Plan).
- 4.3. The vision for the economy needs to be clear, and aligned to what business and residents want, so that actions can be identified and prioritised to help move in a specific and agreed direction. This is especially important in the area of economic development where the Council's resources are limited, and partnership working is critical to success.

5. Alternative options considered

- 5.1. Do nothing and rely on existing strategy – The previous economic development strategy was published in January 2015. Evidence used to develop the strategy is now out of date. In addition, the strategy needs to be updated to align with Community Wealth Building. This would also miss an opportunity for the council to set a new direction of travel which takes account

of the significant social, economic, political and environmental changes that have occurred since the last EDS.

- 5.2. A new strategy is needed to reflect these changes, set a vision which aligns with what matters to businesses and residents, and enables partners to work together.
- 5.3. There are numerous ways which economic development could be approached, not least through a traditional focus on increasing Gross Domestic Product (GDP) or Gross Value Add (GVA). However, the proposed approach is based on an updated commissioned evidence base; what businesses have said is important; and latest thinking about what makes a good economy.
- 5.4. Four key priorities have been identified:
 - Business and enterprise - Attracting and sustaining business and enterprise who share our values
 - High streets and Town Centres - Supporting diverse, vibrant, healthy high streets and town centres
 - Employment space and infrastructure - Creating, improving and protecting employment space and infrastructure
 - Employment and skills - Supporting all of our residents to secure and sustain good work, and to ensure they have the skills that help them to progress now and in the future.
- 5.5. Key actions have been identified, with a full action plan being published alongside the final strategy in September 2020.

6. Background information

- 6.1. Evidence base - The Council commissioned an evidence based to inform the development of the strategy. This included primary research with local businesses and high street users. The evidence base can be found [insert web address].
- 6.2. Levers – There are key areas where the council can play a significant role in shaping the direction of travel, in particular the council as a landowner and as a planning authority which is most clearly demonstrated through the employment space and high streets chapters. In other areas, we will play more of a coordinating and leadership role, with some direct provision of services (such as business support).
- 6.3. Measuring success - There are two elements for measuring success which will be further explored during the consultation period. One set of measures relates to how the Council's direct actions are contributing to the good economy and the other are indicators which tells us how Haringey's economy is performing:
 - The Borough Plan sets out measurements in relation to the Council's role in delivering the economy priority. These measurements will be reviewed and possibly added to or amended in line with the final strategy when it goes to Cabinet in September 2020.
 - In addition, we will also look to develop a wider set of indicators with partners which can be used to collectively understand how well the economy is performing. The Council will have less direct responsibility

and control over these indicators, but it is important to have them to inform future actions.

6.4. Consultation -The consultation will focus on in-depth engagement with statutory partners, businesses, residents, voluntary sector and employment and skills providers and will seek to:

- Refine the definition of the good economy model and how this informs what actions the council takes
- Identify areas for partnership and collaboration
- Test and inform how we respond to the key challenges
- Test evidence base and address any information gaps

7. Contribution to strategic outcomes

7.1. Haringey's Borough Plan 2019-23 sets out our existing vision for a growing economy which provides opportunities for all our residents and supports our businesses to thrive. This strategy builds on these commitments, and grounds them in a longer term and more detailed vision for Haringey's economy. This focuses on:

- Creating the conditions so that local businesses can start up and flourish. This includes an important commitment to make it easier to do business in the borough (the 'Business Pledge');
- Ensuring that all residents have access to training and skills development opportunities and more people are supported into work;
- Supporting the creation of more quality jobs with opportunities for progression; and,
- regeneration with social and economic renewal at its heart.

7.2 This strategy builds on these commitments, and grounds them in a longer term and more detailed vision for Haringey's economy.

7.3 In addition, Community Wealth Building is fundamental to the strategy:

- Every public pound delivers maximum public good - The good economy indicators can be used as a tool to make every project, programme or policy work as hard as possible, essentially delivering maximum public good.
- Emphasis on those who are struggling – The fairness and health indicators are critical to this and this will come out most strongly in the employment and skills section.
- Working with partners – Only by working in partnership can we achieve a good economy. This will strongly inform the engagement and consultation work to be undertaken.

- Prosperity of local people and businesses – This is core to the EDS. It will seek to take an strengths based approach, building upon what is already in the Borough.

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

8.1. Finance

8.1.1 The report recommends that Cabinet approve the publication of the Economic Development Strategy for consultation, which focuses on:

- -Creating a good economy – good work; fairness and equality; business and enterprise resilience; environmental sustainability; and health and well-being.
- -Four key priority areas – business and enterprise; high streets and town centres; employment space and infrastructure; and employment and skills.

8.1.2 All Costs relating to the publication and consultation will have to be met from current existing Revenue budget.
Funding will need to be identified when a full action plan is developed for September 2020.

8.2. Procurement

8.2.1. Strategic Procurement fully supports the recommendations stated in Section three of this report.

8.2.2. The Procurement Strategy outlines our commitment to supporting local businesses and promoting community wealth building, social, economic and environmental values in our procurements. The consultation enables our residents and businesses to feed back their views, so that we can further consider these alongside our current procurement practices.

8.3. Legal

8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report and comments as follows:
Under the Greater London Authority Act 1999 the Mayor of London is required to produce an Economic Development Strategy for London. The Strategy is the overall strategic plan for London setting out an integrated economic, environmental, transport and social framework for the development of London and provides the London –wide Policy context, but only the Council's development policies are required to be in general conformity with the Mayor's strategy. The Council's is able to set its own detailed economic development and growth strategy having regard to the priorities set by the London Enterprise Partnership. In setting its own strategy the Council can consult specific stakeholder groups to consider the potential likely impacts on specific groups or areas of interest, and through having regarding to the public Sector equality duty.

8.4. Equality

8.4.1. The Public Sector Equality Duty (PSED)¹ is a duty requiring public bodies and others carrying out public functions to have due regard to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and those who do not.

8.4.2. A draft Equalities Impact Assessment has developed and can be found at Annex B. This indicates that the strategy would have a positive impact on groups with protected characteristics, especially in relation to the employment and skills priority which identified that most at risk of workless and low paid employment. The EQIA will be test and further refined during the consultation.

9. Use of Appendices

Annex A: Economic Development Strategy Consultation

Annex B: Draft Equality Impact Assessment

10. Local Government (Access to Information) Act 1985

10.1. Community Wealth Building Cabinet paper -

<http://www.minutes.haringey.gov.uk/documents/s111644/2019%2009%2025%20CWB%20Cabinet%20Report.pdf>

10.2. Borough Plan <https://www.haringey.gov.uk/local-democracy/policies-and-strategies/borough-plan>

10.3. Previous Economic Development Strategy -

<https://www.haringey.gov.uk/business/economic-regeneration/economic-regeneration-growth-strategy>

¹ <https://www.legislation.gov.uk/ukpga/2010/15/section/149>

Economic Development Strategy 2020 – 2035

Consultation

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Introduction

Haringey is a borough of creativity, innovation and progress. It is the birthplace of broadcasting, the home of Britain's first ever film studio and the place where the Penny Post stamp was invented. This tradition continues today: Haringey is home to a large number of business start-ups, a flourishing small business community, and creative and culturally engaged communities.

We are part of one of the most vibrant jobs and business markets in the world, and our residents and businesses benefit from the many opportunities which come from being connected into London's wider economy. We are a well-connected borough with 11 Overground & 6 underground stations overall, resulting in over a third (37.2%) of Haringey residents living within 500 metres of an underground or over-ground station.

As a borough, we are proud of our rich cultural offer, which reflects the borough's immense cultural diversity. This offer is visible in the shops and restaurants that make up our diverse high streets, in over 120 cultural venues, over 70 annual indoor and outdoor events and 30 one-off events in parks and open spaces each year. We are lucky to have a wealth of parks and open spaces, with nearly 28% of the borough being open space, making the borough a great place to live and work.

Our local labour market shows good levels of employment and participation rates, with employment focused on public services, retail, arts and entertainment, accommodation and food services, and professional services.

The council and partners are ambitious about the future of our local economy and believe that there is significant potential for growth and change. So, for example, we expect to see significant housing growth (with targets to deliver 15,920¹ new homes in the borough over the next ten years). The borough includes opportunity areas as identified in the Mayor of London's London Plan, and is part of the London-Stansted-Cambridge Corridor area (also referred to as the UK Innovation Corridor), which focuses on advanced science and technology. There is good growth amongst creative, digital and professional services sectors – with potential to deliver new jobs and opportunities. The Lee Valley Rail programme will improve connections to the east of the borough, connecting some of the more deprived parts of the borough to new opportunities. There is ongoing regeneration taking place across the borough, particularly around Tottenham and Wood Green, presenting an opportunity for us to connect with and invest in our communities.

At the same time as there is potential for growth and positive change in our local economy, we are also aware of the need to plan for a number of national trends which are likely to affect Haringey's economy including Brexit, artificial intelligence, automation and related technological change, and the changing role of high streets.

However, we are also very clear that economic development is not an end in itself, but rather the way in which we can help people to realise their potential and live good lives, strengthening local communities and growing a resilient business base.

We believe that as a council, we have a core role in leading and shaping development so that it works for our residents and communities and contributes to a 'good economy' that is characterised by good jobs, greater fairness, a recognition of the link between economic development and health and wellbeing, business resilience and environmental sustainability.

This means ensuring that the council must pull together with other anchor institutions, partners and businesses to prioritise the investment and activity which will lead to these outcomes and use all the levers available to us to create the conditions for good growth. It also means that we all need to show leadership by developing our own practice (for example, in ensuring payment of the London Living Wage throughout our supply chains or in offering diverse apprenticeship opportunities). Finally it means that we need to ensure that we are delivering on the commitment, made in the Council's Business Pledge, to do our part in creating the conditions for a flourishing local economy and use this as a basis for attracting and retaining businesses who share our values.

In focusing on what makes a 'successful' economic development strategy, using the lens of a good economy, we are departing from more traditional models. We're doing this not just because we think it's what is best for our borough now, but because we believe that this new approach will help us to help our residents, businesses and partners to respond to some of the most urgent challenges presented by a changing global, UK and London economy – including low pay, inequality, the productivity challenge and climate change.

This strategy is our framework for economic development in the borough between 2020 - 2035 and sets out how we can shape a good economy for Haringey in the way that we pursue the four areas that we plan to prioritise. These are:

- Business and Enterprise
- High Streets and Town Centres
- Employment Space and Infrastructure
- Employment and Skills

These four priorities are informed by a wider evidence base on what factors drive successful economic development, as well as what we have been told in the past by partners, businesses and residents about what is most important to them.

Our baseline

Business

- 14, 210 active enterprises in Haringey.
- 16% business growth over the last four years
- 99% of businesses are SMEs, employing fewer than 250 people.
- 91% of businesses are micro, employing 0-9 people.
- 7.9 new business for every 1,000 residents
- Good business survival rates – 90% for those businesses which started in 2017.

Employment

- 92,000 jobs
 - The five largest employment sectors are:
 - Public services –16,250 people (down 3%).
 - Retail – 9,500 (no change)
 - Arts and entertainment – 7,500 (up 50%)
 - Accommodation and food services – 6,000 (up 9%)
 - Professional services – 5,000 (up 18%)
 - Employment in traditional sectors:
 - Manufacturing - up 1%
 - Food and drink production – down 26%
 - Clothing and Fashion Production – up 55% (with large fluctuations)
- Employment in the emerging sectors – creative sector (5,000 people up 25%), professional services (see above) and the digital sector (2,750 up 10% – grew at a faster rate in Haringey than on London averages).
- Over 80,000 residents travel out of the borough daily for work
- Unemployment 3.8%
- 1/3 jobs are part-time
- ¼ of those in employment are self-employed.
- 29% jobs paid less than the London Living Wage
- Average resident earns £35,769 per year.
- 64% residents have degree level or above qualifications and 18% of residents have no qualifications or 'other qualification' (which are generally those not formally recognised within the UK qualifications system).

Our vision: A good economy for Haringey which provides opportunities for all our residents and supports our businesses to thrive

We want a good economy for Haringey that works for all and enables residents to prosper. An economy where our businesses can thrive, grow and make a meaningful contribution to Haringey's communities.

A good economy provides good work; promotes fairness and equality; supports business and enterprise resilience; contributes to environmental sustainability; and promotes positive health and well-being.

Haringey's Borough Plan 2019-23² sets out our existing vision for a growing economy which provides opportunities for all our residents and supports our businesses to thrive. This focuses on:

- creating the conditions so that local businesses can start up and flourish. This includes an important commitment to make it easier to do business in the borough (the 'Business Pledge');
- ensuring that all residents have access to training and skills development opportunities and more people are supported into work;
- supporting the creation of more quality jobs with opportunities for progression; and
- regeneration with social and economic renewal at its heart.

This strategy builds on these commitments, and grounds them in a longer term and more detailed vision for Haringey's economy. This vision, for a 'good economy', seeks to move beyond a narrow focus on economic growth, towards a way of thinking about economic development which focuses on whether it supports our residents to live good lives, is fairer, and, whether it is environmentally sustainable (recognising the interdependency with our emerging Climate Change Action Plan).

This strategy moves beyond traditional growth measures (like Gross Domestic Product (GDP) and Gross Value Added (GVA)), which do not provide a complete picture of how an economy is performing, and fundamentally, do not consider whether an economy is working for the people who make it up. Ultimately, it aims to capture what is most important to our residents now, and their aspirations for the borough's economy moving forward.

This aligns with the Council's approach to Community Wealth Building³, which harnesses local authorities and local anchor organisations such as universities, colleges, the NHS and large businesses to focus/work for the benefit of local places and communities, with a view to reducing unfairness and enhancing community well-being.

- Community Wealth Building (CWB) is defined as:
 - Using all the Council's available levers, to make sure that every public pound delivers maximum public good and wherever possible builds the prosperity of local people and businesses as it travels through the local economy.
 - Employing these levers to support and enrich Haringey's residents and communities – economically, through employment, and socially - with an emphasis on those who are struggling.
 - Residents having more of a stake in public services and the Haringey economy.
 - Working with partners – other public bodies, businesses and voluntary organisations.

This strategy directly aligns with this definition and points to the various levers and roles that we will use, working with our partners, to grow the wealth of our local communities. The good economy model (outlined further below) directly speaks to what is important to people and building the prosperity of residents and local businesses, with a key focus on fairness and those most disadvantaged in the current economic system.

While this strategy focuses on the role of the Council, we recognise that partnership working and collaboration with our residents will be critical to achieving our vision of a good economy. We will be actively exploring how we can work with partners during the consultation period and are aiming for the final document to represent a shared vision about what a good economy would look like for the borough, and what we need to focus on or prioritise to help us to achieve it.

There is a growing evidence about the need to think differently about economic development, so that it results in fairer, more sustainable economies and more accurately reflects what is important to people about the economies of which they are part, and to use success measures which reflect this⁴. For Haringey, a good economy contributes to the following five elements:

Good work

We have stretching ambitions for the number of jobs that we want to see created in the borough over the next 15 years, but it is important to us that these are not just 'jobs' and that they offer our residents the opportunity to engage in good work.

Whilst we recognise that what good work means may vary between people, we share the London Mayor's vision of good work, set out in the Good Work Standard, as providing a fair pay and conditions (with a focus on the London Living Wage); workplace wellbeing, including flexible working practices; opportunities for skills development and progression; and, diverse and inclusive workplace practice.

The evidence is clear that there is more that could be done to support good work in Haringey – 29% of residents earn below the London Living Wage (LLW) and 1/3 are on part-time contracts.

We want our residents to be able to access good work for a number of reasons. Firstly, it is the main way in which people can secure a living wage to support themselves and their families and move out of poverty⁵.

Secondly, being in good work has a significant impact on health and wellbeing. So, whilst those on low pay who work long hours or have no or little control over their work can suffer the same health problems as those who are unemployed, being in good work is a significant positive factor influencing people's health and wellbeing⁶.

We also believe that providing good work will have a range of benefits for our local businesses, helping them to improve the performance and success of businesses by: helping them to attract, recruit and retain the best skills and talent; reduce absences and sick leave; improve employee engagement and motivation; and, offering reputational gain.

Finally, we think that the more of our residents are in good work, earning a living wage and enjoying job security and decent work conditions, the better this will be for our local economy and our communities.

Fairness and equality

Whilst Haringey's residents appear to be doing well against a number of key measures (for example, overall employment rates), there are significant inequalities for different groups of residents. So, for example, whilst the employment rate and average wage levels for Haringey residents are relatively high, these headline figures mask significant differences in employment rates, salary levels and working conditions for different groups of residents, and in different parts of the borough.

These inequalities are not only unfair, but they mean that those groups of residents or communities who are less likely to have access to good work, are also more likely to live in poverty (including in-work poverty).

We also know that they are bad for local economy: evidence tells us that more unequal economies are also less productive – and the societies that they underpin, are less happy.

It is important to recognise that many of Haringey's residents travel outside the borough to work in other parts of London, often to professional jobs at higher wage levels. So, for example the average Haringey resident working outside of the borough earns £5,200 more than average worker employed in the borough⁷.

In our vision for a good economy, all Haringey residents have the skills and capabilities to either take advantage of the opportunities that London has to offer or to find good work in Haringey either with a local employer or as an entrepreneur. This means doing what we can to increase the number and range of local jobs available and prioritising work to support those who are most disadvantaged in the labour market or underrepresented in our business communities, eliminating inequalities and making sure that all residents have a stake in Haringey's future economy.

Business and enterprise resilience

Thriving and resilient businesses and enterprises are core to a good economy. Businesses will provide the good jobs that we need for the borough and help make up the fabric of our high streets and neighbourhoods.

Business and enterprise resilience means that they are taking action to reduce their vulnerability to events; that they can change and adapt; and that when disruptive events do happen, they can recover quickly. Resilience is important as it increases businesses chance of survival, protecting valuable jobs, increases performance, and minimises disruption to the business, staff and employees.

Haringey has relatively good business survival rates compared to the London average. This is a good base to start from, but it is essential that businesses are able to access the support they need, particularly to enable them to respond to new challenges, like the climate emergency, automation and other local, national or even international factors.

A good economy also recognises that businesses can make an important contribution to their local communities. This contribution can also help to improve their business performance, for example improving perception of their businesses, recruiting and retaining good employees. For workers, this resilience can provide longer term job stability.

Environmental sustainability

Climate change is a major threat to both our residents and our businesses, and we are clear that there is no choice available to us but to view the future economy as one which embraces a necessary and unavoidable shift to an environmentally sustainable, low carbon economy.

In this context, tackling climate change is a key priority for the Council. We declared a climate emergency in March 2019 and have set an ambition to work to deliver a Zero Carbon borough in the quickest time possible.

This strategy needs to reflect the priority afforded to environmental sustainability, and to identify the work that is needed to catch up with the leaders on this issue so that we do not become economically irrelevant. This is both a challenge and a positive opportunity for our businesses.

The economy is only sustainable in the long term if it is considerate of the environment, both in terms of consumption and production. This relates directly to climate change, but also to other environmental factors such as air quality and waste, including the use of single use plastics. Failing to take account of sustainability in developing a good economy is likely to lead to increased flooding; health problems; higher food costs; degradation of the natural environment; and increasing inequality. We have already seen the introduction of environmental taxation which aims to change behaviours to address the climate crisis⁸. These factors will directly impact on residents and businesses alike. Being an efficient and environmentally aware business over the longer term, will increase profitability and stimulate business growth.

As well as being considerate of the environment, the aspiration is that a good economy can actively contribute to positive long-term environmental sustainability. There are a wide range of ways this could be achieved, for example having thriving high streets which people can walk and cycle to through to energy efficient business premises.

Health and well-being

Good work and health are inextricably linked. If you are in good work, you are more likely to live longer and in better health. Good work provides people with a sense of purpose, fulfilment and often identity. It also provides important social connections which are critical to well-being. Conversely, if you are out of work or in low-paid or insecure employment, it has a direct impact on health and well-being, with a clear impact on stress and anxiety in particular. Those with health problems often find it harder to get and stay in work.

The fundamental connection between work and health has been recognised and evidenced in numerous studies, including in the influential Marmot review. The *Health Equity in England: The Marmot Review 10 Years*⁹ On reiterated this, with a focus on minimum income and the need for equity and well-being to be at heart of approaches to economic development.

This link is also evidenced in Haringey. The gap in healthy life expectancy between richest and poorest areas is 15 years for men and 17 years for women.

Good mental and physical health helps us thrive at work, so investing in the wellbeing of our population also positively contributes to business performance and resilience. Our borough plan and new health and wellbeing strategy being developed, outline our priorities for keeping our population mentally and physically healthy and well.

Strategic priorities

There are four strategic priorities which we think will support the creation of a good economy, and which will help us to focus our activity and intervention:

- Business and enterprise – Attracting and sustaining businesses and enterprises who share our values
- High streets and town centres - Supporting diverse, vibrant, healthy high streets and town centres
- Employment space and infrastructure - Creating, improving and protecting employment space and infrastructure
- Employment and skills - Supporting all of our residents to secure and sustain good work, and to ensure they have the skills that help them to progress now and in the future

Consultation questions – Our Vision

- How far does our vision resonate with what you want to see for Haringey's future economy? Is there anything missing?
- What do you think it is most important to reflect in the definition and measurement of the following outcomes?
 - Good Work
 - Equality and fairness
 - Business resilience
 - Environmental sustainability
 - Health and wellbeing
- What are the main opportunities for the council and partners to work together to deliver this vision, including community wealth building activity (e.g. working with anchor institutions, increasing local spend)? Are there any risks we need to consider?
- What contribution do you think you can make to a good economy?
- What do you think about the four strategic priorities that we have set out? Are these the right things to prioritise? Is anything missing?

Business and Enterprise

Vision

We will be a business-friendly borough, creating the conditions that enable businesses to thrive and grow, so that they can achieve their potential, and make a positive contribution to our economy and communities.

Business and enterprise growth and resilience is critical. A good economy should create the conditions for residents from a diverse range of backgrounds to be able to set up new businesses and for businesses based in Haringey to be able to thrive and adapt to changing circumstances. They should be able to access the support they need at the time they need it.

Haringey businesses have told us that they need the following in order to be successful:

- Physical space of the right quality, type and at the right price
- Employees with the right skills and qualifications, including basic skills
- A business support offer which addresses their needs, including access to finance and help to address key challenges.
- A safe and clean environment to do business and a Council responsive to business needs

At the same time, in a good economy businesses should be embedded in our communities, recognise the contribution they can make to the other elements of a good economy, and understand that it can be beneficial to their business - from offering quality work through to contributing to the environmental agenda.

Current Context

We recognise and support the wider contributions businesses make to our communities. Successful businesses not only offer more and better jobs for our residents, they also bring life to our town centres and high streets and provide a vital range of services on which many thousands of residents depend. Haringey's wide range of independent businesses give our communities their unique character and attract in visitors from all over London.

Over the last four years, the number of businesses in the borough has grown by 16%. Haringey has a well-established small business base, with 91% of businesses classed as micro-businesses with less than ten employees and only 1% are large businesses with over 250 employees.

Businesses that start up in Haringey have a good chance of success, with survival rates being consistently above London average. The business landscape is diverse in some respects, for example there is a significant range of sectors and slightly under 50%⁷ of businesses are estimated to be owned by people from Black and Minority Ethnic groups (BAME) communities.

This is a good base to build from, but there are areas of challenge.

- External threats - Businesses are facing challenges from Brexit, artificial intelligence, automation, climate change and the changing nature of retail.
- Low business support take-up - Businesses have a range of business support needs, from advice and information through to access to finance. Accessing this support can help them grow and become more resilient. While 11% of business surveyed have accessed business support in the last 12 months, the remaining 89% have not.
- Low level of business start-up - While we have good survival rates for start-ups, we have relatively low levels of these new businesses (7.9 new businesses for every 1,000 residents).
- Business ownership – The Business Survey⁷ indicates that there may be some groups from our communities who are underrepresented amongst our business owners including women, disabled people and LGBT+.

Good business

The Business Survey⁷ results demonstrated that Haringey’s businesses are contributing to Haringey communities in a range of ways.



There is a growing body of evidence that indicates that this makes good business sense. It doesn't have to cost money and in fact can lead to savings or increase in demand, such as improved staff retention, attracting value-driven employees, improving branding, addressing long-term sustainability and more.

Case Study - DB Coaching support from Start-ups in London Libraries project

Dee has been a Haringey resident for over forty-years and is the founder of DB Coaching, a business that works to help empower and support the emotional

development of adults and young people. Through the Start-ups in London Libraries (SiLL) workshops, Dee was able to gain valuable insight into the skills needed to grow her business, such as marketing, finance, time management and wellbeing. Dee said that the workshops had a good structure and because they were locally based, they had a good understanding of the community and local businesses. Following the workshop, Dee said she would encourage anyone who is starting their own business to take part. "As a start-up you need all the support and information you can get. It's also a good way to get out there and commit to your idea."

Priorities and Actions 2020-2024

Based on what businesses have told us; the current strengths and challenges; and the vision for a good economy, three priority areas have been identified:

- Business Support – a co-ordinated offer from a range of providers that meets the needs of Haringey's diverse business base. This will include working with businesses to review current provision, identify any gaps and explore how thriving business networks can be supported.
- Safe, clean environment and a Council responsive to business needs - addressing concerns and needs around the physical environment of business locations and making it easy to do business with the council by delivering on the Business Pledge.
- Good businesses - encouraging and supporting existing businesses to contribute to the good economy and their local communities by recognising and extracting social value, and welcome new businesses to the borough who share our values.

To note, employment space and skills and qualifications are covered within the *Employment space and infrastructure* and *Employment and skills* prioritise respectively.

Business Support

Businesses have a range of business support needs, from advice and information through to access to finance. Accessing this support at the right time can help them grow and become more resilient.

What we are currently doing:

- Opportunity Investment Fund (OIF) - A £3.67m business loan fund jointly provided by Haringey Council and the Mayor of London. The OIF helps businesses to create or improve workspace, purchase machinery or production equipment, generate new jobs and invest in training for existing

staff. The OIF was originally focused in Tottenham, but was recently expanded to include Wood Green.

- Productive Valley Fund (PVF) – A new £2.7 million flexible loan fund to support industry-led growth and celebrate local production and enterprise in the Upper Lee Valley.
- Range of provision of enterprise support – for example:
 - Part of the British Library Start Up in London Libraries (SiLL) project providing advice and support to prestart-up entrepreneurs.
 - Wayra – providing support for tech start-ups through a partnership between Telefonica, Haringey Council and the Greater London Authority (GLA).
 - Trampery and Business Growth Hub at 639 Enterprise Centre – providing space and business support to entrepreneurs and creatives in Tottenham.

What we are going to do:

- Make it clear where businesses can go for support, including services within Haringey and through wider London networks.
- Work with businesses to review the existing support provision, identify and seek to address any gaps.
- Work with groups who are underrepresented amongst business owners to identify challenges and barriers faced in setting up businesses and ensure enhanced support mechanisms are established through the council's business support activities or partners.
- We recognise that business networks are one of the most valuable resources for businesses and can deliver multiple benefits. As part of the consultation we will be specifically looking at the best way to build on existing networks such as the Wood Green Business Improvement District and Traders Associations and establish new networks as required.
- We undertake work to improve our understanding of social enterprises across the borough and how best to support them.

Safe, clean environment and a Council responsive to business needs

As part of the Borough Plan, the Council recognised the importance of business and committed to a Business Pledge. The delivery of this pledge is critical to ensuring a safe, clean environment and that the Council is seen as responsive to business needs.

What we are currently doing:

- In February 2020, the Council introduced the New Citizen Access Revenues portal for business rates customers enabling them to view their business rates

account, sign up for eBills and apply for discounts, reliefs and exemptions online

- Implementing the procurement strategy which has local businesses at its heart, with a target of 30% of the council's spend going to local suppliers.
- Improving safety and tackling crime in the borough as set out in the Community Safety Strategy and Action Plan¹⁰. Working in partnership to achieve this through the Safer Neighbourhood Board which brings police and communities together to decide local policing and crime priorities and solve problems collaboratively.
- Working with our waste management contractor Veolia to ensure street cleansing standards are good and graffiti and fly tipping is removed promptly when reported.
- Engaging directly with business groups and forums to gather feedback on waste services and respond to issues around street cleansing.

What we are going to do:

- By May 2020, businesses will be able to create their own online single Haringey customer account in the same way residents can. The new digital gateway will enable businesses to register and access a wider, more personalised and specific set of services to support when starting and growing a business.
- We will explore how we can most effectively share information about how the Council is supporting businesses. This could include a range of measures such as developing a Business Database where we can send out updates; and considering how we can use the full range of Council officers who engage with businesses to help share information.
- Safety
 - £4.1 million investment into CCTV across Haringey as a tool to deter people from committing crimes and anti-social behaviour and to identify those individuals involved in crimes.
 - Introduction of a Haringey Robbery Executive Group (REG) to respond to the challenging increases of robbery in Haringey. The purpose of REG is to ensure effective partnership resources are in place to reduce these offences and increase public confidence.
- Develop a Litter and Commercial Waste Enforcement Team. The purpose of the team would be to tackle waste and litter on the streets in Haringey.
- Review how we better contain waste on the street – both commercial and residential.
- Work to meet competing demand for limited parking spaces and ensuring appropriate enforcement of parking to support these controls.

Good Businesses

We also want to support more businesses and enterprises to contribute to the good economy. As outlined above, many businesses already do this. We want to build on this and to encourage more businesses to think about their impact across the five key aspects of a good economy. We will also welcome new businesses to the borough who share the values and vision set out in the good economy model.

There is a growing body of evidence that indicates that this also makes good business sense. It doesn't have to cost money and in fact can lead to savings or increase in demand, such as improved staff retention, attracting value-driven employees, improving branding, addressing long-term sustainability and more.

There are a wide variety of ways in which businesses can contribute, such as:

- Buying from other local businesses to support business resilience across the area;
- Implementing employment practices which move towards good work, promote equality and positive health and well-being;
- Recognising the climate emergency and taking steps to green practices; and
- Contributing to improvements in the physical landscape, improving well-being of people living in the area.

What we are currently doing:

- Tottenham Charter – Enables businesses to pledge support, offering young people in Tottenham opportunities and experiences to help them to succeed in the future.
- Haringey Giving - A placed based giving scheme where businesses can offer their time, expertise's or funding to support Haringey Communities.
- Testing Social Value Leases on some of our own buildings, where an operator is provided with reduced rent in return for delivering social and economic benefits for residents.
- Procurement Strategy¹¹ with a clear focus on promoting social value through procurement, including minimum requirements on contracts over £1 million and 10-25% of all contracts going to be scores on the basis of the social value that they will deliver.

What we are going to do:

- Individual businesses are best placed to identify how they can contribute. However, we recognise that allocating resources to explore this can be challenging, especially for smaller businesses. Therefore, we will look for ways we can support businesses to do this. We will consider how to build on and link to existing initiatives such as those identified above.
- We will develop a strategy for promoting the borough as a good place to locate to in order to attract new businesses, who share the council's values, creating good jobs within the good economy model.

Consultation Questions - Business and Enterprise

- **Are there other ways in which local businesses can create social value in their communities?**
- **Have we described issues facing our local businesses and the factors which will help businesses to thrive and grow? What, if anything, have we missed?**
- **What role should the councils and their partners play in supporting local businesses to grow and thrive?**
- **What role do business networks currently play for local businesses? What, if anything, would strengthen the role they play?**
- **How can businesses be supported to become more resilient and adaptive to change?**
- **How can Haringey attract more businesses and business growth in a way that aligns with the good economy?**
- **What role should local businesses play in the neighbourhoods and communities in which they are based?**
- **What should the council do to support local businesses and enterprises to create good jobs? What do support do businesses need so that they can benefit from taking on apprentices?**

High Streets and Town Centres

Vision

We aspire to create vibrant high streets at the heart of our local economies that are attractive, accessible and safe, so that our local businesses can thrive, jobs are created, people will want to visit and stay, and local communities feel like they belong.

High streets and town centres are vital for communities. Their ongoing success will be determined by how much they maximise public value, including social, environmental and economic value¹².

They are important economic hubs, offering a range of job opportunities and are one of the primary locations for businesses. However, they are much more than this.

They reflect the local communities they serve and the rich cultural diversity of the borough - from Polish supermarkets, Ghanaian bakeries and Turkish restaurants to organic food shops. As a result, they are areas which are important to people, in terms of both our everyday lives and our individual and collective identity.

They also offer a model of environmentally sustainable living and wellbeing where people live, work, shop and spend their leisure time. Research has shown that by diversifying the retail offer on our high streets, results in health outcomes can be improved. High streets that provide a diverse mix of commercial, residential, cultural, leisure and service facilities encourage active travel and social interaction by providing a diverse combination of amenities within an easy to access area.¹³ Therefore, when designed and managed well, High Streets can help people to make healthy choices and improve health outcomes.

Our high streets and town centres will continue to be the vibrant hubs at the centre of our communities. They should be:

- places for everyone to live, shop, access services and enjoy
- places where people work, with protected employment and other non-residential space
- places that celebrate and promote our culture and heritage
- attractive, well-supported and vibrant, offering a variety of goods and services
- safe, secure, and accessible
- places where high quality public realm contribution to a positive physical environment

Current Context

The Mayor's 'High Streets for All' Strategy has highlighted the value placed on high streets and town centres as local, walkable destinations and important points of connectivity. They facilitate community and cultural exchanges and provide crucial social infrastructure, especially for marginalised and under-represented groups.

Haringey is home to a diverse range of high streets and town centres, attracting a variety of businesses and visitors. Wood Green Metropolitan Centre is by far the largest town centre in the borough. This is followed by the five District Centres (including Bruce Grove/Tottenham High Road, West Green Road/Seven Sisters, Green Lanes, Muswell Hill, and Crouch End), plus Tottenham Hale which is on the verge of becoming a District Centre. In addition, there are a number of smaller local centres and shopping parades that serve their local communities.

The six largest high streets and town centres combined provide an estimated 25,400 jobs, with employment in Wood Green and Tottenham providing an important jobs market beyond retail. Haringey's high streets and town centres are currently generally bucking national trends and continue to do well. This is reflected in the strong demand for retail space in Haringey, with low vacancy rates across many of Haringey's town centres and rental values now comparable to the rate across London¹⁴.

However, we recognise that the role of high streets and town centres is changing. Residents and businesses alike have expressed concerns about their future. High streets and town centres will need to change in order to survive, let alone thrive. The Council will take a proactive approach to shaping, influencing and bringing partners together to set the direction for this change. This adaptation will look different in different places.

High street users

Residents, workers and visitors use our high streets and town centres for a range of activities.

Residents described the key positive aspects of town centres as diverse, friendly and local⁷. Residents are most likely to walk to their local town centre and are generally happy with the transport connections. They are primarily visited by people who live nearby (35%) and for shopping and leisure purposes (32%).

High street users told us that they would like to see:

- An improvement to the safety and cleanliness within some areas.
- Public amenities: more cinemas, libraries, farmers' markets, public toilets, water fountains
- Creating child/youth-friendly spaces and activities to keep young people busy and active.
- Making the high street more accessible to older and disabled people.
- Free workshops and events.
- An encouragement of cultural sharing.

- The creation of space that is attractive even when you don't plan to spend money.

Business and employment

Retail is an important feature of our high streets and town centres and is one of the top five employment sectors for Haringey. The borough has low vacancy rates, which is one of the main indicators of thriving high streets. However, it is well documented nationally and regionally that retail, especially the larger chain stores, are facing significant and on-going challenges. The role of the high streets, nationally, including Haringey, is evolving. Challenges such as the rise of internet sales, changes in consumer spending, and rising property values are having an effect on high streets across the UK. We also recognise in Haringey there is public concern about the types of business, especially noted in relation to the proliferation of betting, discount, charity shops and fast food outlets in some of our high streets.

Arguably, residents have the biggest influence on the future of our high streets and town centres. Where residents, workers and visitors spend their money will fundamentally determine what the retail offer will look like in the future. However, there are actions which the Council can take to support our high streets incorporate more opportunities beyond retail, such as leisure, health, community, night-time economy and experience-based attractions which will increase footfall and therefore support the remaining retail offer.

Case study – OIF funding Electric Grubb

Tottenham born and bred entrepreneur Steven Pessoa, accessed a loan of xxx from the Opportunity Investment Fund to open his health food and drink café – Electric Grubb – just five minutes' from Seven sisters tube. The clear aim was to offer healthy options for local people because obesity is on the rise. He was supported through the application process by his business mentors at MLB (based at 639 Enterprise Centre) and officers at the Council. The loan was used to buy equipment and fit out the café. He now has members of staff and has taken on a couple of apprentices who have never worked before. Steven says, 'We would never have been able to have done this without OIF funding and it's made my dreams become a reality'.

Priorities and Actions 2020-2024

Based on what high street and town centre businesses have told us; the current strengths and challenges; and feedback from residents', a number of key actions have been developed.

What we are currently doing:

- Improving the physical appearance on key high streets– for example improving the public realm and shop-fronts.
- Bespoke and tailored business support project for traders in Bruce Grove and Turnpike Lane.
- Business loans (Opportunity Investment Fund) has been extended from Tottenham to include Wood Green.
- High Road Strategy Tottenham.
- Support for Wood Green Business Improvement District (BID) and various trader groups.
- Support the BID's Wood Green Business Crime Reduction Partnership. Services provided include a new town centre radio system, an intelligence database (DISC), monthly Business Watch meetings.
- Encouraging businesses to sign up to the Community Toilets scheme¹⁵ to provide a greater number of accessible toilets, attracting more potential customers into shops, cafes and restaurants and shopping districts.

What we are going to do:

- Develop a high streets toolkit -which will set out information and best practice for high streets and commercial locations to improve their area consisting of relevant, tailored information developed in partnership with businesses and the wider community.
- Continue to seek to secure additional investment for our high streets.
- Improve safety, cleanliness and physical appearance of our high streets and town centres
 - Work with businesses, local communities and public sector stakeholders to combat anti-social behaviour and litter on our High Streets.
 - Pilot a potential introduction of a Shopwatch scheme - Shopwatch is a partnership where retailers unify as an independent group to pre-empt thief in retail premises, working closely with the Council to reduce retail crime and antisocial behaviour. The aim is to make shopping areas safer for customers and staff.
- Support high streets businesses:
 - Explore ways in which the council can support Small Business Saturday.
 - Diversify the use of the high streets and town centres, while protecting the overall floorspace – Having businesses, other than retail, located on or close to high streets and town centres can in turn support the remaining retail offer, as workers from these businesses spend money in the local area. Workspace, commercial and light industrial can all be positive complements to the high streets offer.
 - Increase housing in Wood Green, Green Lanes and Tottenham Hale - The GLA have also identified them as having high potential for residential development in these areas, with West Green Road / Seven

Sisters having medium potential. Building homes in these areas will not only provide the much-needed homes, but also will help to increase footfall and therefore spend in local shops.

- Promote active travel while recognising the need for parking for some residents and specific businesses – While it is recognised that retail businesses believe that parking is important, there is growing evidence that people who walk, cycle and use public transport spend more, not to mention the positive health benefits to them and the contribution to environmental sustainability. Therefore, the Council will prioritise activity which promotes active travel. However, we recognise that some residents need to use cars to access local businesses (for example, if they are disabled) and that a very small number of businesses may require short-term customer parking for larger items.
- Work with high street businesses when developing the business support offer and networks (outlined in the business section).

Consultation Questions -High Streets and Town Centres

- **How far have captured the role that Haringey's high streets and town centres play?**
- **What makes a good high street? What do you value on your local high street and what would you want from your local high streets in the future?**
- **How can we ensure that high Streets and town centres are sustainable in the long term, both environmentally and economically?**
- **What are the biggest issues on your local high street?**
- **How can we ensure that High Streets and Town Centres are accessible to all?**

Employment Space and Infrastructure

Vision

We aspire to be a borough that offers employment spaces and the supporting infrastructure that best meets the needs of existing and future businesses, so that businesses can prosper and grow in Haringey.

A good economy relies on physical employment space of the right type, quality and price. This can help retain and attract good businesses. It should:

- Maximise the use of space to provide opportunities for good work and support businesses to grow and thrive. This means offering a mix of premises, tenures, leasing types and price points which reflects business demand while being adaptable to the changing business landscape overtime. This includes ensuring a suitable level of affordable space for SMEs in particular.
- Have a low carbon footprint; encourage active travel; and promote physical and mental health.

Alongside physical space for businesses, infrastructure is also important in supporting the development of a good economy. High-speed internet connections are essential infrastructure for Haringey's residents and businesses. Full- fibre broadband is the latest, fastest and future-proof (with a life span of over 20 years) broadband technology. Importantly, full fibre is also the essential foundation for all the new and emerging technologies – including 5G, the next generation of high-speed mobile technology network. 5G will be the backbone of all new and emerging technologies and industries such as: Artificial Intelligence, Augmented Reality, Mobile Virtual Reality, Internet of Things (IOT), Smarter Cities, Driverless cars etc. Haringey needs to be equipped to make the most of these opportunities.

Current Context

Employment space across the borough comes in many types, from industrial sites to high streets (covered in a separate section) to workspace hubs and other employment areas. Therefore, this section will focus on industrial estates and workspace hubs.

Haringey's industrial estates are one of the Borough's key economic assets. They provide employment space for a wide range of businesses from micro-enterprises to some of our largest companies. They are also key sites for employment. Eight out of 12 of the estates are Locally Significant Industrial Sites (LSIS)¹⁶, the remaining four

are within Strategic Industrial Locations (SIL), two within the Central Leaside SIL and two within the Tottenham Hale SIL. SIL's have been identified through the Mayor's London Plan as sites which support the functioning of the wider London Economy. It is therefore important for both Haringey and London, that we take an active approach to retaining and fully using this space.

Haringey's economy is built on the vibrancy of micro-enterprises and entrepreneurial spirit. Workspace hubs are of key importance for smaller businesses and those who are self-employed. They include coworking spaces, incubator, accelerators, artists' studios and makerspaces, but cover a diverse range of uses. They tend to have shared spaces and flexible access. In Haringey, we are seeing an increasing trend for these spaces to also combine business support. We currently have 21 workspace hubs and two-thirds of these are creative and artist studios. There is strong demand for these spaces, and this is projected to continue. For example, in Tottenham there is rising demand for workspace hubs, most notably for light-industrial and maker space, which has a vacancy of less than 1%. In addition, Haringey has three emerging sectors – professional services, creative sector and digital sectors. All three typically have an average of only two people in each business and therefore flexible workspace hubs will continue to be important.

However, there are challenges in terms of employment space and infrastructure. In line with wider London trends for land to be used to address the housing crisis, Haringey's total employment floorspace has been declining. Between 2011/12 – 2017/18 total employment floorspace has fallen by 95,805 sqm. Looking at planning consents, this is likely to continue with an expected decline of approx. 28,000 sqm¹⁷.

Preventing the loss of employment space is important for four key reasons:

- Space is critical for thriving and growing businesses - Businesses in Haringey have told us that a key constraint stopping them from growing is the availability of premises and it is likely to be a key factor for those good businesses who may wish to locate here.
- Decreasing supply and continued strong demand, drives up rental prices for businesses – This has already been seen in Haringey, in line with London trends. Industrial space in Haringey has seen an increase from approximately £7 per sqft in 2010 to nearly £13 per sqft in 2018.
- They are a key location for jobs in the Borough. The decline in floorspace has happened at the same time as jobs growth, albeit slow growth. This indicates that along with trends for home and flexible working, some of the employment floorspace has a higher number of jobs per sqm than previously experienced. However, given the slow jobs growth and projected population growth¹⁸ a continuation of loss of floorspace would significantly limit jobs growth in the borough.
- Business rates paid against these premises directly fund services to businesses and Council services such as adults and children's social care. A loss of floorspace therefore has a direct impact on Council funding.

As well as a loss of floor space, there is also a risk that when existing employment sites are redeveloped, that the type and price point of employment space is lost or is difficult to re-provide.

Viability assessment studies undertaken by GVA in October 2014 found that new employment development in Haringey is generally not viable anywhere in the borough so without alternative stimuli for investment, existing employment areas may not be sustainable. The Council arguably stands in a better position than other landlords to try and attract this additional investment and to test the viability in specific locations.

In terms of infrastructure, Haringey lacks the modern high-speed broadband, especially full-fibre broadband infrastructure and connectivity. Investment in upgrading Haringey's digital infrastructure to full-fibre is of critical importance to allow the borough's residents and businesses to benefit fully from the economic and social advantages provided by full-fibre high-speed internet connectivity.

Priorities and Actions 2020-2024

The Council has two important roles in relation to employment space and infrastructure, as landowner and planning authority.

What we are currently doing:

- **Broadband** - The Council has secured £800,000 Government funding to improve high-speed internet infrastructure and connectivity in North Tottenham, the area with the worst internet connectivity and high levels of economic deprivation. We are also working with major broadband suppliers to encourage them to invest and upgrade the borough's internet infrastructure to full fibre. This will include high-speed broadband connections to Council social housing stock, commercial premises and community buildings.
- **Permitted Development** - National legislation means that building owners can change offices to residential use without the need for planning permission (through a 'prior approval' process) which means that the loss of the offices, the associated jobs, the impact on the local economy and the quality of the residential accommodation cannot properly be assessed. The Council is proposing introducing an 'Article 4 Direction' to limit these permitted development rights so that planning permission would be required and the impacts can be properly assessed.
- **Haringey Workspace Providers List**, connects workspace providers with developers in order to guide the development of quality workspace that meets the needs of businesses.
- **Design Guide** for work and employment space, building on existing design guidance in areas of the borough, to ensure workspace is of sufficient quality to meet the needs of businesses.
- **Intensification of Industrial Sites Study** which identified opportunities to make better use of existing industrial sites in order to provide additional employment space.

- Develop an **Asset Management Plan** which provides the strategic focus for how we use our land and property assets, to maximise employment space on some of our own land and to enable a diversity of space typologies required for existing and new businesses.

What we are going to do:

- Further develop options for **industrial site intensification**, developing in-house skills to deliver this.
- Develop a new **Haringey Local Plan** which is the statutory Development Plan for the Borough used in determining Planning Applications. This will include updated policies relating to the development of new business floorspace including affordable workspace, as well as employment land designations based upon up-to-date evidence.
- An **Affordable Workspace Strategy** will also be developed and this may form part of the evidence to underpin affordable workspace policies in the Local Plan. This strategy will outline an approach to preventing the loss of affordable workspace and targeting the provision of affordable space.
- Create, monitor and manage a **list of tenant businesses** to supplement the Workspace Providers List.

Consultation Questions - Employment Space and Infrastructure

- **To what extent have we captured the employment space and infrastructure needs of Haringey's existing and future potential businesses? What is missing?**
- **What other infrastructure do Haringey businesses require to operate and to enable them to prepare for the future?**
- **How can the Council better support our industrial estates?**

Employment and skills

Vision

We want everyone in Haringey to have the chance to access good work, fulfil their potential and benefit from the learning and work opportunities that London has to offer.

The world of work has changed. While some people still struggle to find work, in-work poverty is experienced by more and more families. Wages that are too low to live on, contracts which offer too few hours or lack security are all too common. At the same time there are fewer routes for people to progress from low pay into good work. The types of jobs available are radically changing, especially due to automation. People will need to continue to retrain throughout their lives. At the same time, employers say people do not have the qualifications and skills, especially transferable skills, which businesses need.

This is a challenging situation, but there are opportunities for employers, employment and skills providers, residents, statutory organisations and the voluntary sector to work together to ensure as many people as possible can thrive in this new world of work. This includes:

- Increasing the availability of good work in the borough, while still supporting people to access the immense job opportunities available in the wider London jobs market.
- Building on people's strengths, supporting those out of work or in low pay to access appropriate advice and gain the qualifications and skills they need to move into good work.
- Collaboration and information sharing about what employers need now, and in the future, which then feeds through to the employment and skills offer and advice provided to people. Supporting businesses to fill gaps, contributing to their resilience, and residents to access good work.

Current Context

Local Context

There are 92,000 jobs in Haringey and over 80,000 Haringey residents access the wider London economy for work, demonstrating that residents are taking advantage of the good transport links to access the vast London jobs market. Three of the key strengths of the local labour market include:

- Low levels of unemployment at 3.8%, significantly below the London rate of 4.8%.

- 64% of the economically active population in the borough have a degree level or equivalent qualification (NVQ level qualification Level 4) which is higher than the London average.
- ¼ of residents are self-employed.

However, there is also evidence that our local jobs market could be stronger and more closely align with the overall vision of a good economy.

- In-work poverty – Earning below the London Living Wage (LLW) and being in part-time work are two of the key makers of in-work poverty. 29% of jobs in Haringey pay less than the LLW, which exceeds the London average by 8%. A third of jobs are part-time, with women being disproportionately likely to be in these roles, and it is believed there has been a growth in the number of people employed on insecure contracts in the gig-economy.
- Skills and qualifications - 18% of our residents have either no qualification or 'other' qualifications which are generally those not formally recognised within the UK qualification system, much higher than the London average. This is one of the factors which can trap people in low pay work and limit opportunities for progression.
- Skills shortages and gaps - 29% of Haringey businesses surveyed identified that they had experienced skills shortages and gaps.
- Haringey is the sixth slowest growing borough in terms of employment growth over the last five years, with only 2% of all the jobs in London. While many residents can access the wider London jobs market, those on lower incomes, with caring responsibilities or with health problems are less likely to travel.

Groups facing barriers

These overall statistics also mask significant and entrenched deprivation and inequality, with specific groups being disproportionately impacted. This has a direct impact on them and their families, especially in relation to health and poverty, but also means employers are missing out on the immense talent, diversity and life experience that people can bring.

Evidence shows that there are specific groups who are more likely to be out of work or in low paid employment:

- Young People not in Education, Employment or Training (NEET)
- Care Leavers
- People age 50+ who are unemployed or in jobs at risk of automation
- Disabled people
- Single Parents
- Migrant residents, especially those with low levels of English.
- Part-time employment (where peoples preference would be for full time work).

These groups face different barriers for different reasons. It is critical to understand from their point of view what the main barriers are, to build on the strengths that they have and to encourage employers to recognise these strengths.

Current and Future Jobs

As mentioned above, the future of work is changing. There are regional and national changes which have, or will in the future impact on Haringey, such as: the hourglass economy; automation; Brexit and new business models such as the gig economy. The scale of impact and what this means for Haringey jobs and residents is difficult to predict but may be significant. For example, it is estimated that 44% of Haringey jobs are vulnerable to automation, with lower skilled jobs most vulnerable.

The current Haringey employment profile, employment growth areas and identified opportunities can help to give some indications of where future jobs may come from and how they relate to the good economy model.

The five dominate sectors in Haringey in terms of employment are: public services; retail; arts and entertainment; accommodation and food services; and professional services.

Public service¹⁹ is still by far the largest employment sector in Haringey and jobs in this sector often align with principles of good work. While employment in public services has decreased by 3% between 2013-2018, it is likely to continue to be a dominant employment sector in Haringey in the years to come. There are key areas within this which are likely to continue to grow in demand within Haringey. For example, Haringey is set to see a 73% rise in over 65s between 2020-2040. This will result in an increase demand for adult social care jobs, including those employed directly by the Council, through providers which the Council commissions and through individual self-funders for home care and supported housing.

The next three largest employment sectors are: retail; arts and entertainment; and accommodation and food services. They provide an important and diverse range of employment opportunities in the borough which can offer opportunities for progression. However, the key challenge with these sectors is that they are more likely to not meet some of the other criteria for good work i.e. paying below London Living Wage, sometimes on insecure or zero-hour contracts.

Haringey also has three traditional sectors: manufacturing, clothing and fashion production, and food and drink production. Clothing and fashion saw an overall growth in employment between 2013-2018 of 55% and manufacturing increased by 1%. However, food and drink production saw a fall in employment by 26%.

In terms of sectors for jobs growth, the fifth largest employment sector, professional services, is one of three emerging sectors identified⁷ for potential jobs growth going forward, alongside the creative and digital sectors. This aligns with wider trends across London. Jobs in these sectors tend to be well paid and it is important that we support residents to access the job opportunities presented by this growth. However, these sectors can be more difficult for disadvantaged residents to access for a

variety of reasons. For example, they can require high skills levels to access employment and they sometimes have employment practices such as unpaid internships which exclude people without financial support from their families.

There are three priorities for Haringey which offer opportunities to generate employment:

- Construction – Employment in construction has been one of the fastest growing sectors in Haringey between 2015-2018. Haringey Council has an ambitious target of 1,000 new council home sat council rents by 2022 and has a housing target (set by the Mayor of London) of 1,592 new homes a year. There are also a number of regeneration sites which will offer job opportunities. This aligns to a wider development trend across the capital which will result in an increase in a broad range of construction jobs, many of which are good quality jobs.
- Green economy - Haringey declared a climate emergency in March 2019, reflecting the local and national interest in tackling climate change, and is developing an Action Plan to get the borough to net zero emissions. Greening our economy is an important part of this and is a significant opportunity for creating new good work in the borough. For example, it is estimated that scaling up work to retrofit homes and buildings could generate 1,000 good jobs in the borough. Given the national interest, regulation and incentives are likely to be put in place to support the growth of the clean green economy.
- Council procurement – The Council's procurement strategy (October 2019) had a clear commitment to support local providers, both SMEs and VCS, into Council contracts, encouraging suppliers to offer LLW and job opportunities for local residents.

Employment and Skills support provision

In order to prepare resident to access opportunities we have four key priority focus areas:

- Working with employers –There is a need for a clear and structured cross-Council approach to business engagement. The predominately micro-enterprise business base and having no single business network which speaks for all businesses, means that we will need to think differently about how we achieve this. The Council will also work with businesses to promote the London Living Wage, enable local residents to secure job opportunities and increase the provision and take up of apprenticeships.
- Cor-ordinating provision, making it easier for residents to access the right help at the right time and avoid duplication – Employment and skills funding is fragmented, with a significant proportion still being commissioned at a national level. This means that it does not target locally driven priorities and also results in disjointed delivery which makes it difficult for people to understand

and navigate. There are a large number of providers, from community, voluntary, Further Education; adult learning, independent training provider and employers themselves. For example, there are over 140 organisations in Haringey offering ESOL provision. There is also competition between providers which further limits join-up. There is a clear need to coordinate joint planning to meet local need, as well as to map and communicate provision to enable residents to navigate this landscape. For example, many residents are not aware that all adults can study up to level 2 for free. The Council can play a key role in helping to support partners to come together.

- Lack of appropriate careers guidance, advice and information services – Learning on its own is usually not enough to improve someone’s career progression. Residents need support and information to consider their future career path and wider career advancement support is needed. Careers advice has been devolved to schools, without the necessary budget to deliver an effective service. While the Gatsby benchmarks may help to improve this and some schools are making it work, many more are struggling to provide the quality of advice that young people should be receiving. The shift from face-to-face careers guidance for adults to online provision has widened access. However, for those unable to access online services and those who are less engaged are missing out.
- Focus on promoting apprenticeships as a tool for in-work progression and career pathways – Apprenticeships can be a powerful route for entry and in-work progression when employers are able to offer the opportunities to people with low skills. For employers, they are also a useful tool for businesses to address skills shortage over the longer-term and grow their own talent. However, Haringey currently has the 3rd lowest take up of apprenticeships among 16-17-year olds in London, with 0.8% of 16-17-year olds currently enrolled in an apprenticeship. We need to work with employers and local providers to increase the number of apprenticeships and work placement opportunities available.

Case Study – Haringey Construction Partnership working with Haringey Works

S, originally from Iraq, is a qualified construction professional, living with health conditions, who was unable to access work in the sector after moving to the UK in 2014 despite being a qualified engineer.

Her Haringey Works employment advisor helped her to understand and navigate the routes into the UK construction sector and Haringey Construction Partnership supported her to get work. Saud is now flourishing as a Trainee Engineer with Ardmore, enrolled on the contractor’s Graduate Programme.

“This has been a lifechanging opportunity. I’ve been struggling for many years and this means so much to me and my family. I am working on a very interesting restoration project for Hornsey Town Hall and with a very supportive team, I really thank Ardmore and the Council for everything they have done for me.”

Priorities and Actions 2020-2024

We will work with partners, businesses, the voluntary sector and residents to take steps to build on these strengths, develop capabilities and address challenges to move towards a good economy. There are three key priorities:

- Support residents out of work and on low pay to access good work:
 - Develop a joined-up employment and skills offer to ensure that residents can access the right support at the right time.
 - Strengths based approach to supporting residents, with a focus on those facing barriers in the current labour market.
 - Maximising the role apprenticeships can play
- Working with employers
 - Ensuring residents have access to employment and skills support which matches work available now and prepares them for the future jobs market.
 - Council maximises work and training opportunities through procurement and developer commitments (Section 106).
- Create good work in Haringey
 - Promoting the London Living Wage
 - Improving employment practices

Support residents out of work and on low pay to access good work

What we are currently doing:

- The Council is working to support the join-up of the service offer:
 - Working with the GLA and Central London Forward to ensure we agree a common position for Central London on proposed changes to local government funding to support employment and skills
 - Employment Providers forum to ensure better co-ordination and collaboration of frontline service delivery.
 - Employment and Health Working Group, aligning health and employment interventions to support more residents with disabilities or health barrier secure work
 - ESOL coordination project to create a borough wide network to map the ESOL offer in the borough, provide ESOL advisors and to train voluntary sector ESOL providers.
- Focuses on those facing barriers:
 - Young People at Risk Strategy which identifies pathways to achievements, including work experience programmes.

- Connected Communities is supporting migrants to have their qualifications recognised in the UK system and helping them access support to get into work, as well as the wider support which they need.
- Apprenticeships
 - Haringey Works apprenticeship advisor role to support residents into opportunities we secure locally and in the wider London market.

What we are going to do:

- Work with employers, employment and support providers and residents to: understand the skills gap; co-ordinate training provision and employment support services; and design a way to better collaborate and share information. This may include exploring the potential to establish and Employment and Skills Partnership Board, which includes business representation, to co-ordinate and collaborate across the agenda.
- Improve join-up
 - Lobby and influence both the GLA and CLF with a view to making the funding work better for local need in Haringey, including lobbying for greater devolution
 - Pilot an employment navigator model in North Tottenham to maximise access to existing employment support provision.
 - Promote cross-sectoral working to better integrate employment support with allied services so residents can benefit from a holistic approach to support.
 - Explore the potential to introduce a Haringey skills tracker, that follows residents as they learn and progress.
- Focus on those facing barriers:
 - Delivering a hub and spoke job brokerage service Haringey Works which ensures outreach and community-based interventions that is universally accessible for all residents, but which is tailored to the needs of those most disadvantaged.
 - Work with existing community-based interventions to engage residents that may not access services through existing referral routes.
 - Work to improve data collection on young people not in education, employment and training (NEETs), work with partners to review 14-19 provision and identify actions to improve the transition for them.
 - ESOL – Develop the strategic coherence for ESOL and modernise and redesign the ESOL offer locally.
- Apprenticeships – Work with employers and local providers to increase the number of quality apprenticeships and work placement opportunities available for those with low skills, including:
 - As an employer the Council will be developing an apprenticeship team and strategy to increase the number of in-house apprenticeships.

- Work with anchor organisations to explore how to promote more apprenticeships and how to attract young people into them, as the 16-19 transition could be strengthened.
- Explore how we can support SMEs to take on more apprenticeships.

Working with employers

What we are currently doing:

- Continue to deliver the Haringey Construction Partnership, which brings together developers and main contractors to co-ordinate construction phase and end phase jobs and training opportunities across borough. The partnership co-ordinates training provision so that residents have the best chance in securing future job opportunities and will be expanded to cover the Council's Housing Delivery and Capital Programmes
- Working with developers on all sites with S106 obligations to maximise employment and skills opportunities for residents from housing and regeneration developments (construction and end-use).

What we are going to do:

- Work with local business and anchor organisations to maximise job and training opportunities for our residents. This will include creating an employer engagement function within the council to build and streamline relationships between the Council and employers and share intelligence on employment opportunities with the employment and skills support providers. We will explore how this may align with the business networks outlined above.
- Working with Central London Forward and the Greater London Authority to undertake analysis of the skills gaps between what employers are looking for and residents have.
- Facilitate the sharing of knowledge between employers and the Employment Providers Forum and the Employment and Skills Partnership Board, if established, to ensure employment and skills support aligns with job opportunities available now and into the future.
- Form partnerships with employers which support access to high quality jobs for residents.

Create good work in Haringey

What we are currently doing

- The Council is London Living Wage accredited.

What we are going to do

- London Living Wage (LLW)
 - Work with large public sector providers to promote LLW and explore the potential of using the Mayor's Good Works Standard to enhance the quality of work further through these organisations, covering aspects such as diversity, career progression etc.
 - Explore how we can encourage and support other large employers and our extensive SME business base to offer or work towards becoming LLW employers.
- Positive employment practices:
 - Consider how they can recognise the skills and life experience of residents who are currently disadvantaged. This could include looking at recruitment practices and explore how jobs may be modified or adapted so that a broader range of people can work.
 - Encouraging businesses to implement diversity friendly practices, especially where they are leasing commercial premises or receiving business support for the Council or other public sector organisations.
 - Promoting diversity for these sectors which could offer high quality jobs to residents, but which currently struggle to recruit employees from diverse backgrounds.
 - Work with sector-based bodies to encourage them to improve the conditions for employees, including a focus on mental and physical wellbeing.

Consultation Questions - Employment and Skills

- **How far have we described and understood the factors that stop some of Haringey's residents getting into good jobs and progressing within them? What would make the most difference in addressing these issues?**
- **How can the council and partners collaborate more effectively to respond to our employment and skills challenge? What, if anything, do we need to put in place to allow this to happen?**
- **How can we improve training and skills programmes to help individuals up- and re-skill for desirable local jobs and a lifetime of work?**
- **How can employers be supported to offer good jobs to make the most of the diverse talent and life experience of people in Haringey?**
- **How can we support small businesses to take on apprenticeships?**
- **How can the council and partners work together collaboratively to ensure that Haringey's residents are better able to take advantage of opportunities in growth sectors in the borough, and London more widely?**

Foundations

A good economy needs to be underpinned by strong foundations, many of which the Council has a direct role in. While we will not directly cover these aspects in the Economic Development Strategy, it is important to note the relationship to this strategy.

Housing

Everyone needs a safe, stable and affordable home. This enables residents to sustain employment as it contributes to their well-being and the physical and mental health of them and their families. It also benefits businesses, as they can retain and attract employees. Access to secure housing strengthens the relationships between communities by increasing levels of social inclusivity, allowing residents to feel part of their community and the decisions that shape them.

Housing is the Council's top priority with a focus on providing affordable homes and driving up the quality of housing in the borough. The council has made a commitment to deliver a thousand council homes at council rents by 2022, whilst ensuring that mechanisms are put in place to surpass this number in the future as Haringey continues to grow.

Childcare

Families need access to affordable and flexible childcare. This is a key factor in supporting families, especially mothers and lone parents, to access paid employment. We also know that early years are a critical time in a child's development and can set them up for the future.

The council's Childcare Sufficiency Strategy & Action Plan aims to continue the improvement in access to quality childcare in Haringey. This strategy aims to ensure that sufficient childcare is available to meet housing growth and increased populations. The council will work with current childcare providers to improve understanding of free childcare entitlements and the provision of wider support with childcare costs for working parents. The strategy will aim to meet the increase in demand for breakfast, after-school and holiday clubs for children aged 5 to 11 and children with SEND.

Education

Education has a substantial impact on longer term employment prospects. Higher quality learning is strongly linked with higher earnings, lower chances of being unemployed, better health and reduced crime. A good education returns a high level of social value and is therefore, a prerequisite for a fairer society, especially as the effects persist between generations. Attainment of Haringey pupils at GCSE levels

has improved significantly in the last five years and we have strong Progress 8 scores, which is evidence of pupils making good progress from the end of primary school to the end of secondary school.

The council is committed to ensuring that all young people in Haringey, regardless of their background, will be able to access routes to achievement and success. The council also recognises the Gatsby Career Benchmarks as a way of ensuring that all young people have access to careers advice that enables them to make informed decisions about their futures.

Transport

Haringey is a very well-connected borough with easy access to central London jobs market and Stanstead. However, the cost of travel can be prohibitive, particularly for low-skilled residents accessing low value employment and some of our industrial sites are not currently well served by public transport. However, a more connected transport system can attract investment by making Haringey a more attractive place to do business.

The council is committed to providing a public transport system that is better connected, more accessible and supports our growth ambitions. The council is also committed to enabling residents to use more sustainable forms of transport and make active travel the default choice.

Crime and Safety

All Haringey residents have the right to feel safe within their community. Safer communities mean that people are increasingly likely to visit the borough, increasing the community feel and inclusivity of these spaces. The council is committed to providing a safe environment that allows businesses to thrive and the economy to grow.

The council's Community Safety Strategy focuses on reducing the amount of hard crimes, whilst also improving public confidence in the police and reducing reoffending rates. Within our high streets and town centres, the council plays an active role within a number of partnerships aimed at reducing instances of crime and anti-social behaviour. The Wood Green Business Crime Reduction Partnership provides a number of services such as a town centre radio system, street rangers and monthly Business Watch meetings. More widely, the Safer Neighbourhood Board brings police and communities together to decide local policing and crime priorities. This facilitates collaborative problem solving and ensures that the public are involved in community safety decisions.

Strong Communities

Haringey is a great place to live, work and visit, and the council wants everyone to take care and pride in their neighbourhoods. The council's civic pride campaign is encouraging the public to play their part in looking after their homes, businesses and showing respect to others. The campaign will aim to create a feeling of belonging and a stronger sense of shared ownership of Haringey, across all sections of the community.

The council wants all people who live and work in Haringey to feel a strong sense of community. This can involve a sense of belonging, the power to influence decisions or a shared emotional connection with the local area. The strategy will look to capitalise on Haringey's strong communities by using the local knowledge and unique perspectives held by our residents to create real and lasting change.

The council's Welcome Strategy is committed to ensuring that Haringey is an inclusive and welcoming place for everyone who wants to live and work here. By creating strong and cohesive communities, the council will enable all residents to live well and achieve their potential regardless of their background. For example, the council will support migrants who are currently unemployed or in-work poverty to find employment that matches their qualification levels.

Consultation

This draft strategy requires the support of residents, businesses and partners for it to achieve its aims. Therefore, Haringey Council wants your views on how the vision presented within this strategy can be a real driver for change in Haringey.

The council will be providing a range of ways for stakeholders to feed into the future development of this strategy and action plan.

The council will publish this draft strategy online along with a series of questions focused on each priority and the good economy model.

Following this, we will be holding a series of consultation events with the public, businesses and partners.

Key Dates

- 10th March – Cabinet
- 23rd March – Opening of online consultation
- 8 May – 5 June – consultation events
- September – Cabinet

Endnotes

¹ [GLA London Plan Intend to Publish](#) (2019)

² [Haringey Borough Plan](#) (2019)

³ [Community Wealth Building Cabinet Report](#) (2019)

⁴ [New Economics Foundation \(NEF\)](#) are one of the leaders in this field and the Haringey model has been heavily informed by their work.

⁵ [Social Metrics Commission](#) (2018)

⁶ [Fair Society, Healthy Lives: The Marmot Review](#) (2010)

⁷ [Economic Evidence Study](#), Hatch Regeneris (2020)

⁸ Schemes such as the Ultra-Low Emissions Zone (ULEZ) is an example of an environmental tax.

⁹ [Health Equity in England: The Marmot Review 10 Years On](#) (2020)

¹⁰ [Community Safety Action Plan](#) (2019)

¹¹ [Procurement Strategy](#) (2019)

¹² [High Streets and Town Centres Adaptive Strategies](#), GLA (2020)

¹³ [Healthy High Streets, Good Place-making in an Urban Setting](#). Public Health England and Institute of Health Equity (2018).

¹⁴ £37 per sqft compared to £40 per sqft across London, although this does range across areas.

[Economic Evidence Study](#), Hatch Regeneris (2020)

¹⁵ [Haringey Community Toilets Scheme](#)

¹⁶ Identified within [Haringey's Local Plan](#).

¹⁷ Based on the London Development Database which tracks planning consents where more than 1,000m² of employment floorspace is being changed. [Economic Evidence Study](#), Hatch Regeneris (2020)

¹⁸ [State of the Borough](#) (2019)

¹⁹ To note, this includes employment, which is not only in the public sector, but services a public good such as nurseries.

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	Economic Development Strategy
Service area	Housing, Regeneration and Planning
Officer completing assessment	Chris Brent
Equalities/ HR Advisor	Chris Brent
Cabinet meeting date (if applicable)	March 2020
Director/Assistant Director	Peter O'Brien

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 Economic Development Strategy aims to create a good economy for Haringey, which provides opportunities for all our residents and supports our businesses to thrive.

This strategy builds on the commitments made within the Borough Plan, and grounds them in a longer term and more detailed vision for Haringey’s economy. This vision seeks to move beyond a narrow focus on economic growth, towards a way of thinking about economic development which focuses on whether it supports our residents to live good lives, is fairer, and, whether it is environmentally sustainable.

There are four strategic priorities which will focus activities to support the creation of a good economy:

- Attracting and sustaining business and enterprise who share our values.
- Supporting diverse, vibrant, healthy high streets and town centres.
- Creating, improving and protecting employment space and infrastructure.
- Supporting all our residents to secure and sustain good work, and to ensure they have the skills that help them to progress now and in the future.

The key stakeholders who will be affected by this proposal include:

- People of working age who live and/or work in Haringey
- Businesses and employer in Haringey and those in neighbouring boroughs employing Haringey residents
- Frontline professionals working to support people into work and training

This strategy is being presented to Cabinet in March 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	<ul style="list-style-type: none"> • ONS Annual Population Survey 	

	<ul style="list-style-type: none"> • NOMIS Web 2018 • Haringey Business Survey, Hatch Regeneris, 2019 	
Gender Reassignment	<ul style="list-style-type: none"> • Stonewall (2018) LGBT IN Britain report • National LGBT Survey 2018, Government Equalities Office 	
Age	<ul style="list-style-type: none"> • Department for Education (2019) 16-17 year olds recorded in education and training and NEET • Census 2011 • Department for Work and Pensions (2017/18) Labour Market Profile • Labour Force Survey 2017 • ONS 2014 • Age UK (2014) Employment Support for Unemployed Older People 	
Disability	<ul style="list-style-type: none"> • Census 2011 • Public Health Outcomes Framework (2017/18) • Equality and Human Rights Commission (2017) The Disability Pay Gap • ONS • Haringey Business Survey, Hatch Regeneris, 2019 	
Race & Ethnicity	<ul style="list-style-type: none"> • ONS (2017/18) Annual Population Survey • Department for Work and Pensions (2017/18) JSA Claimants • Department for Education (2019) 16-17 year olds recorded in education and training and NEET • Haringey Resident's Survey • Haringey Business Survey, Hatch Regeneris, 2019 	

Sexual Orientation	<ul style="list-style-type: none"> • Anglia Ruskin and IZA World of Labour (2014) Sexual Orientation and Labour Market Outcomes • National LGBT Survey 2018, Government Equalities Office 	
Religion or Belief (or No Belief)	<ul style="list-style-type: none"> • Census 2011 • ONS, Annual Population Survey 	
Pregnancy & Maternity	<ul style="list-style-type: none"> • Equality and Human Rights Commission survey 	
Marriage and Civil Partnership	<ul style="list-style-type: none"> • N/A 	

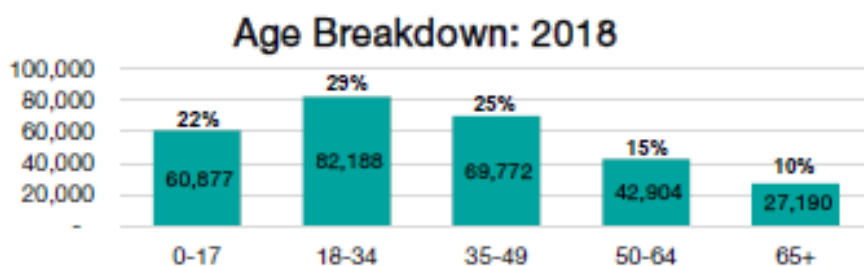
Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

Age

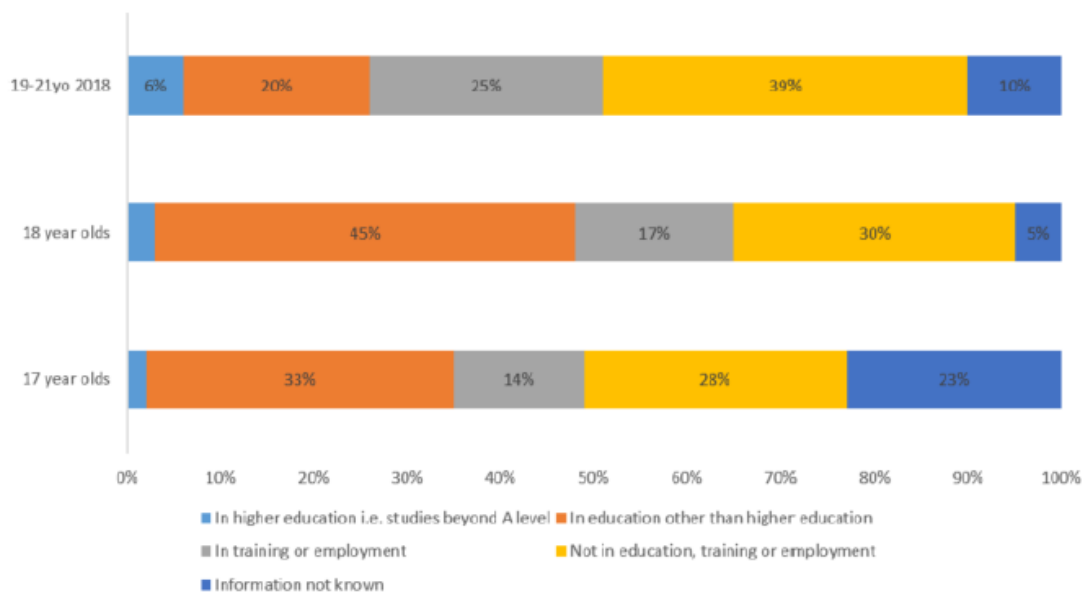
The population of Haringey is relatively young with 22% of the population aged between 0-17. At 29%, 18-34-year olds are the largest group followed by 35-49-year olds at 25%. 15% of Haringey's population are aged 50-64 with 10% being aged 65+.



As of 2019, 1.4% of 16-17-year olds within Haringey were not in education, employment or training (NEET) and 13.5% of 16-17-year olds activities were not known to the council. Haringey has the 3rd lowest take up of apprenticeships among 16-17-year olds in London with 0.8% of 16-17-year olds currently enrolled in an apprenticeship.

Across England, 39% of care leavers aged 19 to 21 are NEET. This figure is at 30% for 18 year olds and 28% for 17 year olds. It can be assumed that care leavers in Haringey will follow these trends.

Chart 12: Care leavers, by activity and age:
England, year ending 31 March 2018



The percentage of residents claiming out of work benefits in Haringey is highest among residents aged 50+ with 4.9% of this group claiming. This is 1.4% above the London average and 2.5% above the national average. As of 2018, 15% of the population were aged 50-64 but this group made up 31% of all out of work benefit claimants aged 16-64. Among residents aged 18-24, 4.1% are claiming out of work benefits and this falls to 3.2% among 25-49 year olds. Both of these figures are level, or slightly above the London average.

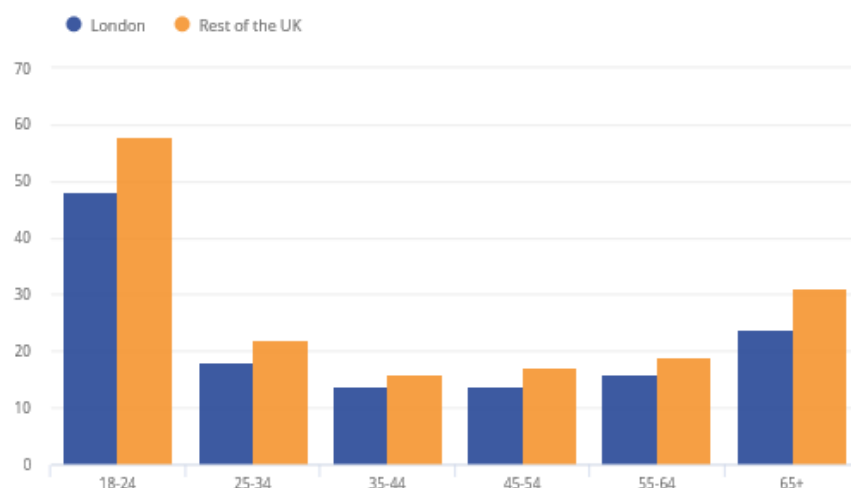
Census data shows that in Haringey the likelihood of having no qualifications increases with age, with 10% of residents aged 16 to 24 having no qualifications, compared to 23% of 50 to 64 year olds and 49% of those aged 65+. By contrast, younger residents are more likely to be qualified to Level 4 or higher, with over half of residents aged 25 to 34 achieving this level (53%), compared to a quarter of those aged 65+ (24%).

Age UK research has found that the Work Programme moves fewer people aged 50 plus into sustained jobs, compared to younger people.

Across London, those aged 16 to 24 are most likely to be in insecure work (22%), more than twice the level seen across all other age groups. Younger residents are much more likely to be in jobs that pay below the LLW than older residents. 48% of 18-24 year olds in London are paid below LLW, compared to between 14% and 24% of those aged 25+.

Disability

Figure 5: Proportion of employee jobs paid less than the living wage in 2014, by age group



There is a strong correlation between disability, in particular the extent of the disability, and economic inactivity. Across the country, only around a quarter of men and women aged 16-64 who have a disability that limits their activities and work, are in paid employment. The employment rate is particularly low for people who are most severely unwell and using specialist mental health services, at 6.5%.

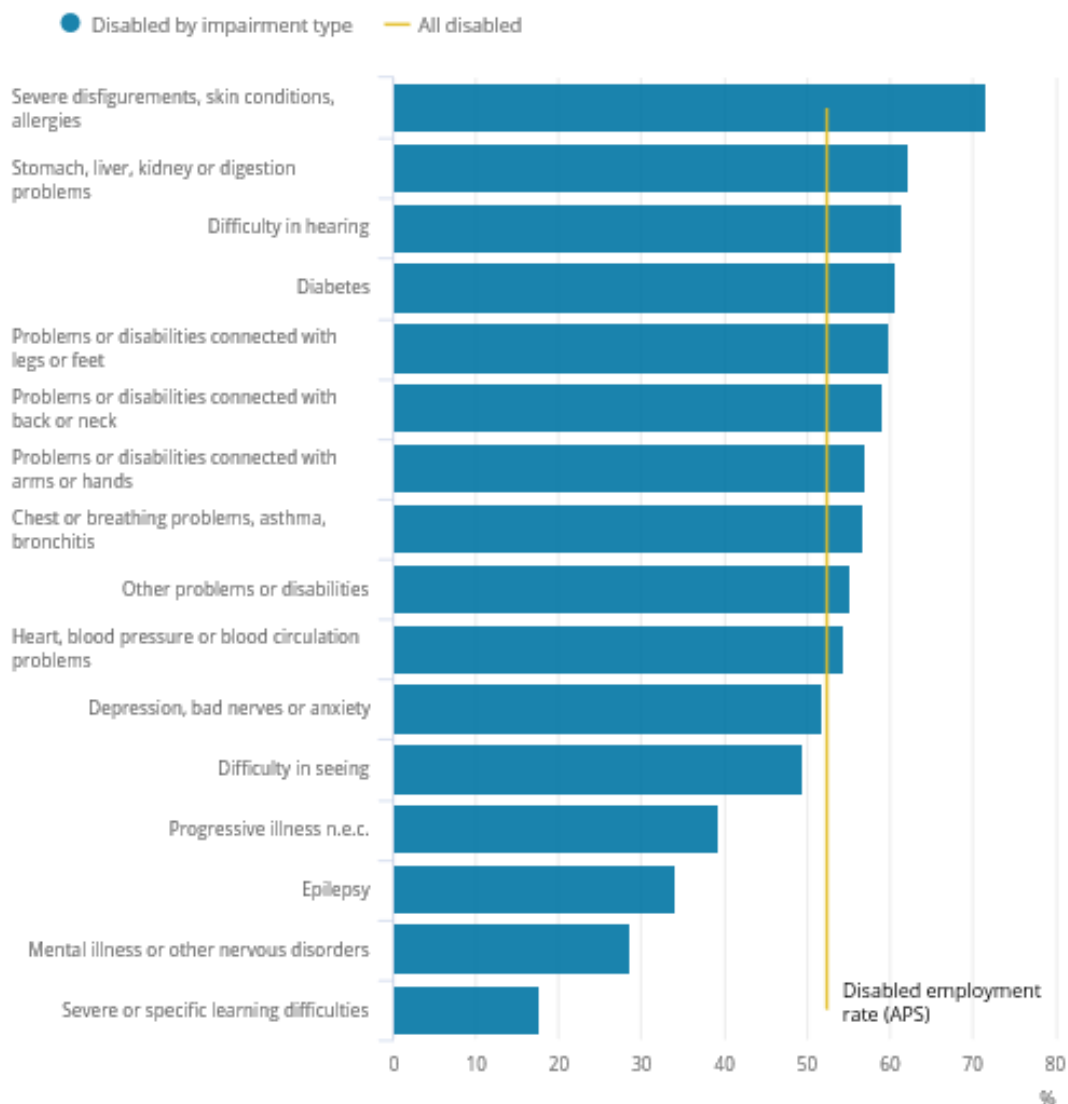
In Haringey, 12% of residents with a long-term health problem or disability that limits their day-to-day activities a lot are in employment, while 32% of those whose day-to-day activities are limited a little are in employment. This compares to 69% of residents whose day-to-day activities are not limited by any long-term illness or disability.

In Haringey the percentage gap in employment between people with learning difficulties and the overall population is 65.6%. This is similar to the London and England averages. When in employment, they also tend to earn less than people without any disabilities. As of 2018, disabled employees across London were earning 15.3% less than non-disabled employees.

Across the country, the employment rate for disabled people differs depending on their main impairment. The graph below¹ shows that those with severe disfigurements, skin conditions and allergies are most likely to be in work with 71.7% of this group currently employed. Among those with depression, bad nerves or anxiety, 51.8% were in employment, whilst those with mental illness or other nervous disorders had an employment rate of 28.5%. The group least likely to be employed is people with severe or specific learning difficulties where currently only 17.6% of this group are in employment.

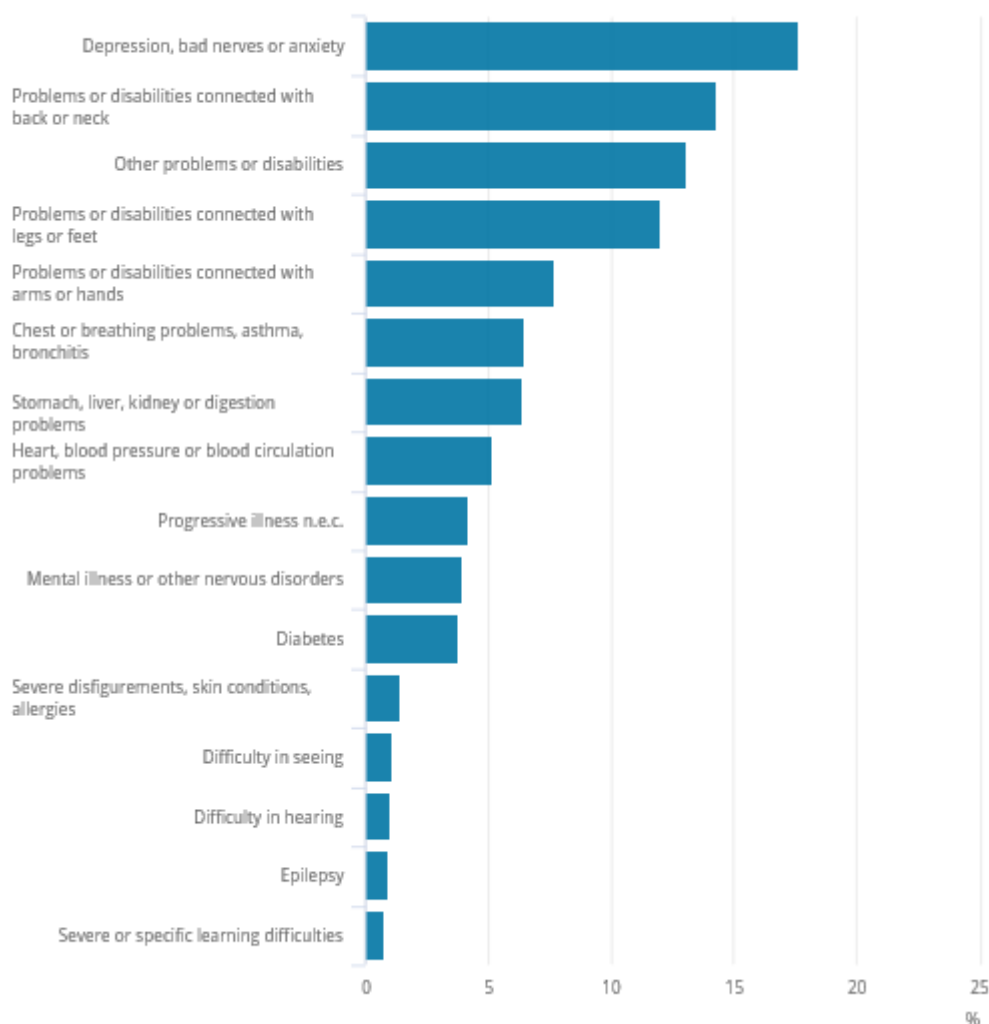
¹<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019#disability-and-employment-data>

Employment rate for disabled people aged 16 to 64 years, by main impairment, UK, 2019



National data also shows that disabled people in work were more likely to work part time than non-disabled people; 34.1% of disabled people worked part-time compared with 23.1% of non-disabled people; a difference of 11 percentage points. Disabled people in work were less likely to be employed as managers, directors or senior officials, or be employed in professional occupations. Just over one-quarter (25.7%) of employed disabled people held these positions in comparison with just under one-third (32.3%) of employed non-disabled people.

Composition of disabled people in work aged 16 to 64 years, by main impairment, UK, 2019



Disabled people are also likely to be underrepresented among business owners within Haringey, with only 1% of businesses who participated in the Business Survey reporting that their owner had a disability or long term illness.

Race & Ethnicity

Unemployment

BAME residents overall are statistically more likely to be unemployed, although there are differences between different racial and ethnic groups. [Insert line from Hatch on headline on unemployment between White and BAME when received]

Those of Black ethnicity are over-represented in Haringey's benefits system, with more than 2 in 5 (42%) JSA² claimants being of Black ethnicity. As of 2017, One in four ESA³ claimants are of Black ethnicity (25%), while this group makes up one in six of the wider borough population (17%). Those of White British and White Other ethnicity, by contrast,

² Jobseekers Allowance

³ Employment Support Allowance

are under-represented, with White British people making up 33% of the overall population but accounting for 28% of all ESA claimants, and those of White Other ethnicity making up 29% of the population and accounting for 22% of all ESA claimants in the borough.

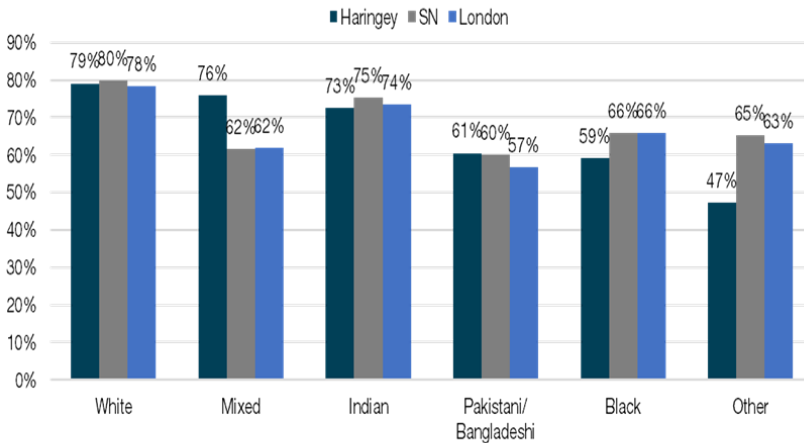
JSA Claimants by Ethnicity, 2017



Economic Activity

Ethnic minorities tend to have a higher rate of economic inactivity. Amongst the white population in Haringey, 19% are economically inactive compared to 30% of those from an ethnic minority background. This 11 % gap is similar to the London pattern (10 percentage point gap).

Working Age employment rate by ethnicity



As of 2019, 41% of black residents are not currently in employment. This is 7% higher than the London average. Similarly, 39% of Pakistani and Bangladeshi residents are not currently in employment. In contrast, only 21% of white residents were found to be not in employment.

This economic inactivity among BAME groups is also reflected in the NEET data. Haringey has a larger proportion of Mixed race and Black or Black British 16-17 year olds who are not in employment, education or training compared to the borough’s statistical neighbours and the London average.

Qualifications and apprenticeships

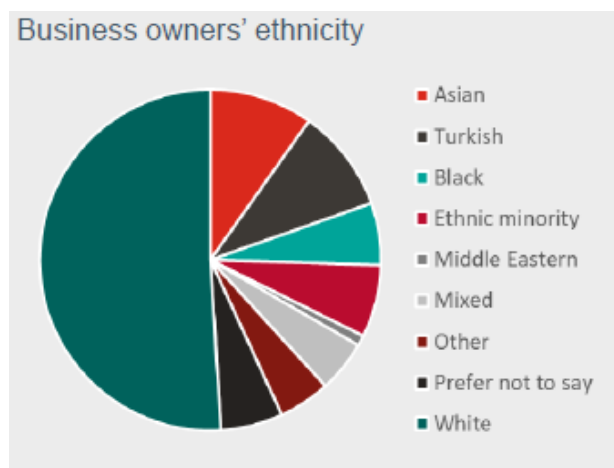
In Haringey those whose ethnic group is 'Other' are substantially more likely to have no qualifications than other ethnicities, with 26% of residents of Other ethnicity having no qualifications compared to a borough average of 18%. The overwhelming majority of all learners starting an apprenticeship in 2016/17 were white (88%), and in Haringey this trend is exaggerated, with pupils from BAME groups less likely than average to take up an apprenticeship.

Good Work

In 2018, the Haringey residents survey indicated that residents of Mixed (28%), White Other (27%) and Black (25%) ethnicity are most likely to say that someone in their household doesn't earn the LLW.

Business Ownership

Currently, it is estimated that just under 50% of business owners within the borough are from Black and Minority Ethnic groups (BAME) communities. As of 2018, 63% of the Haringey population are from a BME group or Other White ethnic groups. Therefore, these groups are underrepresented among business owners as per the Haringey business survey.



Religion and Belief

In Haringey, whilst 26% of Muslims have no qualifications, the percentages for Sikhs and Hindus are 19.4% and 13.2% respectively. The trend is also reflected in the proportion of the population with Level 4 qualifications and above: while 24% of Muslims have attained this level, it is 30.1% and 44.6% for Sikhs and Hindus respectively. The table below outlines the percentage of residents who identify within each religious group.

	Haringey		England	London
	number	%	%	%
All residents	254,926	100.0	100.0	100.0
Christian	114,659	45.0	59.4	48.4
Buddhist	2,829	1.1	0.5	1.0
Hindu	4,539	1.8	1.5	5.0
Jewish	7,643	3.0	0.5	1.8
Muslim	36,130	14.2	5.0	12.4
Sikh	808	0.3	0.8	1.5
Other religion	1,303	0.5	0.4	0.6
No religion	64,202	25.2	24.7	20.7
Religion not stated	22,813	8.9	7.2	8.5

Source: 2011 Census

In London, people of Buddhist (11%) and Muslim (10%) faith are most likely to be unemployed, compared to Christians (7%), Hindus (7%) and people of no religion (6%), for example.

In London, Muslims are the most likely to earn below the London Living Wage (44%), though a significant proportion of Sikhs (32%), Hindus (28%), Buddhists (27%) and Christians (23%) are also likely to earn below the LLW. Those with no religion (15%) and Jewish people (11%) are least likely to earn below LLW.

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.

According to national data collected by Stonewall, 63% of trans respondents aged 16-64 said they had had a paid job in the 12 months preceding the survey, compared to 83% of cisgender⁴ respondents. Similarly, the National LGBT Survey in 2018 indicated that trans respondents were more likely to earn less than £20,000 per annum, compared to cisgender respondents (60% vs 45%).

Around two thirds of trans men and women and non-binary respondents in the National LGBT Survey said that they have avoided being open about their gender identity in the workplace, for fear of a negative reaction from others.

Pregnancy and Maternity

Nationally, women have faced discrimination during pregnancy and maternity in the workplace. Equality and Human Rights Commission survey data reports:

- Around one in nine mothers (11%) reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not; or treated so

⁴ denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

poorly they felt they had to leave their job.

- One in five mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and /or colleagues.
- 10% of mothers said their employer discouraged them from attending antenatal appointments.

Sex

Economic Activity

The percentage of males aged 16 and 17 who classify as NEET or whose activity is not known to the council is 17.9% whilst among females it is 11.8%. This is significantly higher than the London average due to the high proportion of 16- and 17-year olds whose activity is unknown.

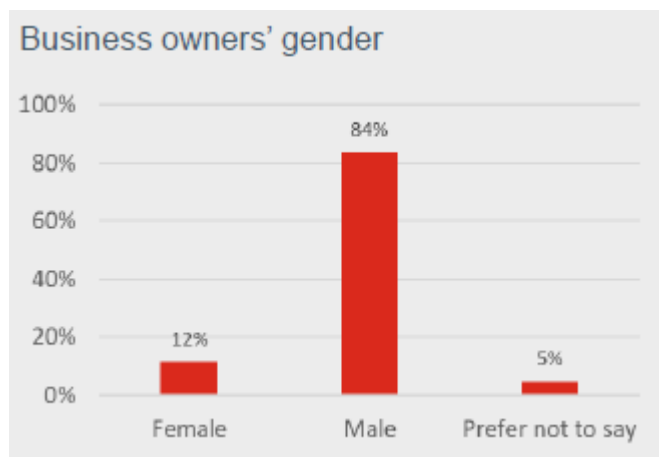
Men in Haringey (and London) have much lower levels of economic inactivity 11 percentage point gap) than women. Data from the Annual Population Survey shows this is largely due to a higher proportion of women who are out of the workforce looking after family and/or home. This gap is slightly below the gap experienced across London 13 percentage point gap) with Haringey having one of the lowest women economic inactivity rates relative to the comparator areas. By comparison the economic inactivity rate for men is slightly above the London level (17% relative to 15% across London), with this rate around average relative to comparator areas.

Good Work

Among full-time employees in London, females are more likely to earn below the London Living Wage (LLW) than males (16% vs 13%). However, this trend is reversed among part-time workers, where females are substantially less likely to earn below the LLW than males (46% vs 58%). Furthermore, female full-time workers in Haringey earn £500 gross a week on average, compared with £632 for male full-time workers.

Business Owners

Among business owners, women are likely to be underrepresented in comparison to men with only 12% of businesses who took part in the business survey reporting that their owner was female.⁵



⁵ Source: Haringey Business Survey, Hatch Regeneris, 2019

Sexual Orientation

While data around pay in the UK tends most often to be available only by gender and ethnicity, less data exists to show any pay gap based on sexual orientation. Research from 2014 showed that gay men in the UK earn 5% less than straight men, while by contrast gay women earn 8% more than straight women.

One in five (19%) respondents to the National LGBT survey said they had not been open about their sexual identity or gender identity with any of their colleagues at the same or a lower level in the last 12 months.

LGBT people are also likely to be underrepresented among business owners within Haringey with only 1% of businesses who took part in the business survey reporting that their owner was LGBT+.⁶

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

Consultation on this proposal will target three groups, with more specific individual focuses occurring within these.

These groups are:

- Residents
- Businesses
- Employment and Skills providers

This engagement will bring forward the views, experiences and recommendations of the key stakeholders and we will ensure that these are reflected within the strategy.

Residents and business owners who have protected characteristics will be consulted through accessible channels to ensure a broad range of responses. The consultation will seek the views of all members of the community regardless of what their current relationship with the labour market currently is e.g. voluntary, carer, part time worker etc.

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?

⁶ Source: Haringey Business Survey, Hatch Regeneris, 2019

To be completed following the consultation.

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 EqlA guidance

1. Sex

Our data analysis indicates that the percentage of males aged 16 and 17 that are either NEET or whose activity is unknown is higher than among females. However, among working age people (16-64), the rate of economically active people and those earning less than the London Living Wage is lower among females.

The strategy focuses on supporting residents into good work and ensuring access to employment and skills advice, particularly among groups that are currently disadvantaged. The strategy also aims to maximise the role of apprenticeships and promoting the London Living Wage and good employment practices to employers across the borough. This could involve looking at recruitment practices and explore how jobs may be modified or adapted so that a broader range of people can work. Therefore, a positive impact can be assumed among this group.

The data analysis also showed that among business owners, females are under-represented in comparison to men. One of the strategies priorities relates to encouraging people from diverse backgrounds to start business and ensuring that the council proves adequate support to facilitate this. This also indicates a positive impact for this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

National data suggests that trans people are less likely to have had a paid job within the last 12 months than cisgender people. They are also more likely to earn less than £20,000 per annum.

The strategy aims to increase access to good quality employment, skills and training for all residents, especially groups that are currently disadvantaged. The strategy will also promote the London Living Wage to more employers and improve employment practices with the aim of creating more good work for Haringey residents. Therefore, we can

presume a positive impact.

Positive	X	Negative		Neutral impact		Unknown Impact	
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3. Age

Our data analysis has shown that Haringey has a high proportion of 16- and 17-year olds who are either NEET or whose activity is not known to the council. It has also shown that Haringey has a low take-up of apprenticeships among 16-17 year olds compared to neighbouring boroughs.

One priority of the strategy is to maximise of the role of apprenticeships and work placement opportunities as a way of supporting more residents into high skilled employment. The strategy will also work to improve data collection on NEET young people and identify actions to improve the transition from education into training and employment. Therefore, it can be anticipated that this will have a positive impact on 16- and 17-year olds, as well as older residents seeking access to skills training.

The data shows that the likelihood of having no qualifications increases with age. The strategy intends to employ a strengths-based approach to resident's current facing barriers for employment, which matches them with the work available now and prepares them for future opportunities. The strategy aims to target all ages, particularly those with no current qualifications, so therefore, a positive impact can also be assumed.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability

Our data analysis indicates that people with a disability that limits their day to day activities are significantly less likely to be in employment compared to those not affected by a disability. Similarly, it showed that disabled employees were earning less than non-disabled employees.

Within the strategy, one of the key priorities within the employment and skills section regards supporting more residents to access high skill high pay employment. One aspect of this is a strengths-based approach, with a focus on those currently facing barriers in the current labour market. The strategy will also look at recruitment practices and explore how jobs can be modified or adapted so that a broader range of people can work. This will ensure that the skills and life experience of residents who are currently disadvantaged are recognised. These points, alongside a more joined up approach to employment support, indicates that the proposal will have a positive impact on this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity

Our data analysis shows that BAME people are more likely to be unemployed or not in

education, employment or training. Those of the black ethnicity are also overrepresented within the benefits system. BAME residents are also more likely to be economically inactive than white residents, with this disparity exaggerated within Haringey compared to the rest of London.

The strategy will develop the strategic coherence for ESOL and modernise and redesign the ESOL offer locally. This will benefit those who do not speak English as their first language by allowing them to access more opportunities and find employment. The council will also work with existing community-based interventions to engage residents that may not access services through existing referral routes.

By working to provide all residents, but particularly to those currently experiencing barriers to employment and skills support, with opportunities to find good work within Haringey, we can presume that this strategy will have a positive impact on people from BAME communities.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

Whilst we do not have local data for this protected characteristic, national data indicates that gay men earn less than straight men whilst gay women earn more than straight women. LGBT people are also underrepresented among business owners within Haringey.

The priorities of this strategy aim to support all groups to access employment and skills, especially those currently facing barriers to the current labour market. Support will also be provided to people looking to start a business within the borough. Therefore, we can assume a positive impact for this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief)

Our data analysis shows that Muslim residents are most likely to have no qualifications followed by Sikhs and Hindus. Muslim's are also less likely to have achieved qualifications at level 4 or above. Across London, Muslim's are also the most likely group to be earning below the London Living Wage, but there are also significant numbers of Sikhs, Buddhists and Hindu's who earn less than the LLW.

One of the priorities within this strategy focuses on ensuring that all residents have access to a joined-up employment and skills offer. This includes promoting the LLW to more of the borough employers. The council will also work with existing community-based interventions to engage residents that may not access services through existing referral routes. Therefore, we can assume a positive impact for this group.

Positive	X	Negative		Neutral		Unknown	
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				impact		Impact	
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8. Pregnancy and maternity

The findings of our data analysis show that nationally, women have faced discrimination during discrimination and pregnancy in the workplace. Women have reported being made compulsorily redundant, harassed and treated so unfairly that they felt they had to leave their job.

This strategy aims to create more opportunities for good work within the borough. An aspect of this will include improving employment practices within Haringey businesses. Therefore, this indicates a positive impact for this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

People who are in a civil partnership will be treated the same as people who are married.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

This strategy aims to increase economic opportunity for all people who live or work in Haringey. These groups will be positively impacted by the achievement of this aim:

- Young Black Men
- Young People with SEND
- Young People with mental health conditions

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 strategy will not result in any direct or indirect discrimination of any group that shares the protected characteristics.

The strategy will help to advance the equality of opportunity for groups who share relevant protected characteristics and those who do not by addressing inequalities around access to employment and skills, rates of pay and business opportunities.

The strategy will help foster good relations between communities through the creation of a good economy, which whilst providing economic growth, is built on the foundations of inclusivity and strong, cohesive communities.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are	Action	Lead officer	Timescale

impacted?			
N/A	N/A	N/A	N/A

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

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:

N/A

7. Authorisation

EqlA approved by (Assistant Director/ Director)	Date
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8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

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Report for: Cabinet Meeting 10th March 2020.

Title: Highways Works Plan (HWP) 2020/21

Report authorised by Stephen McDonnell, Director of Environment and Neighbourhoods

Lead Officer: Ann Cunningham, Head of Operations
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Peter Boddy, Interim Group Manager, Highways and Traffic.
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Ward(s) affected: All

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

1 Describe the issue under consideration

- 1.1 Haringey is a place of great opportunity with enormous potential for growth – a growing economy, more and better housing and flourishing communities. The Council has set clear ambitions through its Borough Plan to make Haringey a better place to live, encouraging investment, wealth creation and creating opportunities that all can share in.
- 1.2 Transport plays a key role in delivering those ambitions. The Highways Works Plan (HWP) sets out the capital investment programme for 2020/2021. This programme has been developed to meet Borough Plan objectives as well as the Council's transport priorities as set out in the Local Implementation Plan (LIP3) and in the Transport Strategy. The key objectives within the Transport Strategy are as follows;
- A public transport network that is better connected, has greater capacity and is more accessible, supporting our growth ambitions.
 - A well-maintained road network that is less congested and safer.
 - Active travel the easier choice, with more people choosing to travel by walking or cycling.
 - Improved air quality and a reduction in carbon emissions from transport.
- 1.3 The report also sets out the various funding streams for 2020/21 with Appendix 1 setting out the allocation within themes and Appendix 2 providing a ward by ward breakdown.

2 Cabinet Member Introduction

- 2.1 Transport plays a pivotal role in our daily lives. Haringey is one of London's best-connected boroughs and the transport network is used by our residents, businesses and by people from across the City and beyond; visiting our town centres, our cultural venues or using our connected network to pass through the borough.
- 2.2 Our aim is to ensure that Haringey has a high quality and safe highway network with a reliable public transport system that everyone can access. This year in line with our Borough Plan 2019-2023, we are investing £18,515,000 into a range of highways improvement schemes, making our streets safer, identifying and improving locations with high accident rates, improving the overall quality of our road network and encouraging walking/cycling and the use of public transport.
- 2.3 Road safety is a key objective within this plan, we strive to reduce the number of people killed or seriously injured on our network. Therefore, we will identify and invest in those locations by redesigning to make it safer for pedestrians, cyclist, motorcyclist and other vehicle users.
- 2.4 Tackling air pollution affects all aspects of the Council's work and our transport activities go hand in hand with our commitments to combatting climate change, developing and extending walking, cycling and the wider use of public transport. We will continue to take steps to improve air quality which will include introducing measures to increase walking and cycling to schools (school streets project). To make people feel safer whilst also reducing our carbon footprint we will start a programme of rolling out energy efficient LED lighting across the borough this year.
- 2.5 We will continue to tackle congestion and improve bus service reliability. We will work with TfL to improve bus priority on parts of our road network and improve accessibility bus stops. Where appropriate we will declutter and remove guardrails and renew street furniture. We will promote alternatives to private car use, including car clubs and car sharing and will manage the increasing demand for road space by managing parking capacity in a balanced way.
- 2.6 The key highlights of next year's programme include:
- the delivery of a series of major structures projects in the borough including the North Hill retaining wall and Parkland Walk bridges;
 - the commencement of a two-year programme to rollout borough wide LED lighting investing £3.5m;
 - the investment of over £600k for school streets projects
 - investing over £1.4m for measures to promote more sustainable modes of transport through the introduction cycling, walking, bus priority and other traffic management measures across the borough; and
 - the investment of over £4m in improvements to our roads and footways.
- 2.7 We will continue to engage with residents, traders and other interested parties when developing transport schemes and programmes, allowing them to

contribute to design solutions to tackle traffic congestion, improve road safety and enable more people to cycle and walk.

3 Recommendations

3.1 That Cabinet:

- a) Approves the Highways Works Plan for 2020/21 financial year as set out in the attached Appendix 1 – Funding by Theme:
- b) Authorises the Head of Operations to carry out consultation in accordance with Appendix 4 and to make necessary traffic orders, having had due regard to any prior consultation, to give effect to those schemes in the Highway Works Plan;
- c) Authorises the Head of Operations to consider any objections and representations to statutory consultation on schemes and to report back to the Cabinet Member for Environment if there are significant or substantial objections or concerns raised:
- d) Delegates decisions relating to scheme design and implementation to the Head of Operations.

4 Reasons for Decision

- 4.1 The annual HWP sets out the Council's Highways, Traffic and Parking projects for the coming financial year and how they align with the Council's strategic objectives.
- 4.2 The report provides detail of the funding arrangements seeks authority to proceed with the development and delivery of these projects subject to appropriate consultation.

5 Alternative options considered

- 5.1 No other options were considered. The Council has a statutory obligation to maintain the public highway network. Allocated funding is not sufficient to cover all maintenance requirements therefore this plan prioritises the work that needs to be done. The 2020/21 works plan has been informed by the Council's Transport Strategy and LIP3, which involved consultation with key stakeholders. The maintenance programme has been prioritised through highway condition surveys, visual inspections, and concerns raised by Elected Members and members of the wider community.
- 5.2 The programme includes transport schemes previously agreed by Cabinet as part of the LIP3 and associated 3-year Annual Spending Submission, which is funded by Transport for London (TfL).

5.3 The proposed Council funded projects were approved by Cabinet on the 10th December 2019 as part of the Capital Strategy and 10-year Capital Programme.

6.0 Background Information

6.1 The total confirmed funding for projects within the HWP for 2020/21 is £18,515,000. The breakdown of this funding is set out in paragraph 10.3 of this report. In addition, we are expecting in-year investment from TfL for bus priority measures, cycling facilities and highways structures and from Neighbourhood Community Infrastructure Levy (NCIL). It is also expected that there will be additional investment associated with regeneration projects. The programme of works is set out in themes below, summarising both the level of investment and what improvements will be delivered. The details on the locations of the schemes are set out in the relevant tables as attached in Appendix 1.

6.2 The programme is set out by theme as follows;

- Streetlighting including LED light replacement
- Planned carriageway and footway maintenance including potholes
- Cycling schemes including bike storage (hangars)
- Local Road Safety Schemes especially around schools
- Walking Schemes (including School Streets)
- Highways Structures e.g bridges
- Bus related measures
- Flood Water Management
- Regeneration Schemes
- Developer Funded Schemes
- Controlled Parking Zones

7. Details and Funding (as set out in Appendix 1- Tables 1 to 13)

Street Lighting – £4,800.000 investment (Tables 1a to 1f)

7.1 Street lighting improves road safety, reduces crime and the fear of crime, and promotes active travel, walking and cycling. Over the coming year £4,800,000 will be invested in improving the streetlighting network. This includes an additional £3,500,000 investment to support the delivery of an extended LED programme.

7.2 The LED upgrade programme will also, reduce energy consumption, thereby reducing our carbon footprint as well as reducing the cost of maintaining the lights. The implementation of an Intelligent Control System for the LED lighting will enable the better management of the network, providing opportunities for further reductions in energy usage and quickly identifying those lights that stop working.

- 7.3 The programme will involve the replacement of 5,300 lanterns with LED lanterns, and replacing up to 300 streetlighting columns.

Planned Carriageway and Footway Maintenance– £4,473,000 investment (Tables 2a to 2d)

- 7.4 A well-maintained road network contributes to road safety, improving road conditions whilst reducing accidents for motorcyclists, pedestrians, cyclists and other road users. It also encourages active travel and reduces transport related air pollution. This year £4,473,000 is being invested in our roads.
- 7.5 This will involve resurfacing 48,000m² of carriageway and relaying 20,000 m² of footway. Included within this investment is £649,000 allocated to support reactive maintenance issues that will arise throughout the year. This includes the repair of potholes and footway trip hazards.

Cycling Schemes -Up to £1,235,000 investment (Table 3)

- 7.6 The Council will invest a minimum of £165,000 to promote cycling through a series of cycle related projects. This programme will include physical measures to make existing routes safer and more accessible for cyclists.
- 7.7 The popular bike hangar programme will be expanded, with guaranteed funding of £70,000. Further in year funding opportunities, through the NCIL and TFL will be explored to meet our aspirations of installing up to 50 hangars each year.
- 7.8 In previous financial years officers have worked with TfL and Sustrans in the development of the Haringey sections of Quietway cycle routes, which runs from Farringdon to Bowes Park, and Hornsey to North Hill. However, due to funding constraints, TfL have delayed consultation and implementation of the works. Costs of the works are estimated to be in excess of £1,100,000 within Haringey. TfL have indicated that some or all this funding may become available during 2020/21.

Local Road Safety Schemes - £365,000 investment (Table 4)

- 7.9 An allocation of £365,000 has been made to reduce accidents on the network by redesigning and introducing road safety measures. This will deliver several localised measures targeted at reducing the severity and number of personal injury accidents as they apply to all road users including, pedestrians, cyclists and motor cyclists.

Walking Schemes(including School Streets) - £1, 148,000 investment (Table 5)

- 7.10 An investment of £1,148,000 has been allocated for measures to promote walking and improve pedestrian safety. £200,000 of the funding is allocated to complete the introduction of improved pedestrian facilities at the Lordship Ln / Downhills Way junction which commenced in 2019/20. £130,000 is also allocated to each of the Bounds Green road / High Road N22 and Bounds Green

Road / Durnsford Road junctions to improve pedestrian facilities and road safety at these junctions. Additional pedestrian crossings will be installed in Bedford Road N22 and in Shelbourne Road N17 (subject to NCIL funding).

- 7.11 We are also intend to implement LGBT crossings at two locations including the Lordship Ln / Downhills Way junction.
- 7.12 In order to make our roads safer and improve air quality for children an investment of £39,000 has been allocated to improve the management of the existing Lordship Lane Primary School Streets scheme. An additional £600,000 has also been allocated in 2020/21 as part of a five-year programme to develop and implement a wider School Streets programme. The framework and resulting action plan are being developed by Council's Transport Planning service and delivery of schemes will be undertaken by the Highways and Parking Service.

Highway Structures/Bridges - £3,000,000 investment (Table 6)

- 7.13. A further £800,000 has been allocated in 2020/21 to strengthen and make safe the retaining walls on Highgate Hill (the Bank) and North Hill. Procurement of the North Hill works took place during 2019/20, with works commencing in March 2020. Works relating to Highgate Hill will also be undertaken in 2020/21.
- 7.14 A series of bridges sit along the Parkland Walk, several of which are in urgent need of maintenance. The bridges over Stanhope Road, Stapleton Hall Road, Upper Tollington Road and Vicarage Road are of concern. Therefore £2,200,000 has been allocated to undertake maintenance and permanent repair of those bridges.

Improving bus facilities and services – TBD (Table 7)

- 7.15 Improving reliability is essential to increasing bus usage and passenger satisfaction. Officers will continue to work with TfL and Operators to identify bus “pinch points” reducing congestion and delays that impact on public transport services. These measures will deliver benefits to passengers allowing buses to move more freely. Officers are awaiting confirmation from TfL on our annual funding for bus priority measures. In addition, officers will seek further opportunities for funding via TfL's Enabling Budget and Bus Reliability Programmes.

Flood Water Management - £620,000 investment (Table 8)

- 7.16 A budget of £620,000 has been allocated for flood water management. This budget will be used to alleviate flood risk and flood hazards in the borough. The outcome will be to seek a reduction in the number of locations in the borough where there are repeat incidents of flooding after heavy or persistent rainfall. Improvements in the future resilience of the network are vital to maintain public satisfaction and to ensure that the borough remains a vibrant, diverse and attractive place for people to live and work. A key to our flood water management strategy relates to the improvement to the existing highway

drainage asset, such as gullies, as such an allocation of £133,000 of the budget will be spent on work to improve this infrastructure.

Regeneration Projects – £3,150,000 investment (Table 9)

- 7.17 A series of regeneration projects are either underway or planned. This relates to works in Ferry Lane, Tottenham Green, Tottenham Hale, Wood Green public realm, Wood Green (Good Growth Fund) and Watermead Way (signals access to Marsh Lane depot). Further projects may occur in year and will be delivered as part of the Highways works plan. These projects will support development/regeneration of the borough supporting the Council's objectives, including providing new homes and promoting economic development by supporting existing and new businesses.

Developer Funded Schemes – TBD (Table 10)

- 7.18 Funding is provided by developers to deal with site-specific mitigation of the impact of their development under Section 106 of the Town and Country Planning Act 1990 and section 278 of the Highways Act 1980. These modifications are identified and funded by the developer as part of the planning process. These projects will be identified by the Council's Transport Planning team throughout the year.

Parking Plan and transportation Projects £458,000 investment (Tables 11a and 11b)

- 7.19 The parking schemes programme has been developed prioritising CPZ areas that have not been reviewed for many years. This will include an assessment of the parking provision within those zones to ensure it still works for residents, businesses and visitors whilst also encouraging walking, cycling and the use of more sustainable forms of transport by those who need to travel across the Borough. A key consideration whilst undertaking these reviews will be to ensure that effective engagement with residents leading to high response rates to the consultation proposals.
- 7.20 The Parking Transformation programme will also deliver an extended moving traffic and weight restriction enforcement programme through the roll out of additional CCTV cameras. The programme will also include several carry forward projects from 2019/20.

Traffic Calming and Management Measures £267,000 investment (Table 12)

- 7.21 An allocation of £267,000 has been made for traffic calming and management Measures. These schemes support the borough wide 20mph limit through the introduction of features like road humps and raised tables. Where issues of noncompliance with the speed limit have been identified. With locations prioritised where there are high numbers of vulnerable road users, and the level and severity of accidents can be reduced.

Miscellaneous Corridors and Neighbourhoods £60,000 investment (Table 13)

- 7.22 We will continue to promote alternatives to private car use through the expansion of car clubs, helping manage demand for road space and parking capacity. Where private car ownership is required, we will encourage the use of electrical vehicles as an alternative through the introduction of additional charging facilities. The £60,000 Shared and electric mobility allocation will support these initiatives.

Design, Consultation and Engagement

- 7.23 We are committed to ensuring that local communities are involved in identifying and developing highways schemes in their neighbourhoods.
- 7.24 The schemes identified within this report will be developed by officers in accordance with national, regional and local standards and best practise. This will include, where applicable, the input from Ward Councillors, key stakeholder groups and residents' associations at various stages, in particular during consultation and engagement exercises.
- 7.25 The level of consultation/ notification for schemes is set out in the attached Appendix 3.
- 7.26 The Council will continue to improve the quality of information available to residents and other interested parties on transport projects planned for their areas. This will involve information being made readily available on the Council's website, as well as through improved works signage and advance warning of all highways works. This will minimise disruption and inconvenience associated with works.

8. Contribution to strategic outcomes

- 8.1 The HWP supports two Themes within the Borough Plan 2019-2023;
- 8.2 People Theme: A Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential. The projects and programmes in the HWP will contribute to specific outcomes within this Theme, by improving road safety, encouraging active travel and modal shift and use of low emission vehicles to improve air quality.
- 8.3 Place Theme: A place with strong, resilient & connected communities where people can lead active and healthy lives in an environment that is safe, clean and green. The projects and programmes in the HWP will contribute to specific outcomes within this Theme, by improving the public realm and road network condition, reducing accidents, while improving accessibility for all road users, in particular pedestrians and cyclists and motorcyclists. Measures will also reduce the flooding, and risk of flooding, through measures that will also enhance the public realm.

- 8.4 London-wide contribution to a healthier London - The Mayor of London's new Transport Strategy and Local Implementation Plan 3 guidance was published in 2018. The draft Haringey LIP3 was reported to Cabinet in November 2018 and submitted to TfL for comment in December 2018. Public consultation on the draft was undertaken in January 2019. The final LIP3 was submitted to TfL during 2019 and approved in June 2019.
- 8.5 The Council's Local Plan - Haringey's Local Plan sets out the Council's key planning policies, which include a focus on sustainable transport to be delivered by Haringey's Highways and Traffic team. The regeneration works in Tottenham and Wood Green included in the Local Plan will require management of travel demand, addressing climate change through carbon management and environmental
- 8.6 Transport Strategy - The Highways and Traffic team's 2018 Transport Strategy sets out the strategic vision, objectives and priorities on the future of transport in Haringey over the next 10 years. The strategy outlines how the priorities in the Haringey Borough Plan will be achieved and the role that HWP projects and programmes play in achieving this.

Statutory Officers comments

9. Comments of the Chief Financial Officer

- 9.1 This report sets out the expenditure plan for the Operations Service in the forthcoming year detailing all the key transport related activities including the various funding streams that have been confirmed by TfL and the Councils' Capital Programme.
- 9.2 This document was formerly referred to as the Sustainable Transport Works Plan and is an annual Corporate Governance requirement.
- 9.3 The table below provides a breakdown of the budgets by funding stream. This only includes new funding allocations and does not include carry forward allocations reported in previous works plans.

TfL Corridors and Neighbourhoods	£1,414,000*
TfL Local Transport Fund	£ 100,000
LBH Planned maintenance works budget	£4,373,000
LBH Street Lighting & LED rollout	£4,800,000
LBH Flood Water Management	£ 620,000
LBH Highways Structures	£ 800,000
LBH Parkland Walk Bridges	£2,200,000
LBH School Streets	£ 600,000
LBH & Developer Funded Parking Plan	£ 458,000
Regeneration an Misc Funded projects	£3,150,000
Total	£18,515,000

* TfL C&N allocation of £1,899,000 includes £385,000 of expenditure on cycle training and active travel by the HR&P Department and £100,000 of Liveable Neighbourhoods funding not covered by this report.

9.4 These costs are contained within the existing 20/21 Revenue and Capital programme.

9.5 The Highways Works Plan is funded from three main sources namely as follows:

- Transport for London: This funding is targeted to meet the policies and objectives set out in our Local Implementation Plan (LIP) with the priorities influenced by the Mayor's Transport Strategy. Furthermore, TfL offer opportunities to bid for additional funding throughout the year, therefore this is likely to increase.
- Council Investment: This funding is largely utilised for maintaining borough roads, footways, and street lighting stock. Funding for structures and parking plan are also allocated based on need and priority.
- Other: This funding is principally third-party developer funding, grant funding or from other Council Departments. Developer and grant funding is provided through agreement with the third party and can only be used for the purpose specified in the agreement.

9.6 S106/278 developer funding is subject to variation and is dependent on the progress of associated developments as to the level of funding that will be received in year.

9.7 Officers will need to ensure that the programme of individual works under each heading is contained within the overall budget allocation and therefore these projects will be closely monitored throughout the year.

9.8 During the year local consultations are necessary relating to design and implementation of schemes however any significant objections or issues that occur from these will be reported back to lead members and Cabinet where appropriate.

10 Assistant Director of Corporate Governance Comments

10.1 The Council as a Highways authority has a statutory obligation to maintain the public highways it is responsible for. This report sets out the works plan for the financial year 2020/21 and the consultation process.

10.2 The Assistant Director of Corporate Governance confirms there are no legal reasons preventing the Cabinet from approving the recommendations in the report.

11. Strategic Procurement Comments

11.1 There are no procurement issues arising from this report.

12. **Equalities Comments**

12.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

12.2 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

12.3 An Equalities Impact Assessment (EqIA) formed part of the statutory consultation process in 2018/19 which informed the development of the Local Implementation Plan 3 (LIP). The LIP sets out the objectives, delivery plans and monitoring arrangements for all transport scheme proposals, including those contained in the Highways Works Plan 2020/21.

12.4 The EQIA identified several disproportionate impacts that may occur on equalities groups because of the implementation of delivery plan associated with the LIP.

12.5 The key beneficial impacts relate to:

- Improved access to facilities will benefit all Haringey residents and visitors, but some protected groups such as older people and children will benefit disproportionately.
- Safer roads, less congestion and reduced levels of pollution are likely to benefit people in some of the protected groups, such as older and/or disabled people with respiratory illnesses more than for the general population.

12.6 Groups who may have greater reliance on travel by car (e.g. people with disabilities; parents with childcare commitments; people in transport poverty) may be affected adversely in comparison to other groups who are better able to use public transport or travel actively. Schemes will be individually planned and delivered in such a way as to minimise any negative impacts that may arise.

12.7 The LIP includes proposals to provide a range of suitable alternatives to the car, with action plans for those who want to choose more sustainable modes of transport but at the same time recognising some users will need to use their car.

- 12.8 Measures that increase cycling and walking through improved safety and awareness aim to improve the health and wellbeing of groups with protected characteristics who are known to experience health inequalities.
- 12.9 The LIP includes measures to undertake monitoring in order to collect data for all groups regarding modal share and travel habits. This will help the Council to identify and address any inequalities.
- 12.10 The communication and engagement measures set out in the Highways Work Plan 2020/21 will increase awareness of works and minimise disruption caused at implementation stages. This will allow residents adequate time to make alternative arrangements, and any necessary adjustments will be made on a scheme-by-scheme basis in order to ensure continued access for affected groups with protected characteristics including disabled and elderly residents.

12. Use of Appendices

- 12.1** Appendix 1 – Funding by Theme
Appendix 2 – Works by Ward
Appendix 3 - Consultation

13. Local Government (Access to Information) Act 1985

- Borough Plan 2019-2023
- 2018 Transport Strategy
- Local Plan
- Highways Asset Management Plan
- Local Implementation Plan November 2018
- Local Implementation Plan – 3 Year Delivery Plan 2019 - 2022
- Cabinet Report, Annual Spending Submission for 2019/20, November 2018.
- LIP funding allocation letter from TfL, 18th December 2019
- Sustainable Transport Works Plan 2019/20

14. Web links to schemes

- www.haringey.gov.uk/smartertravel
- www.haringey.gov.uk/majorschemes
- <http://haringey.roadworks.org>

Appendix 1 - Funding by Theme

Table 1: Street Lighting 2020/21 Summary (LBH)

Scheme Name / Location	Ward	Allocation (£k)
Column and Illuminated furniture maintenance programme	Various	835
Street Lighting responsive improvements	Various	225
Festive Lighting & Testing	Various	240
Central Management System and retro fit	Various	814
Street Lighting LED Rollout Programme	Various	2686
Total		4800

Table 1a: Column and Illuminated furniture maintenance programme 2020/21

Road Name	Ward	Allocation (£k)
Mountbatten House	Highgate	20
Coppetts Road	Fortis Green	74
Wood Vale	Muswell Hill	65
Garman Road	Northumberland park	35
Tariff Road	Northumberland park	35
West Road	Northumberland park	40
Queenswood Road	Highgate	75
Upper Tollington Park	Stroud Green	5
The Roundway	White Hart Lane	75
Surrey Gardens	Seven Sisters	10
Wiltshire Gardens	Seven Sisters	20
To be identified through testing programme	various	381
		835

Table 1b – Street Lighting LED Rollout 2020/21 (Service requests)

Road Name	Ward	Allocation (£k)
Gladstone Avenue	Noel Park	25
Portland Road	Tottenham Green	15
Pelham Road	Tottenham Green	15
Woodside Gardens	Bruce Grove	20
The Roundway	White Hart Lane	25
Muswell Hill Road	Muswell Hill	45
Cornwall Road	St Ann's	25
Church Crescent	Muswell Hill	25

Devonshire Hill Lane	White Hart Lane	15
Muswell Hill	Muswell Hill	25
Fortis Green	Fortis Green	25
Muswell Hill Road	Highgate	34
Great North Road	Fortis Green	25
Florence Road 'Match Funding'	Stroud Green	15
Church Vale	Fortis Green	27
Twyford Avenue	Fortis Green	16
Tynemouth Road	Tottenham Green	13
Cedar Road	Northumberland Pk	15
Rusper Road	Northumberland Pk	15
		420

Table 1c – Street Lighting LED Rollout 2020/21 – (Condition survey)

Road Name	Ward	Allocation (£k)
Muswell Avenue	Alexandra	20
Coniston Road	Alexandra	18
Cuzon Road	Alexandra	18
Cranbourne Road	Alexandra	15
Rosebery Road	Alexandra	15
Donovan Avenue	Alexandra	15
Palace Court Gardens	Alexandra	15
Dukes Avenue	Alexandra	35
Grove Avenue	Alexandra	25
Lansdowne Road	Alexandra	20
Cecil Road	Alexandra	15
The Avenue	Alexandra	15
Danvers Road 'Match Funding'	Muswell Hill	3
Farrer Road 'Match Funding'	Muswell Hill	4
Farrer Mews 'Match Funding'	Muswell Hill	2
Park Avenue North 'Match Funding'	Muswell Hill	5
Redston Road 'Match Funding'	Muswell Hill	6
Warner Road 'Match Funding'	Muswell Hill	4
Park Avenue South 'Match Funding'	Muswell Hill	6
Elmfield Avenue ' Match Funding'	Hornsey	5
Freme park Road 'Match Funding'	Stroud green	5
Middle lane 'Match Funding'	Hornsey	16
Park Road 'Match Funding'	Crouch End	21
Rokesley Avenue 'Match Funding'	Hornsey	5
Tottenham lane ` Match Funding'	Hornsey	17
Wolseley Road 'Match Funding'	Crouch End	7
Mount pleasant Road	Bruce Grove	25
Janson's road	Bruce Grove	15

Wood Side Gardens	Bruce Grove	15
Barry Avenue	Seven Sisters	15
Cadoxton Avenue	Seven Sisters	15
Castlewood Road	Seven Sisters	15
Clifton Gardens	Seven Sisters	15
Craven Park Road	Seven Sisters	25
Crowland Road	Seven Sisters	20
Elm Park Avenue	Seven Sisters	15
Fairview Road	Seven Sisters	20
Ferndale Road	Seven Sisters	16
Gladesmore Road	Seven Sisters	18
Leadale Road	Seven Sisters	15
Lealand Road	Seven Sisters	16
Lockmead Road	Seven Sisters	15
Norfolk Avenue	Seven Sisters	15
Paignton Road	Seven Sisters	15
Richmond Road	Seven Sisters	15
Riverside Road	Seven Sisters	15
Wargrave Avenue	Seven Sisters	20
Wellington Avenue	Seven Sisters	16
Campbell Road	Northumberland Pk	15
Foyle Road	Northumberland Pk	15
Hampden Lane	Northumberland Pk	15
Hampden Road	Northumberland Pk	15
Manor Road	Northumberland Pk	20
St Pauls Road	Northumberland Pk	20
Argyle Road	Northumberland Pk	16
Asplins Road	Northumberland Pk	16
Baronet Road	Northumberland Pk	14
Baronet Grove	Northumberland Pk	10
Oulton Road	Tottenham Green	14
Cissbury Road	Tottenham Green	14
Lyford Road	Tottenham Green	14
Grove Road	Tottenham Green	14
Victoria Crescent	Tottenham Green	14
Braemar Road	Tottenham Green	14
Russell Road	Tottenham Green	15
Greenfield Road	Tottenham Green	15
Elizabeth Road	Tottenham Green	15
Laburnum Avenue	Tottenham Green	15
Acacia Avenue	White Hart Lane	15
Queens Street	White Hart Lane	14

Allington Avenue	White Hart Lane	14
Fpath Selby road to Queens Street	White Hart Lane	10
Princes Street	White Hart Lane	10
		1066

Table 1d – Street Lighting LED Rollout 2020/21 – High Energy Usage

Road Name	Ward	Allocation (£k)
Albert Road	Alexandra	10
Alexandra Palace Way	Alexandra	15
Alexandra Park Road	Alexandra	20
Bedford Road	Alexandra	15
Durnsford Road	Alexandra	35
Palace Gates Road	Alexandra	20
Bounds Green Road	Bounds Green	75
Buckingham Road	Bounds Green	15
Colney Hatch Lane	Fortis Green	25
Fortis Green	Fortis Green	20
Great North Road	Fortis Green	15
Woodside Avenue	Fortis Green	10
Alroy Road	Harringay	10
Endymion Road	Harringay	15
Green Lanes	Harringay	75
Castle Yard	Highgate	10
Hampstead Lane	Highgate	45
Highgate High Street	Highgate	10
Highgate Hill	Highgate	15
Hornsey Lane	Highgate	35
Muswell Hill Road	Highgate	35
North Hill	Highgate	20
North Road	Highgate	25
Southwood Lane	Highgate	35
Lordship Lane	Noel park	45
Mary Neuner Road	Noel park	10
Mayes Road	Noel park	10
Cranley Gardens	Muswell Hill	20
Muswell Hill	Muswell Hill	15
Muswell Hill Road	Muswell Hill	25
Priory Road	Muswell Hill	25
Black Boy Lane	St Ann's	20
St Ann's Road	St Ann's	35
Chisley Road	Seven Sisters	15
Green Lanes	Seven Sisters	35

Netherton Road	Seven Sisters	15
Overbury Road	Seven Sisters	10
Tewkesbury Road	Seven Sisters	15
		900

Table 1e – Street Lighting LED Rollout 2020/21 – Crime Hot spots

Road Name	Ward	Allocation (£k)
High Road Tottenham	Tottenham Hale	125
Clyde Road N15	Tottenham Green	15
Pembury Road	Bruce Grove	18
Argyle passage	Northumberland Park	15
Scotland Green	Tottenham Hale	25
Stoneleigh Road	Tottenham Green	25
Carbuncle passage	Tottenham Hale	15
Brereton Road	Northumberland Park	14
Whitehall Street	Northumberland Park	16
Havelock Road	Tottenham Hale	14
Roseberry Road	Tottenham Hale	18
		300

Table 1f: Street Lighting Other 2020/21

Scheme Name / Location	Ward	Allocation (£k)
Festive Lighting	various	100
Structural & Electrical Testing	Various	140
Total		240

Table 2: Carriageway & Footway Summary (TfL funded & Council Funded)

Scheme Name / Location	Ward	Allocation (£k)
Footway relaying (Council funded)	Various	1,673
Classified and Unclassified roads resurfacing (Council funded)	Various	1,100
Short Section Footway, Carriageway & Highways Marginal Land maintenance (Council funded)	Various	451
Principal Road Maintenance (Council funded)	Various	500
Principal Road Maintenance (TfL LTP funded)	Various	100
Responsive Maintenance (Council funded)	Various	649
Total		4,473

Table 2a: Principal Rd Carriageway Planned Maintenance 2020/21 (TfL & Council)

Road Name	Ward	Allocation (£k)
Bounds Green Road, N22 (Part)	Bounds Green	150
Lordship Lane, N22 (Part)	Noel Park	190
Turnpike Lane, N8 (Part)	Noel Park	160
TfL LTF Principal Road Essential Maintenance	Various	100
Total		600

Table 2b: Carriageway Planned Maintenance 2020/21 (LBH)

Road Name	Ward	Allocation (£k)
Alexandra Park Road, N22 (Part)	Alexandra	45.50
Avenue Road, N6 (Part)	Crouch End	46.50
Berkeley Road, N8 (Part)	Crouch End	22.00
Black Boy Lane, N15 (Part)	St Anns	130.00
Causton Road, N6	Highgate	37.00
Chesterfield Gardens, N4 (Part)	St Anns	31.00

Coleridge Road, N8 (Part)	Crouch End	50.50
Hampstead Lane, N6 (Part)	Highgate	141.00
Hillfield Avenue, N8 (Part)	Hornsey	30.00
Inderwick Road, N8 (Part)	Hornsey	28.50
Langdon Park Road, N6 (Part)	Highgate	28.00
Moselle Avenue, N22 (Part)	Noel Park	35.00
Southwood Avenue, N6	Highgate	32.00
St Anns Road, N15 (Part)	St Anns	149.00
Sylvan Avenue, N22	Woodside	60.00
Umfrevile Road, N4	Harringay	50.00
White Hart Lane, N22 (Part)	White Hart Lane	150.00
Winchester Place, N6	Highgate	34.00
Total		1,100

Road Name	Ward	Allocation (£k)
Albany Road,N4 (Part)	Stroud Green	42.00
Alexandra Park road, N22 (Part)	Alexandra	71.70
Blake Road, N11 (Part)	Bounds Green	62.00
Cavendish Road, N4 (part)	Harringay	55.60
Cecil Road, N10 (Part)	Alexandra	44.80
Church Road, N17 (Part)	Northumberland park	25.00
Connaught Gardens, N10 (Part)	Muswell Hill	71.70
Cranley Gardens, N10 (part)	Muswell Hill	70.00
Durnsford Road, N11 (Part)	Bounds Green	68.00
Gospatrick Road, N17 (Part)	White Hart Lane	80.00
Grand Avenue, N10 (Part)	Muswell Hill	76.00
Harvey Road, N8 (Part)	Hornsey	30.00
Holmesdale Road, N6 (Part)	Highgate	21.00
Kimberley Gardens, N4 (Part)	St Anns	50.60
Maryland Road, N22 (Part)	Woodside	69.70
Nelson Road, N8 (Part)	Stroud Green	101.20

Newham Road , N22 (Part)	Woodside	60.00
North Road, N6 (Part)	Highgate	25.00
Pellatt Grove, N22 (Part)	Woodside	75.00
Pemberton Road, N4 (Part)	Harringay	80.00
Quernmore Road, N4 (Part)	Stroud Green	70.30
Redstone Road, N8 (Part)	Muswell Hill	115.00
Risley Avenue, N17 (Part)	White Hart Lane	72.00
Sommerford Grove, N17 (Part)	Northumberland Grove	15.00
Stirling Road, N22 (Part)	Woodside	65.00
Tottenham Lane, N8 (Part)	Hornsey	40.00
umfreville Road, N4 (Part)	Harringay	90.00
Uplands Road, N8 (Part)	Stroud Green	26.40
		1,673

Table 2c: Footway Planned Maintenance (LBH) 2020/21

Table 2d: Planned Maintenance Short Section Repairs (LBH) 2020/21

Scheme Name / Location	Ward	Allocation (£k)
Footway and Carriageway short sections (identified in year)	Various	396
Short section road marking maintenance (identified in year)	Various	30
Highways Marginal Land Improvements	Various	25
Total		451

Table 3: Cycling Programme 2020/21

Scheme Name / Location.	Ward	Allocation (£k)
Improving Cycle Permeability TfL	Various	35
Cycle Parking (including Cycle Hangars) TfL	Various	70
Cycle Hangar TfL expanded programme TfL	Various	t.b.c
Cycle Hangar NCIL programme	various	t.b.c
Local Cycle Measures TfL	Various	35

New Cycle and Pedestrian route Improvement measures (cycling measures) TfL	Various	25
Farringdon – Bowes Park Quiet way (Haringey Section) TfL	Bounds Green / Hornsey / Stroud Green	t.b.c
Cycle Future Route 2 – Tottenham Hale to Camden TfL	Tottenham Green / Seven Sisters	t.b.c
Total		165

Table 4: Local Safety Schemes 2020/21 (TfL)

Scheme Name / Location	Ward	Allocation (£k)
Ferne Park Road study	Hornsey / Stroud Grn / Crouch End	80
Bruce Grove / The Avenue	Bruce Grove	50
Reactive LSS measures	Various	35
Elsden/Newley/Hartham/Pembury Roads N17 Study	Bruce Grove	10
West Green Road / Spur Road	Tottenham Grn	50
West Green Road/Langham Road/Belmont Area	West Green	80
Weston Park N8 Area	Stroud Grn / Hornsey / Crouchend	60
Total		365

Table 5: Walking Programme 2020/21

Scheme Name / including Location.	Ward	Allocation (£k)
Bounds Green tube station TfL	Bounds Green	130
School streets Programme (lordship primary) TfL	Woodside	39
Local Pedestrian Improvements TfL	various	19
High Road N22 Bounds Green Road TfL	Woodside	130
New Cycle and Pedestrian route Improvement measures (Walking measures – Bedford Road crossing) TfL	Alexandra	30

Lordship Ln. Downhills pedestrian improvements TfL	Woodside/ White Hart Ln / West Green	200
Shelbourne Road crossing (NCIL)	Tottenham Hale	t.b.c
LGBT Crossing (Roundway / Lordship Ln) Downhills Way arm NCIL and additional site	West Green & t.b.c	t.b.c
School Streets Projects (LBH)	various	600
Total		1148

Table 6: Highway Structures Maintenance 2020/21(LBH)

Scheme Name / Location	Ward	Allocation (£k)
North Hill & the Bank Retaining Wall	Highgate	800
Parkland Walk Bridges	various	2200
Total		3000

Table 7: Bus Measures (TfL)

Scheme Name / Location		Allocation (£k)
Bus Stop Accessibility	Various	t.b.c
Enabling Works	Various	t.b.c
Bus Reliability	Various	t.b.c
Bus Priority (C&N)	Bruce Grove	9
Total		9

Table 8: Flood Water Management Programme 2020/21

Scheme Name/Location	Ward	Allocation (£k)
Larkspur Flood Mitigation Measures Design	White Hart Ln	33.5
Highway Footway Maintenance SuDS - Construction	Various	53

Chestnut Park/Stonebridge Brook - Preliminary Design	St Ann's	40
Drainage Repair Works	Various	133
Flood Water Management Duty Asset Development	Various	47
Adams Road N17 - Construction	West Green	113.5
The Lindales, Cooperage Close N17 - Construction	Northumberland Park	126.5
Highways Traffic Schemes - SuDS	Various	40
Cross Lane N8 Floot Mitigation Measures - Preliminary Design	Hornsey	33.5
Total		620

Table 9: Tottenham Regeneration and Miscellaneous Projects 2020/21

Scheme Name / Location	Ward	Allocation (£k)
Broad Lane		250
Tottenham Grn Ph2	Tottenham Green	1,300
Pages Green	Tottenham Green	t.b.c
Ferry Lane	Tottenham Hale/ Tottenham Green	1,600
Tottenham Hale enabling works	Tottenham Hale/ Tottenham Green	t.b.c
Tottenham Hale Public Realm	Tottenham Hale/ Tottenham Green	t.b.c
Wood Green Public Realm and Penstock Tunnel	Noel Park	t.b.c
Watermead Way, Depot Signals	Tottenham Hale	t.b.c
Clinton Road Traffic management	St Ann's	t.b.c
Total		3,150

Table 10: Developer Programme

Scheme Name / Location	Ward	Allocation (£k)
S106 / s278 funded projects	Various	t.b.c
Total		t.b.c

Scheme Name or Location	Last Reviewed	Ward	Allocation (£k) LBH Capital	Allocation (£k) Developer
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Table 11a: Parking Plan Projects 2020/21 (LBH and S106)

Highgate CPZ Review	2005	Highgate		37
Seven Sisters CPZ Review	2007	Tottenham Green	60	
Finsbury Park CPZ Review	2011	Stroud Green	25	
Finsbury Park CPZ B Review	2011	Stroud Green	25	
Finsbury Park CPZ C Review	2011	Stroud Green	25	
Tottenham North CPZ Review	2015	Northumberland Park	45	
Wood Green Inner & Outer CPZ Review	2016	Woodside, Noel Park, Harringey, West Green, St Ann's, Alexandra, Bounds Green	30	
Review of Hornsey North CPZ area including a review of Hornsey High Street	2017	Hornsey & Muswell Hill		60
Bruce Castle CPZ Review to Extend into Tottenham West	2018	Northumberland Park	30	
White Hart Lane CPZ Review	2018	White Hart Lane		40
Waiting and loading review and Minor Parking Schemes		Borough wide	81	
		Totals	321	137

Table 11b: Parking Transformation Carry Forward Schemes from the STWP 2019-2020
(existing funding)

Scheme Name or Location	Last Reviewed	Ward
Wood Green Town Centre - Review to convert shared use facilities to paid for parking	2015	Woodside, Noel Park, Harringay, West Green, St Ann's, Alexandra, Bounds Green
South Tottenham New CPZ	New Scheme	South Tottenham
TED Review (Tottenham East)	2015	Northumberland Park & Tottenham Hale
TED Review (Tottenham West)	2015	Northumberland Park, Tottenham Hale & White Hart Lane
Tower Gardens Event Day Review	2015	White Hart Lane & West Green
Tottenham Hale North Event Day CPZ Review	2018	Northumberland Park
Highgate Station A & Outer CPZ Review of Hours	2005	Highgate & Crouch End
Alexandra Palace West CPZ	New Scheme	Alexandra
Fortis Green North CPZ	New Scheme	Fortis Green
Muswell Hill Ext CPZ	2016	Fortis Green
Crouch End 'A' Review	2011	Crouch End, Muswell Hill, Stroud Green & Hornsey
Crouch End 'B' Review	2011	Crouch End
Bruce Grove CPZ areas (including BGR, BGN and BGW)	2019	Bruce Gove & West Green
Highgate Weight Limit Compliance	2014	Highgate
		Totals

Table 12: Traffic Calming & Management 2020/21(TfL)

Scheme Name / Location	Ward	Allocation (£k)
20mph Complimentary Measures	Various	30
Hampstead Lane Zebra Crossings	Highgate	100
Perth Road area	Woodside	100
Cranley Gardens N10 area	Muswell Hill	17
Highgate Avenue	Highgate	20
Total		267

Table 13: Miscellaneous Corridor and Neighbourhood measures

Scheme Name / Location	Ward	Allocation (£k)
Shared and electric mobility	various	60
Total		60

Appendix 2 - Ward by Ward breakdown of Works.

WARD	TRANSPORT AREA	PROJECT	Cost
Alexandra	Carriageway Planned Maintenance	Alexandra Park Road, N22 (Part)	45.50
	Footway Planned Maintenance	Alexandra Rd, N22 (Part); Cecil Road, N10 (Part)	116.5
	Parking	Wood Green Inner & Outer CPZ Review	3
	Walking	Bedford Road Crossing	30
	Street Lighting Led Rollout	Muswell Avenue; Coniston Road; Curzon Road; Cranbourne Rd; Rosebery Road, Donovan Avenue; Palace Court Gardens; Dukes Avenue; Lansdown Road; Cecil Road; The Avenue; Albert Road; Alexandra Palace Way; Alexandra Park Road; Bedford Road; Palace Gates Road	341
		Total	536
Bounds Green	Principal Road Planned Maintenance	Bounds Green Road N22 (part)	150
	Footway Planned Maintenance	Blake Road, N11 (part); Durnsford Road, N11 (Part)	130
	Parking	Wood Green Inner & Outer CPZ Review	2
	Cycling	Farringdon - Bowes Park Quietway.	t.b.c
	Walking	Bounds Green station	130
	Street lighting LED Upgrade	Bounds Green Road; Buckingham Road	90
	Total	502	
Bruce Grove	Street lighting LED Upgrade	Woodside Garden Mount pleasant Road Janson's road Woodside Gardens Pembury Road	73
	C&N Misc Funding – Bus Priority	Philip Ln bus stop	9

WARD	TRANSPORT AREA	PROJECT	Cost
	Local Safety Schemes	Elsden/Newley/Hartham/Pembury Roads N17 Study Bruce Grove / The Avenue	60
		Total	142
Crouch End	Local Safety Schemes	Ferme Park Road study Weston Park N8 Area	46.7
	Street lighting LED Upgrade	Park Road; Wolseley Road	28
	Carriageway Planned Maintenance	Avenue Road N6 (part); Berkeley Road N8 (part); Coleridge Road N8 (part)	119
		Total	193.7
Fortis Green	Street Lighting Column and Illuminated furniture maintenance programme	Coppetts Road	65
	Street Lighting LED Upgrade	Fortis Green; Great North Road; Church Vale; TwyFord Avenue; Colney Hatch Ln; Fortis Grn; Woodside Avenue	163
		Total	228
Harringay	Carriageway Planned Maintenance	Umfrevile Road, N4	50
	Parking	Wood Green Inner & Outer CPZ Review	5
	Footway Planned Maintenance	Cavendish Road, N4 (Part); Pemberton Road, N4 (Part); Umfreville Road, N4 (Part)	225.60
	Street Lighting LED Upgrade	Alroy Road; Endymion Rd; Green Lanes	100
		Total	380.60
	Street Lighting Column and Illuminated furniture maintenance programme	Mountbatten House; Queenswood Road	95
	Flood Water Management	Queens Wood Flood Alleviation project, awaiting funding confirmation from the EA	t.b.c
	Street lighting LED Upgrade	Muswell Hill Road; Southwood Lane; Hampstead Lane N6; Highgate High St; Highgate Hill; Hornsey Ln; Muswell hill Rd; North	355

WARD	TRANSPORT AREA	PROJECT	Cost
Highgate		Hill; North Road	
	Carriageway Planned Maintenance	Causton Road, N6; Hampstead Lane, N6 (Part); Langdon Park Road, N6 (Part); Southwood Avenue, N6; Winchester Place, N6.	272
	Traffic Management	Hampstead Lane Zebra Crossings Highgate Avenue	120
	Footway Planned Maintenance	Holmesdale Road, N6 (Part); North Road, N6 (Part)	46
	Structures	North Hill retaining wall; The Bank retaining wall.	800
	Parking	Highgate CPZ Review.	37
	Flood Water Management	Cross Lane N8 Flood Mitigation Measures - Preliminary Design	33.5
		Total	1,758.5
Hornsey	Street lighting LED Upgrade	Elmfield Avenue Middle lane Rokesley Avenue Tottenham lane	43
	Carriageway Planned Maintenance	Hillfield Avenue, N8 (Part); Inderwick Road, N8 (Part)	58.5
	Footway Planned Maintenance	Harvey Road, N8 (Part); Tottenham Lane, N8 (Part)	70
	Local Safety Schemes	Ferme Park Road study Weston Park N8 Area	46.7
	Cycling	Farringdon - Bowes Park Quietway.	t.b.c
	Parking	Review Hornsey North CPZ area including a review of Hornsey High Street	30
		Total	248.2
	Street lighting LED Upgrade	Muswell Hill road; Church Crescent; Muswell Hill; Danvers Rd; Farrer Rd; Farrer Mews; Park Avenue North; Redston Road; Warner Road; Park Avenue South	125
	Street Lighting Column and Illuminated furniture maintenance programme	Wood Vale N10	65
	Traffic Management	Cranley Gardens N10 area	17
	Parking	Review Hornsey North CPZ area	30

WARD	TRANSPORT AREA	PROJECT	Cost
Muswell Hill		including a review of Hornsey High Street	
	Footway Planned Maintenance	Connaught Gardens, N10 (Part); Cranley Gardens, N10 (Part); Grand Avenue, N10 (Part); Redstone Road, N8 (Part)	332.70
	Flood Water Management	Queens Wood Flood Mitigation EA funding	t.b.c
		Total	569.7
Noel Park	Principal Road Planned Maintenance	Lordship Lane, N22 (Part), Turnpike Lane, N8 (Part)	350
	Carriageway Planned Maintenance	Moselle Avenue, N22 (Part)	35
	Parking	Wood Green Inner & Outer CPZ Review	5
	Tottenham and Miscellaneous Regeneration / Redevelopment Projects	Wood Green Public Realm and Penstock Tunnel	t.b.c
	Street Lighting LED Upgrade	Gladstone Avenue Lordship Ln; Mary Neuner Road; Mayes Rd;	90
		Total	480
Northumberland Park	Street Lighting Column and Illuminated furniture maintenance programme	Garman Road Tariff Road West Road	110
	Street Lighting LED Upgrade	Campbell Road; Foyle Road; Hampden Ln; Hampden Rd; Manor Rd; St Pauls Rd; Argyle Rd; Asplins Rd; Baronet Rd; Baronet Grove; Cedar Road ; Rusper Road; Argyle Passage; Bereton Rd; Whitehall st	216
	Footway Planned Maintenance	Church Road, N17 (Part); Sommerford Grove, N17 (Part)	40
	Flood Water Management	The Lindales, Cooperage Close N17 - Construction	126.5
	Parking	Tottenham North CPZ review; Bruce Castle CPZ Review to Extend	75

WARD	TRANSPORT AREA	PROJECT	Cost
		into Tottenham West	
		Total	567.5
St Ann's	Carriageway Planned Maintenance	Black Boy Lane, N15 (part); Chesterfield Gardens, N4 (Part); St Anns Road, N15 (Part)	310
	Footway Planned Maintenance	Kimberley Gardens, N4 (Part)	50.60
	Parking	Wood Green Inner & Outer CPZ Review	5
	Street lighting LED upgrade	Cornwall Road; Black Boy Ln; St Ann's Rd	80
	Flood Water Management	Chestnut Park/Stonebridge Brook - Preliminary Design	40
		Total	485.6
Seven Sisters	Column and Illuminated furniture maintenance programme	Surrey Gardens Wiltshire Gardens	30
	Miscellaneous projects	Clinton Road Traffic management	t.b.c
	Street lighting LED upgrade	Barry Avenue; Cadoxton Avenue Castlewood Road; Clifton Gardens Craven Park Road; Crowland Road Elm Park Avenue; Fairview Road Ferndale Road; Gladesmore Road Leadale Road; Lealand Road Lockmead Road; Norfolk Avenue Paignton Road; Richmond Road Riverside Road; Wargrave Avenue Wellington Avenue Chisley Rd; Green Lanes; Netherton Rd; Overbury Rd; Tewkesbury Rd	406
	Cycling	Cycling Future Route 2	t.b.c
		Total	436
Stroud Green	Parking	Finsbury Park CPZ Review; Finsbury Park CPZ B Review; Finsbury Park CPZ C Review	75
	Street Lighting Column and Illuminated furniture maintenance programme	Upper Tollington Park	5

WARD	TRANSPORT AREA	PROJECT	Cost
	Street lighting LED upgrade	Florence Road	15
	Cycling	Farringdon - Bowes Park Quietway.	t.b.c
	Footway Planned Maintenance	Uplands Road, N8 (Part) Quernmore Road, N4 (Part) Albany Road, N4 (Part) Nelson Road, N8 (Part)	239.9
	Local Safety Schemes	Ferme Park Road study Weston Park N8 Area	46.6
		Total	381.5
Tottenham Green	Tottenham and Miscellaneous Regeneration / Redevelopment Projects	Ferry Lane; Tottenham Hale related works; Tottenham Grn Ph 2; Broad Lane; Pages Grn	2350
	Local Safety Schemes	West Green Road / Spur Road	50
	Street lighting LED Upgrade	Portland Road Pelham Road Grove Road Victoria Crescent Braemar Road Russell Road Greenfield Road Tynemouth Road Clyde Road N15 Stoneleigh Road	184
	Parking	Seven Sister CPZ Review	60
	Cycling	Cycling Future Route 2	t.b.c
		Total	2,644
Tottenham Hale	Street lighting LED Upgrade	High Rd Tottenham Scotland Grn; Carbuncle Passage; Havelock Rd; Roseberry Rd	197
	Developer & NCIL	Shelbourne Road crossing	t.b.c
	Tottenham and Miscellaneous Regeneration / Redevelopment Projects	Ferry Lane; Tottenham Hale related works; Watermead Way, Depot Signals	800
		Total	997

WARD	TRANSPORT AREA	PROJECT	Cost
West Green	Flood Water Management	Adams Road N17 - Construction	113.5
	Local Safety Scheme	West Green Road/Langham Road/Belmont Area	80
	Parking	Wood Green Inner & Outer CPZ Review	5
	Walking schemes	Lordship Ln. Downhills pedestrian improvements	67
	Developer & NCIL	LGBT crossing Downhills Way	t.b.c
		Total	265.5
White Hart Lane	Column and Illuminated furniture maintenance programme	The Roundway	75
	Street lighting LED Upgrade	The Roundway; Acacia Avenue; Queens Street; Allington Avenue; Fpath Selby road to Queens Street; Princes Street	88
	Footway Planned Maintenance	Risley Avenue, N17 (Part); Gospatrick Road, N17 (Part)	152
	Carriageway Planned Maintenance	White Hart Lane (part)	150
	Flood Water Management	Larkspur Flood Mitigation Measures Design	33.5
	Parking	White Hart Lane CPZ Review	40
	Walking Schemes	Lordship Ln. Downhills pedestrian improvements	67
		Total	605.5
Woodside	Carriageway Planned Maintenance	Sylvan Avenue, N22	60
	Footway Planned Maintenance	Maryland Road, N22 (Part); Newham Road , N22 (Part); Pellatt Grove, N22 (Part); Stirling Road, N22 (Part)	269.7
	Parking	Wood Green Inner & Outer CPZ Review	5
	Traffic Management	Perth Road	100
	Walking Schemes	High Road N22 Bounds Green study Lordship Ln. Downhills pedestrian improvements	235

WARD	TRANSPORT AREA	PROJECT	Cost
		School street – Lordship Primary	
		Total	669.7
BOROUGH WIDE PROJECTS			
Bus stop accessibility/ Enabling Works/Bus Reliability		to be confirmed	t.b.c
Structures		Various parkland walk bridge structural improvements	2200
Parking		Waiting and loading review and Minor Parking Schemes	81
Dedicated Disable Bays		Continuation of borough wide rollout, (£362k carry forward)	0
Column and Illuminated furniture maintenance programme		Various locations to be identified via the testing programme	441
Street Lighting – Festive Lighting & Structural Testing		Various locations	240
Street Lighting responsive improvements		Various locations	225
Street lighting LED Upgrade		Cost for CMS converting existing Led Lanterns & procurement	855
Cycling		Cycle Parking; improving cycle permeability; local cycle measures; New Cycle and Pedestrian route Improvement measures	165
Walking		Local Pedestrian Improvements	19
Traffic Management		20mph complimentary measures	30
Shared and electric mobility		Various associated with EV charging and car clubs	60
Local safety schemes		Reactive intervention measures	35
Flood Water Management)		Planned Footway Enhancement SuDS Drainage Repair Works Flood Water Management Duty Asset Development Highways Traffic Schemes - SuDS	273
Developer & NCIL Funding Schemes		Various s106/s278 schemes to be confirmed; Bike hangars	t.b.c
Tottenham and Miscellaneous Regeneration / Redevelopment Projects		Wood Green Good Growth fund - Various	t.b.c
Short Section Repairs		Footway & Carriageway short sections & HML (identified in year). Short section road marking maintenance (identified in year)	451

WARD	TRANSPORT AREA	PROJECT	Cost
	Highways Responsive Maintenance (Council funded)	Various Locations	649
	TfL LTF Principal Road Planned (Essential) Maintenance	Smaller lengths of various principal road repairs (prioritised in year)	100
	School Streets Projects	Various locations to be confirmed	600
		Total	6,424
		Grand Total	18,515

Appendix 3: Consultation

The various traffic schemes developed through this works plan will be the subject of further consultation/ notification. The level of consultation/ notification will depend on the impact of the scheme on the local community. The three consultation/notification types are:

- Notification of works (All works) – residents and businesses of affected roads will be notified by letter drop on approval of the Highways Works Plan. In addition, they will be notified by letter drop and any other appropriate media 3 weeks in advance of work commencing.
- Statutory notification - the public will be notified of the council's intention regarding proposals through advertisements placed in the local press and on site. Residents and businesses of the affected roads will also be notified by letter drop. The notification will provide full details of the scheme and a commencement date for construction. Resident, traders and other interested parties will have the opportunity to approve/object to these proposals and these considerations will be taken into account before implementing the scheme.
- Full consultation – any high-profile schemes will be subject to full consultation which will include public meetings, exhibitions, public events and formal consultation questionnaires. The Table below sets out the consultation process by scheme.

Scheme Name / Location.	Allocation (£k)	Consultation Type		
	2020/21	Notification	Statutory Notification	Full Consultation
Principal Road Renewal (Local Transport Fund & Borough)				
Bounds Green Road, N22 (Part)	150	✓		
Lordship Lane, N22 (Part)	190	✓		
Turnpike Lane, N8 (Part)	160	✓		
TfL LTF Principal Road Essential Maintenance	100	✓		
Traffic Management				
20mph publicity, signing and VAS	30	✓		
Hampstead Lane Zebra Crossings	100	✓	✓	✓
Perth Road area	100	✓	✓	✓
Cranley Gardens N10 area	17	✓		
Highgate Avenue	20	✓		

Local Safety Schemes				
Ferne Park Road study	80	✓	✓	✓
Bruce Grove / The Avenue	50	✓	✓	
Reactive LSS measures	35	✓	✓	
Elsden/Newley/Hartham/Pembury Roads N17 Study	10	n/a		
West Green Road / Spur Road	50	✓	✓	
West Green Road/Langham Road/Belmont Area	80	✓	✓	
Weston Park N8 Area	60	✓	✓	
Cycling				
Improving Cycle Permeability	35	✓	✓	
Cycle Parking	70	✓	✓	
Cycle Hangar TfL expanded programme	t.b.c	✓	✓	
Local Cycle Measures	35	✓	✓	
New Cycle and Pedestrian route Improvement measures (cycling measures)	25	✓	✓	
Farringdon – Bowes Park Quietway	t.b.c	✓	✓	
Walking				
Bounds Green tube station	130	✓	✓	
School Streets Programme (TfL)	39	✓		
Local Pedestrian Improvements	19	✓	✓	
New Cycle and Pedestrian route Improvement measures (Walking measures – Bedford Road)	30	✓	✓	✓
High Road N22 Bounds Green study	130	✓	✓	✓
Lordship Ln. Downhills pedestrian improvements	200	✓	✓	✓
Miscellaneous Corridor and Neighbourhood measures				
Shared and electric mobility	60	✓		
Bus measures	9	✓	✓	
Council Capital Investment				
Street lighting	1300	✓		
Street lighting led and CMS programme	3500	✓		
Footway and Carriageway Improvements	3,873	✓		
Highways Structures Maintenance	3000	✓		

Flood Water Management	620	✓	✓	
Parking Plan & Parking Transformation Projects	458	✓	✓	✓
Tottenham Regeneration and Miscellaneous Projects				
NCIL funded projects	t.b.c	✓	✓	
Developer funded projects	t.b.c	✓	✓	
School Streets projects (LBH)	600	✓	✓	✓
Clinton Road Traffic management	t.b.c	✓	✓	✓
Broad Lane	250	✓	✓	✓
Tottenham Grn Ph2	1300	✓	✓	✓
Ferry Lane	1600	✓	✓	✓
Tottenham Hale related projects	t.b.c	✓	✓	✓
Wood Green Public Realm and Penstock Tunnel	t.b.c	✓	✓	
Watermead Way, Depot Signals	t.b.c	✓	✓	

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Report for: **Cabinet 10 March 2020**

Making Non-Immediate Article 4 Direction for Office (B1a) to Residential (C3) Changes of Use

Report

Prepared by: Dan Hawthorn, Director of Housing, Regeneration & Planning

Lead Officer: Rob Krzyszowski, Head of Planning Policy, Transport & Infrastructure

Ward(s) affected: All

Report for Key decision

1. Describe the issue under consideration

- 1.1 In 2013 the Government introduced changes to Permitted Development rights, which included Prior Approval to allow Offices (use class B1a) to change use to Residential (use class C3) without a full planning permission. The intent of this was to introduce greater flexibility and speed to achieve an increase in the delivery of new homes.
- 1.2 However, as a result there is widespread evidence that these changes have led to significant negative impacts through the loss of employment floorspace to the detriment of the Office market. The opportunity to secure affordable homes is also lost on these sites. The introduction of these permitted development rights has also hindered the Council's Plan Led approach to development in Haringey as set out in the Local Plan. Without intervention to restrict these Prior Approvals from Office to Residential by the Council, these negative impacts are likely to continue.
- 1.3 The report therefore recommends the making of a non-immediate Article 4 Direction for growth areas and town centres in the Borough to remove permitted development rights for Office (B1a) to Residential (C3). It will reinstate the need for the Council to grant planning permission for such proposals in the areas in which the Article 4 Direction would apply, and thus reinstate the primacy of the Local Plan in shaping future development in the Borough.
- 1.4 The proposed Article 4 Direction will apply to the areas of Haringey identified as Growth Areas and Metropolitan and District Centres on the adopted Policies Map which includes Wood Green and Tottenham. In order to avoid any

potential claims for compensation, it is proposed that the Article 4 Direction is non-immediate and would come into force 12 months after being made. The Article 4 Direction will require confirmation after consideration of consultation responses.

- 1.5 If the making of the non-immediate Article 4 Direction is approved by Cabinet, public consultation will take place and the Direction will then require confirmation after consideration of consultation responses. This report also seeks to delegate the subsequent decision to confirm the Article 4 Direction to the Director for Housing, Regeneration & Planning.
- 1.6 The proposed new Article 4 Direction is published at Appendix A and the map of areas covered in Appendix B.

2. Cabinet Member Introduction

- 2.1 The introduction of this Prior Approval mechanism in an attempt to bolster housing delivery by the Government has led to the loss of valued office space and jobs, undermined a Plan Led approach to managing development, and resulted in many poorly designed, unsuitable residential homes being created in Haringey. These developments make no contribution to affordable housing provision, and frequently do not meet basic space and amenity standards. It is therefore evident that this Council needs to remove these Permitted Development rights through this Article 4 Direction.

3. Recommendations

- 3.1. That Cabinet:
 - A) Notes the regulatory requirements for the making of a new Article 4 Direction, as prescribed by The Town and Country Planning (General Permitted Development) (England) Order 2015;
 - B) Notes the comments and recommendations of Regulatory Committee of 2 March 2020 regarding this proposed Article 4 Direction;
 - C) Adopts the justification herein provided to support the making of an Article 4 Direction to remove Office (B1a) to Residential (C3) Permitted Development Rights within Growth Areas, and Metropolitan and District Centres;
 - D) Approves the making of a non-immediate Article 4 Direction removing permitted development rights for Office (B1a) to Residential (C3) changes of use within Growth Areas, and Metropolitan and District

Centres as identified on the Haringey adopted Policies Map as set out in Appendices A and B.

- E) Authorises the Director for Housing, Regeneration & Planning to carry out the necessary publicity, notification, consultation and subsequent decision on whether to confirm the Direction, as prescribed by The Town and Country Planning (General Permitted Development) (England) Order 2015.

4. Reasons for decision

- 4.1 The Council's employment planning policies are based on robust evidence which establishes a need to protect employment uses to ensure vitality and viability of the borough's economy. The permitted development rights undermine the operation of these policies and impact negatively on the provision of employment space and jobs.
- 4.2 The making and confirming of a new Article 4 Direction to restrict offices being converted to homes without Planning Permission in key areas of the Borough will result in some significant benefits. This includes the ability to properly assess any proposals against the Council's Development Plan with regards to employment and town centre priorities, the quantum and demand for Office floorspace, and any impact on key business sectors to ensure any proposal doesn't harm the local economy. It will also enable the Council to utilise a Plan Led approach underpinned by robust evidence to come to decisions on such proposals.

5. Alternative Options Considered

- 5.1 The alternative options available to the Council are: to do nothing; to introduce a Borough wide Article 4 Direction; or, to extend the proposed coverage of the Article 4 Direction to designated Employment Land. The Council could also make the Article 4 Direction immediate rather than non-immediate.
- 5.2 The do-nothing approach has been discounted due to the harm the Permitted Development right is having as outlined in this report.
- 5.3 The Council's evidence indicates that within designated Employment areas, much of the employment floorspace is in other B class uses rather than B1(a) Offices, including B2 general industry and B8 storage and distribution¹. To justify an Article 4 Direction the Council needs to adequately demonstrate the need for such a Direction to be issued including evidence of the harm it is

¹ There is already an Article 4 Direction for change of use from B8 storage and distribution to C3 residential uses for certain areas: www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/article-4-direction-change-use-warehouses-residential-use

causing. If this is not demonstrated, the Secretary of State may intervene and direct the Council to not confirm the Article 4 Direction. In 2013, the Council sought from the Government an exemption from the permitted development rights / prior approval for Office to Residential, and was unsuccessful as the Secretary of State found the justification lacking. Therefore the proposed approach of limiting the Article 4 Direction to Growth Areas and Metropolitan and District Centres where there are still valuable clusters of Office floorspace should negate this risk, and is the most appropriate course of action given the evidence and the limited amount of office floorspace outside of these locations. For the same reason, a Borough wide Article 4 Direction is also discounted.

- 5.4 As set out below, there is the possibility that the Council would be liable for compensation if an immediate Article 4 Direction is pursued, which would be payable to property owners where permitted development rights such as these will have been removed and a subsequent application for permission is refused for that type of development, or conditions applied by the Local Planning Authority over and above those otherwise required. The compensation payable reflects the difference between development value in both scenarios and also additional costs associated with going through the planning process which are unquantifiable but could be many millions of pounds, so this approach has been discounted for this reason.

6. Background

Permitted Development Rights

- 6.1. The Government provides a national grant of planning permission which allows certain building works and changes of use to be carried out without having to make a planning application. These are called 'permitted development rights'. The Town and County Planning (General Permitted Development) (England) Order 2015 (referred to as GPDO 2015), in particular article 3, is the principal order in this regard, setting out the classes of development for which a grant of planning permission is automatically given, provided that no restrictive condition is attached or that the development is exempt from the permitted development rights.
- 6.2. Class O of Schedule 2 Part 3 of the GPDO 2015 allows specifically for the change of use from office (use class B1a) to residential (use class C3) without the need for planning permission but subject to the Prior Approval process, whereby the works allowed by Permitted Development cannot be carried out without first applying to the Council. Under the Prior Approval process, the Council can only consider the following limited grounds:
- Contaminated land,
 - Flood risk,

- Noise from adjacent commercial uses, and
- Transport impacts

6.3. As is set out below, this is a very narrow range of criteria which does not include other important considerations that the Council would normally examine by way of a planning application, particularly space standards, living standards, quality, design, affordable housing, loss of employment, etc.

Article 4 Directions

6.4. Local planning authorities do however have the power to withdraw specified permitted development rights across a defined area (a general Direction) or in respect of a particular development (a specific Direction). This is done by issuing an 'Article 4' Direction under article 4(1) of the GPDO (see below for further detail). The Direction must state which permitted development rights are being removed and in which area(s). The consequence of making an Article 4 Direction is that within the area(s) specified in the Direction a planning application must be submitted for the works listed in the Direction even though they normally would be permitted development. Article 4 Directions are made where the removal of permitted development rights is expedient and necessary to protect local amenity or the well-being of the area. The Secretary of State, who has to be notified on confirmation of an Article 4 Direction, ultimately has the ability to intervene, where they see fit, and can amend or remove an Article 4 Direction proposed by a Local Planning Authority.

6.5. There are two types of Article 4 Direction – immediate and non-immediate. These are detailed from Paragraphs 10.2 onwards, but essentially if an Article 4 Direction is bought in immediately, there may be significant compensation liabilities.

6.6. The regulatory requirements and relevant guidance are explained below.

Impacts of Permitted Development Change Of Use Of Offices To Residential Use and expedience and necessity to protect local amenity and well-being of the area

6.7. The Prior Approval process nationally has assisted in meeting the Government's aspirations of increasing housing supply in terms of numbers of homes, however this has been at the expense of the loss of a significant quantum of office floorspace and the creation of many under-sized Residential units, especially in London.

6.8. As of January 2020, in Haringey, 500 homes have attained permission through 62 B1(a) Office to Residential prior approvals. 364 homes have been completed, whilst a further 19 are under-construction. This still leaves a further

117 homes which in theory could come forward. To date Haringey has lost 14,327 sqm of Office floorspace by this mechanism.

- 6.9. Haringey has received applications for prior approval on 86 sites in the last 4 years. Of these the Council refused 5 applications of which 4 were appealed. Of the 4 refused the Council has been successful in defending the refusal at appeal.

Loss of Office floorspace and opportunities for jobs

- 6.10. The Office floorspace that has both been lost, and has received Prior Approval to convert to residential amounts to 22,199 sq.m. which is a sizeable amount (for comparison River Park House is about 7,100sq.m and Alexandra House is 5,100sq.m) and they are some of the largest Offices buildings in the Borough. Employee floorspace requirements can vary tremendously depending on the type of business and the usability of the space. Assuming however, a generous 20 sq.m. per person to reflect the likely poorer quality of the stock lost, this would accommodate 1,109 full time employees. A modern office usually requires about 12sqm per employee.
- 6.11. Whilst earlier schemes might have been dealing with some vacant or obsolete stock, more recently this has changed and we now begun to see proposals to convert office space that is in use, the key example being Alexandra House, Wood Green. The Council has received another application to convert this building to residential. It should be noted that if granted, the proposed Article 4 Direction would not affect it given the 12 month period required before it would come into effect.
- 6.12. Notwithstanding the diminished availability of office stock, rents do not currently appear to be sufficiently high enough to encourage significant new office building activity in the Borough. There has not been any new office building of note in recent years. Haringey is not currently recognised by commercial office developers as a priority location for investment for large scale office development. If the losses are allowed to continue, it provides a significant risk to the proper planning of meeting Haringey's employment needs as it has the potential to further displace such activity out of the Borough, in particular the small and medium enterprise (SME's) type businesses who utilise some of the smaller, cheaper office space that is more prevalent in the town centres, notably above retail units.
- 6.13. Haringey's Employment Land Study (2015) produced by Atkins identified that from 2011 to 2031 there will be a demand for between 48,800 sq.m of B1a/b floorspace to 102,600 sq.m of floorspace². This equates to up to 8,540 full time

² Lower figure is a Trend-based scenario based on Haringey's historic employment growth levels between 1997 and 2013 and the higher figure based on Experian employment forecasts

equivalent (FTE) jobs, which would be an increase of 45%. In this context it demonstrates the ongoing demand for office floorspace, albeit floorspace that is affordable and suitable for small businesses, and where it is no longer fit for purpose, that it is not in the Borough's interest to allow this to go straight to residential uses, given the future demand for office floorspace. It therefore reinforces the need for a Plan Led approach whereby through a full planning permission, replacement office floorspace to meet local demand is secured. This does not preclude the potential for additional residential developments on these sites, but a Plan Led approach would help ensure the Borough can properly plan for and manage the supply of office floorspace, which this permitted development right is clearly hindering, given the losses to date of over 22,000 sq.m.

- 6.14. Haringey's Workspace Viability Assessment (2014) analysis shows that there is a strong workspace concentration in Haringey Heartlands and Wood Green, and in Tottenham (in North Tottenham, Tottenham Hale and South Tottenham and along the high street) which coincides with the Borough's designated Growth Areas and Metropolitan and District centres. It is therefore important that these areas are the focus of the Article 4 Direction to protect these valued clusters of Office and businesses.
- 6.15. Further to this, evidence gathered as part of the emerging Wood Green Economy & Employment Space Study (EESS) (2020) drawing on data from the Office for National Statistics shows that there are over 9,000 jobs in Wood Green, with 36% of these in B1 Office jobs in various sectors contributing to the local economy. The study also highlights, based on data from Experian and Business Register and Employment Survey (BRES), that there is a future need for a mix of spaces, including an increase in the supply of good quality office floor space, and on-going need for workshops and light industrial. This highlights the importance of retaining office space, and adequately providing for new modern office floorspace through re-development, which can viably be done on existing employment sites. Where the existing use is residential, as is happening through prior approvals of office floorspace, the existing use value then becomes too high and will preclude future office development as a result, further harming the local economy and the vitality and viability of town centres in the Borough. It is therefore important that these locations are the ones where the Article 4 Direction is focused. Of note, within Wood Green Metropolitan Centre, the Office vacancy rate is just 0.10%³, which indicates a strong office demand, especially for the smaller Offices for SMEs who form the core of the local office market in Haringey and emphasises the need to protect his floorspace from inappropriate losses.
- 6.16. On a Borough wide basis, the employment growth in Professional Services, which typically require office accommodation, was 18% between 2013 and

³ Source: Office Costar Analytics, 2019

2018⁴. This is almost exclusively due to an increase in small and micro professional services businesses which take up smaller office buildings, often above shops in retail areas. As stated above it is therefore within these areas that the Article 4 Direction is proposed to be introduced.

- 6.17. In a London context a report by London Councils shows that as a result of this Prior Approval Permitted Development right approval was granted for at least 100,000 sq. m. of wholly occupied office floorspace between May 2013 and April 2015, and 834,000 sq. m. total office floorspace. This shows the problem of not just the loss of floorspace, but the loss of jobs and businesses. The report also highlights that in Outer London in particular, a critical mass of office accommodation is being lost, reducing the viability of economic centres and the availability of neighbourhood office accommodation. As set out in this report, it is therefore important that Haringey protects neighbourhood office accommodation within town centres.
- 6.18. There is also specific support for introducing an Article 4 Direction within the new London Plan expected to be adopted in Spring 2020, which states in Policy E1 parts E and F that “Existing viable office floorspace capacity in outer and inner London locations ... should be retained, supported by borough Article 4 Directions to remove permitted development rights where appropriate”, and “Boroughs should consult upon and introduce Article 4 Directions to ensure that... viable strategic and local office clusters (such as those in and around the CAZ, in town centres and other viable business locations are not undermined by office to residential permitted development rights”.

7. Article 4 Directions: Regulatory Requirements and Relevant Guidance

- 7.1 The statutory powers and procedures for making an Article 4 Direction are set out in the GPDO 2015 (as amended).
- 7.2 As set out in article 4(1) GDPO 2015, a local planning authority may make a Direction withdrawing the permitted development rights granted in GDPO 2015, including in relation to a geographical area, if it is satisfied that it is expedient to do so.
- 7.3 In accordance with the National Planning Policy Framework (paragraph 53), the use of Article 4 Directions to remove national permitted development rights should be limited to situations where this is necessary to protect local amenity or the well-being of the area. The potential harm that the Direction is intended to address should be clearly identified.

⁴ Source: BRES: ONS, 2013-2018: UK Business Counts, 2019

7.4 Further guidance is provided within the Government's Planning Practice Guidance 'When is permission required?', which similarly states that the use of Article 4 Directions should be limited to situations where the making of a Direction is necessary to protect local amenity or the well-being of the area, and that the potential harm that the Direction is intended to address should be clearly identified (paragraph 38). There must also be justification for purpose and extent of the Article 4 Direction (paragraph 37).

Implementation of new Directions

8.1 The procedures which must be followed in making, modifying or cancelling any Article 4 Direction are set out in Schedule 3 of the GPDO 2015

8.2 There are two types of Directions: immediate Directions; and, non-immediate Directions.

- Immediate Directions can only be used in the specific circumstances set out in paragraph 2(1), Schedule 3 GPDO 2015. Immediate Directions could only be used to withdraw these proposed development rights if the local planning authority consider they would be prejudicial to the proper planning of their area or constitute a threat to the amenities of their area (paragraph 2(1)(a)).
- The effect of an immediate Direction is that the permitted development rights are withdrawn with immediate effect but must be confirmed by the local planning authority following local consultation within six months. In order to implement an immediate Direction, the local planning authority must have already begun the consultation processes towards making a non-immediate Article 4 Direction.
- The effect of a non-immediate Direction is that permitted development rights are only withdrawn upon confirmation of the Direction by the local planning authority following local consultation for at least 21 days and after having given at least 12 months' prior notice of them coming into effect. (but no longer than 2 years after the end of the local consultation period).

Compensation

8.3 A further difference between immediate and non-immediate Directions is the potential compensation liability attached to them.

8.4 Section 108 of the Town and Country Planning Act 1990 (as amended) (referred to as TCPA 1990) sets out that local planning authorities may be liable to pay compensation to those whose permitted development rights have been withdrawn if they:

- refuse planning permission for development which would have been permitted development if it were not for an Article 4 Direction withdrawing the permitted development right; or
 - grant planning permission subject to more limiting conditions than the GPDO 2015 would normally allow, as a result of an Article 4 Direction being in place.
- 8.5 Where the legislation does provide that compensation may be claimed, section 107 of the TCPA 1990 sets out that this may only be for (a) abortive expenditure or (b) other loss or damage directly attributable to the withdrawal of permitted development rights. A key head of potential compensation under (b) is depreciation of the value of an interest in land. This might, for instance, comprise the difference between the capital value of the property had permission been granted by the GPDO 2015 and the capital value of the property without planning permission following the Article 4 Direction coming into force. Interest may also be payable on any compensation awarded. It is impossible to give an estimate as to the possible quantum of any compensation claim as this would depend entirely on the circumstances of the proposed development but would likely be prohibitive.
- 8.6 Section 108 of the TCPA states that entitlement to compensation will only arise if the planning application refused/granted subject to more limiting conditions is made within 12 months of the Article 4 Directions coming into effect (s.108(2A)). Any claim for compensation must then be made within 12 months of the date on which the planning application for development formerly permitted is rejected (or approved subject to conditions that go beyond those in the GPDO).
- 8.7 Section 108(3B) of the TCPA sets out that the compensation provisions do not apply if certain conditions are met. These conditions, as set out in section 108(3C), include that:
- The planning permission is granted for development of a prescribed description;
 - The planning permission is withdrawn in the prescribed manner; and,
 - Notice of the withdrawal was published in the prescribed manner not less than 12 months or more than the prescribed period before the withdrawal.
- 8.8 The Town and Country Planning (Compensation) (England) Regulations 2015 (as amended) elaborate on what is meant in the TCPA by 'prescribed development' and 'prescribed manner' for (i) withdrawal of the planning permission and (ii) notice of the withdrawal.
- 8.9 Regulation 2 sets out that development permitted by Class O of Schedule 2 Part 3 is prescribed.

- 8.10 'Prescribed manner' for the withdrawal of planning permission is defined as being in accordance with article 4 of the GPDO 2015 (regulation 3).
- 8.11 'Prescribed manner' for notice of the withdrawal is in the manner described in paragraphs 1(1) to (5) of Schedule 3 GPDO 2015 (regulation 4(2)(a)).
- 8.12 The 'prescribed period' is two years (regulation 4(3)(a)). Notice must therefore be given not less than 12 months before the Article 4 Direction takes effect and not more than the prescribed period of 2 years.
- 8.13 There is one compensation scenario in relation to the proposed new Direction.
- 8.14 In the case of development in Part 3 of Schedule 2 of the GPDO 2015, if the Article 4 Directions are implemented with immediate effect, the Council will be potentially liable for compensation for a 12 month period as a result of any refusal of permission or granting of permission subject to more onerous conditions. However, if the Directions are implemented as non-immediate effect Directions and are specified not to come into force until 12 months later, the Council would not be liable for compensation for these types of development.

Deciding which type of Direction to use

- 8.15 The benefit of implementing the proposed new Directions as immediate Directions would be that their increased protections would take immediate effect. This would help prevent further losses of office floorspace to residential without due consideration of the economic, amenity and well-being impacts, and therefore minimise these.
- 8.16 While there would be benefit to the Council of introducing the proposed new Direction on an immediate basis, having regard to the significant increased compensation risks associated with immediate Directions in relation to the class of permitted development sought to be withdrawn under the new Article 4 Direction, and the uncertain nature of these risks in terms of potential financial liability, it is recommended that the Article 4 Directions be implemented on a non-immediate basis. It is proposed to give 12 months' prior notice of them coming into effect thereby minimising compensation risks.

Proposed Way Forward

- 8.17 For Growth Areas and Metropolitan and District Centres (see Appendix B for boundaries) it is proposed that a non- immediate Article 4 Direction is taken forward to remove permitted development rights (subject to prior approval) for B1(a) Office, to C3 Residential. The Growth Areas are Wood Green, Northumberland Park, and Tottenham Hale and the Metropolitan Centre is Wood Green.

8.18 The District Centres are:

- Bruce Grove
- Crouch End,
- Finsbury Park
- Green Lanes
- Muswell Hill
- Tottenham Hale; and
- West Green Road & Seven Sisters

8.19 The use of the Article 4 Direction does not automatically mean that planning permission for what was previously permitted development will be refused. The Council still has to go through the normal processes for determining a planning application, providing sound reasons for its decisions. It will however allow the Council to take account of the policies of the development plan, which for B1(a) Office to C3 Residential is currently not able to take place.

8.20 There is a risk in proposing a non-immediate Article 4 Direction that there may be an increase in prior approval applications from potential developers who would otherwise lose the ability to use the prior approval process once the required year's notice is up and the Direction confirmed and implemented. This could exacerbate the issue of loss of premises to Residential. Proposing an immediate Article 4 Direction would overcome this issue. It would however leave the Council open to compensation claims, so is not considered an appropriate risk for the Council to take as further detail at Paragraph 10.3.

Other Impacts

Space and accessibility standards, quality design, living conditions

8.21 When the Government consulted on these changes to Permitted Development rights the Council expressed concerns about the quality of Residential development it would lead to and the fact it circumvents the need to meet London Plan space and accessibility standards. The London Plan mandates that the smallest one bedroom one person flat should be at least 37sq.m. Despite these concerns being expressed by Haringey and Councils across the country, the Government made the initial 3-year period permanent without any changes to address these issues. It is only in mid-2019 that the Government acknowledged the issues with regards to space standards and lack of amenity as a result, and pledged to make changes⁵. To date, these changes have not materialised.

⁵ <https://www.bbc.co.uk/news/uk-politics-48770638>

- 8.22 Indeed, there have been past prior approvals where 'studio apartments' at just 13sq.m have been developed, such as at 72 Willoughby Lane, N17 where 15 studio apartments were delivered on just 243 sq.m. of Office floorspace.

Comprehensive place-making

- 8.23 It is acknowledged that some of the Offices lost will have been from older, poorer quality stock. This however poses an additional problem in that the Local Plan acknowledges this, and thus allocates and allows for the redevelopment of such office floorspace and the introduction of new uses such as Residential. However, this is planned for and the resulting redevelopment will be of higher architectural quality, would meet decent amenity and space standards, could provide affordable housing, and through the Plan Led approach may require some re-provision of Office floorspace but of a new, modern and fit for purpose nature.

- 8.24 This is demonstrated by adopted Local Plan policy and DM Policy which requires any application for redevelopment of employment sites within highly accessible or otherwise sustainable locations which would include town centres and growth areas, to provide a mixed-use, employment-led development to help facilitate the renewal and regeneration (including intensification) of existing employment land and floorspace.

- 8.25 The opportunity therefore to secure comprehensive redevelopment on these sites with all the benefits that goes with this (including securing affordable housing and other contributions) is lost. This lost opportunity can also extend to the quantum of development on site, whereby through comprehensive redevelopment the Council, through a Plan Led approach, may have accepted more Residential units on the site to help towards the Borough's housing target, and thus the rationale for the implementation of the Prior Approval Permitted Development rights is not even robust, in that it may frustrate the delivery of more, better quality and more affordable homes through lost opportunities.

Affordable housing and contributions

- 8.26 Schemes built under Permitted Development rights are not required to provide affordable housing or Section 106 contributions that would otherwise be sought.
- 8.27 There is also evidence that the prior approval process for some schemes might only have been used as a mechanism to reduce overall affordable housing contributions. It potentially provides an increased benchmark land value in redevelopment schemes to be argued as a fall-back position, rather than reflecting any genuine desire on the part of the developer to pursue such approvals.

8.28 Figures collated by London boroughs⁶ indicate that prior approval has been granted for the conversion of at least 7,000 new dwellings in schemes of 10 units or more. Had this number of homes been approved through the planning system, they would typically be expected to support the delivery of as many as 1,000 new affordable homes, or equivalent Section 106 developer contributions on other sites. Across England, analysis from the Local Government Association published in January 2020 estimates that 13,540 affordable homes have been lost that would otherwise have been delivered⁷.

National and regional evidence

8.29 There is also widespread evidence and support on a national and regional level to justify the introduction of targeted Article 4 Directions from various independent and reputable bodies, including the Town and Country Planning Association which, in an updated report (Raynsford Review 'One Year On') published in January 2020 found that the rights generated particularly poor outcomes, especially on the quality and amenity value of the units created⁸.

8.30 This conclusion is also supported by the Royal Town Planning Institute, who in an open letter⁹ to the Secretary of State signed by 15 other organisations including Shelter, said both housing affordability and quality are being jeopardised by this Permitted Development Right and called on the government to focus on delivering homes through the local planning process.

8.31 A report by the Royal Institute of Chartered Surveyors (RICS) in May 2018 also concluded that Permitted Development residential quality was significantly worse than schemes which required planning permission, even though it clearly is still possible to deliver viable Office-to-Residential schemes through the more stringent full planning permission process¹⁰. This report also highlighted the fact that there is a negative impact on local infrastructure due to their unplanned nature and the fact that developer contributions towards new infrastructure to support new development are avoided, and thus the amenity of new and existing populations are negatively impacted. Therefore it is clear there is a strong amenity case to be made to withdrawing these rights in a targeted manner where the bulk of Haringey's remaining Office stock is located.

9 Next steps

⁶ <https://www.londoncouncils.gov.uk/our-key-themes/housing-and-planning/permitted-development-rights/impact-permitted-development-rights>

⁷ <https://www.local.gov.uk/lga-over-13500-affordable-homes-lost-through-office-conversions>

⁸ <https://www.tcpa.org.uk/the-raynsford-review-of-planning-one-year-on>

⁹ <https://www.rtpi.org.uk/briefing-room/news-releases/2019/january/rtpi-signs-open-letter-on-permitted-development-rights/>

¹⁰ <https://www.rics.org/uk/news-insight/research/research-reports/assessing-the-impacts-of-extending-permitted-development-rights-to-office-to-residential-change-of-use-in-england/>

9.1 Notice of the non-immediate Direction must be published in the manner prescribed in Schedule 3 of the GPDO 2015. The Council must: publish a notice in the local newspaper; erect at least two site display notices within the areas the Direction relates for at least 6 weeks; where practicable, serve notice on the landowner and occupier of every part of the land within the area to which the Direction relates; and send a copy of the Direction to the Secretary of State. Given the number of properties in the areas, it is considered impracticable and disproportionate to serve an individual notice on each owner and occupier. The Council must allow a period of at least 21 days within which representations to the Direction can be made. However, consistent with the guidelines in the Council's Statement of Community Involvement, the period for representations will be extended to at least 6 weeks. Through the consultation, the Council will ask consultees to comment on whether they support the Article 4 Direction and will also seek views on the boundary of areas within which the Article 4 Direction is to apply.

9.2 The Direction, once made, cannot come into force unless confirmed by the Council. In deciding whether to confirm a Direction the Council is required to take account of any representations made during the period of consultation. Any material changes made to the Direction as a result of the consultation will require re-consultation. We intend to make the A4D by 1st May 2020 and it take effect by 1st May 2021, subject to consultation.

9.3 Once the Direction is formally confirmed, a planning application must be submitted for works which were formerly permitted development. This will allow the Council to undertake its normal decision-making process, enabling a case-by-case judgement based on the Council's development plan to be made as to the acceptability of the proposed change of use.

9.4 The Council will register the Article 4 Directions as a Local Land Charge on affected properties on the date on which the Directions are confirmed, even if it is specified that the Directions will take effect at a later date. The Council will not need to re-register them on the date they take effect.

10 Regulatory Committee comments

10.1 The report was considered by Regulatory Committee on 2 March 2020 which is after the Cabinet report papers are finalised. Regulatory Committee's comments on the report will be reported separately to the Cabinet.

11 Contribution to strategic outcomes

11.1 The proposal to introduce an Article 4 Direction will support the 'Place' priority of the Borough Plan 2019-23 by ensuring decent homes are built, not substandard ones lacking in space and amenity, that will lead to people having better health outcomes and feeling secure and safe in their homes. It will also support the Housing Priority in ensuring a decent standard of homes and living

conditions is delivered through quality housing and will enable an increase in affordable housing to be sought from any office to residential scheme that is deemed acceptable.

- 11.2 This action will also benefit the Economy Priority by helping to protect valued office space and jobs and employment, and securing replacement office floorspace through redevelopment, which will help with outcomes relating to growing the local economy and supporting thriving businesses, and delivering regeneration with social and economic renewal at its heart, focused on Tottenham and Wood Green, which coincides with the Growth Areas proposed to be included within the Article 4 area.

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

Finance

- 12.1 The recommendations in this report do not require any additional budget requirements as the existing staff resource is being utilised to prepare the Article 4 Direction. There will be minor costs involved in consulting on the Direction to be covered within existing planning budgets.
- 12.2 Under Section 108 of the Town and Country Planning Act 1990 it is possible to claim compensation from the authority if planning permission is refused, or is granted subject to onerous conditions, following a planning application that was only required as a result of an Article 4 Direction. There is not a budget for successful compensation claims in existing budgets. However, as stated above, the implementation of the new Directions on a non-immediate basis (i.e. giving at least 12 months' prior notice of them coming into effect) would eliminate the risk to the Council of having to pay compensation.
- 12.3 Where Article 4 Directions result in a planning application needing to be submitted, the Council has been able to charge an application fee since The Town and Country Planning (Fees for Applications, Deemed Applications, Requests and Site Visits) (England) (Amendment) Regulations 2017 took effect. It is not expected the Article 4 Direction will generate a significant number of applications and therefore have minimal impact on income.

Procurement

- 12.4 There are no procurement implications arising from this report.

Legal

- 12.5 The Assistant Director of Corporate Governance has reviewed and noted this report. The relevant legal issues/requirements have been set out in full in the report above and are also summarised in brief below.
- 12.6 The statutory powers and procedures for making an Article 4 Direction are set out in The Town and Country Planning (General Permitted Development) (England) (Order) 2015 (as amended) (the “GPDO 2015”). The decision on whether to make or withdraw Article 4 Directions is in an executive function pursuant to Local Authorities (Functions and Responsibilities) (England) Regulations 2000.
- 12.7 As set out in article 4(1) GPDO 2015, a local planning authority may make a Direction withdrawing the permitted development rights granted in GPDO 2015, including in relation to a geographical area, if it is satisfied that it is expedient to do so.
- 12.8 In accordance with the National Planning Policy Framework (paragraph 53), the use of Article 4 Directions should be limited to situations where this is necessary to protect local amenity or the well-being of the area. The potential harm that the Direction is intended to address should be clearly identified. Further guidance is provided within the Government’s Planning Practice Guidance ‘When is permission required?’, which also requires that there must also be justification for purpose and extent of the Article 4 Direction (paragraph 37).
- 12.9 The procedures which must be followed in making, modifying or cancelling any Article 4 Direction are set out in Schedule 3 of the GPDO 2015.
- 12.10 There are two types of Article 4 Directions: immediate Directions and non-immediate Directions. Immediate Directions can only be used in the specific circumstances set out in paragraph 2(1), Schedule 3 GPDO 2015. The effect of an immediate Direction is that the permitted development rights are withdrawn with immediate effect subject to confirmation by the local planning authority following local consultation. The effect of a non-immediate Direction is that permitted development rights are only withdrawn upon confirmation of the Direction by the local planning authority following local consultation.
- 12.11 Section 108 of the Town and Country Planning Act 1990 (as amended) (the “TCPA 1990”) states that local planning authorities may be liable to pay compensation to those whose permitted development rights have been withdrawn if they: (i) refuse planning permission for development which would have been permitted development if it were not for an Article 4 Direction withdrawing the permitted development right; or, (ii) grant planning permission subject to more limiting conditions than the GPDO 2015 would normally allow, as a result of an Article 4 Direction being in place. Section 107 of the TCPA

1990 states that compensation may be sought only be for (a) abortive expenditure or (b) other loss or damage directly attributable to the withdrawal of permitted development rights. Interest may also be payable on any compensation awarded.

12.12 Having reviewed the report in draft, the Assistant Director of Corporate Governance is content that all relevant legal issues and/or requirements have been considered.

Equality

12.13 The Council has a Public Sector Equality Duty under the Equality Act 2010 to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

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 applies to the first part of the duty.

12.15 The proposed decision is to remove permitted development rights in certain areas of the Borough which allow offices (B1a) to change use to residential (C3) by way of prior approval. This withdrawal of permitted development rights would apply in Growth Areas, Metropolitan and District Centres as designated on Haringey's Local Plan adopted polices map. Future such proposals would need a full planning permission to change use.

12.16 Office to residential conversions are associated with a number of significant negative impacts on groups who share the protected characteristics, including but not limited to inaccessibility for individuals with disabilities; inadequate space for families with young children; and insufficient amenities for occupants who are more likely to be on low incomes, young, and/or from BAME communities.

12.17 The proposal has potential to positively impact upon all groups that share the protected characteristics by ensuring that within the areas specified in this report any office to residential conversion is subject to proper scrutiny by way of a full planning application. This will help to ensure that housing in Haringey meets space and accessibility standards and that sufficient levels of amenity

are provided. It will also help to ensure that employment floorspace is protected, enabling positive economic outcomes for residents who share the protected characteristics. Residents with disabilities, those from BAME communities, carers of young children, and younger residents are likely to benefit most from the proposed decision.

12.18 Public consultation is required on the proposals before they can be confirmed. This will provide the opportunity for any unforeseen equalities issues to be raised and the Council will consider these before deciding whether to confirm the proposals. The Council will take measures to ensure that the consultation process is inclusive in accordance with the Council's Statement of Community Involvement. An Equalities Impact Assessment will be undertaken if unforeseen and/or significant equalities issues are identified in the course of the consultation.

13 Use of Appendices

Appendix 1: Draft Non-Immediate Article 4 Direction

Appendix 2: Maps of areas covered by Draft Non-Immediate Article 4 Direction

Appendix 3: Office and Employment Evidence Summary

14 Local Government (Access to Information) Act 1985

None

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THE TOWN AND COUNTRY PLANNING (GENERAL PERMITTED DEVELOPMENT) (ENGLAND) ORDER 2015 (AS AMENDED)

NON-IMMEDIATE DIRECTION MADE UNDER ARTICLE 4(1) TO WITHDRAW PERMITTED DEVELOPMENT RIGHTS FROM B1A (OFFICE) TO C3 (RESIDENTIAL) IN THE BOROUGH'S DESIGNATED GROWTH AREAS, METROPOLITAN CENTRE, AND DISTRICT CENTRES.

WHEREAS the Council of LONDON BOROUGH OF HARINGEY ("the Council") being the appropriate local planning authority within the meaning of article 4(5) of the Town and Country Planning (General Permitted Development) (England) Order 2015 (as amended) ("the Order") is satisfied that it is expedient that development of the description specified in the First Schedule to this Direction should not be carried out in the defined boundaries of the Borough's Designated Growth Areas, Metropolitan Centre and District Centres, being the land described in the Second Schedule to this Direction and shown edged and hatched by red lines on the attached plans ("the Areas") unless planning permission is granted on an application made under Part III of the Town and Country Planning Act 1990 (as amended).

NOW THEREFORE the said Council in pursuance of the powers conferred upon it by Article 4(1) of the Order and all other powers thereby DIRECTS THAT the permission granted by Article 3 of the Order shall not apply to development on the said land of the descriptions set out in the First Schedule hereto.

Following confirmation by the Council, this Direction will come into force on the XX day of XX 2021.

Made under the **COMMON SEAL** of the)
MAYOR AND BURGESSES OF THE)
LONDON BOROUGH OF HARINGEY)
this day of 2020)
was affixed by order)

Confirmed under the **COMMON SEAL** of)
the **MAYOR AND BURGESSES OF THE**)
LONDON BOROUGH OF HARINGEY)
this day of 20)
was affixed by order)

FIRST SCHEDULE

In respect of land described in the Second Schedule

The development referred to in **Schedule 2 Part 3 Class O** of the Order not being development comprised within any other class that is to say:-

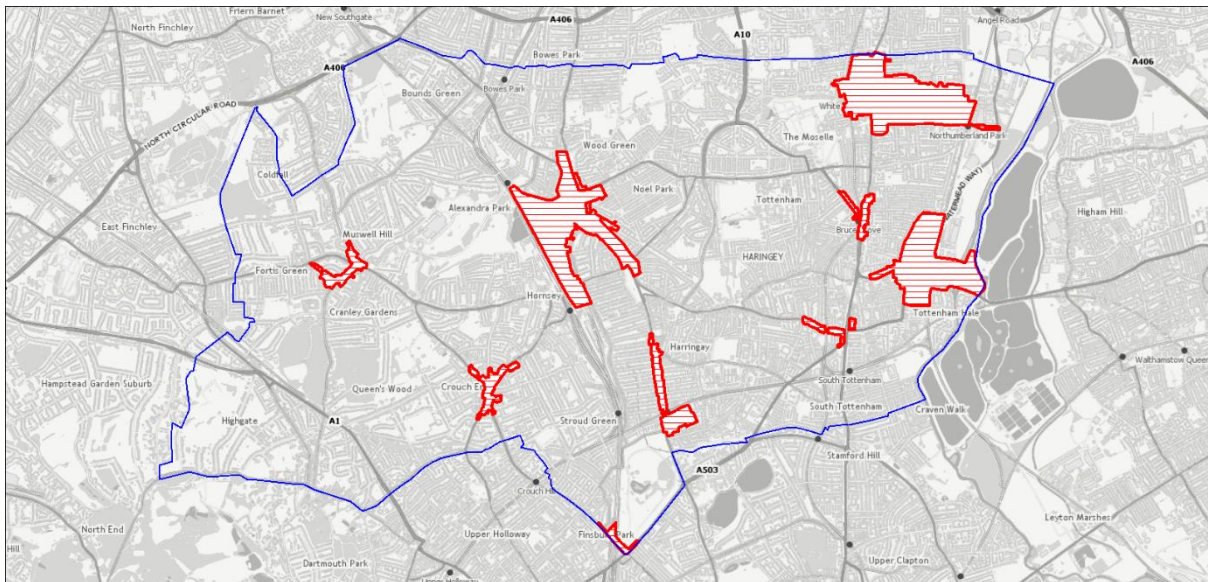
Class O – Development consisting of a change of use of a building and any land within its curtilage from a use falling within Class B1(a) (offices) of the Schedule to The Town and Country Planning (Use Classes) Order 1987 (as amended) to a use falling within Class C3 (dwellinghouses) of that Schedule.

This does not affect development permitted by Schedule 2 part 3 Class O which is expressed to be subject to prior approval where, in relation to that development the date on which the prior approval is given (“prior approval date”) occurs before the date on which the direction comes into effect and the development is completed within a period of 3 years starting with the prior approval date.

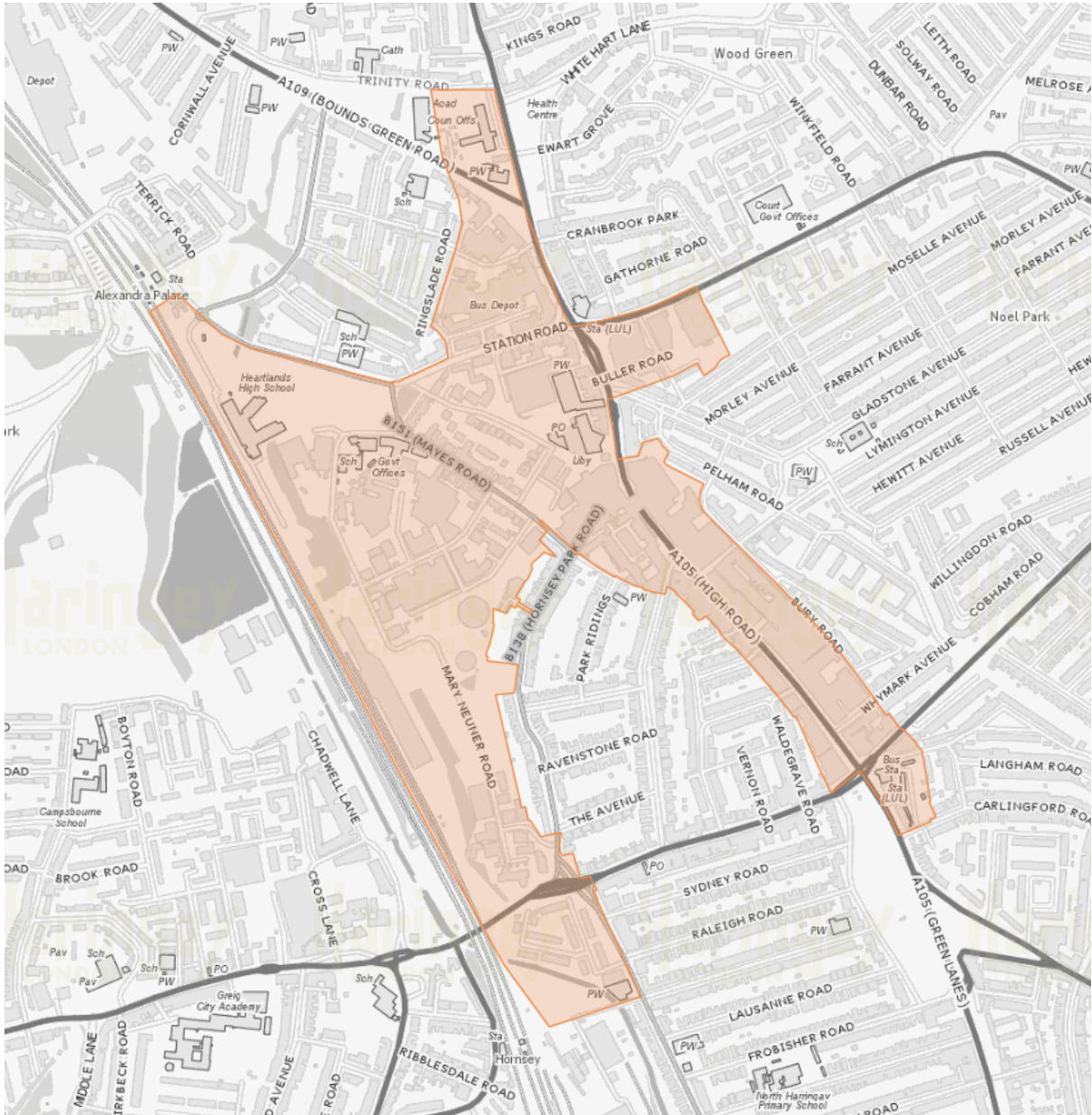
SECOND SCHEDULE

The land shown edged red and hatched on the plan attached to this Direction being land within defined Growth Areas, Metropolitan and District Centres.

Plan Showing Boundary of B1(a) (offices) to C3 (dwellinghouses) Article 4 Direction



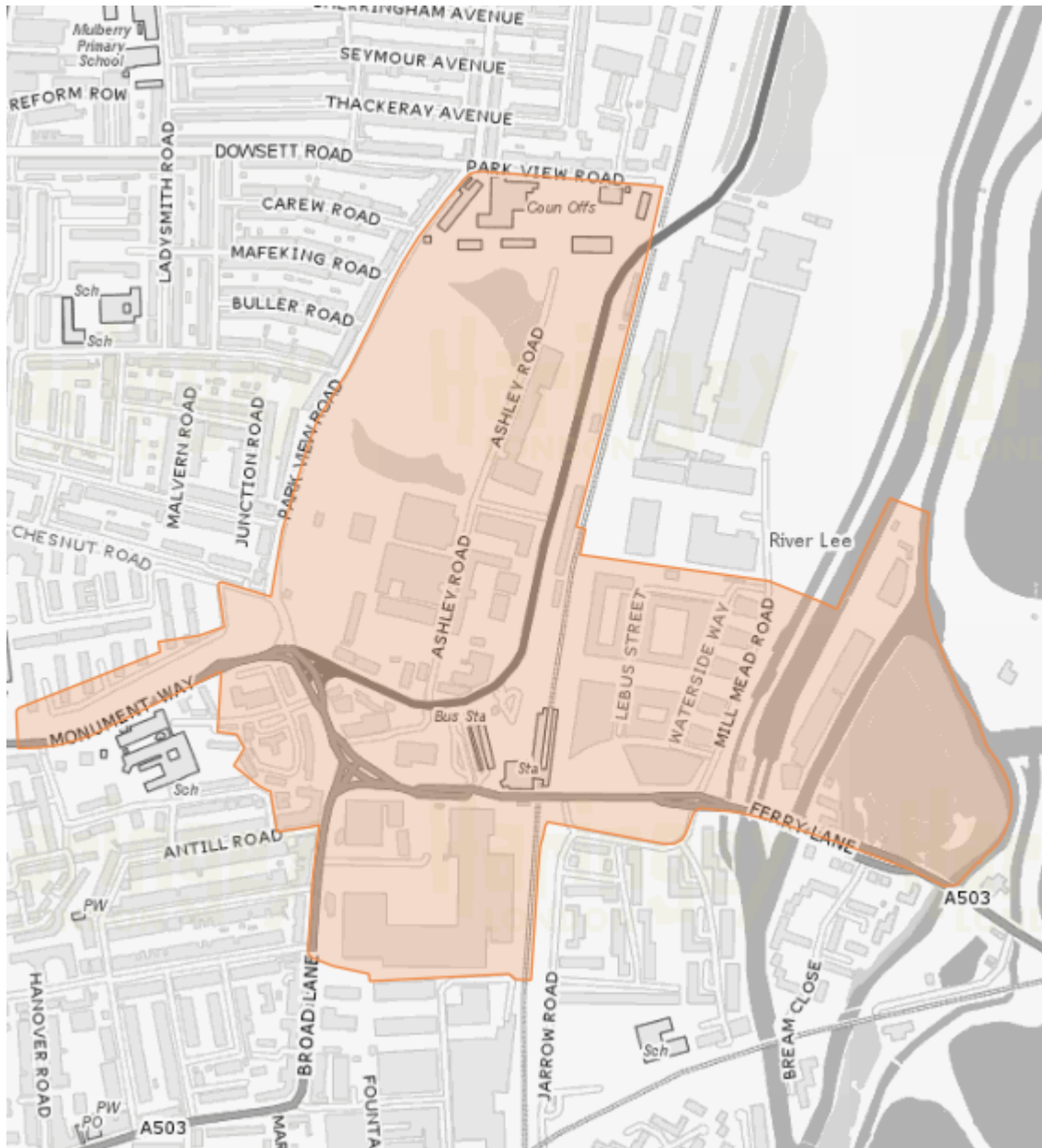
Wood Green Growth Area



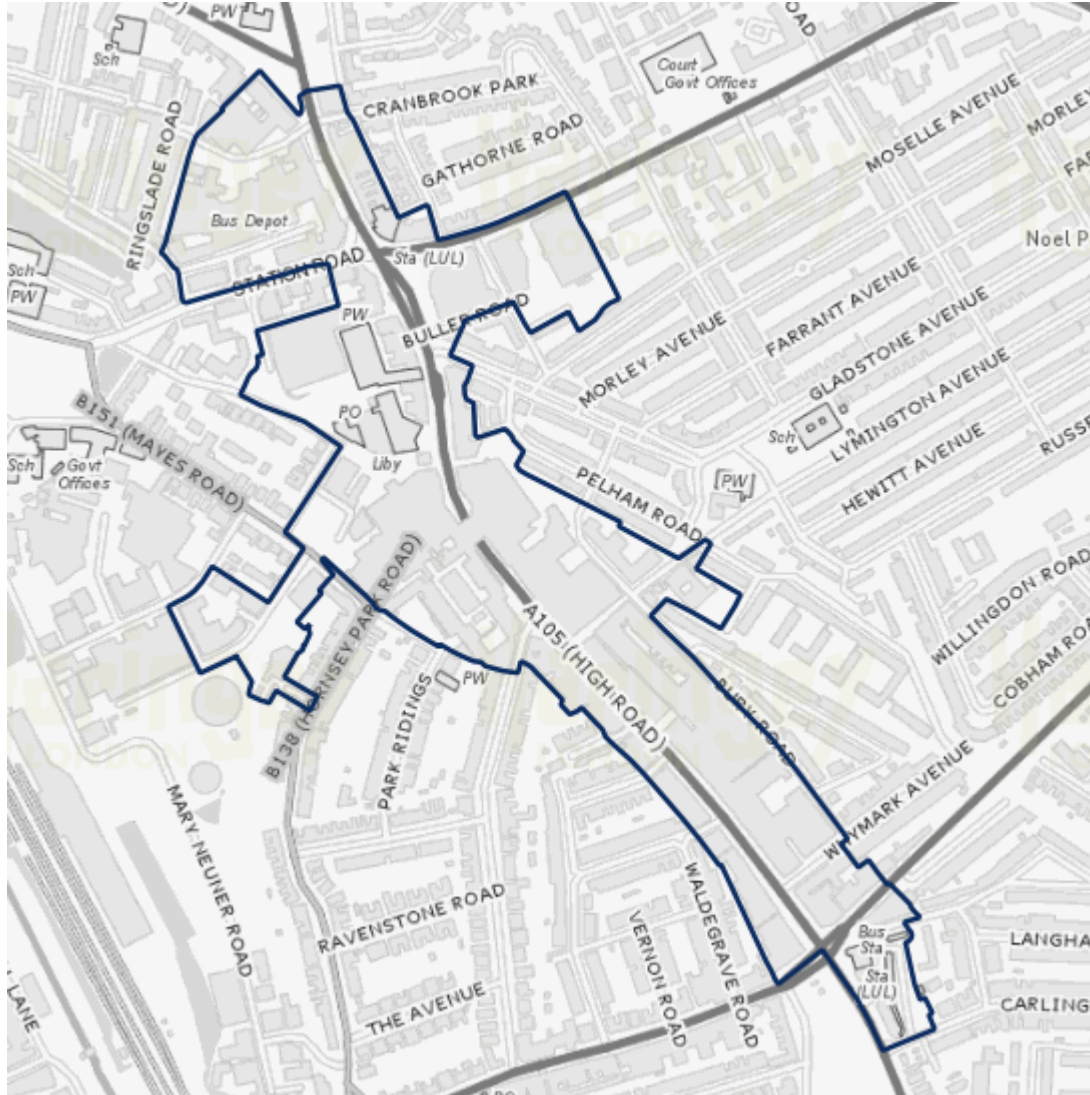
Northumberland Park Growth Area



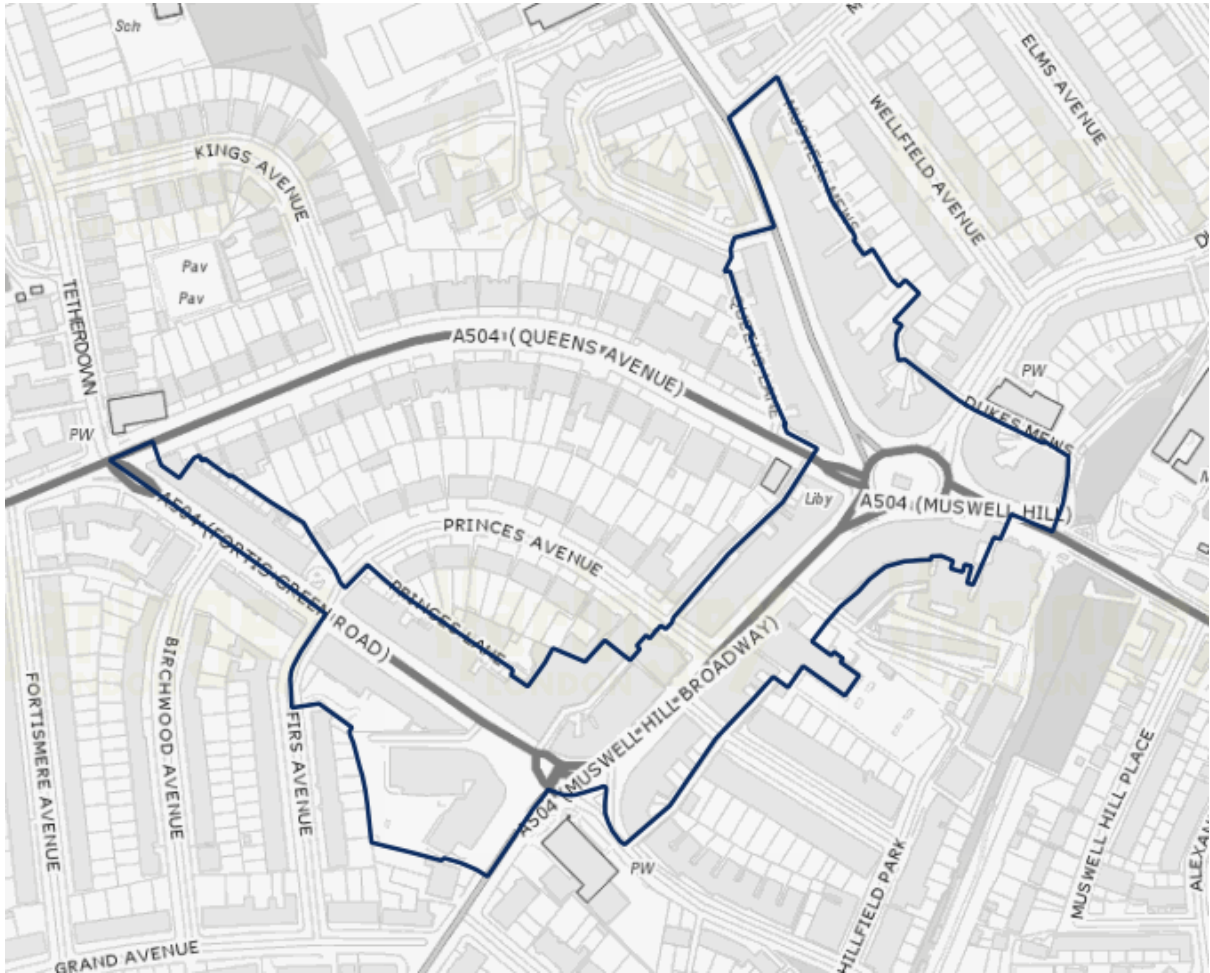
Tottenham Hale Growth Area



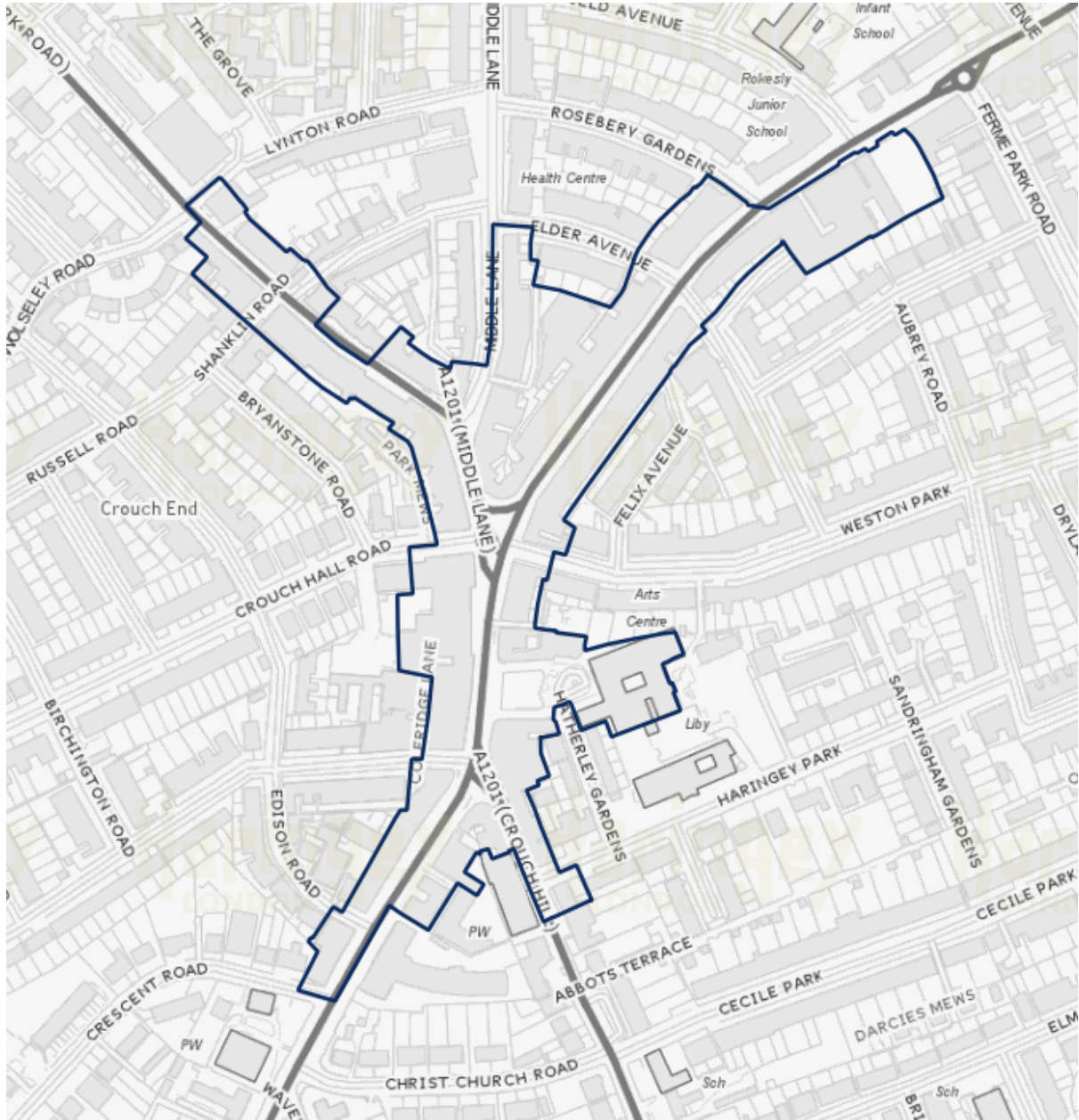
Wood Green Metropolitan Centre (partly coincides with Wood Green Growth Area)



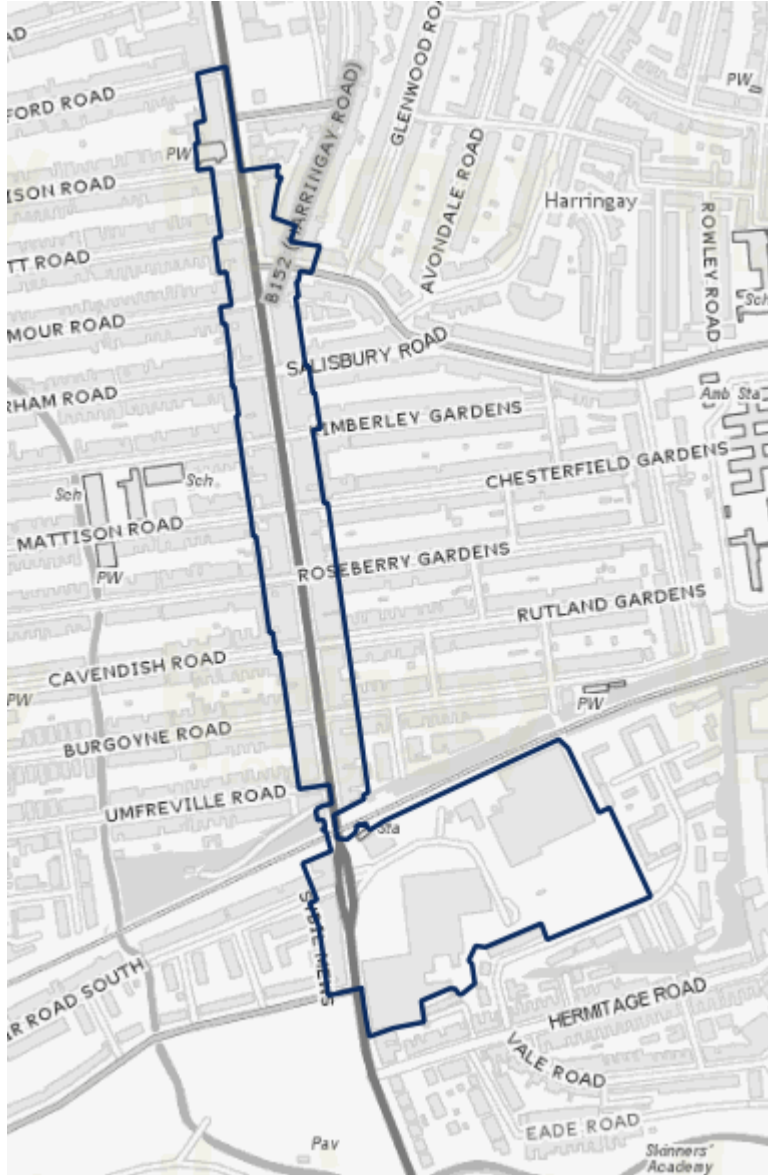
Muswell Hill District Centre



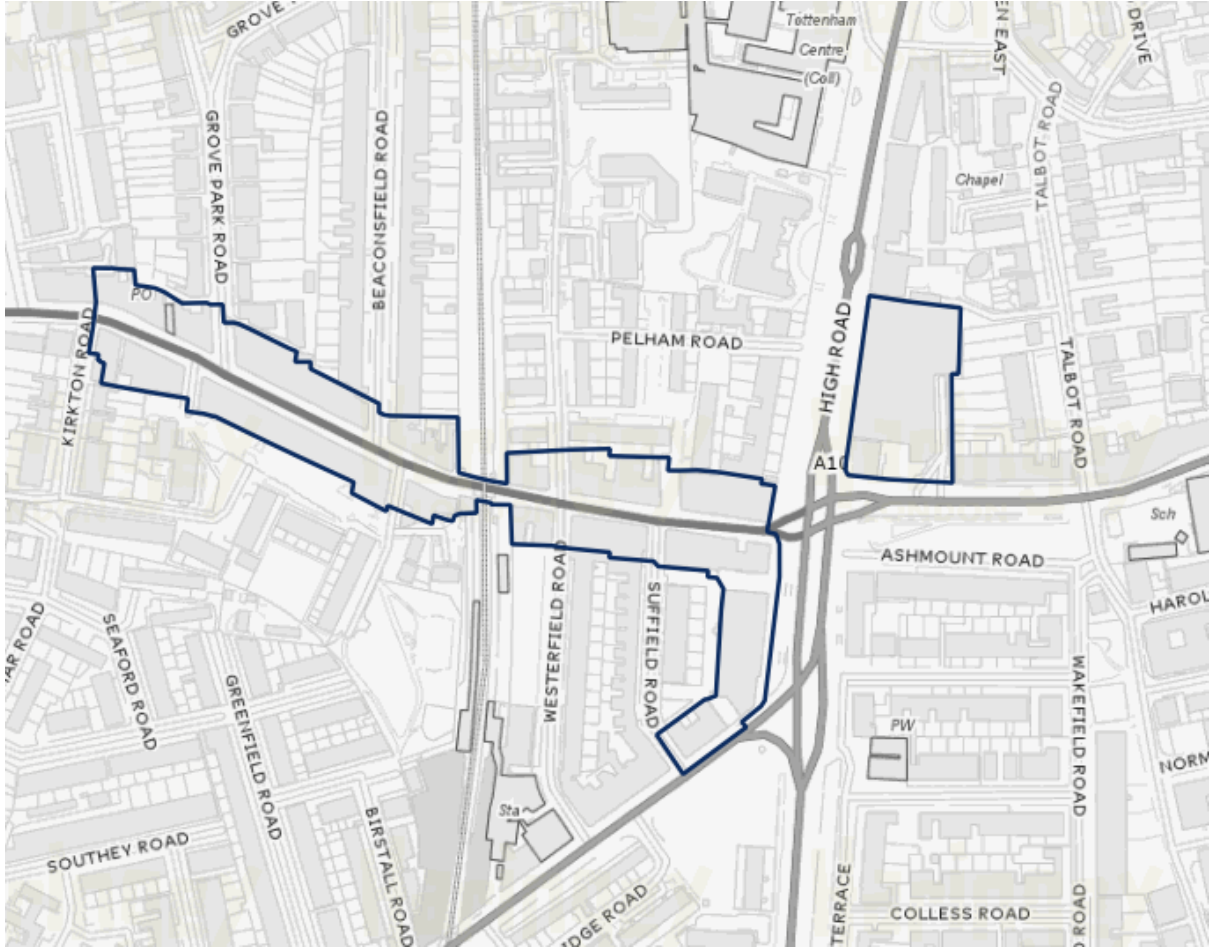
Crouch End District Centre



Green Lanes District Centre



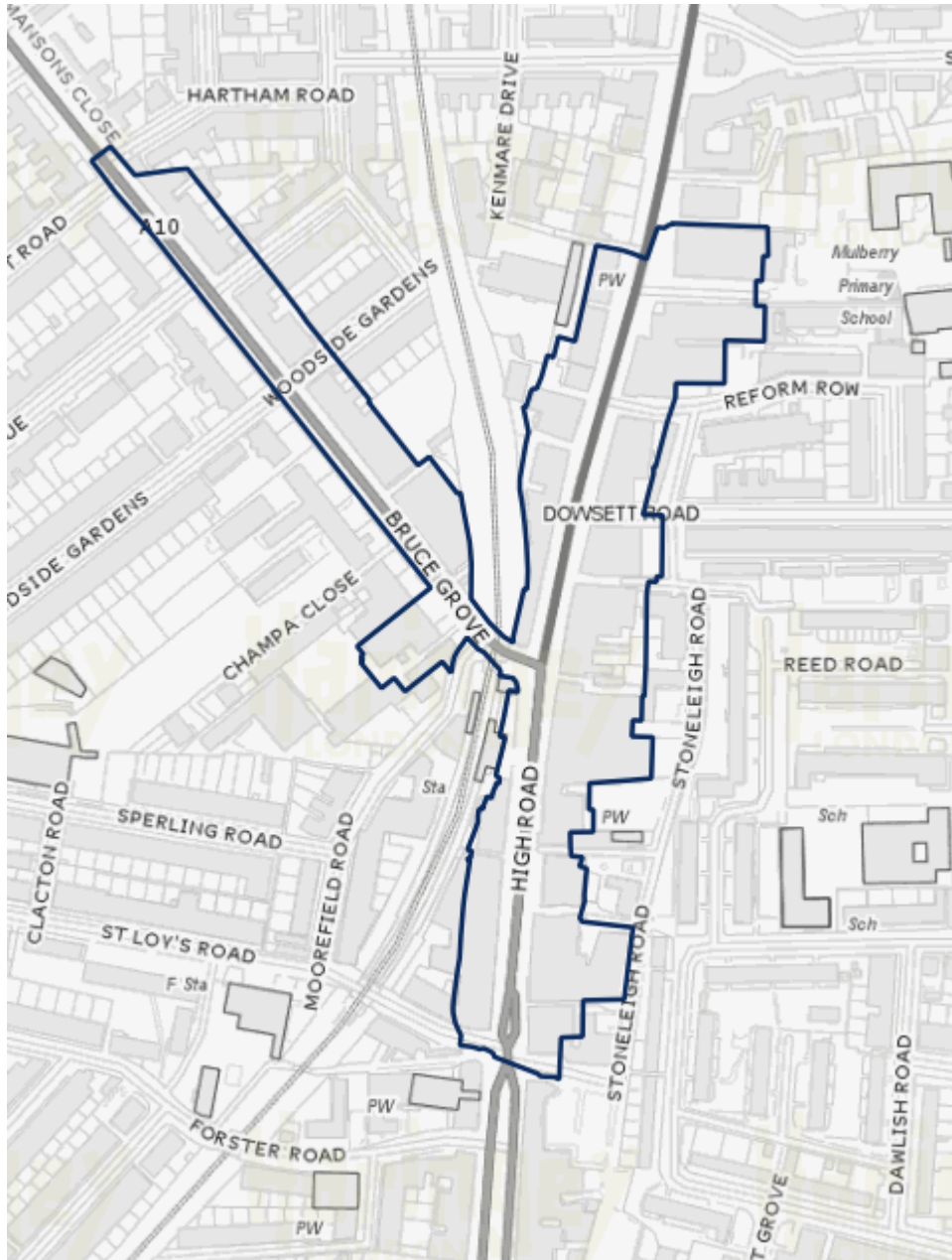
Seven Sisters District Centre



Tottenham Hale District Centre (partly coincides with Tottenham Hale District Centre)



Bruce Grove District Centre



Finsbury Park District Centre (North East side of Stroud Green Rd and North West side of A503) only



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Article 4 Direction Office to Residential: Evidence & Research

February 2020

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1.0 The Issue under Consideration

1.1 Background

1.2 In 2013, the Government introduced changes to Permitted Development rights, which included Prior Approval to allow offices (use class B1a) to change use to residential (use class C3) without a full planning permission. The intent of this being to increase the provision of new homes by introducing greater flexibility and speed to the delivery process.

1.3 However, there is widespread evidence that these changes have led to significant negative impacts, particularly on the quality and amenity of the residential units being delivered, and through the loss of employment floorspace to the detriment of the office market. The introduction of permitted development rights has also hindered the Council's Plan Led approach to development in Haringey as set out in the Local Plan. Without intervention to restrict these Prior Approvals from office to residential by the Council, these negative impacts are likely to continue.

1.4 The Council has therefore proposed the making of a non-immediate Article 4 Direction for parts of the Borough to remove Permitted Development rights for office (B1a) to residential (C3). It will reinstate the need for a grant of planning permission for such proposals in the areas in which the Article 4 Direction would apply, and thus reinstate the primacy of the Local Plan in shaping future development in these areas.

1.5 The Article 4 Direction will apply to the areas of Haringey identified as Growth Areas and Metropolitan and District Centres on the adopted Policies Map. In order to avoid any potential claims for compensation, it is proposed that the Article 4 Direction is non-immediate and would come into force 12 months after being made. The Article 4 Direction will require confirmation after consideration of consultation responses.

1.6 Reasons for Decision

1.7 The making and confirming of a new Article 4 Direction to restrict offices being converted to homes without planning permission in key areas of the Borough will result in some significant benefits. This includes the ability to properly assess any proposals with regards to employment and town centre priorities, the quantum and demand for office floorspace, and any impact on key business sectors to ensure any proposal doesn't harm the local economy. It will also enable the Council to require affordable housing provision where relevant, and to require minimum space and amenity standards to be met. This will ensure that future office conversions do not result in unacceptable impacts on the economy or future living standards of residents. It will also enable the Council to utilise a Plan Led approach underpinned by robust evidence to come to decisions on such proposals.

2.0 Haringey Context

Haringey Council has received applications for prior approval on 86 sites in the past four years. Of these, the Council has refused five applications, of which four were appealed. Of the four the Council refused, it has been successful in defending the refusals at appeal.

2 Office Supply and Demand

- 2.1 Haringey's Employment Land Study (2015) identified that Haringey Borough has 465,544 sqm of B-class use employment floorspace. The majority of this floorspace consists of warehousing and distribution (B8) with a 49% share; light and general industrial (B1c/B2) has a 36% share; and offices constitute the smallest share of B-class employment floorspace with 15%¹.
- 2.2 According to the Valuation Office Agency (2019), in 2018/19, Haringey had 116,000 sqm of rateable office floorspace, which was made up of 990 rateable office premises, and equated to a value of £14,546,000². The same set of statistics suggests the total number of rateable business units in Haringey in 2018/19 was 7,150 (1,780 industrial; 990 office; 2,950 retail; and 1,430 other). This suggests that rateable office floorspace equates for 13.85% of total rateable business floorspace in Haringey.
- 2.3 Haringey has over 29,669 sqm of actively marketed B-class use employment vacant floorspace, according to the Employment Land Study (2015). The majority (79%) of available B-class commercial floorspace is concentrated in mixed industrial (B1/B2/B8) floor space (23,570 sqm), while office floorspace (B1a) accounts for 11% of available floorspace (3,282 sqm), and light industrial/business units (B1c use class) constitutes 9% of the market (2,818 sqm)³.
- 2.4 The same study analysed Estates Gazette data and showed that 80% of the marketed B-class stock was second hand grade-B, which may limit the options and flexibility offered to potential businesses looking to invest in the Borough⁴. However, VOA (2019) estimates suggest that the rate for office floorspace has increased from

¹ <https://www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/local-plan/local-plan-evidence-base#elr>

² <https://www.gov.uk/government/statistics/non-domestic-rating-stock-of-properties-including-business-floorspace-2019>

³ <https://www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/local-plan/local-plan-evidence-base#elr>

⁴ <https://www.egi.co.uk/> via <https://www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/local-plan/local-plan-evidence-base#elr>

£101.00 per sqm in 2014/15 to £125.00 per sqm in 2018/19⁵. This increase coincides with the introduction of prior approval permitted development rights to convert offices to residential use.

2.5 Haringey's Employment Land Study (2015) assessed Haringey's future employment floorspace and land requirements by use class (B1a Offices, B1b Research and Development, B1c Light Industry, B2 General Industry and B8 Storage and Distribution), considering three possible growth scenarios⁶: (1) a scenario based on the employment forecasts produced by Experian in April 2014; (2) a scenario based on the employment forecasts appearing in the Draft Further Alterations to the London Plan (January 2014); and (3) a trend-based scenario based on Haringey's historic employment growth levels.

2.6 Scenario 1: Experian-Based Scenario

2.7 According to Experian, full time equivalent employment (FTE) across all sectors within Haringey was forecast to increase from 50,850 FTEs in 2011 to approximately 68,460 FTEs in 2031, an increase of approximately 35%. The number of FTEs in B use class sectors was forecast to increase from 25,800 in 2011 to 35,530 in 2031, an increase of approximately 38%. Employment in B1a/b sectors is forecast to increase by approximately 8,540 FTE jobs between 2011 and 2031, which equates to an increase of 45%.

2.8 Based on these employment forecasts and the employment density and plot ratio assumptions, Haringey's floorspace and land requirements over the period 2011-2031 are to rise. According to the Experian-based scenario, B1a/b land demand will grow by 16 ha or 102,600 sqm over the period 2011-2031 (see Tables 1 and 2).

Table 1 – B use class floorspace need (sqm) – Scenario 1

Use Class	2011	2016	2021	2026	2031	Change 2011-2031
B1a/b	226,000	275,300	294,000	310,800	329,200	102,600
B1c / B2	99,700	99,400	93,600	88,900	82,800	-16,900
B8	309,500	354,300	378,500	401,000	421,900	112,400
Total Floorspace	635,800	729,000	766,100	800,700	833,900	198,100

Table 2 – B use class land need (ha) – Scenario 1

⁵ <https://www.gov.uk/government/statistics/non-domestic-rating-stock-of-properties-including-business-floorspace-2019>

⁶ <https://www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/local-plan/local-plan-evidence-base#elr>

Use Class	2011	2016	2021	2026	2031	Change 2011-2031
B1a/b	35	42	45	48	51	16
B1c / B2	25	25	23	22	21	-4
B8	62	71	76	80	84	22
Total Land	122	138	144	150	156	34

2.9 Scenario 2: London Plan Aligned Scenario

2.10 According to GLA Economics' forecasts, employment in Haringey will increase from 73,000 jobs in 2011 to 90,000 jobs in 2031 and 95,000 jobs in 2036. The number of jobs in Haringey is forecast to grow by 29.5% between 2011 and 2036; this is the highest level of employment growth among all London boroughs.

2.11 Haringey's B use class floorspace requirements are expected to increase by at least 178,400 sqm over the period 2011-2031. B8 floorspace requirements are projected to increase by 111,600 sqm and B1a/b by 97,100 sqm while B1c/B2 floorspace requirements are expected to decline by 30,300 sqm (see Table 3). In terms of employment land need, B8 requirements are projected to increase by 22 ha and B1a/b by 15 ha while demand for B1c/B2 land is forecast to decline by 8 ha resulting in a net additional requirement of 30 ha (see Table 4).

Table 3 – B use class floorspace need (sqm) – Scenario 2

Use Class	2011	2016	2021	2026	2031	Change 2011-2031
B1a/b	257,600	300,500	316,000	334,300	354,700	97,100
B1c / B2	124,600	115,500	106,200	101,400	94,300	-30,300
B8	367,700	399,100	417,900	449,500	479,300	111,600
Total Floorspace	749,900	815,100	840,100	885,200	928,300	178,400

Table 4 – B use class land need (ha) – Scenario 2

Use Class	2011	2016	2021	2026	2031	Change
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						2011-2031
B1a/b	40	46	49	51	55	15
B1c / B2	31	29	27	25	24	-8
B8	74	80	84	90	96	22
Total Land	144	155	159	167	174	30

2.12 Scenario 3: Trend-Based Scenario Based on Haringey's Historic Employment Growth Levels Between 1997 and 2013

2.13 In terms of specific employment sectors, historic trends confirm the collapse of the manufacturing sector which lost 72% of its number of jobs over the period 1997-2013. The wholesale sector also experienced significant decline (-24%) while B1 sectors achieved significant levels of growth, with the professional services sector in particular growing by 37% between 1997 and 2013. The projection of these historic trends to 2031 suggests further growth in B1a/b sectors and further decline in B1c/B2 and B8 sectors. Under Scenario 3, B1a/b floorspace demand will increase by some 48,800 sqm over the period 2011-2031 (see Table 5). The above floorspace projections translate into indicative demand for 8 additional hectares of B1a/b land over the period 2013-2031 (see Table 6).

Table 5 – B use class land need (sqm) – Scenario 3

Use Class	2011	2016	2021	2026	2031	Change 2011-2031
B1a/b	226,600	250,000	258,400	266,900	275,400	48,800
B1c / B2	99,700	81,000	82,600	86,100	89,700	-10,000
B8	309,500	298,100	283,900	270,800	257,700	-51,800
Total Floorspace	635,800	629,100	624,900	623,800	622,800	-13,000

Table 6 – B use class land need (ha) – Scenario 3

Use Class	2011	2016	2021	2026	2031	Change
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						2011-2031
B1a/b	35	38	40	41	42	8
B1c / B2	25	20	21	22	22	-3
B8	62	60	57	54	52	-10
Total Land	122	118	117	117	116	-5

2.14 In addition to this, the London Office Policy Review (2017) suggests there is a need for an additional 55,040 sqm of office floorspace over the same period⁷. It is therefore evident that under all scenarios an increase in office floorspace will be needed. Losses will therefore exacerbate this need.

2.15 Office Floorspace Lost

2.16 The Prior Approval process nationally has assisted in meeting the Government's aspirations of increasing housing supply in terms of numbers of homes, however this has been at the expense of a significant quantum of office floorspace and many under-sized residential units, especially in London.

2.17 As of January 2020, in Haringey, 500 homes have attained permission through 62 B1a office to residential prior approvals, 364 homes have been completed, whilst a further 19 are under-construction. This leaves a further 117 homes which, in theory, could come forward. To date Haringey has lost 14,327 sqm of office floorspace by this mechanism⁸.

2.18 In terms of the potential losses of office floorspace overall in the Borough, there has been approval (via full planning permission and prior approval) for a loss of 19,451sqm of office floorspace since April 2014 (net) (see table 7). As stated above, there has been a loss of 14,327sqm via prior approval, and so it is evident that the majority of floorspace lost is happening via prior approval.

Table 7 – Losses and gains in employment floorspace (B use classes) – Approvals

Use Class	2014/15	2015/16	2016/17	2017/18	2018/19	Total
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⁷ https://www.london.gov.uk/sites/default/files/london_office_policy_review_2017_final_17_06_07.pdf

⁸ London Development Database (2020)

B1 (a/b/c) (Business) (sqm)	-4,605	-10,317	-3,252	-7,346	6,069	19,451
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2.19 **Jobs Density and Workspace Provision**

2.20 The emerging Haringey Economic Development Strategy: Economic Baseline - Evidence Report (2019) suggests there has been a steady increase in the number of people employed in the professional services sector, a rise of 18% between 2013 and 2018. This rise in employment is also reflected in a trend seeing a rise in the professional service businesses, by 20% between 2015 and 2019. This is exclusively due to an increase in small and micro professional services businesses⁹.

2.21 Haringey has a diverse range of workspaces across the borough, including a mix of office, retail and industrial space. The workspace market has experienced rapid growth in values in recent years, following trends experienced across London. Strong demand for workspace, both locally and across London, has led to a marked shift in the local workspace market in recent years.

2.22 Many of Haringey's workspaces have congregated around key employment or industrial locations which have good transport access, with concentrations around Wood Green, Seven Sisters and Tottenham Hale. Haringey's Workspace Viability Study (2014) identifies 15 sites within the borough that have strong potential for workspace development in the future¹⁰. These 15 sites fall into four clusters:

- Cluster 1 – Haringey Warehouse District and Greater Ashfield Road
- Cluster 2 – Haringey Heartlands and Wood Green Metropolitan Town Centre
- Cluster 3 – North Tottenham (Brantwood Estate) and High Road West
- Cluster 4a/4b – High Road Corridor/Tottenham Hale and South Tottenham

2.23 The sites within Cluster 1 do not fall within the District Centres or the Growth Areas identified. However, this area has been identified in the Local Plan for warehouse living in the main, and most of the office stock is ancillary to manufacturing and warehousing uses. The sites within Haringey Warehouse District and Greater Ashfield Road therefore already have a high number of warehouse and ancillary office to residential conversions.

2.24 The sites within Cluster 2 fall within a District Centre or a Growth Area or both. Some of the sites within Cluster 3 fall within a Growth Area. The sites within Cluster 4 fall within a District Centre or a Growth Area or both. The Article 4 Direction will thus apply to the areas of Haringey identified as Growth Areas and Metropolitan and

⁹ Emerging 'Haringey Economic Development Strategy: Economic Baseline – Evidence Report' (2019)

¹⁰ <https://www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/local-plan/local-plan-evidence-base#wvs>

District Centres on the adopted Policies Map and will cover these identified important economic clusters.

- 2.25 **Realising the Potential: Wood Green Growth Area**
- 2.26 **Policy Context:** the principle of Good Growth and other objectives provide a robust basis for intensification of both general employment and office use in particular¹¹.
- 2.27 **Employment:** Haringey's emerging draft Wood Green Economy & Employment Space Study (EESS) (2020) identifies that there are just over 9,000 jobs in Wood Green. The low levels (proportionally) of B-class employment are somewhat unusual within London Metropolitan Centres, as they tend to have a much stronger office based economy.
- 2.28 **Growth Projections:** projections for the next 20 years suggests that the make-up of the economy in Wood Green is changing and the following sectors will have an increased share of total employment in Wood Green: arts, entertainments, recreation and other services; professional, scientific and technical; property; finance and insurance; and transport and storage. This would suggest a future need for a mix of spaces, including an increase in the supply of good quality office floor space.
- 2.29 **Lessons for Wood Green:** in terms of its employment offer, Wood Green does not compare favourably with a number of other Metropolitan Town Centres in London. It lacks a critical mass of employment, businesses and floorspace to enable it to compete with other boroughs.
- 2.30 **Realising the Potential:** to ensure Wood Green is able to retain and attract business activity the EESS concluded that there are a series of challenges that policy and investment will need to address directly to if economic opportunities are to be expanded. Based on the projections there is an emerging need for a greater amount of small-scale professionalised office environments, and shared office spaces for use by micro to small professional and administrative as well as growing creative and tech businesses. Largely this will be good quality, B1a office stock for micro to small businesses (co-working space and shared/serviced offices) with adequate adaptability to accommodate future demand from larger businesses, for instance technology, computing, media, and telecoms (which will require larger floorplate B1a space or larger units within a serviced office provision).

3.0 Regional and National Context

3 Office Supply and Demand

¹¹ Emerging draft Wood Green Economy & Employment Space Study (2020)

- 3.1 Greater London has been particularly affected by the introduction of permitted development rights. This is because in many parts of the capital there is a significant differential between office and residential values which, combined with high demand and land scarcities, has created an incentive for landlords to seek conversion of viable and occupied offices without seeking planning permission.
- 3.2 The impact of the permitted development rights on London's economy has been multifaceted. Figures submitted by London boroughs indicate that approval has been granted for at least 100,000 sqm of wholly occupied office floorspace between May 2013 and April 2015, and 834,000 sqm total office floorspace¹². Also, the existing permitted development rights make no distinction between occupied and vacant office accommodation, and allow for no consideration of the impact of the loss of key office space. There has been an increase in office rents in some boroughs. Some boroughs have reported that permitted development rights have had an impact on land values for scarce office stock, threatening the viability of office redevelopment and refurbishment even in areas where there is clear demand. Furthermore, in some cases, viability of local office markets has been reduced. In outer London in particular, a critical mass of office accommodation is being lost, reducing the viability of economic centres and the availability of neighbourhood office accommodation.
- 3.3 Outside the office to residential permitted development rights exemption areas, more than 1.9 million sqm of office space had received prior approval to change to residential by March 2018. There are concerns that office to residential permitted development rights are having disproportionate impacts on occupied office floorspace and on SMEs and that it could undermine the potential to deliver significantly more housing through more intensive forms of mixed-use development, particularly in town centres. The draft London Plan therefore supports boroughs to consult upon and introduce Article 4 Directions for geographically-defined parts of existing and viable strategic and local office locations, to ensure that their office functions are not undermined by office to residential permitted development rights and to protect local amenity or the wellbeing of an area¹³.
- 3.4 According to the Royal Institute of Chartered Surveyors (2018), evidence of significant loss of office space is abundant, and many sources suggest that some of this space was in use prior to the permitted development conversion. Estimates in the report state that an annual loss of 966,000 sqm across the country since the introduction of office to residential permitted development, and a total of 797,000 sqm converted in London alone. According to the London Office Policy Review (2017), the inner London Borough of Haringey has 'suffered significant percentage change in stock'¹⁴.
- 3.5 These developments do not necessarily convert vacant premises, a concern that that is particularly prevalent in London as 55% of permitted development rights schemes involve occupied buildings (40% fully occupied and 15% partially-occupied),

¹² <https://www.londoncouncils.gov.uk/our-key-themes/housing-and-planning/permitted-development-rights/impact-permitted-development-rights>

¹³ <https://www.london.gov.uk/what-we-do/planning/london-plan/new-london-plan>

¹⁴ https://www.london.gov.uk/sites/default/files/london_office_policy_review_2017_final_17_06_07.pdf

according to the London Office Policy Review (2017)¹⁵. The Review also suggests that it is also likely that these numbers underestimate the impact by excluding buildings where owners emptied the building before a prior approval, or chose not to re-let vacant space that might have found a willing tenant. The Review estimates that over 30,000 jobs have been disrupted, with the overwhelming majority of these being in SMEs occupying economically-priced space which might be hard to replace, and this represents a significant disruption to the small business community. The result of permitted development rights in Haringey is that low value employment space in particular is vulnerable to change of use – the very space that traditionally met the needs of many small, young or low margin businesses and created local employment.

3.6 Office to residential permitted development conversions are likely to have an impact on office rents more broadly, as a reduction in office floorspace increases pressure on the remaining space. The London Councils briefing (2015) supports these claims further arguing that the loss of employment space results in the loss of local jobs and of the economic vitality of the areas where spaces are being converted. According to this report, across London 39% of all office to residential prior approvals for which information on occupation was available were fully occupied spaces¹⁶.

3.7 Total London employment projections by the Greater London Authority estimate that employment in London will grow by an annual average rate of 0.78 per cent, equivalent to 49,000 jobs per annum, to reach 6.907 million in 2041. The same projection estimates that employment in the ‘Professional, Real Estate, Scientific and technical activities’ sector will rise more than that in any of the other largest sectors in London necessitating the need for office floorspace across London¹⁷.

3.8 **Housing Quality and Amenity Impacts**

3.9 New housing development should provide homes that are high quality and well designed. These ambitions are currently in jeopardy according to the RTPI (2019), because of national policies that enable developers to avoid making such vital contributions. One of the most significant of these is permitted development rights allowing offices to convert to residential homes without the need for planning permission¹⁸.

3.10 In the last three years, seven per cent of new homes have been provided in this way. Unfortunately, because they are exempt from the full local planning process, they come forward with minimal scrutiny and outside of full local authority control.

¹⁵ Ibid

¹⁶ <https://www.rics.org/uk/news-insight/research/research-reports/assessing-the-impacts-of-extending-permitted-development-rights-to-office-to-residential-change-of-use-in-england/>

¹⁷ <https://www.london.gov.uk/business-and-economy-publications/london-labour-market-projections-2017>

¹⁸ <https://www.rtpi.org.uk/briefing-room/news-releases/2019/january/rtpi-signs-open-letter-on-permitted-development-rights/>

- 3.11 Various reports have raised significant concerns about the quality of many new homes being delivered today. According to the Raynsford Review of Planning commissioned by the Town and Country planning Association, the last 12 months have seen growing confirmation of these outcomes both in the formal analysis of permitted development and in individual decisions¹⁹.
- 3.12 The evidence of the negative impact of the extension of permitted development for the conversion of office, commercial and industrial units to housing is now overwhelming, according to the review. Some people continue to argue that the provision of housing units, however sub-standard, is better than no homes at all for those in greatest need. This is not an argument that bears close scrutiny. Housing some of the most vulnerable people in our society in substandard conditions and unsuitable locations damages their health and life chances. Permitted development also directly undermines the provision of housing for those most in need as it excludes any possibility of Section 106 affordable housing from the developer.
- 3.13 The Ransford Review of Planning (2019) also states that the 'worst examples of these places are unfit for human occupation when they are completed. It is right and proportionate, therefore, to conclude that government policy has led directly to the creation of slum housing. Such slums will require immense public investment, either to refurbish them to a proper standard or to demolish them. Morally, economically and environmentally it is a failed policy. In any event, there are real alternatives to using permitted development rights to meet housing need, such as building council houses in well planned communities or refurbishing redundant commercial buildings in appropriate locations to a high standard'²⁰.
- 3.14 London Councils (2015) supports the need for a significant increase in housing supply in the capital, but argues that this should not be achieved at the cost of producing poor-quality residential accommodation. As residential conversions are no longer required to be plan-compliant, many unsustainable and poor-quality schemes have been brought forward, with Councils having no power to ensure they meet basic standards such as minimum space and adequate light and ventilation²¹. The minimum size for a one bed one person flat under the nationally described minimum space standards is 37 sqm²².
- 3.15 In an open letter to the Secretary of State signed by 15 other organisations including Shelter, the Royal Town Planning Institute (2019) said housing quality is being jeopardised by this Permitted Development Right and called on the government to focus on delivering homes through the local planning process²³.

¹⁹ <https://www.tcpa.org.uk/the-raynsford-review-of-planning-one-year-on>

²⁰ <https://www.tcpa.org.uk/the-raynsford-review-of-planning-one-year-on>

²¹ <https://www.londoncouncils.gov.uk/our-key-themes/housing-and-planning/permitted-development-rights/impact-permitted-development-rights>

²² https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/524531/160519_Nationally_Described_Space_Standard_Final_Web_version.pdf

²³ <https://www.rtpi.org.uk/briefing-room/news-releases/2019/january/rtpi-signs-open-letter-on-permitted-development-rights/>

- 3.16 A report by the Royal Institute of Chartered Surveyors (RICS) in May 2018 also concluded that permitted development residential quality was significantly worse than schemes which required planning permission²⁴. According to RICS, the most dramatic impact of permitted development has been on residential quality. There are some examples of extremely high-quality conversions delivered through permitted development, but also some examples of shockingly poor housing. Office to residential conversions are much less likely to have amenity space and are much smaller: across the case studies (where it was possible to tell), 94% of units that came through planning permission met national space standards compared to just 30% of prior approval units. They also provide fewer family units: the permitted development schemes analysed were 77% studios or one bed units compared to just 37% of the planning permission units. Permitted development conversions cater to a very narrow segment of the residential market and delivers few genuine ‘homes’.
- 3.17 The House of Commons Committee of Public Accounts report (2018) also raised concerns about the poor quality of office to residential conversions. It criticises the Ministry of Housing, Communities and Local Government (the Department) for not having a specific program to address concerns about the quality of new builds while stressing the critical importance that quality is good enough. The Department has however agreed that there are issues relating to inadequate space standards and build quality. The report (2018) also mentions that the Department has now stated that it has committed to a review of office to residential permitted development rights. This review will look at the quality of those homes and what should be built²⁵.
- 3.18 **Affordable Housing and Infrastructure Contributions**
- 3.19 New housing development should provide homes that are served by the necessary community infrastructure. However, this ambition is currently in jeopardy because permitted development rights allow offices to be converted into residential homes without the need for planning permission.
- 3.20 These homes are also delivered without making any contribution towards affordable housing, which other forms of developments are required to do. Separate research by both the LGA and Shelter has shown the scale of this loss, suggests the RTPI (2019)²⁶. Both organisations have calculated that more than 10,000 affordable homes have potentially been lost in the last three years in England alone. The result of this is that thousands of families remain in temporary accommodation and on council house waiting lists for years, despite levels of housebuilding rising.
- 3.21 A report by the Royal Institute of Chartered Surveyors (RICS) in May 2018 concluded that permitted development residential quality was significantly worse than schemes

²⁴ <https://www.rics.org/uk/news-insight/research/research-reports/assessing-the-impacts-of-extending-permitted-development-rights-to-office-to-residential-change-of-use-in-england/>

²⁵ <https://www.parliament.uk/business/committees/committees-a-z/commons-select/public-accounts-committee/inquiries/parliament-2017/inquiry21/>

²⁶ <https://www.rtpi.org.uk/briefing-room/news-releases/2019/january/rtpi-signs-open-letter-on-permitted-development-rights/>

which required planning permission. It highlighted the fact that there is a negative impact on local infrastructure due to their unplanned nature and the fact that developer contributions towards new infrastructure to support new development, and thus the amenity of new and existing populations are avoided. Cautious estimates show that between May 2013 and May 2015 there has been a loss of affordable housing contributions of over £50 million in inner London (where in lieu payments are most common) and of 3,000 units in outer London (where unit provision is most common)²⁷.

3.22 A London Councils (2015) report states that a number of large office buildings have been approved for conversion through the policy which, had they gone through the planning process, would have been a significant source of either new affordable housing or contributions towards offsite provision. Figures collated by London boroughs indicate that prior approval has been granted for the conversion of offices for at least 7,000 new dwellings in schemes of 10 units or more. Had this number of homes been approved through the planning system, they would typically be expected to support the delivery of as many as 1,000 new affordable homes, or equivalent Section 106 developer contributions on other sites²⁸.

3.23 According to the Local Government Association (2020), more than 13,540 affordable homes have been lost over the past four years as a result of developers using permitted development rights to sidestep planning permission for office to residential conversions nationwide²⁹. Research carried out by the Royal Institution of Chartered Surveyors two years ago found that 70 per cent of the new homes delivered through the permitted development rights regime do not meet minimum space standards, and around 90 per cent lacked access to open space.

3.24 **Public Opinion**

3.25 The main findings from the Local Government Association's Permitted Development Order Survey (2018)³⁰ are as follows:

3.26 **Effects of Permitted Development Orders:**

- 50% of respondent authorities agreed that permitted development orders changes had resulted in the loss or relocation of businesses as offices were converted to housing;
- 69% thought that changes to the permitted development orders had reduced the availability of office space, 35% likewise agricultural buildings, 25% storage/distribution space, and 20% retail space;

²⁷ <https://www.rics.org/uk/news-insight/research/research-reports/assessing-the-impacts-of-extending-permitted-development-rights-to-office-to-residential-change-of-use-in-england/>

²⁸ <https://www.londoncouncils.gov.uk/our-key-themes/housing-and-planning/permitted-development-rights/impact-permitted-development-rights>

²⁹ <https://www.planningresource.co.uk/article/1670443/13500-affordable-homes-lost-due-pd-office-conversions-says-lga>

³⁰ <https://local.gov.uk/permitted-development-order-survey-2018>

- 65% reported that contributions to affordable housing through section 106 agreements had reduced, and 66% that contributions for other infrastructure through section 106 agreements had reduced;

3.27 Concerns about Permitted Development Orders:

- 92% were moderately or very concerned about the quality/design of housing resulting from permitted development orders;
- 89% were moderately or very concerned about the appropriateness of the location of housing resulting from permitted development orders;

3.28 Article 4 Directions:

- 37% of respondent authorities had introduced an Article 4 Direction since 2013;
- 41% of those which hadn't had not done it due to a lack of resources to put in place, and 27% because permitted development rights had not had a detrimental effect on the local area;
- 50% agreed that the Secretary of State should not have powers to cancel or modify an Article 4 Direction;
- 31% disagreed that the cost of putting in place an Article 4 Direction was reasonable;
- 64% agreed that compensation rules restricted the ability of councils to use Article 4 Directions to immediately address the effects of permitted development rights;

3.29 Permitted Development Order Elements:

- 97% thought that those elements of the permitted development orders which allowed change of use to residential should be changed; 45% thought that they should be abolished; 22% thought that councils should be able to opt in to designate permitted development rights areas combined with required contributions for affordable housing and infrastructure.

For further information please contact

LDF@Haringey.gov.uk



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Equality Impact Assessment Screening Tool

1	Lead officer contact details: Philip Crowther – Philip.crowther@haringey.gov.uk			
2	Date: 17.1.2020			
3	Summary of the proposal: To make a non-immediate Article 4 Direction removing permitted development rights which allow offices (B1a) to change use to residential (C3) by way of prior approval. This withdrawal of permitted development rights would apply in Growth Areas, Metropolitan and District Centres as designated on Haringey’s Local Plan adopted polices map. Future such proposals would need a full planning permission to change use.			
	Response to Screening Questions	Yes	No	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		X	The proposal will involve removal of certain permitted development rights in certain areas of the Borough. Prior to 2013 these permitted development rights did not exist.
5.	Does the proposal remove, reduce or alter a service or policy?	X		The proposal will remove certain permitted development rights in Growth Areas, Metropolitan and District Centres. In respect of the permitted development right which is removed, the effect will be that parties proposing such types of development will be required to submit a planning application to the Council (whereas this would not be necessary if the permitted development right had not been withdrawn). There will be a fee due to the Council in respect of the planning application versus a minor £96 fee if the permitted development right had not been removed.
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for		X	No

	restructure EqlAs.			
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		X	The Council has restricted many permitted development rights in conservation areas, and has also restricted permitted development rights for changes of use from warehousing (B8) to residential, and from residential (C3) to a HMO (C4). This is not known to have given rise to any negative equalities issues.
b) Known inequalities				
8.	Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?		X	The proposal has potential to impact equalities in two main ways. Firstly, the proposal will create a new cost burden. This will apply where parties have to fund a planning application and supporting work in respect of an application that would not have been necessary had this particular permitted development right not been removed. This could be argued to have potential to affect those on lower incomes who may be in some of the protected groups. However, this is extremely unlikely, as such a person would have to own an office premises and have the means to undertake conversion to residential to have benefitted from this permitted development, and so in effect this can be discounted. Secondly, the proposal may impact positively upon all groups that share the protected characteristics, by ensuring that within these defined areas any office conversion to residential is subject to proper scrutiny by way of a full planning application, ensuring affordable housing, space standards, and decent levels of amenity are provided, and that valuable employment floorspace is protected. This will particularly benefit disability groups, through ensuring standards on accessibility in the Local Plan are met.

				Nevertheless, public consultation is required on the proposals before they can be confirmed. This will provide the opportunity for any unforeseen equalities issues to be raised and the Council will have chance to consider these before deciding whether to confirm the proposals. The Council will take measures to ensure that the consultation process is inclusive in accordance with the Council's Statement of Community Involvement.
9.	<p>Is the service targeted towards particular disadvantaged or vulnerable residents?</p> <p><i>This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.</i></p>		X	No
10.	<p>Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.</p>	X		Yes, there is clear evidence that through these permitted development rights substandard residential accommodation is being created without sufficient amenity for residents. This can particularly impact disabled people and those on low incomes. It negatively impacts upon disabled groups as by way of permitted development, space and accessibility standards in the Local Plan can not be secured, and so often the developments will not be suitable or adaptable for those with disabilities. It will also negatively impact those on low incomes, as the standard of accommodation delivered is often well below Planning minimums in terms of amenity, space, access to daylight and amenity space, and the

				resulting accommodation will often only be taken up by those on the lowest income with no other alternative.
11	Full EqIA may be needed if Yes has been indicated in any answer			It is not considered a full EqIA is necessary given the information provided above, notably that the proposal is likely to have no/minimal negative impact on groups that share the protected characteristics or other disadvantaged groups. Indeed, the inverse is likely in that outcomes from this course of action will be inherently beneficial to all, including groups with protected characteristics.

Report for: Cabinet 10 March 2020

Title: Draft Highgate School Supplementary Planning Document (SPD)

Report authorised by: Emma Williamson, Assistant Director for Planning, Building Standards & Sustainability

Lead Officer: Rob Krzyszowski, Head of Planning Policy, Transport & Infrastructure

Ward(s) affected: Highgate

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

1 Describe the issue under consideration

1.1 This report introduces a proposed draft Highgate School Supplementary Planning Document (SPD) for consultation. This draft SPD gives further guidance on Local Plan Site Allocation: 41 - Highgate School, to fulfil the Plan's commitment to bring forward an SPD with an agreed masterplan for the School's future development. The objectives are to take a comprehensive approach to the effective planning and delivery of new accommodation to meet the long term needs of the school and support enhanced community use and benefits. The SPD has particular regard to making open space as accessible as possible and ensuring that development preserves or enhances the appearance of the Highgate Conservation Area.

2 Cabinet Member Introduction

2.1 The Council has developed this SPD in partnership with Highgate School, to help give more certainty to the local community about future development in the School's estate. It is important to recognise that the School's historic and contemporary buildings make a significant positive contribution to the built environment of the area. The SPD seeks to ensure that the School in keeping with it's past, continues to show shown great sensitivity in the conservation, repair and enhancement of its built heritage and in its approach to new buildings. It is also important that the School environment is accessible and environmentally sustainable and this SPD sets the framework for doing so.

3 Recommendations

3.1 That Cabinet:

A) Notes the comments and recommendations of Regulatory Committee of 2 March 2020 regarding this Draft SPD; and

B) Approves the draft Highgate School SPD, attached as Appendix 1, for public consultation in accordance with the Haringey Statement of Community Involvement.

4 Reasons for decision

- 4.1 To progress the preparation of an SPD. The purpose of the draft SPD is to provide a masterplan and provide guidance on a comprehensive approach for the delivery of new accommodation to meet the long-term needs of the School, and to support enhanced community use and benefits. This SPD will be used by the Council as a material consideration when determining any future planning applications for the School and will help inform any future applicants and local residents.
- 4.2 The Council's adopted Site Allocations DPD envisages the Council adopting an SPD for Highgate School as this is considered to be the most effective way of securing that any future development of Highgate School meet its needs, accessibility requirements and provides for enhanced community benefits, whilst preserving the heritage and amenity of Highgate in line with the adopted Local Plan Site Allocation for the School.

5 Alternative options considered

- 5.1 There is one alternative option to the preparation of an SPD which is to do nothing. Notwithstanding the commitment in the Site Allocations Local Plan document to bring forward an SPD for the School, this is an option, albeit with some disadvantages as outlined below.
- 5.2 If the 'do-nothing' option was continued, Council officers, the Planning Sub-Committee and in the event of appeals, Planning Inspectors, would continue to exercise judgement when making decisions on specific proposals that Highgate School put forward, but without the guidance the SPD would provide. However such an approach may give rise to greater uncertainty and slower decision making, and does not allow for the more strategic consideration of the School's development as a whole, including giving guidance on key land use principles, notably that of development in Metropolitan Open Land (MOL) and in the curtilage of Listed Buildings.
- 5.3 Additionally, such an ad-hoc way of dealing with estate wide issues may not give the local community the overall picture of development intentions in and would not enable the community to comment and input into the School's long-term development. Rather residents and businesses would only be able to comment on individual applications without this wider context. Set against the benefits and relatively modest costs associated with the preparation of an SPD, this option can be discounted.

6 Proposed draft Highgate School SPD

- 6.1 The Local Plan Site Allocations Development Plan document identifies Highgate School as a Site Allocation (SA41) to explore how the School facilities can be enhanced whilst simultaneously benefitting local communities. To enable this, the Site Allocation commits the Council to develop an SPD for which future development should accord to.

- 6.2 The Site Allocation and thus the SPD area also fall within the Highgate Neighbourhood Plan area and any future redevelopment will also have to accord with relevant policies within this Neighbourhood Plan.
- 6.3 The purpose of the draft Highgate School SPD is to provide a campus masterplan to take a comprehensive approach to the effective planning and delivery of new accommodation to meet the long-term needs of the School, and to support enhanced community use and benefits. This SPD will be used by the Council as a material consideration when determining any future planning applications for the School. The SPD has been drawn up in conjunction with the School. Consulting on the draft SPD will help the Council and School to engage with the community and share the School's proposed plans to improve, alter and extend its buildings and School facilities over the next 10 years.
- 6.4 The draft SPD therefore describes the current situation within the School and the surrounding area, outlines the characteristics of the School and key issues faced, and details sites within the estate where new development is needed and the likely form this will take. It also details the proposed refurbishment of existing buildings to meet the School's future academic needs including temporary decant facilities. It should be noted none of the proposals are to accommodate an increase in numbers at the School; rather they are solely to meet modern academic standards and to improve the facilities, amenity and accessibility in Highgate.
- 6.5 The School lies within Highgate Conservation Area and contains important historic buildings, some of which are listed. The draft SPD has a strong focus on conserving and enhancing the historic and natural environments, including MOL openness, sensitive landscaping, and creating fit for purpose new buildings, facilities and spaces. There is a commitment in the draft SPD and within the Highgate Neighbourhood Plan to continue to support the existing wider community through the use of the School's facilities. The provision of new facilities will therefore be of benefit to the local area.

Draft SPD Proposals

- 6.6 There are a number of key developments that the draft SPD proposes. These include: significant upgrades to the Sixth Form Centre, improved senior School drama and music provisions, and enhancements to the sport and exercise offering including both internal and external sporting facilities. These key developments do not exclude the School from coming forward with routine or other minor applications which might be necessary throughout the course of the SPD. In terms of the sites and buildings included these are:

Bishopswood Road Campus

- Mallinson Sports Centre
- Richards Music Centre
- Far Field
- Pre-Preparatory School
- Temporary Decant

Senior School Campus

- Science Block
- Dyne House and Island Site Tunnel Access

Mallinson Sports Centre Redevelopment

- 6.7 The Mallinson Sports Centre is located on Bishopswood Road and accommodates both internal and external sporting facilities including a swimming pool, sports hall, squash courts and Fives Courts. It was developed on a piecemeal basis and no longer fully meets the current and future needs of the Sports and Exercise (SpEx) programme. The current building also does not provide step-free / disabled access to the majority of facilities, only allowing disabled access into the main reception area and mezzanine hall.
- 6.8 The Mallinson Sports Centre building does not enhance the Conservation Area and is identified in the Highgate Conservation Area Appraisal as being a negative contributor and detracting from the environment. Therefore the draft SPD provides guidance that states that the demolition of the building and adjacent 'Fives' Courts may be considered acceptable subject to appropriate redevelopment of the site including impact on the openness of MOL and Heritage Assets. The main aim would be to provide a modern sports centre which was fully accessible on this site.

Richards Music Centre Redevelopment

- 6.9 The existing building is a single-storey building with a mansard roof built originally for the School as a sports pavilion before largely being converted for use as a music centre and is now predominantly occupied by the SpEx Department and IT team. The existing building's layout and its form of construction severely compromise its use for any educational purpose. There are also problems with the building's drainage and foundations.
- 6.10 The unlisted building is not located within the MOL but is located adjacent to the MOL boundary. The draft SPD therefore provides guidance on how any redevelopment of the Richards Music Centre could be achieved to provide additional and enhanced educational accommodation. This is subject to the consideration of heritage impacts which includes an assessment of how the existing building contributes to the Highgate Conservation Area.

Far Field Drainage and Amenity Block Redevelopment

- 6.11 This site lies some distance from the School and is used principally by the School for sports purposes. It is subject to regular drainage issues through inclement months significantly limiting its use. It also includes a small utility building with changing rooms and toilet facilities.
- 6.12 The intent of the School is to undertake a series of engineering works to rectify/reduce the risk of flooding, to replace the amenity building with one capable of meeting the needs of a co-educational establishment and covering the main playing field areas in a permeable green artificial surface to enable the area to have greater utility across a wider range of sports.

- 6.13 The draft SPD includes guidance to require that any proposal for improvements to the proposed new amenity block would need to be supported by a robust justification for very special circumstances as to the requirement for any new, extended or enlarged replacement structures in the MOL with regard to the impact on the MOL's openness and permanence.

Pre-Preparatory School Extension

- 6.14 The building is a part-three part-four storey building adapted for the School as a pre-preparatory School to accommodate children aged 3-7 years, with the main entry year being Nursery. The intent is to provide two new classrooms each of the same size as the existing classrooms located within the Pre-Preparatory School to facilitate a change to the main entry year being Reception. The draft SPD guidance indicates that the garden area to the north could be a suitable site for this and the School has desires for the development to be in the form of a 'treehouse' concept.
- 6.15 The draft SPD provides guidance to ensure that any extension would be undertaken sympathetically, should seek to enhance or improve the external appearance generally and should be to the same standard as the other work undertaken recently across the Pre-Preparatory School.

Temporary Decant Facilities

- 6.16 Temporary decant facilities will need to be constructed whilst redevelopment works are underway. Specific requirements are identified within an accommodation needs assessment within the draft SPD which identifies that the construction of temporary buildings on the Junior Field may be an appropriate option for temporary decant facilities. This does pose significant challenges, notably this would result in the temporary loss of MOL and 50% of the playing field during the decant.
- 6.17 The draft SPD therefore identifies that a temporary decant solution will only be supported by the Council and the Greater London Authority where a very special circumstances case is presented by the School as part of a future planning application, and where a planning obligation is secured ensuring that the land used would be reinstated as MOL and playing field of equal or higher quality following cessation of the temporary use.

Science Block Renovation and Limited Extension

- 6.18 The Science Block is located within the Senior School campus of Highgate School. The fabric of the Science Block is designated, falling under the listing of the 'Old School Building' known as the 'Big School' which is Grade II Listed. The Science Block requires substantial refurbishment and reconfiguration, particularly the laboratories. The scope of works is being developed by the School but will require some small-scale extensions in the Garner and Science Quadrangles to facilitate full accessibility and reconfiguration of the laboratories.

6.19 The SPD therefore provides guidance that states that any extensions would be undertaken sympathetically to Heritage Assets, should seek to enhance or improve the external appearance generally and should be to the same standard as the other work undertaken across the Senior School.

Dyne House Redevelopment and Island Site Tunnel Access

6.20 Dyne House forms an integral part of the Senior School in the heart of Highgate Village. The site slopes down steeply from west to east. The main building (Dyne House) was opened in 1967. Behind the main building are the two-storey classroom building and the Gymnasium which is currently used as a Drama Studio. There is a redundant open-air swimming pool and the Parade Ground which is used as a pupil amenity area. The building is partially accessible for those with mobility issues from Southwood Lane; it is not accessible for pupils with mobility issues from the Island Site due to narrow steep stairs at either end of the tunnel.

6.21 The services, windows and other elements have reached the end of their life and the joints on the external precast concrete panels are now starting to break down and leak. The draft SPD therefore identifies that additional and improved space is required to meet the academic requirements on the Senior School and that a way to achieve this is through the sensitive refurbishment or redevelopment of the Dyne House site. Improvements to the tunnel access from the Island Site to the Dyne House Site are also necessary to allow a safe, secure and fully accessible route between the two parts of the School.

6.22 The draft SPD highlights that this site has a significant number of challenges for any redevelopment, given it occupies a prominent location in Highgate Village and the Conservation Area. Guidance is given on the key impacts that will need to be considered as part of any planning application. It is also highlighted that the 'Highgate Bowl' allocation is located adjacent to the site but for the avoidance of doubt, the draft SPD acknowledges that Dyne House and the buildings behind it are not included within the Highgate Bowl allocation. The draft SPD also identifies that The Parade Ground will be protected as Significant Open Land and should not be built on other than improvements to its surface and facilities.

Key Land Use Issue

6.23 In delivering proposals within the Senior School and, specifically those related to Dyne House, the draft SPD will expect the School to have regard to site allocation SA42 which relates to the 'Highgate Bowl'. SA42 seeks to protect the Highgate Bowl as open space, and to improve public access to it through limited redevelopment of Townsend Yard, Broadbent Close and Duke's Head Yard.

- 6.24 The School's Bishopswood Road Campus, together with the Far Field, contains the majority of the School's sporting facilities including the playing fields. These playing fields have been designated as MOL and as such Policy SP13 of the Haringey Local Plan applies which protects these open spaces and green land from inappropriate development. The draft SPD details these policy considerations for each proposed development and in doing so provides a framework that can effectively manage these issues and give more certainty to the School and wider community with regards to the future development on these sites.
- 6.25 Additionally, given that many of the School's buildings are in a Conservation Area, and the number of listed buildings the School has or is in the vicinity of, there is necessarily a substantial amount of guidance to ensure that development proposals do not harm the setting or character of any of these heritage assets. Historic England will be consulted during public consultation, and as and when any relevant planning application is submitted.
- 6.26 Given the School's proposed pipeline of development, the draft SPD sets out an expectation that the School should bring forward the strategic proposals for the School estate simultaneously so that the proposals can be looked at holistically and comprehensively.

Sustainability Appraisal (SA)

- 6.27 Paragraph 8 of the National Planning Guidance on strategic environmental assessment and sustainability appraisal advises that Supplementary planning documents do not require a sustainability appraisal but may in exceptional circumstances require a strategic environmental assessment if they are likely to have significant environmental effects that have not already have been assessed during the preparation of the relevant strategic policies. The draft SPD supplements Site Allocation 41 of the Site Allocations Local Plan document. A full Sustainability Appraisal was carried out at each formal stage in the preparation of the Site Allocations. Nevertheless the draft SPD has been subject to a separate Strategic Environmental (SEA) screening opinion, which can be viewed at Appendix 2 to comply with European Directive 2001/42/EC "on the assessment of the effects of certain plans and programmes on the environment". The European Directive is transposed into law by the Environmental Assessment of Plans and Programmes Regulations 2004.
- 6.28 The screening concludes that the SPD is not likely to have significant environmental effects and accordingly, should not be subject to Strategic Environmental Assessment. The statutory bodies Historic England, Natural England and the Environment Agency will be consulted on this and the final screening report will be published upon adoption

Consultation on the draft Highgate School SPD

- 6.29 It is proposed to consult on the SPD in accordance with the Council's adopted Statement of Community Involvement (SCI). Specifically, the following consultation methods will be employed:

- notification by e-mail or letter to all persons/organisations listed on the existing Planning Policy database including the Highgate Neighbourhood Forum;
- notification by letter to those addresses within proximity to the Highgate School site;
- publicity on the Planning Policy pages and the corporate consultation portal of the Council's website;
- drop-in exhibition event;
- printed documents available in local Highgate Library and Highgate Literary Scientific Institution (HLSI) reception area;
- social media posts;

6.30 In accordance with the requirements of the Town and Country Planning (Local Planning) (England) Regulations 2012, the Council must publish a Consultation Statement which sets out the date by which representations must be and the address to which they must be sent. Following the close of consultation this statement will be updated to explain how any issues raised in representations have been addressed in the SPD.

6.31 The consultation will be open for a minimum of six weeks and will commence as soon as possible following the approval of Cabinet. Officers will liaise with Haringey Communications team to ensure the consultation is publicised as widely as possible. During the consultation period, a public drop-in exhibition event will be scheduled to enable residents and business owners to comment in person. The outcome of the consultation, and any resulting proposed amendments to the draft SPD, will be reported back to for a final decision on whether to adopt the SPD.

Regulatory Committee comments

6.32 The report was considered by Regulatory Committee on 2 March 2020 which is after the Cabinet report papers are finalised. Regulatory Committee's comments on the report will be reported separately to the Cabinet.

7 Contribution to strategic outcomes

7.1 The preparation and subsequent adoption of this SPD will contribute significantly to the Borough Plans objectives, particularly those under the People and Place Priorities by helping establish guidance that will lead to the provision of new and updated educational and sporting facilities, and by making Highgate and the School's buildings within it more accessible and attractive, whilst preserving the historic fabric that is of cultural value to the Borough.

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

Finance

8.1 This report recommends that Cabinet approves the draft Highgate School SPD, attached as Appendix 1, for public consultation (Regulations 12 and 13), and;

- 8.2 Delegates authority to the Cabinet Member for Climate Change and Sustainability (incorporating Planning) to subsequently adopt the SPD (Regulation 14), taking into account representations received.
- 8.3 The cost of preparing this SPD and associated consultation will be met from a pre-application / Planning Performance Agreement (PPA) fee income from the Highgate School.

Procurement

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

Legal

- 8.5 The Assistant Director of Corporate Governance has been consulted on the preparation of this report and comments as follows.
- 8.6 Although the draft SPD is not a development plan document it will, on adoption, provide advice and guidance on the policies in the development plan and be capable of being a material consideration in the determination of proposals for development for Highgate. As the SPD will not be a development plan document, it does not need to be approved by Full Council and will not need to be subject to independent examination.
- 8.7 In accordance with the National Planning Policy Guidance, the draft SPD should not add unnecessarily to the financial burdens on the development.
- 8.8 The Council is required by law to consult on the draft SPD and to take into account all consultation responses received before adopting the SPD. Regulations 11 to 16 of the Town and Country Planning (Local Planning) (England) Regulations 2012 set out the requirements for producing Supplementary Planning Documents. Regulation 12 provides that the Council must publish a consultation statement which must include, amongst other requirements, the date by which representations must be made and the address to which they must be sent. There must be a minimum consultation period of 4 weeks.

Equality

- 8.9 In the exercise of its function as the local planning authority the Council is subject to the Public Sector Equalities Duty set out in section 149 of the Equalities Act 2010 which obliges the Council in performing its functions “to have due regard to the need to:
- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it”.

- 8.10 Supplementary planning documents cannot introduce new policies nor modify adopted policies and do not form a part of the development plan. Rather, their role is to supplement a 'parent' policy in a development plan document. The draft SPD the subject of this report supplements Site Allocation 41 of the Site Allocations Local Plan document. A full equalities impact assessment was carried out at each formal stage in the preparation of the Site Allocations.
- 8.11 Therefore, there is no requirement to carry out an equalities impact assessment of the draft SPD the subject of this report, because the impact of implementing Site Allocations 41 has already been considered as part of the Site Allocations equalities impact assessment. Nevertheless, EQIA screening has been conducted (Appendix X) on the proposed draft SPD, which confirmed that there were no negative implications on any equalities group as a result of the SPD's guidance, and thus no need for a full EQIA to be undertaken. In fact there should be an overall positive impact on many groups arising from the SPD given the guidance seeks to support step free access across various facilities which does not currently exist, and this will have a significant positive impact on protected characteristics

9 Use of Appendices

- Appendix A: Draft Highgate School SPD
- Appendix B: SEA Screening
- Appendix C: EQIA Screening
- Appendix D: Consultation Statement

10 Local Government (Access to Information) Act 1985

- Haringey Strategic Policies Local Plan (2013) and Alterations (2017)
- Haringey Site Allocations DPD (2017)
- Highgate Neighbourhood Plan (2017)
- Highgate Conservation Area Appraisal

Draft Highgate School Supplementary Planning Document

Consultation XXX

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1.0 Foreword

FOREWORD

- 1.1 The Council has developed this SPD in partnership with Highgate School, to help give more certainty to the local community about future development in the School's estate. It is important to recognise that the School's historic and contemporary buildings make a significant positive contribution to the built environment of the village. The SPD seeks to ensure that the School in keeping with its past, continues to show shown great sensitivity in the conservation, repair and enhancement of its built heritage and in its approach to new buildings. It is also important that the School environment is accessible and environmentally sustainable and this SPD sets the framework for doing so.

How to Make Comments

- 1.2 The Council places great importance on the ability of the local community to get involved in the planning processes. Consultation on the draft Highgate School Supplementary Planning Document (SPD) will be carried out in accordance with the Council's Statement of Community Involvement (SCI) that aims to involve local residents, local businesses and other key organisations and stakeholders in the plan-making process.
- 1.3 Consultation will commence **on XX for an X week period**. Comments on the draft Highgate School SPD can be made using the consultation responses form, which can then be sent to the Council in the following ways:
- by email to ldf@haringey.gov.uk;
 - in writing to: Planning Policy Team, 6th Floor, River Park House, Wood Green N22 8HQ
- 1.4 The closing date for receipt of comments is the **XXX** 2020. All comments received will be published on the Council's website and will be taken into account in deciding the way forward for future development in the final Highgate School SPD.

What Happens Next?

- 1.5 We will use the comments received from this consultation to prepare the final draft of the Highgate School SPD document. A consultation report will be prepared that responds to the comments received, highlighting the changes made to the SPD as a result. We hope the final document will be adopted by the Council in mid-2020.

2.0 Introduction

Purpose of the SPD

- 2.1 Supplementary Planning Documents are defined in Annex 2 of the National Planning Policy Framework (February 2019) as *‘documents which add further detail to the policies in the development plan. They can be used to provide further guidance for development on specific sites, or on particular issue, such as design. Supplementary planning documents are capable of being a material consideration in planning decisions but are not part of the development’*.
- 2.2 The Local Plan alongside the London Plan form the Statutory Development Plan for Haringey. Further detail to support Local Plan policies can be contained in Supplementary Planning Documents. These documents expand on the Council’s adopted policies themselves. They give guidance to the public, applicants and developers when making planning applications.
- 2.3 This SPD has been developed by Highgate School and Haringey Council in partnership. The Council recognises that Highgate School is an integral part of the overall character of Highgate, with an established global profile that promotes and enhances the image and community infrastructure of the Highgate neighbourhood and the wider North London area as a whole. The School occupies several important sites with their own development needs. The Council, consistent with its strategic objective within its adopted Local Plan of ‘raising educational attainment’, both recognises and supports the School’s vision for the future and its development requirement within the various statutory Development Plan Documents (DPDs) and specifically within the Site Allocations DPD.
- 2.4 The Haringey Local Plan identifies Highgate School as Site Allocation SA41 in its Site Allocations DPD which was adopted in July 2017. The Site Allocation policy states that *‘the Council will work in conjunction with the School to prepare and bring forward a Supplementary Planning Document (SPD) which appropriately manages the future developments on this landholding’*.
- 2.5 The objectives, in preparing this SPD, are set out as ‘site requirements’ and ‘development guidelines’, in the Site Allocation policy. These are:
- to take a comprehensive approach to the effective planning and delivery of new accommodation to meet the long term needs of the school and support, where appropriate, enhanced community use and benefits;
 - to create an improved management and quality of (education) provision, potentially including new buildings;
 - to make open space as accessible as possible, where appropriate, in line with Policy DM20;
 - that development should preserve or enhance the appearance of the Highgate Conservation Area;
 - that development should preserve the setting of the statutorily and locally listed buildings on the site and neighbouring the school, having regard to their significance;
 - to have regard to Historic England’s identification for potential significant archaeology;

- to have regard to the objectives of the Highgate Bowl site on any properties that fall into this site allocation;
- to give appropriate regard to the open character of the Bowl as well as the character of the Bishop's area; and
- to include a flood risk assessment for any development in line with the Council's Strategic Flood Risk Assessment document.

2.6 The SPD has been prepared in accordance with the requirements of Part 5 of The Town and Country Planning (Local Planning) (England) Regulations 2012 and having regard to paragraph 126 of the National Planning Policy Framework (2019). The SPD has been subject to a Strategic Environmental Assessment (SEA) and Equality Impact Assessment (EqIA) screening assessments in order to determine whether full SEA and EqIA are required. Having reviewed the Highgate School SPD against the relevant criteria, it is concluded that it is not likely to have significant environmental effects and accordingly, should not be subject to SEA. The SPD would also not have disproportionate impacts on individuals or groups protected under the Equality Act 2010, and accordingly a full EqIA is not required. A copy of both screening assessments are available on the Council's website.

2.7 The SPD is a material consideration in determining planning applications for the School. This SPD has a life-span of 10 years from adoption. The SPD should be read alongside the adopted and emerging Local Plan documents for Haringey, particularly the site allocation for Highgate School (SA41) in the Site Allocations DPD, as well as the Highgate Neighbourhood Plan.

2.8 It should be noted that the SPD does not preclude the School coming forward with applications for proposals that are not included in the SPD. Such applications would be assessed against the adopted and emerging policies contained in the Council's Development Plan Documents, which include the London Plan and Haringey's suite of Local Plan documents. In addition, should the School wish to make amendments to the SPD, the formal planning process must be complied with.

Process of Preparation

2.9 The School's estate development programme responds to its educational priorities set out in the curriculum and by the Board of Governors. This aims to support and respond to many of the School's objectives, constraints, opportunities and ambitions. The School's Objectives and Aims include:

- providing facilities that are accessible (to those with reduced mobility, for example), thus making the School more inclusive;
- adapting existing facilities or providing additional facilities to meet the need of the pupil-body and to respond to the demands of a modern curriculum;
- upgrading existing facilities or filling gaps in the School's provision to enable the effective teaching of its current curriculum, particularly in music, drama, sport and in VIth form teaching;
- promoting environmental consciousness in pupils by improving the energy efficiency of existing buildings and exemplifying 'green' standards in new buildings;
- promoting and enabling environmentally-friendly travel;

- encouraging personal welfare and well-being to ensure physical and mental health;
- where possible, future-proofing the School by enabling the adaptation of its facilities to meet future requirements;
- resolving inherent and long-standing inefficiencies in the School's layout and impact on the School day of buildings being split between two campuses to improve circulation and optimise the efficient use of facilities;
- ensuring facilities build in capacity for continued development of the School as is considered reasonable or necessary; and
- where possible, acknowledging the importance of the School to the local area, including the long-term management of the historic buildings and, where appropriate, providing community use.

2.10 Utilising the Objectives and Aims listed above, this SPD seeks to inform development on the Highgate School Estate over the next 10 years and to help the School strengthen its role as a world-class educational institution with a first-class local and national reputation as both a highly successful place of learning and all round educational excellence and a charity committed to widening access, enhancing links with other local schools in the Borough and surrounding areas and charities and similar organisations in its local community.

2.11 The School and its role within, and contribution to, the community is set out in more detail at Section 3 of this document.

3.0 Highgate School and the Community

School Site Context and History

- 3.1 Highgate School was established by the Royal Charter of Her Majesty Queen Elizabeth the First dated 6 April 1565, procured by Sir Roger Cholmeley a former Chief Justice of the Court of King's Bench, in which year it received from Sir Roger Cholmeley its initial endowment.
- 3.2 During this early period, it was known as 'Cholmeley School' and was a free school for "the education of boys and young men in grammar". The Bishop of London subsequently granted land on the site of an old gatehouse near the bishop's wood, opposite the Gatehouse Inn. Comprising a chapel and school house, little is known about the design of the first iteration of the school. In 1576-1578 a new schoolhouse was erected, and the chapel rebuilt with further enlargements in 1616 and 1623.
- 3.3 In 1819 the Brougham committee found the school buildings woefully inadequate, prompting a period of significant expansion alongside structural change within the school's management. A new school-house was erected in 1819 with accommodation for 120 boys, and the 'Madras' system education was introduced. The arrival of a new headmaster, the reverend John Bradley Dyne in 1838, saw significant improvement works to the school grounds expanding the number of pupils from 19 to 130 by 1865. In 1845 the school was extended, creating a large hall with additional classrooms to the south and library above. The old headmaster's house in the grounds was also pulled down, creating a playground extending into the ruins of the old chapel.
- 3.4 At this time, informed by the findings of the Taunton Commission, the beginnings of the separation of education from the jurisdiction of religious institutions, as well as improved methods of teaching, gave rise to a move away from education taking place within a single 'hall'. Consequently, Dr Dyne commissioned Frederick Pepys Cockerell to re-design Highgate School, influenced by more 'modern' teaching buildings such as Gilbert Scott's Gothic library at Harrow. By 1866-7 the new school-house was known as the 'Big School' and an adjacent chapel was built, defining the appearance of the junction with Hampstead Lane, Highgate West Hill, Highgate High Street and Southwood Lane.
- 3.5 Concurrent with expansion within the 'island site', the school gradually acquired more land to the west. In 1848 the school leased a field on Hampstead Lane using it as a sportsground. In 1869 'Fitzroy Lodge' was also purchased as a boarding house, the boys previously having lived in the headmaster's school house. Following this purchase, some of the school's new land was subsequently leased in the 1870s, and the houses of Bishopswood Road were constructed by builder Andrew Killby. New school buildings continued to be built around Bishopswood Road over the closing decades of the 19th century. A map of the School highlighting the main two campus areas, extent of the current School estate and key school buildings can be viewed below:

HIGHGATE

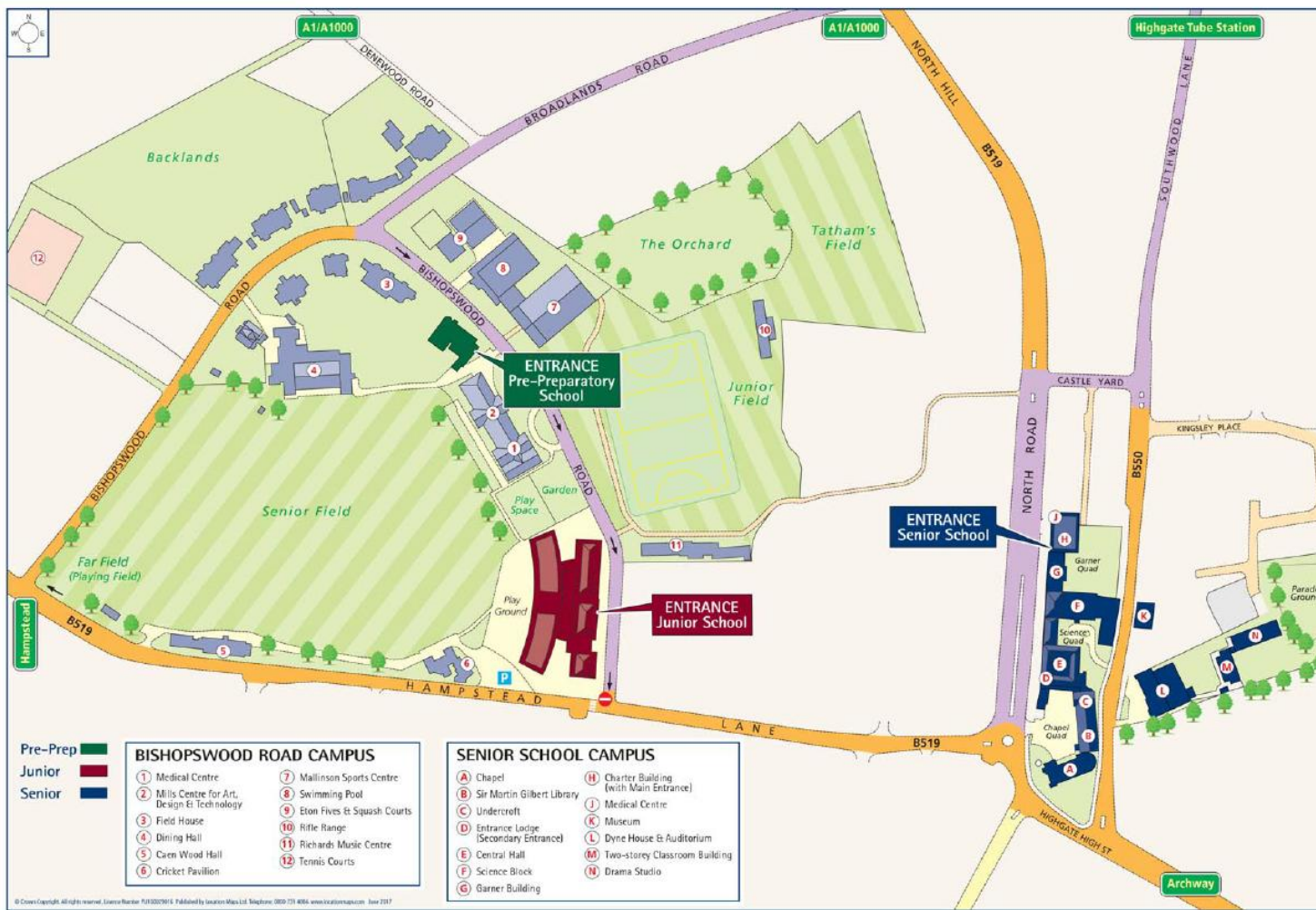


Figure 1: Map of the School

- 3.6 The original endowment consisted of two properties in Ludgate Hill (sold in the 1950s to finance the erection of the Dining Hall on the Bishopswood Road campus) and the site of the old Chapel and two acres of land between North Road and Southwood Lane (a large part of which was disposed of largely under the compulsory acquisition provisions of the Leasehold Reform Act 1967).
- 3.7 In 1877, this central hilltop site (known as the Island Site) was rounded off by the acquisition of the British School (Photo 1), now part of the Science Block ('F' as shown on the map of the School).



Photo 1: former British School (being demolished)

- 3.8 The modern development of the Island Site began with Big School (Photo 2, 'B' as shown on the map of the School), including classrooms below, and of the Chapel (Photo 3, 'A' as shown on the map of the School) in the period 1865 to 1868.



Photo 2: Senior School (from Southwood Lane)



Photo 3: Chapel

- 3.9 The next major development was the erection of the Central Hall (Photo 4, 'E' as shown on the map of the School) and the surrounding classrooms in 1899 and then the Science Block (Photo 5), opened in 1928. Garner Building (Photo 6, 'G' as shown on the map of the School) was opened in 1983.



Photo 4: Central Hall



Photo 5: Science Block



Photo 6: Garner Building (rear)

3.10

Since 2000, additional classrooms have been developed on the Science Block roof (2005), a new Entrance Lodge ('D' as shown on the map of the School) was constructed in the Chapel Quadrangle (2006), Central Hall was refurbished internally and externally (2009), a new teaching building was constructed adjacent to the Garner Building (Charter Building (Photo 7, 'H' as shown on the map of the School), opened in 2012), Big School was converted to a library and refurbished externally (completed in 2013), the Chapel was refurbished internally and externally (completed in 2014) and additional classrooms have been provided on the Garner Building roof (completed in 2014).



Photo 7: Charter Building

- 3.11 In 1845, the School acquired the site of what is now Dyne House. This was the site of the original Cholmeley House which was originally the Head Master's house and became the Junior School on its foundation in 1889.
- 3.12 In 1938 a new main Junior School house, also called Cholmeley House, was opened on the site of 3 Bishopswood Road. After a period of use as classrooms, the old Cholmeley House was demolished to allow the erection of the present Dyne House (1967) (Photo 8, 'L' as shown on the map of the School), largely for use by Senior School Music and Art Centre with an auditorium below.



Photo 8: Dyne House

3.13

A classroom block (Photo 9, 'M' as shown on the map of the School) opened in 1904, an open-air swimming pool in 1938 (now disused (Photo 10)) and a Senior School Gymnasium in 1950 (now converted to a Drama Studio (Photo 11, 'N' as shown on the map of the School)) were also built in the gardens of Dyne House.



Photo 9: Classroom Block (Dyne House Site)



Photo 10:

Disused Swimming Pool (Dyne House Site)



Photo 11: Drama Studio (Dyne House Site)



Photo 12: Southwood Lane Tunnel (entrance)

- 3.14 Access between the School buildings on the Island Site and the Dyne House Site is via a tunnel (Photo 12) that runs underneath Southwood Lane, providing a necessary secure and safe crossing between sites.
- 3.15 In 1976, the School acquired the former Baptist Church in Southwood Lane (Photo 13, 'K' as shown on the map of the School) which was used as a School Library until the recent refurbishment of Big School which enabled the library to relocate to a more central and accessible part of the Senior School and subsequently, in January 2015, enabled the Baptist Church to be converted to a School Museum, which is open to the public on Saturday mornings, and which is also used as a flexible academic facility (teaching space, exhibition facility, meeting venue) or for other appropriate purposes including community use (e.g. voting station for the Highgate Neighbourhood Plan referendum).



Photo 13: School Museum

- 3.16 Between 1848 and 1859, the major part of the Bishopswood Road campus was acquired, including Senior Field, Junior Field and a number of residential properties along Broadlands Road and Bishopswood Road.
- 3.17 In 1924, this land holding was enlarged by the acquisition of garden ground behind 4-12 Bishopswood Road ('Backlands'). Tatham's Field, adjacent to St Michael's Church of England Primary School, was acquired in 1927 and land at the rear of 19-27 Broadlands Road was acquired between 1962 and 1967.
- 3.18 Further residential properties were acquired as follows: 16 Bishopswood Road (in 1967) and 14 Bishopswood Road (in 2005) (both of which were subsequently sold in 2013), and 22 Broadlands Road (in 2000). The residential properties have been used as boarding houses (a provision that ended in 1998) and as staff and commercial lets.
- 3.19 The Bishopswood Road campus included the following developments:
- the construction of a Boarding House (formerly 'School House' and now the 'Mills Centre' (Photo 14, '1' and '2' as shown on the map of the School) in 1880/81 which now houses the Art and the Design, Technology and Engineering Departments and provides for external exhibition and meeting facilities;
 - two Pavilions (Photos 15 and 16, '5' and '6' as shown on the map of the School) on Senior Field (the western most one of which has been variously used over the years as a Gymnasium and Swimming Pool);
 - a rifle range in 1904 (Photo 17, '10' as shown on the map of the School);

- Fives Courts in 1924 ('9' as shown on the map of the School);
- the Junior School in 1938 which has subsequently been demolished and is now the site of the new Junior School which opened in 2016 (Photo 18, marked in red on the map of the School);
- a Dining Hall (opened in 1958) (Photo 19, '4' as shown on the map of the School);
- a covered indoor swimming pool (opened in 1970) and a sports hall linked to the swimming pool (opened in 1989) to form the Mallinson Sports Centre (Photos 20 and 21, '7' and '8' as shown on the map of the School);
- squash courts (opened in 1972/73) ('9' as shown on the map of the School);
- boys' changing facility which subsequently was converted into the Junior School Music facility (called the Richards Music Centre) (Photo 22, '11' as shown on the map of the School);
- the conversion of a former Boarding House into the Pre-Preparatory School which opened in 1993 (Photo 23, marked in dark green on the map of the School);
- a synthetic pitch on Junior Field in 2008/09 (Photo 24); and,
- in 2013, the refurbishment internally and externally of Field House (Photo 25, '3' as shown on the map of the School).



Photo 14: Mills Centre



Photo 15: Senior Pavilion



Photo 16: Caen Wood Hall (Pavilion)



Photo 17: Rifle Range



Photo 18: New Junior School



Photo 19: Dining Hall



Photo 20: Sports Hall (Mallinson Sports Centre)



Photo 21: Swimming Pool (Mallinson Sports Centre)



Photo 22: Richards Music Centre



Photo 23: Pre-Preparatory School



Photo 24: Synthetic Pitch on Junior Field

Photo 25: Field House

- 3.20 In 1922, the School took a lease (subsequently extended) of the Far Field (Photo 26) at the southern end of Bishops Avenue fronting Hampstead Lane. The freehold of this site was subsequently acquired in the 1960s.



Photo 26: Far Field

- 3.21 Highgate School's facilities and estate have significantly evolved since its formation to meet its changing needs. It is now situated predominantly across two campuses: one in the heart of Highgate and the other on and around Bishopswood Road. The sites have a prominent position, both in terms of the location as well as the status within the wider area. Prior to the start, some 15 years ago, of the more recent re-investment programme, the School largely evolved in a piecemeal manner – the approach, set out through this document, considers how the entire site works, how it interfaces with itself and importantly how to deliver a 21st Century educational offer

that responds to the national curriculum, which is future proofed and which ensures maximum teaching time despite the dispersion of the School's facilities.

3.22 Initially established as a boys only School, Highgate School is, today, a flourishing co-educational independent school. Highgate is three schools in one:

- the Senior School for pupils aged 11-18;
- the Junior School for pupils aged 7-11 and;
- the Pre-Preparatory School for pupils aged 3-7.

3.23 Girls first entered the Junior and Senior Schools in 2004 (having subsequently only been catered for in the Pre-Preparatory School which opened in 1993). In 1838 when Dr John Bradley Dyne was appointed as Head Master (a title that has subsequently become Head to reflect the co-educational nature of the School), there were only 19 boys in the School; in September 2019, there was some 1,850 pupils, with girls and boys in roughly equal numbers, and approximately 450 full-time and part-time teaching and support staff; making it one of the largest employers in the Borough.

3.24 In the coming few years, pupil numbers are not expected to increase significantly and not beyond the current DfE licenced capacity. Pupil numbers are therefore not expected to exceed 1,970 pupils.

Community Context and History

3.25 Since 1565, Highgate School and the surrounding area and city have seen many changes. One aspect of the School, however, has always remained constant: the School is a charity and each generation of pupils and their teachers has been committed to living up to what that means, to strengthening and building on the School's charitable foundations.

3.26 The School's charitable objectives are:

- to enable teachers to give some of their time to local state schools in mutually beneficial ways, so that more children can have access to the excellent teaching and enriching activities that Highgate pupils enjoy every day and Highgate teachers develop professionally by teaching different pupil cohorts;
- to award every year a significant number of bursaries, so that children for whom Highgate is the right School can attend, even if financially it would not otherwise be possible for their parents or carers to consider the School; and
- to grow strong and sustained links with schools, charities and similar organisations within its local community.

Chrysalis Partnership Teaching

3.27 Much of the partnership work is run through what is known as the Chrysalis programme. In 2008, Chrysalis started as a Year 12 Summer School with twelve schools, mostly in Haringey. Chrysalis has now become a year-round programme with more than twenty Highgate teachers working on projects with over 50 partner schools. The original mission was "to support pupils to apply to Russell Group universities" through extension and robust academic provision.

- 3.28 In 2019, the Chrysalis network has expanded to secondary schools from across the boroughs of Haringey, Camden, Ealing, Newham, Brent and Barnet. Chrysalis teaching, summer schools, conferences, masterclasses and enrichment days are staffed by Highgate School teachers, with assistance on some projects by pupils, where appropriate. Projects range from intensive Summer Schools to mentoring and revision sessions. These projects have had an impact on many thousands of children across London. Some Chrysalis partnership work invests time on professional development with teachers from Highgate's partner schools, which will in turn benefit many more children. In the academic year 2018-19, Highgate worked with almost 60 separate schools in London on over 100 events and 28 regular projects. Over twenty Highgate teachers are regularly involved in partnership teaching, either being given timetabled classes, delivering sessions in partner schools or running events for partner school pupils and staff at Highgate.
- 3.29 Highgate employs the equivalent of four extra full-time teachers to deliver the Chrysalis partnership programme which covers a broad range of academic subjects including Art, Biology, Chemistry, Classics, Design Technology and Engineering, Drama and Theatre Studies, English, French, Mathematics, Music and Physics. There are also five Chrysalis Fellows (recent graduates or leavers from Year 13 who co-ordinate and deliver this variety of projects) and a full-time member of the Senior Team and a coordinator dedicated to this programme in the Senior School and members of the Senior Teams in the Junior and Pre-Preparatory Schools with part-time allocations to this important work.
- 3.30 Highgate's decade of such partnership teaching was brought to bear with the establishment of the London Academy of Excellence (LAE) in Tottenham, east Haringey. This new VIth Form free school opened in September 2017, following the successful model of the LAE in Stratford (also one of Highgate's partner schools). It provides an academically rigorous VIth form education to children in the Tottenham area. Highgate is the lead educational sponsor of this free school, providing governance and seconding the equivalent of over six members of staff to its teaching and management team, alongside the lead business sponsor, Tottenham Hotspur Football Club.
- 3.31 Highgate also has a longstanding relationship with the Haringey, Camden and Islington Virtual Schools through the Chrysalis Accelerator Project for Looked After Children. Now in its fifth year, the Chrysalis Accelerator Programme provides looked-after children from these Boroughs with a programme designed to raise aspirations and to develop world of work skills, attainment and confidence, leading to successful applications to higher education and into work.

Community Partnerships

- 3.32 Highgate takes pupils on a journey from participant to being actively engaged or leading in a community activity, providing them with various taster experiences in Years 7, 8 and 9 at local schools, environmental and charitable organisations to help them identify an area that aligns with their own values. In Years 10 and 11, through the Duke of Edinburgh (DofE) scheme, pupils can engage on their own terms in community settings of their choice and can join the pupil-led Charity and Community Action Group. Mentoring opportunities are available in Year 12 and 13, in association with the Chrysalis Partnership Teaching Scheme.
- 3.33 The Community Partnerships Director (CPD), a member of the School's Senior Team, has been appointed to the committee of the Highgate Neighbourhood Forum (HNF) and the core community objective of the HNF's plan, which is to help Highgate develop and maintain a strong and sustainable community, is closely aligned with the School's own values. The CPD meets regularly with key members of local institutions (schools, religious and cultural) in support of the

HNF plan's sub-objective SO1.1 to strengthen physical and social links between different parts of the Plan area and the different social and age groups in Highgate. One outcome from these meetings was the Highgate Festival in 2018 which involved many of Highgate's varied cultural institutions supporting HNF plan sub-objective SO1.2 to encourage greater local participation in community initiatives.

- 3.34 Other examples of Community Partnerships include: the School regularly hosts "Coffee and Computers", an HNF initiative run in partnership with the Highgate Society and Jackson's Lane to encourage digital and social inclusion in support of HNF SO1.1; the School runs an online volunteers listing where local organisations can advertise community opportunities for pupils in support of HNF SO1.1 and .2; pupils participate in community initiatives such as Carols in Pond Square, a volunteer reading scheme, where Highgate pupils offer their time to read with pupils at St Michael's Primary School and Highgate Primary School, a volunteer play leaders scheme, where Highgate pupils offer their time to devise and lead pupils at Whitehall Park School in Key Stage 2 team-based games, and Chrysalis TreeHouse Volunteering, where Highgate pupils volunteer to work with children with autism spectrum disorders, at TreeHouse School, to develop their social skills and abilities to interact with new pupils; and, utilising the additional capacity that the School's Transport Logistics Manager brought to the School (see paragraph 4.98), the establishment of a working group, "Better Travel for Schools in Highgate", with delegates from a number of local schools to consider, through community cohesion, measures that could be introduced to mitigate the impact of transport on the local roads and environment in support of HNF plan objective SO3.1 to promote sustainable modes of transport with special regard to the wellbeing of pedestrians.
- 3.35 The School also facilitates sharing of resources and equipment where possible among local institutions. This has included local institutions using performance space, and local schools using the swimming pool, sports and other equipment and/or outdoor space.
- 3.36 The Council supports and encourages the School's endeavours in allowing community groups access to its facilities and through the proposals within this SPD seeks to establish a more formal arrangement between the School and the local community recognising always that the School has a statutory responsibility to safeguard its pupils and to always act in accordance with the best interests of the child.

4.0 Characteristics of Highgate School

- 4.1 Highgate School (the School) is a co-educational day school and registered Charity which is at the forefront of education in London.
- 4.2 The School is committed both to delivering the very best education environment possible for its pupils and its charitable programme, including growing strong and sustained links with school, charities and similar organisations within its local community. In doing so, it must ensure that it fulfils its statutory responsibilities in creating a safe and inclusive environment that responds to individual pupils needs to ensure that they receive the best possible education. Highgate School was awarded Independent School of the Year and Independent School of the Year for Social Mobility in 2019.
- 4.3 The School needs to ensure that the range of its curriculum remains relevant and of the highest quality in support of its educational and charitable objectives. As part of this, it needs to continue to invest in its facilities where, notwithstanding the investment of recent years, there remains a significant task across parts of the estate.
- 4.4 There are many factors that influence the School's requirements to deliver on those responsibilities. This section outlines those challenges and sets out the needs and aspirations of future development on the site.

Academic Requirements

- 4.5 The School is predominantly situated across two campuses: one in the heart of Highgate and the other on and around Bishopswood Road. A map showing these campuses and the buildings they include is shown in Figure 1.
- 4.6 In 2012, the School undertook an assessment of its immediate academic requirements and identified that its key academic priorities were to significantly upgrade its VIth Form Centre, Senior School Drama and Music provisions, and its sport and exercise offering including its internal and external sporting facilities. The assessment has been reviewed and updated, where appropriate, since it was previously written.
- 4.7 The current facilities associated with these essential requirements are inadequate either as a result of the increased popularity and opportunities within these academic and extra-curricular areas, changing priorities at a national level to the arts and to health or as a result of the current provision using ageing and not fit-for-purpose converted buildings and areas of the estate or both. In addition to the detail below, more information on these aspects can be found later in this section.

Dedicated VIth Form Centre

- 4.8 VIth Form facilities have evolved over the years and include three small, separately located, common rooms on the Island Site which do not provide adequate space for independent study or

for social interaction. In addition, there are no specific VIth Form seminar (class) rooms – all classrooms are of a size that could accommodate in the region of 24 pupils which is the general class size in Years 7 to 11.

- 4.9 VIth Form teaching is organised in smaller groups to promote discussion and student-led learning in preparation for independent study. The optimum arrangement for this teaching is in smaller seminar rooms, with students gathered around a hub of desks (U-shape or horse-shoe) so that students see each other and their teachers as equal learning partners. Smaller dedicated seminar rooms would also introduce greater flexibility in timetabling.
- 4.10 There is a need to enhance Highgate's VIth Form facilities to provide an appropriate steppingstone to university as opposed to being a two-year extension of school life. By co-locating VIth Form social areas, support services and teaching spaces Highgate could integrate the social with the academic in thinking and in function, thereby creating a culture of independence and readiness for university and the world of work. Too often VIth formers and their parents or carers view school as a functional passport to university, at best a way of achieving qualifications while experiencing adult freedoms; at worst, a system they have grown out of but put up with. Highgate School requires its VIth Form facilities to excite and inspire its students as independent young people who have made a choice to study; to create that culture where adult norms of team-work and collaborative problem-solving complement the academic self-discipline of school life: if it can give VIth formers grown-up spaces to work in, those VIth formers will adopt the best aspects of undergraduate modes of study.
- 4.11 The key facilities required for the VIth Form provision include: circa 27 seminar rooms, a common room, quiet study area and computer study area both allowing seating for circa 50 students, assembly space, higher education and careers space, indoor and outdoor recreational areas, toilets and academic and supporting office spaces. In total, looking at the minimum room area required for the academic brief (excluding general circulation), a total area of circa 1,700 m² is required.

Senior School Drama Provision

- 4.12 It is only recently that Drama has been introduced as a fully-fledged curriculum subject from Year 7 to Year 13, at GCSE and at A-Level. The school has set out that its facilities, however, lag behind the School's ambitions both for teaching and for productions.
- 4.13 Drama productions are hemmed in by Highgate's facilities: for every show put on, there are four concerts and fifty sports fixtures. While these do not have to bear direct comparison, Highgate does not provide each child in each part of the Senior School with an opportunity to be in a play: with a purpose designed studio theatre, associated classrooms and a larger performance theatre, Highgate would be creating more opportunities for its pupils to engage in a part of School life which is as important and normal in a lot of other schools as maths and science are to Highgate.
- 4.14 The key facilities required for the provision of Drama include: minimum of 2 teaching classrooms, a studio theatre, office spaces and storage areas. The School also requires a larger performance theatre, but this could be provided in a separate location on the School estate.

Senior School Music Provision

- 4.15 As part of refurbishment works in the Dyne House auditorium completed in 2010, a medium-size recital room and five small music practice rooms were constructed. This resulted in the Senior School having eleven practice rooms. Pupils who either wish to study academic music and/or learn to play instruments and collaborate as part of ensembles or orchestras has increased at Highgate by circa 33% over the last seven years.
- 4.16 As a result, fifteen practice rooms have been required since the start of the 2016/17 academic year – the School sets out it also needs to introduce some flexibility to provide for the continued growth of the popularity of music within its pupil body. In addition, a larger facility is required for the ever-growing orchestras and choirs to rehearse and perform. Individual music lessons are for 35 minutes and involve pupils being taken out of main lessons for that period which generates constraints on where the music facilities can be located in relation to the main Senior School.
- 4.17 The key facilities required for the provision of music include: minimum of 3 teaching classrooms including one for keyboard teaching and one for Music IT, minimum of 24 practice rooms, minimum of 5 ensemble practice rooms, a Band practice room, one large practice room for orchestra and choir, a music library, office spaces and storage areas. In total, looking at the minimum room area required for the academic brief (excluding general circulation), a total area of circa 1,070 m² is required.

Internal and External Sports Facilities

- 4.18 The School offers sporting excellence employing specialist sporting coaches and currently has sporting facilities, both indoor and outdoor. The key outdoor sports facilities are located on the Metropolitan Open Land on the Bishopswood Road campus (Tatham's Field, the Orchard, the synthetic pitch on Junior Field, Senior Field and Far Field.) Other facilities are located within the Mallinson Sports Centre (MSC) which is an indoor sporting facility for the School.
- 4.19 The MSC requires significant maintenance in terms of both upkeep and investment to modernise and substantially improve the quantum and quality of space provided by the facility. In 2017, the School had to close its swimming pool with immediate effect due to the degradation of the ceiling and roof of that part of the MSC. The age of the building, coupled with a significant demand for additional hall, studio and storage space, is putting significant pressure on the school's Sports and Exercise (SPEX) programme.
- 4.20 The School's outdoor facilities also require improvements to optimise their use in term time (for example, poor drainage (as a result of existing 19th Century infrastructure) prevents Senior Field, Far Field and Tatham's Field being used for significant periods between mid-October to the end of February or inability to use at the end of the school day during the winter due to inadequate lighting). During periods of waterlogging, use of the fields causes damage and results in extensive recovery periods when the pitches may not be used. The School must ensure the pitches and facilities are maintained, fit-for-purpose and welcoming for users (changing facilities etc.) and spectators.

Building Refurbishment and Modernisation Needs

- 4.21 The School sets out it requires good-quality, flexible and long-lasting facilities to continue to deliver the varied educational experience and academic excellence for which it is renowned. The School has been investing in its improvement programme since 2002 to give the School essential and fit-for-purpose workspaces for pupils, providing a varied learning environment and allowing them to flourish. Improving the working environment, including Travel and Transportation environments (see relevant sections below), is also important for staff recruitment and retention. In addition, the restoration and conversion of the fabric of some of the School's landmark buildings, such as the Chapel, Big School and Central Hall at the Senior School Site and the Mills Centre on the Bishopswood Road Site, has been needed. These projects have generated significantly positive comments from within the community.
- 4.22 Notwithstanding the substantial progress that has been made in this time, the School is only part-way through its strategy of addressing all its estate issues. It has an extensive, mixed stock of buildings and facilities on several sites that are in varying degrees of condition. Some of the key buildings are now nearer 200 than 100 years old. Some more recent buildings, possibly less stoutly built in the 1960s and 1970s than a century previously, are also in need of repair and renewal.
- 4.23 In assessing the opportunities for the academic requirements set out above, therefore, the School has carefully considered those buildings and areas of the estate that need substantial repairs and maintenance following the years of relatively low re-investment in the fabric of the School and that need substantial modernising as they are no longer ideal-for-purpose for modern educational environments. The following buildings and areas are key facilities that require significant investment in the coming period to maintain them at their current levels:
- Senior School Campus: Science Block (internal refurbishment and reconfiguration of science laboratories) and the Dyne House Site;
 - Bishopswood Road Campus: Dining Hall, Caen Wood Hall, the Mallinson Sports Centre and associated buildings, the Rifle Range and the Richards Music Centre.
- 4.24 On many of the School's properties, the mechanical and electrical systems are old and no longer cost or energy efficient. In many cases the buildings within the estate need to be brought up to modern standards. It is against all of this background that it is necessary for the School to resolve its major building projects over the coming decades ensuring a more sustainable and energy efficient estate that provides a suitably adaptable and safe learning environment for children. Whilst it would be desirable to establish a school-wide decentralised heat and energy facility, including the potential link into a wider network should one come forward the fragmented nature of the School's estate makes this unviable. The Council will assess the approach to energy and carbon conservation on a site by site basis in the detailed planning application stage looking to make each building as energy efficient as possible.

Charitable

- 4.24.1 As outlined above, the School is a registered charity. Its charitable objectives set out in Section 3 are: to continue its commitment to support, as the primary educational sponsor, the London Academy of Excellence, Tottenham; to enable teachers to give some of their time to local state schools in mutually beneficial ways; to award a significant number of bursaries; and to grow

strong and sustained links with schools, charities and similar organisations within the School's local community.

- 4.25 In the financial year ending 31 July 2019, the School invested in the region of £2.7M towards its charitable activities. To continue to develop and increase its charitable activities, the School needs to continue to develop and grow non-fee income streams. Additionally, the development of the School facilities considers carefully (a) the needs of the additional staff who deliver the School's Charitable Activities, many of whom spend a significant portion of their time in partner schools but who also require a working base back at Highgate, and (b) the School's desire to continue to further develop the charitable and community partnerships set out in Section 3 by making its facilities available to children and schools who have no or limited access to related activities.

Community

- 4.26 The School's buildings, land and facilities are private and not publicly accessible. This is essential for the safety, security and welfare of its pupils. This is not only paramount to the School but is linked to UK and international legislation and directives.
- 4.27 In the context of the development plan, the School would not seek to compromise on the safeguarding of its pupils.
- 4.28 However, the School is committed to continuing to develop and strengthen its partnership with the Council which directly benefits local maintained schools, primary and secondary. At the heart of this community use partnership is the sharing of teaching resources and the access to education provision, be that curriculum development, professional development of teachers, enrichment for able pupils, direct teaching or hosting of courses, conferences or events within the School facilities and supported by the School.
- 4.29 As part of this commitment, the School already works with the Council and its leadership to strengthen and develop existing links with the wider Haringey community particularly through its partnerships with local schools.
- 4.30 Notable work with the Council includes being a Partner to the Anchor Approach in Public Health, in which school staff with specific & additional skill-sets work with Anchor staff to develop resources e.g. Philosophical Enquiry tool to use in schools & support resilience & wellbeing. The School also hosts these training events and provides facilities for conferences.
- 4.31 The School takes its role as a member of the community extremely seriously.

Accessibility and Inclusivity

- 4.32 The School needs to continue to invest in improvements to ensure that all pupils have equal access and opportunity within the School, particularly in relation to sport and exercise to meet the relatively recent change to a fully co-educational school (achieved in 2010).
- 4.33 The School also has other duties under the Equality Act 2010 to, inter alia, consider plans that meet all equality requirements and which increase the extent to which disabled pupils (including

those with special educational needs) can participate in the School's curriculum, and to improve the physical environment of the School to increase the extent to which disabled pupils are able to take advantage of education and associated services offered by the School. Aside from these duties, the School must equip pupils for adult life and develop their understanding of cultural, ethnic, social, economic and other differences.

- 4.34 Progress has been made in terms of making the School's buildings progressively more accessible. For example, the new Charter Building and the new Junior School are fully accessible. However, one of the obvious problems which the School has is its lay-out which covers a wide area and consists of many separate, historic and listed buildings of several stories, some without lifts or with adequate toilet or changing facilities. These issues have arisen through the continued evolution of the School's estate, and the operational changes it has embraced since it was founded.

Movement around the Site

- 4.35 Movement around the different School buildings, sites and campuses is far from straightforward, with some areas that result in congestion, slow movement and transfer times that limit where teaching facilities can be provided.
- 4.36 In addition to improving the aesthetics of the School estate, such projects ensure continued appropriate security and protection for pupils. This aspect is another important factor that is to be considered as part of all projects. A further example relates to the enhancement of security under review on the boundary with St Michael's Church of England Primary School on a path through that School used by Highgate staff and pupils to move between its two campuses.
- 4.37 Within the Senior School campus itself, there are inefficiencies associated with moving from the Island Site to the Dyne House Site due to the entrances and exits of, and the length of, the tunnel. It is also noted that the tunnel often becomes congested. These inefficiencies result in the tunnel access being an unsatisfactory main pupil entrance to Dyne House. Senior School pupils must also move between the two campuses regularly – the Dining Hall, the Sports Centre and outdoor sports facilities, the Art Department and the Design, Technology and Engineering Department are all located on the Bishopswood Road campus. Routes between the two campuses are indicated in Figure 2 below.

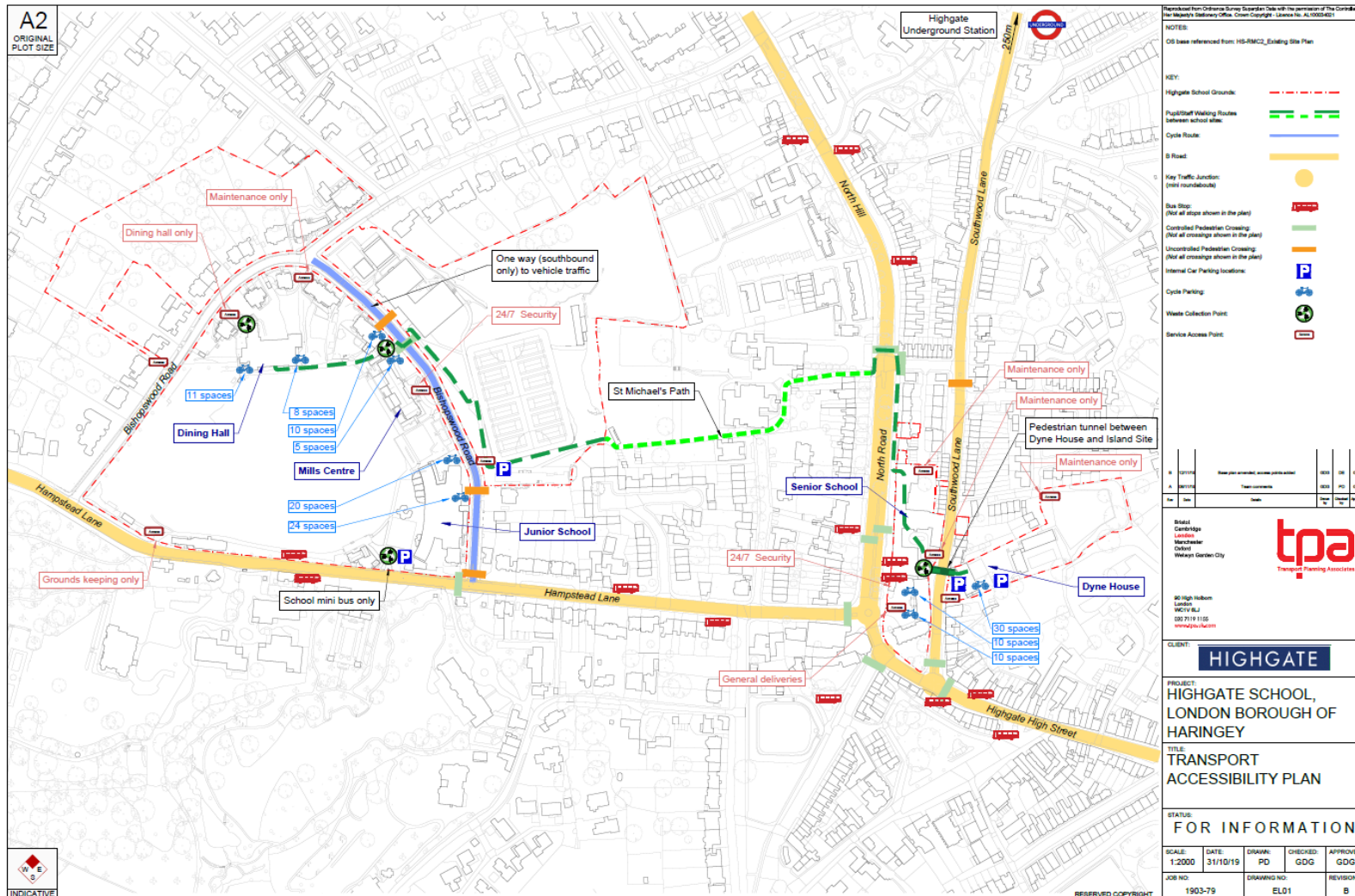


Figure 2: Transport Accessibility Plan

- 4.38 The standard School day currently allows for six 50-minute lessons with only 5 minutes between some of them; this presents a timetabling challenge with pupils and staff needing to travel between sites, over a significant level change. Rationalising the number of journeys would be beneficial for all pupils and help reduce barriers for those with disabilities.
- 4.39 The Council has worked closely with the School to understand how this element has a direct impact on the operation of the School and how classroom, activity programming and the physical location of departments can maximise teaching time to the benefit of pupils.
- 4.40 In addition, significant oversight of pupil movement between campuses in terms of road safety is required. In 2017 the Council, following a serious accident on the road injuring a pupil, installed two zebra crossings in the vicinity of the Bishopswood Road campus (as identified on the map above) but movement between sites, in particular the part of Bishopswood Road between Junior Field and the Mills Centre, needs to be kept under review to identify opportunities to optimise safety and traffic management, and to review the cycle path which operates against the one-way vehicle direction of that part of the road.
- 4.41 Due to the spread of accommodation, the School must factor travel times to/from different buildings within its estate into the curriculum timetable. This will be a consideration in proposals relating specifically to the Senior School which operates across both sites.

Sustainability

- 4.42 The School has introduced sustainability as one of its six key objectives in its School Development Plan. The aim is to put sustainability at the heart of the School's decisions. This will ensure: the School's resilience to the climate emergency; that it provides for the wellbeing of its pupils, staff and wider school community; and that where possible it seeks to sensitively improve building performance and environmental conditions for the School community and local people.
- 4.43 Highgate is one of the biggest (and oldest) institutions in Haringey. It has an obligation to mitigate the impact of its operation on the environment and on those who are its neighbours, and to set the highest standards for its pupils to emulate. Some actions – efficient energy use, waste reduction, increasing accessibility – fall within the School's authority but there are some aspects – reducing air pollution, promoting sustainable transport and road safety – which need the Council and School to encourage, work with and persuade families, employees and other members of the local community to adopt sustainable habits including (see below) driving to school less.
- 4.44 Sustainability is likely to take on greater importance over the lifespan of this document. Policy will evolve very quickly over the coming few years as the impact of climate change becomes an even greater policy focus at both national and local levels. The School will be expected to demonstrate how they will achieve the relevant standards applicable at the time that its proposals are brought forward.

Travel to School

- 4.45 As the School has grown, so too has the number of cars dropping pupils off, particularly on the Bishopswood Road campus where the Pre-Preparatory School and Junior School are situated.
- 4.46 In view of house prices in the area, staff often live further away from their place of work – this adds to the pressure of people driving. There is very limited off-street parking. The School is looking at initiatives to reduce cars on the road through alternative approaches to encourage staff and parents or carers to use alternative modes of transport or, in cases where this is not genuinely feasible, as an alternative, to use a car for only part of the journey to School with walking/public transport being used for the last stage (e.g. 'Park and Stride'). The School has already established a School Travel Plan which has been awarded a Gold accreditation for sustainable travel by Transport for London.
- 4.47 In terms of public transport, the Senior School campus has a Public Transport Accessibility Level (PTAL) rating of 4, indicating good access to public transport, whilst the Bishopswood Road Campus has a PTAL of 2, indicating poorer access to public transport. This impacts the ability to encourage the use of public transport which is further compounded by public transport links across the Borough, east-west, being particularly challenging.
- 4.48 The School would like to improve cycle routes to/from the School however it is conscious that to make such a mode of travel successful, suitable internal facilities (showering facilities, bike racks etc.) need to be appropriate and readily available.

Heritage

- 4.49 The Estate occupies a prominent position within Highgate, and the Estate itself comprises numerous buildings of architectural merit, spanning a range of ages, styles and types. A number of the School's buildings have statutory 'listed building' status. These are: the Chapel, Big School, the School's War Memorial and the building housing the School Museum. The entire Estate is situated within the Highgate Conservation Area.
- 4.50 Heritage considerations are important elements of the School's estate, and all previous and future development will need to be approached sensitively to ensure that special regard is given to the desirability of preserving its listed buildings and their settings, along with any features of special architectural or historic interest which they possess. Special attention should also be given to the Highgate Conservation Area which must also be preserved and enhanced.

'Smartening-Up' and Security

- 4.51 The School has included within its School Development Plan over the past few years an initiative to 'smartening-up' its general appearance. This has included such projects as (a) the phased railing replacement scheme (where, to date, railings have been replaced around the Junior Field Site and a large part of the Senior Field Site (HGY/2014/0759 and HGY/2015/2961) with plans approved for the next phase to incorporate the Far Field Site (HGY/2018/1310)) and (b) improved signage around the School estate, currently focused on the Bishopswood Road campus (HGY/2015/0154-0158) including the incorporation of way-finding signage.

Residential Properties

- 4.52 In addition to some 50 academic and ancillary buildings, the School owns a residential portfolio of some 17 properties (39 dwelling units) located primarily on Bishopswood Road and on both the southern 'academic' side and the more residential northern side of the carriageway. The dwellings within the various buildings are occupied by some staff, whilst others are let by the School for general residential occupation. All are self-contained with their own kitchens and bathrooms. The surplus from the rental income of these properties is re-invested into the School to part-fund its charitable work. Whilst these buildings form part of the School's wider estate, they are residential in character and are independent planning units. They therefore fall in Use Class C3 (Dwelling Houses).
- 4.53 These properties are the residual of a larger number of properties, many in the immediate locality of Bishopswood Road, that were owned by the School and which have since been sold. The receipts of those properties that have been sold have been re-invested into the essential improvements of the academic buildings or in accordance with the School's wider charitable purposes.
- 4.54 The School has a need to consider how these properties can best support the future academic and charitable objectives of the School in addition to its ongoing responsibilities to invest in the upkeep.

Site Challenges

- 4.55 The need to upgrade the School's existing buildings and facilities (together with the need for new floorspace) is fundamental to ensuring the long-term operation and success of the School. An Accommodation Needs Assessment set out below has been produced in order to identify how and where specific educational facilities could be provided across the whole estate.

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
Land to the north of Bishopswood Road – Backlands	Residential in School ownership.		<ul style="list-style-type: none"> Residential Area Highgate Conservation Area 	<p>A change of use would be required and would result in the loss of residential accommodation which is contrary to policies set out in Haringey Development Policies (DM10), only where the housing is replaced with at least equivalent new residential floorspace would the loss be considered as acceptable.</p> <p>It is likely that the demolition and re-build of the buildings would be required to provide adequate floorspace for education use. Policy DM9 of the Development Management Policies states that the Council will consider and support proposals for the sensitive redevelopment of sites where they detract from the character and appearance of the Conservation Area.</p>	<p>Given the proposed use, it is important to consider the academic and operational issues that Highgate School faces. The development of this site for education (subject to planning) would have the following impacts:</p> <ul style="list-style-type: none"> Increased distance from Senior School for both pupils and teachers would have significant adverse impact to timetable Travel time incompatible with 35 minute individual music lessons but facilities in Dyne House could be retained Flexibility for option to sell properties to provide funding for capital investment in academic facilities needed 	The conversion or redevelopment of the site for education would be resisted by the Council on the basis of loss of residential floorspace and heritage. In addition, the location of these sites would not be feasible in relation to the specific academic requirements.
4-12 Bishopswood Road	Residential in School ownership. The existing buildings on these sites comprise a mix of detached and semi-detached Victorian Villas. The dwellings are occupied by private leaseholders or leased to staff employed by the School. Permissions have	c. 6,800 m ²	<ul style="list-style-type: none"> Residential Area Highgate Conservation Area 	<p>In order to provide educational use within these existing dwellings a change of use would be required.</p> <p>A change of use would result in the loss of residential accommodation which is contrary to policies set out in Haringey Development Policies (DM10), only where the housing is replaced with at least equivalent new residential floorspace would the loss be considered as acceptable.</p> <p>It is likely that the demolition and re-build of the dwellings would be required to provide adequate floorspace for educational use.</p>	<p>Given the proposed use, it is important to consider the academic and operational issues that Highgate School faces. The development of this site for education (subject to planning) would have the following impacts:</p> <ul style="list-style-type: none"> Significant adverse impact on timetabling given the increased distance from other School facilities including the Senior School campus. Should provision be for Music/Arts the distance from other School facilities would be incompatible for timetabling. The properties generate funds at 	The conversion or redevelopment of the site for education would be resisted by the Council on the basis of loss of residential floorspace and in relation to heritage impact. In addition, the location of these sites would not be feasible in relation to the specific academic requirements.

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
	been granted for the conversion of the dwellings into self-contained residential units.			Policy DM9 of the Development Management Policies states that the Council will consider and support proposals for the sensitive redevelopment of sites where they detract from the character and appearance of the Conservation area. These dwellings are not considered to detract from the Conservation Area therefore their redevelopment would be resisted.	<p>present for the School, and the loss of these may restrict further investment.</p> <ul style="list-style-type: none"> Whatever use is proposed would separate the School's academic Estate. 	
20-24 Broadlands Road	Residential (with some CCF use). The residential properties have had a number of recent applications for extensions and alterations which have been approved.	c. 6,800 m ²	The key constraints on the site are as above.	<p>As Above.</p> <p>Consent does exist on a number of the properties for extensions and alterations however these would not provide floorspace sufficient for academic requirements, therefore demolition and re-build would be required. This would likely be resisted given the Conservation Area status.</p>	<p>Increased distance from Senior School for both pupils and teachers would have significant adverse impact to timetable.</p> <p>Travel time incompatible with 35-minute individual music lessons but facilities in Dyne House could be retained.</p> <p>Flexibility for option to sell properties to provide funding for capital investment in academic facilities needed.</p> <p>Vlth Form Centre would be separate from Science laboratories and School library.</p>	As above.
Land facing Broadlands Road to north of Mallinson Sports Centre- Fives Courts and Squash Courts	Outdoor hard and soft standing amenity space	c. 950 m ²	Loss of Sports facilities would be a consideration if the site was to be used for alternative development.	<p>The site is located in the Highgate Conservation area, and the building itself is not considered to positively contribute to the Conservation Area. The land is outside of Metropolitan Open Land, but adjacent to the boundary.</p> <p>Planning permission has already been granted for the intensification of the Sports Use and external alterations which would improve the visual appearance of the site.</p>	<p>Increased distance from Senior School for both pupils and teachers would have significant adverse impact to timetable.</p> <p>Travel time incompatible with 35-minute individual music lessons but facilities in Dyne House could be retained.</p> <p>Vlth Form Centre would be separate from Science laboratories and School library.</p> <p>Site identified to improve sporting facilities.</p>	<p>Area could be enhanced as part of improvements to internal and external sports facilities set out in paragraphs 4.19 to 4.21.</p> <p>The site could be utilised for redevelopment given the limited constraints that exist from a planning perspective. Consideration should be given to height, scale and massing and the assessment in light of the neighbouring MOL.</p>

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
				<p>Any substantial redevelopment of the site would need to be sensitive to the openness of the adjacent MOL and the heritage sensitivities associated with the site.</p> <p>It is considered that the site could be suitable from a planning perspective for redevelopment to provide alternative academic facilities.</p>		
11-13 Bishopswood Road	Residential	c. 2,200 m ²	Residential street frontage, conservation area	Would require change of use, resulting in the loss of residential accommodation contrary to policy.	<p>Increased distance from Senior School for both pupils and teachers would have significant adverse impact to timetable</p> <p>Travel time incompatible with 35-minute individual music lessons but facilities in Dyne House could be retained.</p> <p>Vlth Form Centre would be separate from Science laboratories and School library.</p>	Not feasible for the specific academic requirements set out in paragraphs 4.5 to 4.7.
15 Bishopswood Road	Residential	c. 1,400 m ²	As per Site 2 assessment.	Residential street frontage, Conservation Area	<p>Increased distance from Senior School for both pupils and teachers would have significant adverse impact to timetable.</p> <p>Travel time incompatible with 35-minute individual music lessons but facilities in Dyne House could be retained.</p> <p>Vlth Form Centre would be separate from Science laboratories and School library.</p>	Not feasible for the specific academic requirements set out in paragraphs 4.5 to 4.7.
Caen Wood Hall	Multi-functional sports use (prior to new Junior School, also provided only assembly hall for the Junior School)	c. 600 m ²	Within MOL and adjacent to the sports pitches therefore extending the building to accommodate the	<p>Long and narrow – unable to consider extending width due to impact on sports pitches</p> <p>Opportunity for a new basement exists but options still compromised due to above ground limitations.</p>	<p>Increased distance from Senior School for both pupils and teachers would have significant adverse impact to timetable.</p> <p>Travel time incompatible with 35-minute individual music lessons but facilities in Dyne House could be retained.</p>	<p>Area could be enhanced as part of improvements to internal and external sports facilities set out in paragraphs 4.19 to 4.21.</p> <p>Identified as a good location for a new School performance theatre through</p>

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
			<p>floorspace required would be challenging.</p> <p>The site is also located within the Highgate Conservation Area which limits the scale of development and also limits the possibility of demolition of the existing Caen Wood Hall. Potential scope for development of a basement storey to accommodate more floorspace.</p> <p>Given the location in a Conservation Area the quality of design would need to be of the highest quality.</p>		<p>V1th Form Centre would be separate from Science laboratories and School library.</p>	<p>the provision of a new basement.</p>
Cricket Pavilion	Changing for sports, storage for Grounds equipment and accommodation for Grounds Manager	c. 500 m ²	<p>Within MOL and adjacent to the sports pitches therefore extending the building to accommodate the floorspace required would be challenging.</p>	<p>Significant extension would impact on sports pitches, Conservation Area and MOL.</p>	<p>V1th Form Centre would be separate from Science laboratories and School library.</p> <p>Travel time incompatible with 35-minute individual music lessons but facilities in Dyne House could be retained.</p> <p>Limited size – could not readily accommodate academic requirements set out in paragraph 4.6.</p> <p>Existing uses would need to be relocated to alternative buildings.</p>	<p>Not feasible for the specific academic requirements set out in paragraph 4.5 to 4.7.</p>

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
Richards Music Centre	IT Data Centre, office space for Sports and Exercise staff and small dance studio.	c. 850 m ²	Adjacent to Metropolitan Open Land and located within the Conservation Area. The quality in design of any development proposed would need to be high given the heritage considerations.	Residential areas to rear and eastern end	With basement, opportunity to accommodate Drama and Sports and Exercise facilities (pupil changing and office spaces). Alternative location for IT Data Centre possible (perhaps Rifle Range). Distance time from Senior School, whilst not ideal, is just manageable for drama with some changes to timetabling for that subject – it is the closest part of the estate to the Senior School. Travel time would not be manageable for V1th Form Centre due to frequency of movement that would be required for pupils and staff or Music due to frequency and length (35-minute) of individual lessons. Proximity to new Junior School could allow use of its new Hall for drama on occasions. V1th Form Centre would be separate from Science laboratories and School library.	Opportunity to provide for both Drama and some SPEX changing provision set out in paragraphs 4.15 and 4.21. The site provides an opportunity for redevelopment as the current building is not fit for purpose. Subject to a robust justification against the policies of the NPPF, London Plan, statutory development plan and having regard to the guidance in this SPD, the area to the front of the existing RMC building is laid to tarmac and used extensively for car parking. This area detracts from the purposes of the MOL and subject to being able to demonstrate very special circumstances some development in or on the boundary of the Metropolitan Open Land may be possible.
Rifle Range	CCF Rifle Range with small extension at rear. The building is not significant in scale and is currently dilapidated and in need of improvements. Planning Permission was granted in 2015 for a sub-surface	c. 300 m ²	Designated MOL therefore it will be challenging to extend the footprint to accommodate the facilities required but possibility to consider basement.	Lack of services (including drainage) to site Lack of vehicle access.	The size of the existing site limits significant redevelopment opportunities and the size would not be sufficient for many of the academic departments. V1th Form Centre would be separate from Science laboratories and School library. Travel time would not be manageable for V1th Form Centre due to frequency of movement that would be required for pupils and staff.	There is limited scope to extend or redevelop this facility to accommodate the educational facilities; the building in its current form would not be suitable for education use. The location of the facility would be at some distance from other School facilities and access would require further paths through the MOL which would also be resisted. However, possible opportunities on same footprint for Outdoor Education, CCF and ancillary purposes with a new

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
	extension to the armoury.					structure.
Garden area between the Mills Centre (B) and the new Junior School (A)	Outdoor space for reflection and play for Junior School Also used by Art Department	c. 1,450 m ²	Designated Metropolitan Open Land Policies at both Regional and Local level provide significant protection to sites designated as Metropolitan Open Land (DM20), London Plan Policy 7.17 strongly supports MOL stating that the strongest protection should be given to London's Metropolitan Open Land and inappropriate development refused, except in very special circumstances, giving the same level of protection as in the Green Belt. Essential ancillary facilities for appropriate uses will only be acceptable where they maintain the openness of MOL. The site is also located within the Highgate	Currently in use as a garden/amenity space for School buildings.	VIth Form Centre would be separate from Science laboratories and School library. Travel time would not be manageable for VIth Form Centre due to frequency of movement that would be required for pupils and staff or for Music. Space provides necessary outdoor space for Junior School.	Development would be completely within MOL on open area in addition it is not considered that this site would be feasible for the specific academic requirements set out in paragraph 4.5 to 4.7.

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
			<p>Conservation Area, and development within the Conservation Area would need to consider the setting and ensure it was preserving and enhancing the Conservation Area.</p> <p>It would be unlikely that the Council would permit the redevelopment of the site given these constraints.</p>			
Far Field	The site is currently used by the School as a remote playing field for a number of sports activities. There is a small building on the site which provides some limited changing facilities although these are sub-standard facilities.	c. 22,000 m ²	The entirety of the Far Field is designated Metropolitan Open Land. Policies at both Regional and Local level provide significant protection to sites designation as Metropolitan Open Land (DM20), London Plan Policy 7.17 strongly supports MOL stating that the strongest protection should be given to London's Metropolitan Open Land and inappropriate	<ul style="list-style-type: none"> • Predominantly residential area; • On the borough boundary so would require co-operation between local planning authorities; • Located within Metropolitan Land opposite Hampstead Heath Lack of access to the site. 	<p>Due to the significant distance of this site to the remainder of the School Estate it is not a suitable location for academic subjects due to timetabling constraints.</p> <p>The site remains suited to sports use (double-periods) and supports the Schools community partnerships that give access to facilities to state funded partner schools. However, changing facilities and spectator provision are limited and date from when the School was boys only. Existing facilities require upgrading to meet the needs of all educational users and to meet the requirements of the Equalities and Education Acts.</p>	<p>There would be scope to improve the existing sporting facilities in line with Policy 7.17. Those facilities would need to be essential ancillary to the primary use as playing field and must seek to maintain the openness of the MOL.</p> <p>The site would not be suitable for academic development, other than SpEx related, given the timetabling constraints.</p>

SITE	EXISTING USE	SITE AREA	SITE CONSTRAINTS	PLANNING ISSUES	ACADEMIC/OPERATIONAL ISSUES	CONCLUSION
			<p>development refused, except in very special circumstances, giving the same level of protection as in the Green Belt. Essential ancillary facilities for appropriate uses will only be acceptable where they maintain the openness of MOL. The site is also located within the Highgate Conservation Area, and development within the Conservation Area would need to consider the setting and ensure it was preserving and enhancing the Conservation Area.</p> <p>It would be unlikely that the Council would permit the redevelopment of the site given these constraints.</p>			

- 4.56 The Assessment identifies that the School has insufficient space to provide all the necessary floorspace requirements for the Senior School on one site and that, consequently, effective teaching of the curriculum will need to be achieved through a balance of timetabling and the clustering of facilities to minimise lost teaching time moving between sites.

Alternatives Considered

- 4.57 In developing its plans to address its academic requirements and building modernisation and refurbishment needs, the School has over the last few years been engaging the community on specific designs and, more recently, its estates masterplan. At the outset of this process, the School appointed a principal architect, following a challenging accommodation specification, to bring forward plans for Dyne House. Those plans sought at that time to develop a VIth Form centre and new facilities for the Music and Drama Departments, including a theatre, to deal with three of the four key academic requirements. The plans also looked to relocate Art back from the Bishopswood Road campus.
- 4.58 The School engaged in an informal consultation exercise with key stakeholders in 2015 on the competition design, prior to the commencement of any serious detailed design development. This exercise sought to respond to continual requests by stakeholders for the School to engage early in the design process and with the intent of establishing the parameters and identify the key issues for the redevelopment designs for Dyne House. Despite the subsequent reaction to this informal engagement, the exercise proved invaluable in meeting its original intent, and it has identified the key issues, which the School has been reflecting on in developing plans for the site and other School sites over the lifespan of this SPD.
- 4.59 Following the informal 2015 stakeholder engagement, an extensive review of alternative locations for some of the Dyne House functions was undertaken by the School considering teaching, timetabling, operational and circulation requirements. This also resulted in further informal stakeholder engagement regarding a proposal for a new facility for the Richards Music Centre in 2016 which at that time considered co-locating Music and Drama facilities on the Bishopswood Road campus.
- 4.60 This extensive process concluded that the Art Department should remain in the Mills Centre, that, should the School decide to move forward with such a facility, a large performance theatre would be more appropriately located on the Bishopswood Road campus, that Senior School Drama should be relocated to the Richards Music Centre and that Senior School Music needs to remain on the Senior School campus.
- 4.61 A summary of the outcomes related to the three main academic requirements that has been the focus of this process is set out below:

VIth Form Centre - The space requirements for the dedicated VIth Form Centre are significant. In addition, other than a few VIth Form only subjects (e.g. Economics), A-Level subject teachers also teach classes in Years 7 to 11. As such, operationally, the VIth Form Centre needs to be within easy reach of the Senior School. As such, the Dyne House Site is the only realistic option for the VIth Form Centre.

Senior School Drama provision - Whilst the School's preference would be to retain this facility within the Senior School campus they considered that it would be manageable to re-locate them to the Bishopswood Road Campus. In considering the travel time between sites, the need to deliver these facilities urgently and given the limited opportunity to develop current facilities, the Council agrees with the School that the only realistic option to provide this facility is to redevelop the existing Richards Music Centre building; a building that is no longer in effective use for educational purposes.

Senior School Music provision – Whilst the School initially looked at re-locating this facility to the existing Richards Music Centre building, further engagement with teaching staff in the Department highlighted the significance of the operational constraints associated with individual music lessons for Senior School pupils. The School's view is, therefore, that the Senior School Music provision needs to remain on the Senior School campus.

4.62 In addition to the above key academic requirements, the School must also update a number of its other assets in order to provide modern, adaptable and safe teaching facilities or to meet the growing needs of sports, fitness and the associated health agenda. These facilities are unable to be relocated within the wider school estate. This includes:

Science Block Extensions – The requirements for the teaching of Science, Technology, Engineering and Mathematics (STEM) subjects has increased substantially since the School was first established, and never more so than in the past few years. The School has updated its facilities in a piecemeal fashion principally to meet the safety and teaching requirements of these key subjects but this has compromised the teaching environments and the accommodation is no longer fit for purpose and is sub-standard as it is not able to meet average classroom sizes or provide the facilities to deliver the necessary curriculum requirements. These classrooms, within the Science Block, need to be reconfigured with an overall small-scale increase to floorspace to provide both the appropriate size of classroom and to accommodate the necessary facilities and safety equipment. These classrooms cannot, as part of the School's wider proposals, be accommodated elsewhere within the estate.



Photo 27: Typical Dry Laboratory Classroom

Mallinson Sports Centre – It has been a long-term vision of the School to extend and expand the facilities of the Mallinson Sports Centre to provide additional indoor sports facilities and to provide facilities that meet the needs of all gender groups and those with disabilities. New plant is also required. Currently, the sports facilities fall below that which would be expected of a school of Highgate's size and the facilities are in need of a full-scale refurbishment. The swimming pool has recently required the replacement of the original roof due to structural and other issues with the existing building.

The Orchard, Tatham's Field & Far Field – These areas all form part of the wider open space within the School. It is not proposed that any development, other than at the Far Field, will take place in any of these areas. Instead, it is intended that the areas will be reviewed to assess their suitability for outdoor sports use, and the inclusion of them in the wider management of the outdoor areas. Access to greater sports provision will benefit not just the School, but its partner organisations as well. At Far Field, development will be restricted to that necessary to meet the School's essential needs in terms of changing room and toilet provision. The facilities have not been updated since the school became co-educational or to cater for those with disabilities. Given the distance of Far Field from the main school it is recognised that limited facilities do need to be provided here.

Decant Buildings – Throughout all of the development proposals identifies, decant classroom accommodation will be required. It is recognised that this will need to be positioned centrally within the School's estate given the pedestrian routes and travelling times referred to above and how this impacts educational delivery. The location of the decant facilities should minimise the impact on local neighbours, require minimal ground works and require the full reinstatement of the land after.

5.0 Planning Policy Context

Introduction

- 5.1 In preparing this SPD the Council has engaged directly with Highgate School to understand its educational, development and estate requirements.
- 5.2 This SPD provides direction on how the policies of the statutory Development Plan will apply in considering any application brought forward by the School and recognises the Council's obligations under the National Planning Policy Framework (NPPF).
- 5.3 Each section sets out the relevant policy background and requirements with the statutory Development Plan and then sets out, in the context of proposals related to Highgate School how these translate into objectives that the school should meet.
- 5.4 The statutory development plans applicable when this document is due to be adopted comprise:
- the London Plan (2020);
 - the London Borough of Haringey Local Plan Strategic Policies DPD (2013 with modifications 2017);
 - the Development Management DPD (2017);
 - the Site Allocations DPD (2017); and
 - the Highgate Neighbourhood Plan (2017).
- 5.5 The SPD has also had regard to other documents that constitute 'material considerations' as required by national policy.

The Policy Context for this SPD

- 5.6 The Site Allocations DPD identifies Highgate School as Site SA41 with the purpose of the allocation being:

“Exploration of how the school facilities can be enhanced while simultaneously benefitting local communities including potentially increasing accessibility through the landholdings.”

Figure 3: Highgate School Allocation



- 5.7 The Site Allocation recognises that the School must meet the education needs of its pupils. In preparing this SPD, the School has worked with Haringey Council which recognises that the school occupies two campuses. The Council considered that a holistic approach is therefore required, and this SPD covers the whole School.
- 5.8 The Council recognises through this SPD its responsibilities under the NPPF (2019) (paragraph 94) that:
- ‘it is important that sufficient choice of school places is available to meet the needs of existing and new communities. Local planning authorities should take the proactive, positive and collaborative approach to approach this requirement, and to development that will widen choice in education. They should:*
- A) *give great weight to the need to create, expand or alter schools through the preparation of plans and decisions on applications; and*
 - B) *work with the school promoters, delivery partners and statutory bodies to identify and resolve key planning issues before applications are submitted’.*
- 5.9 The requirements and guidelines of the SPD, set out in SA41, are set out in the Introduction to this document.

In delivering proposals within the Senior School and, specifically those related to Dyne House, the Council will expect the School to have regard to site allocation SA42 which relates to the ‘Highgate Bowl’.

SA42 seeks to protect the Highgate Bowl as open space, and to improve public access to it through limited redevelopment of Townsend Yard, Broadbent Close and Duke's Head Yard (referred to as 'the Yards').

The boundary of the Highgate Bowl (see Figure 4) abuts the southern boundary of the School's Dyne House Site. Dyne House lies outside the designated area of the Highgate Bowl Site Allocation, as set out within the adopted Highgate Neighbourhood Plan and Site Allocations DPD. The Parade Ground (the area of currently flat tarmacked land to the north east of the Dyne House buildings) also falls outside of the Highgate Bowl allocation, but within an area of 'Proposed Significant Open Land' as defined within SA42 of the Site Allocations DPD. The Council will expect the School to respond to site allocation SA42 when bringing forward any proposals for Dyne House.



Figure 4: Highgate Bowl Allocation

5.10 The key overarching principles that need to be considered when the School is developing application proposals are as follows:

- Built environment and design quality of the proposals;
- Development of appropriate land uses;
- Impact on the historic environment;
- Metropolitan Open Land;
- Impact on the natural environment;
- Transport and pedestrian movement; and,
- Sustainability.

- 5.11 This list is not exhaustive and there are other policy tests within the suite of Development Plan Documents and other documents that constitute material considerations that will need to be taken into consideration.
- 5.12 The following sub-sections set out the key policy themes relevant to the School estate, provide a synopsis of the relevant policies and its relevance to the School's objectives and set out the objectives that the Council expects the School to meet in bringing forward proposals.

Built Environment

Planning Policy

- 5.13 Development within Haringey should be of the highest standard of design and provide a proposal which respects the local character, historic significance and will contribute to the creation and enhancement of Haringey's sense of place and identity (Policy SP11). High quality building design should be accompanied by high standards of landscaping and access that incorporate 'Secured by Design' principles and create inclusive environments (Policy SP11). Buildings should be designed to be flexible and adaptable and be able to integrate services and functions (Policy SP11).
- 5.14 All development should have regard to the form, function and structure of an area (London Plan Policy D1B). Proposals should improve an area's visual connection with natural features and should ultimately contribute to enhancing the character of the area.
- 5.15 Policy DM1 requires all new development and changes of use to achieve a high standard of design and contribute to the distinctive character and amenity of the local area. It sets out that the Council will support design-led development proposals that relate positively to neighbouring structures new or old, to create a harmonious whole.
- 5.16 This is also reflected in the NPPF. Paragraph 124 states it is important to plan positively for the achievement of high quality and inclusive design for all development, including individual buildings, public and private spaces and wider area development schemes.
- 5.17 The NPPF seeks to ensure development functions well and adds to the overall quality of the area; establishes a strong sense of place, creating attractive and comfortable places to live, work and visit; optimises the potential of a site to accommodate built development, creates and sustains an appropriate mix of uses and supports local facilities and transport networks; and responds to local character and history, reflecting the identity of local surroundings and materials, while not preventing or discouraging appropriate innovation (para 127). Proposals should seek to exploit opportunities to improve the character and quality of an area and the way it functions (para 125).

Objectives under Policy

- 5.18 The Council will support the adaptation of existing facilities or provision of additional facilities that improve the quality of existing buildings, landscaping and the street environment. In accordance with Policy SP11 such proposals will be expected to bring forward the highest quality of design

and use of materials. A contemporary or a more historic appearance could be acceptable subject to demonstrating that it contributes to the distinct character of the area.

- 5.19 Whilst there is already an onus on design given the School's location within the Highgate Conservation Area, the Council will expect that proposals for new development will be of the highest standard of design ensuring that proposals reflect and respect the local character and historic significance of the area, including both short and long views. The School occupies a prominent location within Highgate and it is therefore important that design complements and enhances the identity of Highgate within Haringey.
- 5.20 In assessing the appropriate design, the Council will take into consideration the operational requirements of the School and the long-standing inefficiencies that arise because the School is split between two different campus areas within Highgate and, within the Senior School itself, that arise because the School is split between the Island Site and the Dyne House Site. Supporting text to Policy SP11 recognises that good design is not just about how places look, but also about how they work (paragraph 6.1.3). The functionality of new facilities, the year groups to which the facility relates (junior or senior schools), the impact on the delivery of education and 'lost time' will be relevant when considering appropriate design.
- 5.21 The priority will be to ensure the distinctive character of the area is maintained. This includes the openness of the designated areas including the open character of the Bowl as well as the character of the Bishopswood area.
- 5.22 Appropriate height, bulk and mass will reflect the need to maintain the openness of the designated areas. The inclusion of subsurface development as part of any scheme will be supported subject to ensuring, where applicable, that the openness of the Metropolitan Open Land (MOL) is maintained. Building heights will be assessed in respect of the criteria set out in policy DM6 (Building Heights).
- 5.23 The Council supports the School's objective to improve the energy efficiency of existing buildings and exemplify 'green' standards in new buildings. The Council will promote development which reduces energy demand and carbon emissions through the uses and/or the specification of sustainable/renewable building materials including energy-efficiency lighting, passive solar and other energy methods, as well as relying on natural light and ventilation, utilising other low carbon technologies. These measures should be considered alongside policies on climate change (SP4).
- 5.24 In new build developments, the Council will expect all developments within the School to be Zero Carbon compliant in accordance with the London Plan and Haringey's Local Plan Policy SP4. The Council will also expect the School to achieve at least a BREEAM Very Good rating aiming for Excellent where feasible whilst, for refurbishments, this would be a target (given the limitations associated with older construction technologies).
- 5.25 Any scheme should incorporate the best aspects of Secured by Design, improving safety by promoting high-quality development which promotes passive surveillance of spaces. National Planning Practice Guidance documents on Design and Healthy and Safe Communities should also be considered in this regard.
- 5.26 Development proposals should promote pedestrian linkages for pupils and staff through the School Site. New School buildings and spaces should be inclusive and accessible to all with

roads and pavements, and the spaces between buildings, fully accessible. Proposals should ensure good quality access and circulation arrangements, including improvements to existing routes and footways to cater for the needs of those with disabilities. Specific regard should be given to the relationship of the School's amenity areas to sensitive neighbouring uses. Where possible, measures to improve the existing situation should be explored including the location and/or proximity of external areas.

5.27 Where necessary, the Council will support enhanced access to more remote parts of the School estate by those with disabilities provided that this does not impact the general openness of these areas.

5.28 High quality landscape plays an important role in the attractiveness and character of the Highgate surroundings. Proposals should include a high standard of planting design and hard landscape and boundary features should include the extension of the School's extended railings project, the use of brick walls and residential scale fencing. Planting will also be encouraged highlighting the importance of good design and emphasis of the benefits of green roofs, which will be further assessed on a site by site basis in the detailed planning application stage.

5.29 The Council will support development that ensures a high standard of privacy and amenity for the development's users and neighbours.

5.30 This SPD has a lifespan of 10-years and provides a coherent framework within which individual projects will be realised. Individual development projects will:

- be highly sustainable;
- be integrated within a coherent landscape setting;
- no adverse visual impact on townscape and historically significant views;
- improve connections, routes, flow and movement within the site, with pedestrians as a priority;
- make a positive contribution to the setting of the School through excellent contextual design;
- recognise the history and culture of Highgate School whilst bringing it forward into the 21st century;
- relate positively to existing buildings and to other possible future buildings;
- provide good quality accommodation which meets the brief, and which is future-proofed;
- assess the cumulative transport impacts of the proposals for individual projects and provide appropriate mitigation if required;
- be supported by appropriate physical and social infrastructure;
- preserve and enhance the significance of heritage assets and their settings through sensitive reuse of historic buildings and careful contextual design for new developments; and
- any demolition subject to heritage impact assessment and appropriate redevelopment of the site that makes an equal or greater contribution to the Conservation Area.

Land Uses

- 5.31 The Highgate School estate is an established Class D1 Non-residential institution as defined by the Town & Country Planning (Use Classes) Order 1987, as amended.
- 5.32 It comprises a mix of buildings used for direct educational purposes and a range of supporting buildings, in ancillary uses that would ordinarily fall within the designation of other use classes had they not been ancillary to the primary educational use. Ancillary buildings falling within the Class D1 use class include administrative offices, the rifle range, dining hall, sports centre and associated sports facilities.
- 5.33 In addition, there are a number of residential buildings, including the Head's House, which fall within Use Class C3 (dwelling houses).

Planning Policy

- 5.34 London is a growing City with an increasing number of young people. As such, educational facilities at all levels will need to be enhanced, strengthened and retained to ensure the necessary support and opportunities are given to all young people in the City. Policy S3 of the London Plan sets out that the Mayor will support the provision of childcare, primary and secondary school facilities adequate to meet the demands of a growing and changing population and to enable greater educational choice.
- 5.35 Policy S3 of the London Plan states that 'Access to high quality education and training has a profound effect on people's life chances and is one of the most powerful ways to break down inequalities and improve social mobility'.
- 5.36 Paragraph 5.3.5 highlights the growing need for school places in London. This need, particularly for secondary school places, requires a strategic approach to delivery, making it harder to quantify within individual boroughs.
- 5.37 Paragraph 94 of the NPPF requires local planning authorities to take a proactive, positive and collaborative approach to meet the needs of existing and new communities and, specifically, to give greater weight to the need to create, expand or alter schools.
- 5.38 The NPPF seeks the protection of existing open space, sports and recreational buildings and land, including playing fields, from development, unless surplus to requirements, it is being replaced by equivalent or better provision in terms of quantity and quality in a suitable location, or the development is for alternative sports and recreational provision, the needs for which clearly outweigh the loss (paragraph 97).
- 5.39 Planning Practice Guidance also highlights, in paragraph 001, that Open Space should be taken into account in planning for new development and considering proposals what may affect existing open space.

Neighbourhood Plan

- 5.40 The economic activity chapter of the Neighbourhood Plan includes policies which focus on maintaining the vitality and viability of the area's commercial cores, so they continue to meet the day-to-day needs of the community and enrich and enliven the public realm. These areas provide a multitude of shops, services, community, education and leisure uses. Proposals will be expected to adhere to the requirements of these policies. Although not policy and non-statutory, infrastructure project SC6 in the Neighbourhood Plan seeks to "Encourage community access to privately held sports facilities".

Objectives under policy

- 5.41 The Council supports the efficient and optimum use of Allocated Site SA41 through the upgrading of buildings and the provision of new educational and childcare facilities. The creation of additional Class D1 (Non-residential institution) floorspace will be supported subject to the application of other policies within the statutory Development Plan whilst having regard to other material considerations.
- 5.42 The Council will support developments that are in accordance with paragraph 97 of the NPPF and Policy S3 of the London Plan in that they secure the future development of the School and its evolution in response to the changing co-educational needs of the pupils and the demands of a modern curriculum. In assessing such schemes securing the objectives of Policy S3 will be weighed against other development plan policies including MOL (London Plan Policy G1 and Local Plan Policy SP13) and the historic environment (Policy SP12).
- 5.43 The provision of additional sports space and improvements to existing sports facilities to meet the requirements of the curriculum for the School will be supported subject to other policies in the Plan.
- 5.44 The Council recognises that the portfolio of residential properties located primarily on Bishopswood Road are either tied to the School, providing 'specialist housing' to meet the needs of staff, or have been rented privately. The income from these is re-invested into the School to support its charitable activities. These properties therefore have an important role in supporting the future objectives of the School. The Council will take into consideration this role, when considering future proposals for these buildings.
- 5.45 As a charitable institution, development proposals for educational purposes are eligible for exemption from the Community Infrastructure Levy.

Historic Environment

Planning Policy

- 5.46 The School's estate is located within a sensitive area with regards to heritage and conservation. Local planning policy aims to ensure the conservation of the significance of heritage assets, their setting and the wider historic environment (Policy SP12). Proposals will be expected to adhere to the requirements of this policy.

- 5.47 DM9 supports development that conserves and enhances the significance of heritage assets and their setting, Listed Buildings and Archaeological Priority Areas. Proposals should be considered in respect of the criteria set out in Policy DM9.
- 5.48 The Council is intending to review and update the Borough's Archaeological Priority Areas. Pending the Archaeological Priority Area (APA) redraw, all development within the historic school site, and all development schemes over 0.5ha and all basement schemes of any size should be carefully considered for archaeological impact at the design stage in accordance with the requirements of national policy.
- 5.49 The Planning (Listed Buildings and Conservations Areas) Act 1990 places a duty on the Council to have special regard to the desirability of preserving or enhancing a listed building, its setting or any features of special architectural or historic interest which it possesses. It also requires the Council to have special regard to the desirability of preserving or enhancing the character and appearance of Conservation Areas.
- 5.50 As outlined in 5.48, the Council will have regard to the Planning (Listed Buildings and Conservation Areas) Act 1990 and pay particular attention to its statutory responsibilities.
- 5.51 The Highgate Conservation Area Character Appraisal and Management Plan (December 2013), and any subsequently adopted CAAMP, will be a material consideration to any application affecting either the Conservation Area or its setting.
- 5.52 These designations have been plotted below as well as showing the MOL designation in Figure 5 and Figure 6.

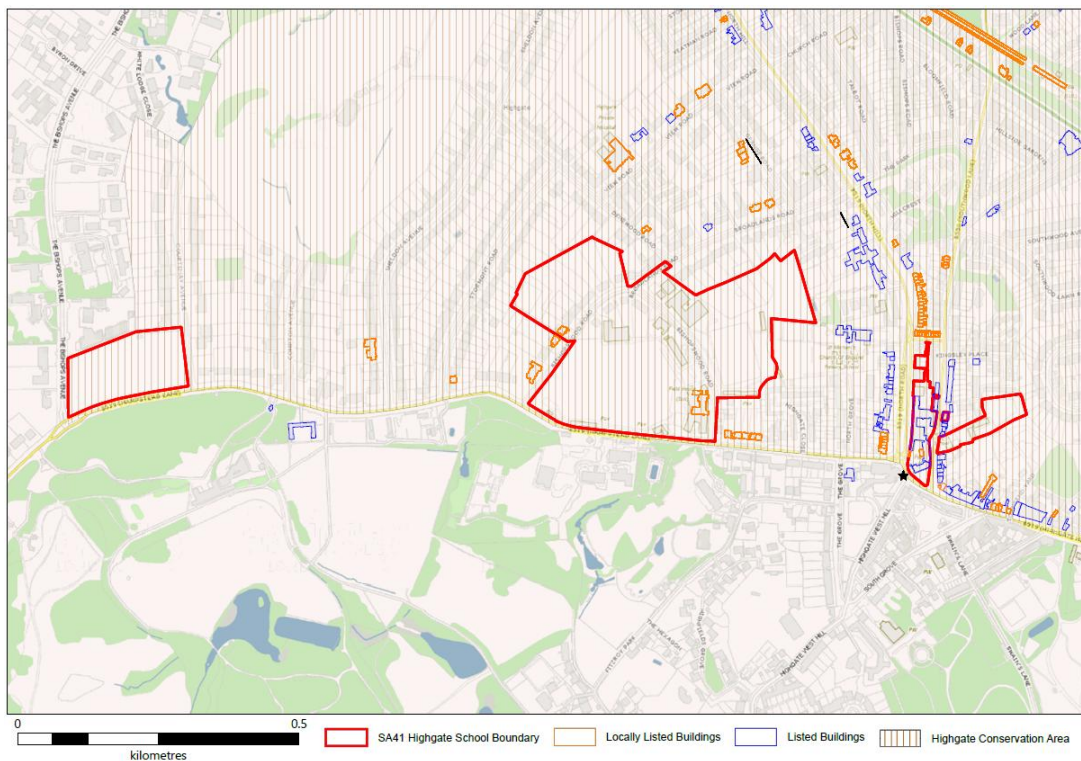


Figure 5: A map showing the Highgate Conservation Area, Locally Listed Buildings and Listed Buildings surrounding the School.

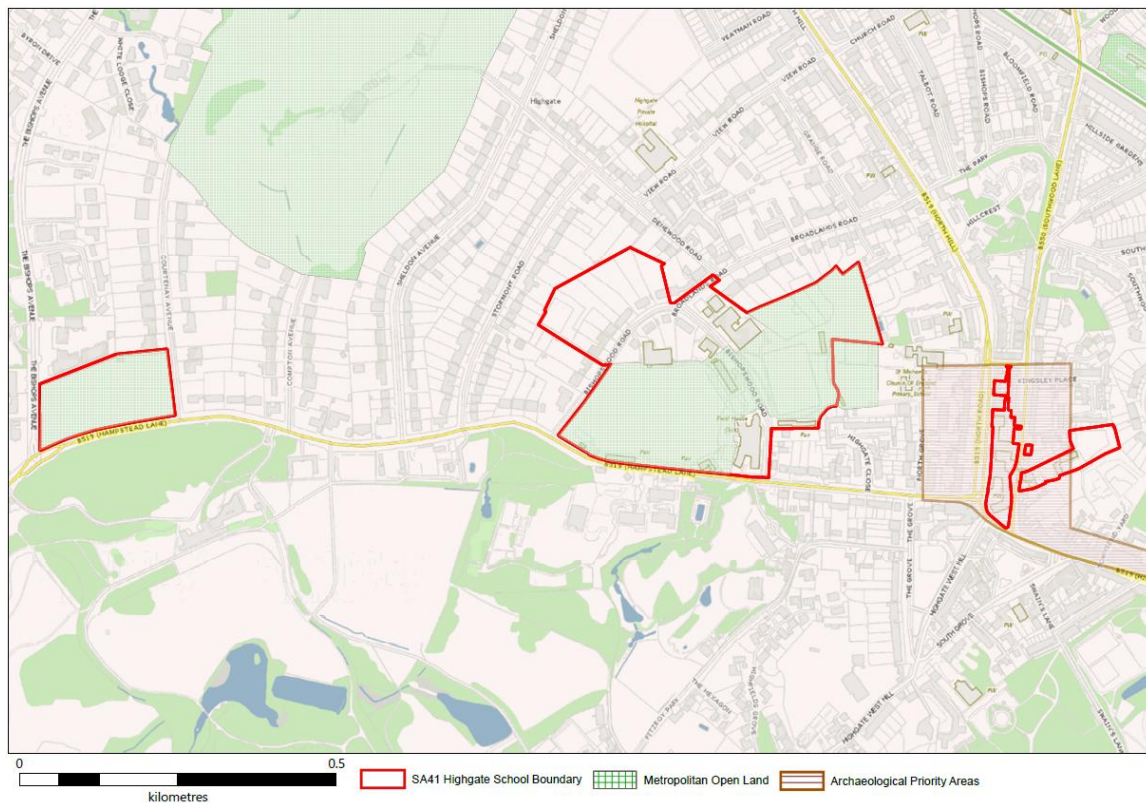


Figure 6: A map showing the Metropolitan Open Land and Archaeological Priority Areas surrounding the School.

- 5.53 London Plan HC1 requires that development proposals should conserve their significance by being sympathetic to assets' significance and appreciation within their surroundings. As such, proposals coming forward from the School should be sympathetic to heritage and conservation opportunities.
- 5.54 Paragraphs 184-192 of the NPPF recognise that heritage assets are an irreplaceable resource and require them to be conserved in a manner appropriate to their significance, putting them to viable uses consistent with their conservation, and ensuring they continue to make a positive contribution to sustainable communities including economic vitality. Development should make a positive contribution to local character and distinctiveness.
- 5.55 The subsequent paragraphs of the NPPF (193-202) set out how potential impacts on heritage assets should be taken into account. Great weight should be given to the conservation of heritage assets. Any harm to, or loss of, the significance of a designated heritage asset should require clear and convincing justification. In some circumstances a balancing exercise should be undertaken considering impacts on heritage assets and other public benefits associated with a proposed development.

Neighbourhood Plan

- 5.56 Policy DH1 and DH2 of the Highgate Neighbourhood Plan seek to preserve and enhance the conservation area. Proposals will be expected to adhere to the requirements of these policies.

- 5.57 In addition, Policy DH11 outlines the requirement for development proposals to assess the potential impact on archaeological assets and the expectation for proposals to provide satisfactory arrangements for excavation and recording, in advance of development.

Objectives under policy

- 5.58 An initial Heritage Statement (Baseline Heritage Assessment) has been carried out by the School covering the entire Highgate School Estate grounds. This document provides an up to date assessment of the character, appearance and contribution of the buildings within the School's estate and concludes that the development and history of Highgate School has had a positive impact on the Conservation Area, contributing greatly to its overall architectural interest and historic significance. The report outlines the opportunities to improve and enhance the contribution and appearance of the following buildings:

- Dyne House;
- the Mallinson Sports Centre including the swimming pool and gymnasium; and
- the Richards Music Centre.

The Council requires further detailed heritage statements and impact assessments to be produced in support of specific development proposals, which are to be submitted at the detailed planning application stages.

- 5.59 In addition, an Archaeological Assessment, desk-based and non-desk-based, is required to be carried out in relation to a specific site and development proposal in consultation with Greater London Archaeology Advisory Service. This is to be submitted for assessment by the Council at the detailed planning application stages. In accordance with the requirement of national policy, in cases where desk-based assessment has led to indications of highly, possibly nationally, important archaeological remains then a stage of field evaluation by an archaeological contractor may be appropriate to understand the significance of a site and the harm from a proposed scheme before an application can be determined

- 5.60 Within the Highgate Conservation Area Appraisal and Management Plan, it is recognised that the School is facing considerable pressure for new school buildings and facilities as well as the refurbishment of their historic school buildings. The Council will continue to ensure the conservation of Haringey's heritage assets, their setting and the wider historic environment in the assessment of development proposals for the School at the detailed planning application stage.

- 5.61 In considering proposals, the Council does not seek to be prescriptive in terms of the preferred or acceptable architectural style that they would expect to come forward at any site. Designs that are contemporary, and those that replicate the historic features might both be considered appropriate. The Council will however require the School to demonstrate a robust, heritage-led approach to design based on a thorough understanding of the significance of any affected heritage assets. The school should demonstrate how proposals will conserve the significance of the heritage asset concerned.

- 5.62 A Heritage Statement is required to be submitted at the detailed planning application stage in relation to each emerging proposal. The Council will establish with the School, through the pre-application process, the nature and level of detail required for the Heritage Statement for each proposal. The Council will also advise, at this time, if there is a requirement for any other heritage or archaeological study to be undertaken.

Metropolitan Open Land

Planning Policy

- 5.63 Green infrastructure within London is protected and the Mayor of London, along with strategic partners, seeks to protect, promote, expand and manage the extent and quality of, and access to, the network of green spaces within London.
- 5.64 The School's Bishopswood Road Campus, together with the Far Field, contains the majority of the School's sporting facilities including the playing fields. These playing fields have been designated as Metropolitan Open Land (MOL) and as such Policy SP13 of the Haringey Local Plan applies, in so far as the Council will seek to protect these open spaces and green land. (See Figure 7)



Figure 7 – Extent of Metropolitan Open Land at Highgate School (shown in solid green fill)

- 5.65 Metropolitan Open Land (MOL) is afforded the same status and level of protection as Green Belt. MOL boundaries should only be changed in exceptional circumstances when this is fully evidenced and justified (London Plan Policy G3).
- 5.66 Policies within the London Plan state that areas of MOL should be given the same level of protection as Green Belt. Further to this, Local Plan Policy SP13 outlines that the Council will protect existing MOL and resist any inappropriate development. The Council in consultation with the Mayor and adjoining boroughs will, through the Local Plan process, review the boundary of MOL, and alter the boundary in exceptional circumstances when this is fully evidenced and justified.

Objectives under Policy

- 5.67 The Council will continue to promote the efficient use of MOL areas within the School's boundaries for outdoor sports or recreational purposes and, where possible, support opportunities for extended community use by state funded partner schools. The School's buildings, playing fields and other facilities are private and not publicly accessible.
- 5.68 The estate includes a range of security measures designed to ensure that the School meets its obligations in respect to the 'Safeguarding' of pupils; a legal principle which establishes that the safety, security and health protection of pupils is a legal responsibility on the School.
- 5.69 The Council will therefore work with the School to support and encourage greater access to the sports facilities through the School's partnership programme with state funded schools and the use of the Mallinson Sports Centre by community groups where this is possible.
- 5.70 The priority will be to preserve the openness of the designated areas in accordance with paragraph 133 of the NPPF which states that '*the essential characteristics of Green Belt are their openness and their permanence*'. Paragraph 145 goes on to state that '*a local planning authority should regard the construction of buildings as inappropriate in the Green Belt. Exceptions to this are:*
- g) limited infilling or the partial or complete redevelopment of previously developed land, whether redundant or in continuing use (excluding temporary buildings), which would:*
- not have a greater impact on the openness of the Green Belt than the existing development.*
- 5.71 Paragraph 146 of the NPPF states that '*certain other forms of development are also not inappropriate in the Green Belt provided they preserve its openness and do not conflict with the purposes of including land within it. These are:*
- b) engineering operations*
- e) material changes in the use of land (such as changes of use for outdoor sports or recreation, or for cemeteries and burial grounds).*
- 5.72 Accordingly, applications that meet these provisions, and those of the development plan, will be considered favourably provided that they reflect the minimum scale and massing required to meet the function proposed. This includes replacement changing/toilet facilities at the Far Field and the provision of Fives Courts, alongside the Mallinson Sports Centre, as replacements to those demolished in the MOL to facilitate the new junior school buildings.
- 5.73 Subsurface development within the MOL would be acceptable under policy as it would not affect the character or openness of the MOL in this area. Any proposals for sub-surface development will need to demonstrate that it would be in accordance with other development plan policies and there would be no long-term impact to flora and fauna at surface level. Such development may include the provision of renewable energy sources, basements, subject to a basement impact study, utility ducts and pedestrian tunnels. Any subsurface development should be cognisant of the potential for buried archaeology to be found.

- 5.74 London Plan Policy G3 identifies that appropriate development within the MOL should be limited to structures that support outdoor open space uses and that any development should seek to minimise the impact to the openness of the MOL. The School has a requirement under the Equalities and Education Acts to upgrade its facilities, particularly at the Far Field, to cater for the mix of the School's pupil body. Any proposal would need to be supported by a robust justification for very special circumstances as to the requirement for any new, extended or enlarged replacement structures in the MOL with regard to the impact on the MOL's openness and permanence. Such justification must also demonstrate that the proposal is the smallest size necessary to meet the requirement and that the siting of the structure has considered practically the balance between the need to provide the development proposed and the protection of the openness of the MOL.
- 5.75 Any development in the MOL will need to be referred to the Mayor of London under The Town and Country Planning (Mayor of London) Order (2008) as a referable development when this exceeds the threshold set within the Order. Such development will need to satisfy the Mayor as to its appropriateness and acceptability and conformity with London Plan policy.
- 5.76 Given the School's proposed pipeline of development, both the Council and the GLA would expect the School to bring forward the strategic proposals for the School estate simultaneously so that the proposals can be looked at holistically and comprehensively.
- 5.77 As part of justifying the case for any development in the MOL, the Council would expect the School to submit a package of proposals that sets out how the applications are linked together and how they are inter-reliant upon each other. This SPD helps to establish the holistic and comprehensive narrative that will inform further documents.
- 5.78 The Council acknowledges that the School has already removed the Fives Courts and another building which were positioned within the MOL as part of the Junior School development. This is part of the approved planning permission HGY/2012/2346.
- 5.79 Much of the School's estate is designated as MOL and the Council will expect the School to protect and preserve these areas in accordance with the NPPF and the statutory development plan (currently set out at London Plan Policy G3, Haringey Strategic Policy SP13 and Development Management Policy DM20).
- 5.80 Proposals which include development within the MOL will be considered against the criteria of the NPPF and London Plan G3 and as set out above. This establishes that inappropriate development within the MOL should be refused except in very special circumstances. As with national Green Belt policy, essential ancillary facilities for appropriate uses will only be acceptable where they maintain the openness of MOL.
- 5.81 The Council acknowledges that the significant educational requirement by the School contributes towards the very special circumstances for proposals within the MOL. The Council, in principle, supports improved educational facilities provided that they also:
- result in a qualitative improvement to the character and appearance of the MOL through the removal of elements that detract from its purposes; or
 - relate to land that does not meet the overall purposes of the inclusion of the land in the designated area.

Natural Environment

Planning Policy

- 5.82 New development shall protect and improve Haringey's parks and open spaces. All new development proposed by Highgate School will protect and enhance and, when and where possible, extend the existing boundaries of the borough's designated Metropolitan Open Land, designated Open Spaces and other open spaces from inappropriate development (Policy SP13).
- 5.83 Policy DM19 permits development that has a direct or indirect adverse impact upon important ecological assets where the harm cannot be reasonably avoided, and it has been suitably demonstrated that appropriate mitigation can address the harm caused.
- 5.84 The following policies are set out within Policy G4 of the London Plan. The loss of protected open spaces must be resisted unless equivalent or better-quality provision is made within the local catchment area. Development proposals should, wherever possible, make a positive contribution to the protection, enhancement, creation and management of biodiversity. Existing trees of value should be retained and any loss as the result of development should be replaced following the principle of 'right place, right tree'. Wherever appropriate, the planting of additional trees should be included in new developments, particularly large-canopied species.
- 5.85 The NPPF seeks to ensure developments contribute to and enhance the natural and local environment by protecting and enhancing valued landscapes and minimising impacts on biodiversity and providing net gains in biodiversity where possible (paragraph 170).

Neighbourhood Plan

- 5.86 Policies OS1, OS2, OS3 and OS4 of the Neighbourhood Plan focus on Open Space and the Public Realm in the Highgate Neighbourhood Area. The policies seek to empower the whole community to protect, enhance and obtain the maximum benefits from Highgate's open spaces, where this does not harm the existing integrity or character of the open space. Proposals will be expected to adhere to the requirements of these policies.

Objectives under policy

- 5.87 The Council will expect that as proposals are brought forward, the following will be considered and addressed as part of the assessment of landscape impact:
- conserve and enhance the historic landscape and heritage of the School;
 - continue to support and develop an educationally rich, vibrant landscape;
 - conserve the landscape structure of mature trees and openness;
 - improve the value of Nature Conservation across the School Estate;
 - develop a sustainable and productive landscape within the School Estate;
 - adopt sustainable urban drainage principals; and
 - appoint a Landscape Champion on the Governing Body and/or senior leadership team.

- 5.88 The School's open spaces, together with the parade ground, make an important contribution to the natural heritage of Highgate and works to improve the function and character of these areas will be supported.
- 5.89 The Council will support proposals that do not detrimentally impact on nature conservation and biodiversity and do not adversely detract from the overall function, amenity, character and appearance of the School's open space. Any development adjacent to the School's areas of open space will be required to protect and enhance the value and visual character of the open land. Additionally, the Council will support development that protects and enhances sites of biodiversity and nature conservation.
- 5.90 The Council will support proposals that provide greater community access, under the School's Partnership arrangements, to open space areas and facilities. The Council recognises that the School's buildings, playing fields and other facilities are private and not publicly accessible. It also acknowledges that the safety, security and health protection of pupils is a legal responsibility on the School and that this is a primary consideration in considering any proposal that might give greater access. The Council will explore with the School opportunities for limited public access. Although not policy and non-statutory, infrastructure project SC6 in the Neighbourhood Plan seeks to "Encourage community access to privately held sports facilities".
- 5.91 In considering proposals for major development within the School's estate, the Council will assess the requirement for undertaking any ecological studies within the pre-application stages and confirm this at planning application stage to ensure compliance with the national and local validation lists, including ecological reports where is necessary. The Council will expect that provision to enhance opportunities to enhance the natural environment to be included where practicable within a scheme.
- 5.92 In considering proposals for the regrading, replacement and provision of new drainage systems as part of improvements to existing playing field areas, in addition to any works associated with the establishment of sub-surface areas, the Council will expect the submissions to be accompanied by a report that sets out that there would be no adverse impact to the natural heritage as a result of the works that are undertaken. It is noted by the Council that many of these drainage systems date back to the 19th Century and consequently are not operating efficiently.
- 5.93 As set out at Figure 4, the boundary of the Highgate Bowl allocation runs along the southern boundary of the Dyne House site. Development proposals that do not negatively impact on the biodiversity and visual character of the Bowl will be supported.
- 5.94 The area known as the Parade Ground to the rear of Dyne House is currently an area of hard standing and is used as informal play space (it is the only area on the Senior School Site where a ball may be informally 'kicked about'), for general 'sitting out' during study periods and at breaks, and occasionally for gatherings of the whole School, for example for remembrance services. It is underutilised and is not visually appealing.
- 5.95 Whilst this area falls outside the Highgate Bowl allocation, but within an area of 'Proposed Significant Open Land' as defined within SA42 of the Site Allocations DPD (see Figure 4), the Council will seek enhancements to the visual appearance of this space, the removal of the hard standing, the greening of the space or other landscape features as an integral part of any

redevelopment proposals submitted in respect to the Dyne House building to support the Significant Open Land designation. The Council will seek opportunities to visually link this area to the adjoining Highgate Bowl.

The green dotted line shown on Figure 18 to Highgate Neighbourhood Plan Policy KS3 (Highgate Bowl) will set the rear limit for any redevelopment proposals associated with Dyne House.



Figure 8:

Landscape

- 5.96 A landscape strategy for the School’s portfolio has been prepared, which sets out the School’s commitment to existing and future landscape. Key commitments and principles include:
- seeking to conserve and enhance the historic landscape of the School’s estate;
 - addressing changes to the built environment within an appropriate high-quality landscape design;
 - utilising hard landscape and planting to develop an educationally rich environment;
 - employing management approaches and planting palettes to improve biodiversity; and
 - seeking to adopting sustainable urban drainage principles in accordance with local planning policy.
- 5.97 Proposals that impact on existing trees will be subject to application/notification requirements under the Town and Country Planning (Tree Preservation) (England) Regulations 2012.
- 5.98 Development proposals will have regard to good arboricultural practice and be undertaken in accordance with BS 5837:2012 Trees in relation to design, demolition and construction.

- 5.99 Development proposals that impact upon the existing landscape or streetscape will be sensitively designed to mitigate changes and provide well-considered design solutions.

Sports

- 5.100 The Council notes that it is a key requirement of the School to maintain and enhance current sports facilities. The Council will therefore support:
- the creation of additional facilities, including synthetic pitches, where there is a demonstrated need;
 - re-provision of existing facilities elsewhere if necessary to facilitate a development project; and
 - ensure any future sports expansion respects the openness of MOL and the remaining mature specimen trees, including TPO-protected trees, within the Estate.

Transportation & Pedestrian Environment

Planning Policy

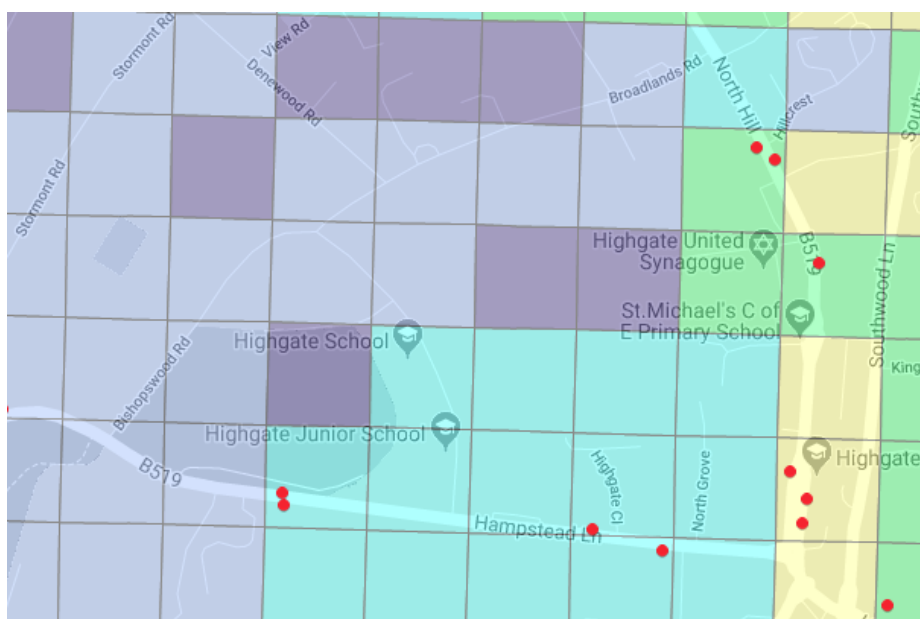
- 5.101 At a local level, Policy SP7 of the Local Plan requires development to promote sustainable transport methods and ensure that all new development is fully integrated into sustainable transport networks (Policy SP7). The Council will support public transport including walking and cycling whilst promoting road and pedestrian safety within the Borough.
- 5.102 Policies within the NPPF encourage the development of public transport, walking and cycling with an emphasis on sustainable transport modes. In general, the NPPF states that transport has an important role to play in facilitating sustainable development. Paragraph 103 states that encouragement should be given to those modes that support reductions in greenhouse gas emissions.
- 5.103 Developments should be located and designed, where practicable, to accommodate the efficient delivery of goods and supplies, give priority to pedestrian and cycle movements, and have access to high quality public transport facilities; create safe and secure layouts which minimise conflicts between traffic and cyclists or pedestrians; and consider the needs of people with disabilities by all modes of transport (paragraph 102).

Neighbourhood Plan

- 5.104 Policy TR1 of the Highgate Neighbourhood Plan seeks to promote sustainable movement. The policy sets out that material changes to schools should take account of their impact on the community. Proposals will be expected to adhere to the requirements of these policies. Although not policy and non-statutory, infrastructure project CA/TR20 in the Neighbourhood Plan seeks to “Encourage schools to reduce the traffic problems associated with the school run”.
- 5.105 Policy TR3 of the Highgate Neighbourhood Plan sets out the expectation for new major development to demonstrate a number of issues have been considered during the planning application process.

Objectives under policy

- 5.106 As part of the first applications to be submitted pursuant to this SPD, the Council expects that the School will produce a Transport Assessment applicable to the whole estate and a consolidated Travel Plan. Thereafter subsequent applications will seek to provide updates to the Travel Plan to address changes in travel patterns.
- 5.107 The Council recognises that the School already has a fully detailed and approved School Travel Plan and that the School was awarded a Gold Accreditation rating by the Council in September 2017. The Council also notes that the School created in the Summer Term 2017 a Transport Logistics Manager role to increase capacity for the implementation of services and initiatives aimed at developing transport solutions and sustainable travel for pupils, staff and parents or carers.
- 5.108 In considering transportation issues, the Council recognises that the School is not seeking to undertake development that would lead to a significant impact in terms of traffic generation. The provision of improved educational facilities, even clustered or relocated from one site to another, envisages the pupil body normally moving between buildings on foot. Where appropriate, the Council may seek the existing Travel Plan to be updated to reflect the changing distribution of facilities across the School.
- 5.109 The Council will however expect that adequate facilities for the servicing of buildings are incorporated into proposals, and sites with existing car parking that come forward for development will need to justify the retention of those spaces having regard to the relevant Public Transport Accessibility Levels of each site, the policies of the statutory development plan and the NPPF and the operational requirements of the School.



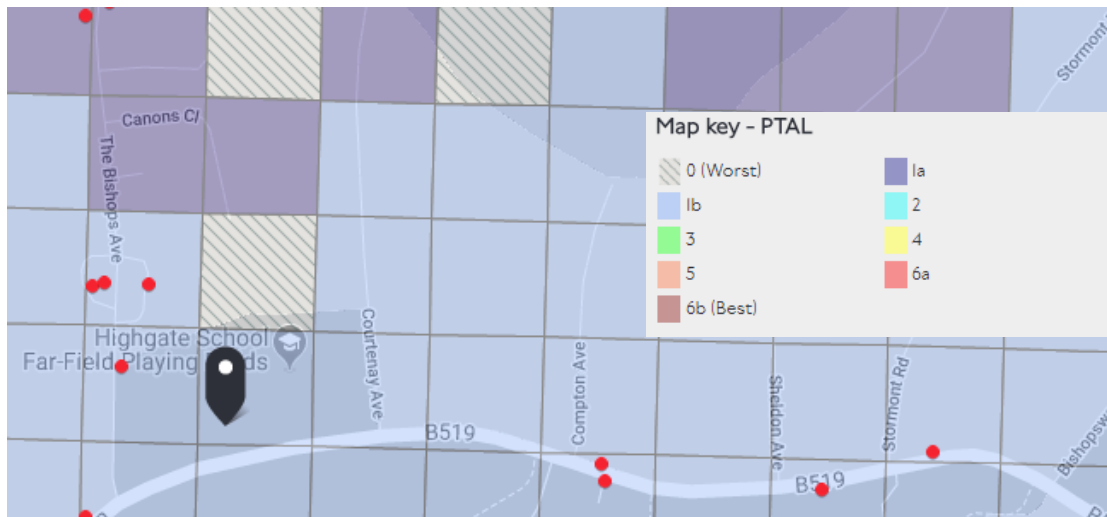


Figure 9 – Summary of WEBCAT mapping. Map data ©2018 Google

- 5.110 Proposals that enhance the safety of pedestrians and cyclists between the sites and on the roads passing through and around the School, especially the Bishopswood Road campus will be supported. This includes the provision of safe crossing points, protected routes and improved drop-off/pick-up areas for parents or carers and coaches, having regard to the constraints around both sites.
- 5.111 The Council will explore with the School options for improvements to traffic management in the area generally and in respect to the general operation of the highway.

Highways

- 5.112 Due to the nature of the School's estate, movement around the Estate and between sites is not straightforward. Pupils are often required to cross roads which can be a danger when vehicles are passing.
- 5.113 Therefore, the Council will expect strategies to consider measures that will:
- improve pedestrian safety;
 - reduce traffic on Bishopswood Road in particular;
 - improve cycle connectivity and facilities; and
 - improve coach parking facilities.
- 5.114 The School already has an established School Travel Plan, based upon the STARS (Sustainable Travel: Active, Responsible, Safe) system which has been awarded a Gold Accreditation for sustainable travel by the Transport for London for sustainable travel. New developments will be required to consider its impact on the Travel Plan.

- 5.115 The School is conscious that to improve cycle connectivity, suitable internal facilities (showering facilities, bike racks etc.) need to be appropriate and readily available. The Council will support proposals for improving the use of sustainable transport modes, having regards to other provisions within this document.

Sustainability

Planning Policy

- 5.116 The NPPF encourages the effective use of land by reusing land and supports the transition to low carbon futures in a changing climate, encouraging the conversion of existing buildings, and encouraging the use of renewable resources.
- 5.117 At the national level, sustainable development means planning for change and growth and, through the planning system, securing good economic, social and environmental outcomes as set out paragraph 8 of the NPPF.
- 5.118 The principles of sustainable design, layout and construction are set out in London Plan Policy SI2. Policy states that development proposals should make the fullest contribution to minimising carbon dioxide emissions in accordance with the energy hierarchy.
- 5.119 In addition, SI2 of the London Plan relates to retrofitting and supports improvements to existing buildings that bring existing buildings up to the Mayor's standards on sustainable design and construction.
- 5.120 The Council aims to reduce the carbon footprint of development in Haringey. This includes the efficient use of land and buildings in order to reduce car dependency, the implementation of an energy hierarchy in building design and construction, the use of energy from more efficient sources such as decentralised energy networks (or making connections to such networks feasible in the future) and by requiring the generation of energy on-site by use of renewable energy.
- 5.121 Over the life time of the Local Plan, reducing energy use in buildings and working towards a low carbon borough will be one of the key challenges facing Haringey. Policy SP4 sets out measures that the Council will promote to reduce carbon emissions from new and existing buildings. The requirements to be water efficient during construction and operation and to reduce all forms of flood risk are set out in Policy SP5.
- 5.122 Policy DM21 of the Development Management Policies Document requires all new developments to consider and implement sustainable design, layout and construction techniques. Proposals should apply the energy hierarchy to minimise energy use in order to meet, and if possible exceed, minimum carbon dioxide reduction. Proposals should maximise opportunities to enhance biodiversity on-site, including through appropriate landscaping, Sustainable Drainage Systems, living roofs and green walls.

Objectives under Policy

- 5.123 The need to upgrade the School's existing buildings and facilities (together with the need for new floorspace) is fundamental to ensuring the long-term operation and success of the School. In the preparation of this SPD the School undertook an Accommodation Needs Assessment in 2015 which has subsequently been reviewed and can be found in Section 4, to identify how and where specific educational facilities could be provided across the whole estate. This study identified that the School has insufficient space to provide all the necessary floorspace requirements for the Senior School on one site and that, consequently, effective teaching of the curriculum will need to be achieved through a balance of timetabling and the clustering of facilities to minimise lost teaching time moving between sites.
- 5.124 Therefore, the provision of high-quality facilities across the estate is necessary to deliver the curriculum. The Council recognises that in order for the School to provide the appropriate level of educational accommodation needed to meet current and future curriculum and facilities requirements, the refurbishment, extension and redevelopment of existing buildings and plots will be required and that the development/refurbishment of one building/site is interlinked with the development/refurbishment of another. This is fundamental to ensuring the future operational needs of the School can be met. The recognition of this was the fundamental driver for this SPD.
- 5.125 The School is part of the growing global community taking positive action to tackle the negative effects of climate change, it is committed to promoting the environmental consciousness in pupils. The School continues to work hard to embed sustainability into its thinking and actions, prioritising 'Sustainability' as one of the six core objectives of the School's Development Plan.
- 5.126 The School aspires to be as sustainable an institution as possible and is committed to making a positive impact by planning for and achieving outstanding environmental sustainability performance. The School will do this by:
- continually reviewing current practices;
 - creating a clear, meaningful and ambitious Sustainability Strategy and Environmental Policy consistent with, or better than, prevalent sustainability standards;
 - producing specific, measurable targets to help the School join local and global efforts to preserve the planet;
 - investigating the most effective ways to minimise the potential negative impacts of the School's operations; and
 - working in partnership with Haringey Council, who has committed to become Zero Carbon by 2050.
- 5.127 As part of any refurbishment and retrofitting works the Council will expect the proposals to demonstrate that there is an improvement in the energy efficiency of existing buildings and that the proposals exemplify 'green' standards in new buildings in accordance with policies.
- 5.128 In accordance with Policy SP4 the Council will support works to upgrade existing facilities that contribute to reduced carbon emissions. Retrofitting measures must have due regard for historic significance, as set out in the NPPF. Flexibility will be applied when considering the impact of proposals on heritage assets. Photovoltaics will be supported where they would not detrimentally impact on any listed building or its setting or the character and appearance of the Highgate Conservation Area.

- 5.129 The Council will support, where appropriate to the amenity of adjoining residential occupants or land uses, the introduction of living roofs and green walls where they would not detrimentally impact on any listed building or on the setting and/or the character and appearance of the Conservation Area.
- 5.130 The School already has a green roof on its new Junior School building that was completed in 2016. This has proved significantly challenging both in terms of its maintenance but also in terms of the costs being incurred, highlighting the importance of good design and emphasis of the benefits of green roofs.
- 5.131 All the School sites as set out in Site Allocation SA41 are in Flood Zone 1. The Junior School including the Mallinson Sports Centre and the Senior School Site are located within one of the Borough's Critical Drainage Areas (Group 4_062 CDA). The Far Field Site is within the Haringey Drainage Areas HDA 01.
- 5.132 In accordance with London Plan Policy S113 and Local Plan Policy SP5 the Council will require the submission of a flood risk assessment for proposals of 1 hectare or greater in Flood Zone 1 and all proposals for new development (excluding minor development) that has critical drainage problems.
- 5.133 Given the typical ground conditions of the locality, which is characterised by impermeable London Clay, the Council will require hard and soft landscaping associated with new development to take account of sustainable land management practices and managing the risk of flooding by applying Sustainable Urban Drainage Systems (SUDS) in order to improve water attenuation, quality and amenity in accordance with Policy DM24 and DM25 of the Development Management DPD. It will also, in respect to new development (including drainage schemes in the playing fields and the sports track) consider the incorporation of sub-surface attenuation tanks to control the rate of water discharge.

6.0 Highgate School Masterplan

- 6.1 The purpose of this SPD is to set out a comprehensive approach to the effective planning and delivery of new accommodation to meet the long term needs of the school and to support enhanced community use and benefits. The preceding sections have set out the background to this, the challenges of delivering effective education in the 21st Century and the School's need to make a significant investment in its estate and in its facilities to meet its educational obligations. This section draws all the preceding information together to provide direction to the School on how individual sites should or could be brought forward and the key considerations in developing proposals. The Council anticipates proposals coming forward that respond to the guidance set out below but it does not imply support or otherwise for the development indicated but recognises that these are areas that the School is currently considering as part of its estate strategy.
- 6.2 Many of the strategic proposals identified in this SPD will be brought forward simultaneously in order to ensure the successful upgrading of the educational facilities within the School or to establish the very special circumstance cases that might be necessary in the strategic context. This approach has been endorsed by the Greater London Authority. The result will be a linked series of highly flexible and adaptable buildings capable of responding to changes in the curriculum or in the facilities that are necessary to deliver an excellent educational environment.
- 6.3 Having reviewed with the School their experiences over recent years, their needs now, and their potential needs in the future, the Council agrees that a strategic review of the School's estate should be carried out at least once every 10-years, hence the life span of this SPD.
- 6.4 The Highgate School masterplan shown below, outlines future aspirations for development of the School, including, within the life span of this SPD the following:

Bishopswood Road Campus

- Mallinson Sports Centre
- Richards Music Centre
- Far Field
- Pre-Preparatory School
- Temporary Decant
- Other Properties

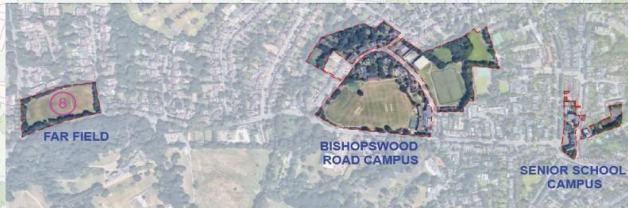
Senior School Campus

- Science Block
- Dyne House and Island Site Tunnel Access

Estate-Wide

- Access improvements including those to meet the needs of those with disabilities and to embrace diversity
- Drainage enhancements to the School's playing field areas.

HIGHGATE



Proposed Developments

- ① Mallinson Sports Centre
- ② Richards Music Centre
- ③ Science Block
- ④ Island Site Tunnel Building
- ⑤ Dyne House
- ⑥ The Orchard
- ⑦ Tatham's Field
- ⑧ Far Field
- ⑨ Pre-Preparatory Hall
- ⑩ 11-15 Bishopwood Road
- ⑪ Mills Centre Sub-station

Existing Facilities

- ⑪ Senior Field
- ⑫ Junior Field
- ⑬ Dining Hall
- ⑭ Mills Centre
- ⑮ Junior School
- ⑯ Cricket Pavilion
- ⑰ Caen Wood Hall
- ⑱ Eton Fives & Squash Cour
- ⑲ Rifle Range
- ⑳ Medical Centre
- ㉑ Charter Building
- ㉒ Garner Building
- ㉓ Link Block
- ㉔ Central Hall
- ㉕ Entrance Lodge
- ㉖ Big School / Library
- ㉗ Chapel
- ㉘ Parade Ground Building
- ㉙ Drama Studio
- ㉚ Disused Swimming Pool

Figure 10: Highgate School Masterplan

6.5 The Council's expectations in the redevelopment of each of these sites is set out as follows:

Bishopswood Road Campus

6.6 Redevelopment on this campus will need to:

- consider the impact on the views along Hampstead Lane, Bishopswood Road and Broadlands Road;
- capitalise on the opportunity to improve buildings which are identified as detracting from the character and appearance of the Conservation Area;
- enhance the streetscape through high quality landscaping;
- respect the MOL and provide overall improvements to the MOL;
- be future-proof, designed to last and contribute to the legacy of fine buildings at Highgate School;
- reinforce the overall design concept through detailing;
- be highly sustainable with a target of BREEAM 'Very Good' where possible and BREEAM 'Excellent' where feasible for new buildings; and
- be fully accessible.

Mallinson Sports Centre

6.7 The Mallinson Sports Centre is located on Bishopswood Road and accommodates both internal and external sporting facilities including a swimming pool, sports hall, squash courts and Fives Courts. The swimming pool was built in the 1960s and the main sports complex in the 1980s for what was then only a boys' school. The Fives Courts, incorporating 8 courts, used to be one of two facilities – the recent new Junior School required the demolition of 10 courts: opportunities for increasing the current number and improving the standard of those still remaining is kept under review. The Mallinson Sports Centre was developed on a piecemeal basis and no longer fully meets the current and future needs of the Sports and Exercise (SpEx) programme. The co-educational nature of sport and the growth of individual team sports alongside the continuing popularity of traditional team sports have resulted in additional requirements for sports facilities (i.e. segregated changing facilities). The School needs to invest in the SpEx programme and improve the existing facilities of the Mallinson Sports Centre.

6.8 The current building does not provide disabled access to the majority of facilities, only allowing disabled access into the main reception area and mezzanine hall.

6.9 The Mallinson Sports Centre building does not enhance the Conservation Area; furthermore, it is identified in the Highgate Conservation Area Appraisal as being a negative contributor and detracting from the environment. The Conservation Area Appraisal states that there are a '*number of buildings connected with the School which detract from the environment especially the sports centre swimming pool and other facilities south side of the road opposite the Mills Centre and the Junior School. These have a somewhat industrial appearance and the cladding and roofing materials are not well maintained*'. It is suffering from general wear and tear.

- 6.10 The existing Mallinson Sports Centre building is considered by the Council to detract from the character and appearance of the conservation area; accordingly, proposals for the demolition of the building might be considered acceptable subject to appropriate redevelopment of the site. This also holds for the squash courts adjacent to the Fives Courts which is a building which needs substantial refurbishment or replacement and is not considered to make any particular contribution to heritage interest, and therefore proposals for demolition would be considered subject to appropriate redevelopment plans.
- 6.11 SpEx is an important part of the School's curriculum: in order to continue to provide high quality sporting facilities in line with the academic and pupil developmental needs, development of the Mallinson Sports Centre building and the wider site, including the Orchard and Tatham's Field, is required. The main aim would be to provide a modern sports centre which was fully accessible.
- 6.12 The Council will expect any redevelopment scheme to:
- ensure that the Mallinson Sports Centre does not impact on the openness of the Metropolitan Open Land and does not adversely affect the character of the Metropolitan Open Land. Further to this, any extension of the Mallinson Sports Centre into the Metropolitan Open Land should have sufficient justification and qualitative improvements (Policy SP13 and Policy G3 in the London Plan);
 - Flood Risk Assessment would be required;
 - preserve or enhance the Highgate Conservation Area (Policies SP12);
 - ensure that all new development is of high architectural quality and responds to the surrounding streetscape (Policy SP11);
 - ensure that any proposed development would not have an adverse impact on any trees within the Metropolitan Open Land boundary (Policy SP13);
 - ensure that any adverse effects on the amenity of the surrounding area are minimised
 - improve accessibility, in particular disabled access; and
 - enhance sporting facilities (Policies SP9 and SP16 in Haringey's Local Plan, and Policy S4 in the London Plan)

Richards Music Centre

- 6.13 The existing building is a single-storey building with a mansard roof built originally for the School as a sports pavilion before largely being converted for use as a music centre for the Junior School. These music facilities have since been co-located within the new Junior School. The eastern extension, once a base for the School's Estates Department, was converted in 2010 to an IT Data Centre. This building is now predominantly occupied by the SpEx Department and IT team. The existing building's layout and its form of construction severely compromise its use for any educational purpose. There are also problems with the building's drainage and foundations.
- 6.14 The unlisted building is not located within the MOL but is located adjacent to the Metropolitan Open Land boundary. The quality of the Metropolitan Open Land immediately adjacent to this building and between it and the artificial sports pitches is partially tarmacked and used for car

parking purposes. It is of poor quality and does not meet the criteria for Metropolitan Open Land set out in the NPPF.

- 6.15 However, whatever its quality, the Council is required in accordance with the NPPF to assess whether the proposals for the release of any of this land satisfy the relevant test of 'very special circumstances' having regards to the policies of the statutory Development Plan and National Policy. If the Council considers that a Very Special Circumstance case has been made, it must be convinced the amount of MOL impacted is the minimum necessary to deliver on the proposals and that the remaining area of the MOL is appropriately enhanced.
- 6.16 The building lies within the Highgate Conservation Area.
- 6.17 The Council will look favourably on the redevelopment of the Richards Music Centre to provide additional and enhanced educational accommodation, the location of drama and changing facilities and access onto the synthetic pitch. This is subject to the consideration of heritage impacts which includes an assessment of how the existing building contributes to the Highgate Conservation Area.
- 6.18 The Council will expect any redevelopment scheme to:
- provide a replacement building of higher architectural quality than the existing building;
 - fully respect the envelope created by a detailed daylight/sunlight assessment and have regard to the potential impact of any increased height or massing on adjoining residential properties;
 - ensure that any adverse effects on the amenity of the surrounding area are minimised, in particular loss of daylight/sunlight, overlooking and noise pollution at 2 Bishopswood Road;
 - respond to the Metropolitan Open Land directly in front of the site and, if appropriate, to have regard to the guidelines set out in Section 5;
 - basement development will be acceptable in principle subject to the carrying out of a Basement Impact Assessment;
 - preserve and enhance the character of the Highgate Conservation Area; and
 - respect and enhance the view across the Metropolitan Open Land.

Far Field

- 6.19 This site lies some distance from the School and is used principally by the School for sports purposes. It is subject to regular drainage issues through inclement months significantly limiting its use. It also includes a small utility building with changing rooms and toilet facilities, provided when the School was boys-only.
- 6.20 The intent of the School is to undertake a series of engineering works to rectify/reduce the risk of flooding, to replace the amenity building capable of meeting the needs of a co-educational establishment and covering the main playing field areas in a green artificial surface to enable the area to have greater utility across a wider range of sports.

- 6.21 Any proposal for the improvements of the Far Field to the proposed new amenity block would need to be supported by a robust justification for very special circumstances as to the requirement for any new, extended or enlarged replacement structures in the MOL with regard to the impact on the MOL's openness and permanence.
- 6.22 Any development in the MOL will need to be referred to the Mayor of London under The Town and Country Planning (Mayor of London) Order (2008) as a referable development when this exceeds the threshold set within the Order. Such development will need to satisfy the Mayor as to its appropriateness and acceptability and conformity with London Plan policy.

Remaining Open Land (Far Field)

- 6.23 Boundary treatments should be commensurate to its purpose and of materials and design appropriate to its context.
- 6.24 Any proposals on this site will need to:
- consider the impact on the characteristics of the local area;
 - consider the use of permeable materials;
 - be of a scale and nature commensurate with their purpose and the provisions of policy; and
 - consider the impact on the openness of the MOL.

Pre-Preparatory School

- 6.25 The building is a part-three part-four storey building adapted for the School as a pre-preparatory school to accommodate children aged 3-7 years, with the main entry year being Nursery. The intent is to provide two new classrooms each of the same size as the existing classrooms located within the Pre-Preparatory School to facilitate a change to the main entry year being Reception.
- 6.26 The School has explored various sites around the Pre-Preparatory school prior to settling on the selected site. The School's priority is for the classrooms to be part of the main school, physically and socially, and the openness of the main play areas to be conserved. The selected site is the garden area to the north and the School has desires for the development to be in the form of a 'treehouse'.
- 6.27 The Council would expect that any extension would be undertaken sympathetically, should seek to enhance or improve the external appearance generally and should be to the same standard as the other work undertaken across the Pre-Preparatory School.

Temporary Decant

- 6.28 Temporary Decant facilities will need to be constructed in order to reflect the operational needs of the School's main refurbishment and redevelopment schemes. It is a fundamental approach to ensure that pupils who are present during the rolling decanting period will enjoy the same high standard and welcoming, uplifting environment that the School offers.

- 6.29 As identified within the accommodation needs assessment, the School has explored various alternatives to a decant facility and subsequently other sites for any temporary decant facilities. The School highlights the possibility of construction of temporary buildings on the Junior Field. The School is aware this would result in the temporary loss of MOL and 50% of the playing field during this time period.
- 6.30 The introduction of a temporary decant solution will be supported by the Council and the Greater London Authority where a very special circumstances case is presented and where a planning obligation is secured ensuring that the land used would be reinstated as MOL and playing field of equal or higher quality following cessation of the temporary use.

Other Properties

- 6.31 As identified previously, the School owns several properties in the Bishopswood Road area that are in residential or other uses. As identified in the accommodation needs assessment, these properties are located too far from the senior school facilities to meet the educational needs of the School without impacting teaching time and travel distances. In most cases they lie across another road.
- 6.32 It is possible that some of those properties will be disposed of in the lifespan of this SPD and proposals for them will be brought forward as required, either by the School or the subsequent owners. In doing so regard shall be had to the provisions of the statutory development plan and to the intent of this SPD.
- 6.33 The School expects to bring forward both 11 Bishopswood Road and 15 Bishopswood Road at some time in the period of this SPD. Number 11 Bishopswood Road formally accommodated the Highgate School Medical Centre and Number 15 has been predominantly used for staff accommodation. Both properties are currently underused. Initial indications are that the School will seek to establish a pre-School nursery/childcare unit and these may prove, subject to further investigation, suitable sites for this facility.
- 6.34 Proposals for these properties should have regard to the wider policies of the development plan, the contribution of the buildings generally and the proximity of trees protected by a Tree Preservation Order and located within a Conservation area. Highgate Conservation Area has been shown in 5.53.
- 6.35 It is also expected that the School will bring forward other smaller proposals throughout the lifespan of this SPD. These will be considered in the context of the development plan and against the intent of this SPD.

Senior School Campus

- 6.36 The Council recognises that the presence of a leading school can have considerable benefits to the profile of the area in which it is located and that it brings wider values in terms of investment and status that would otherwise not be enjoyed. The Senior School campus is of particular importance to the School and that it is key to maintaining the School as a leading educational establishment that contributes to the quality and profile of Highgate as a locality and the UK as an outstanding educational provider. The Senior School and the VIth Form promote that profile and

the Council will support the School in enhancing its facilities and in the delivery of a world class education.

- 6.37 The School has for a number of years been undertaking a general improvement of the accommodation at the Senior School Campus. The Council will continue to support the School's plans and objectives to enhance the education offer at this site and provide the best facilities possible to meet the educational requirements of the Senior School, the VIth Form and the School's extra-curricular activities.

Science Block

- 6.38 The Science Block is located within the Senior School campus of Highgate School. The fabric of the Science Block is designated, falling under the listing of the 'Old School Building' known as the 'Big School' which is Grade II Listed.
- 6.39 The Science Block still requires substantial refurbishment and reconfiguration, particularly the laboratories, all of which require significant upgrading and new services – the scope of works is being developed but will require some small-scale extensions in Garner and Science Quadrangles to facilitate full accessibility and reconfiguration of the laboratories.
- 6.40 The Council would expect that any extensions would be undertaken sympathetically to Heritage Assets, should seek to enhance or improve the external appearance generally and should be to the same standard as the other work undertaken across the Senior School.

Dyne House and Island Site Tunnel Access

- 6.41 Dyne House forms an integral part of the Senior School in the heart of Highgate Village. The site slopes down steeply from west to east. The main building (Dyne House) was opened in 1967. Behind the main building are the two-storey classroom building and the Gymnasium which is currently used as a Drama Studio. There is a redundant open-air swimming pool and the Parade Ground which is used as a pupil amenity area. As shown within the Site Allocation DPD, the Parade Ground is not located within the 'Highgate Bowl' Site allocation but is shown as Significant Open Land.
- 6.42 The site is complex given the topography; it has five storeys at the front and almost eight at the back due to the sloping site. The building's design and construction reflect its period; it has largely un-insulated external walls, aluminium windows with single pane glazing and an old simple gas boiler, single pipe, water radiator heating system. In 2010, the basement Auditorium, Recital Room and Music Teaching Facilities were refurbished. The building contains the Music Department, some VIth Form subjects and some general classrooms. The building is partially accessible for those with mobility issues from Southwood Lane; it is not accessible for pupils with mobility issues from the Island Site due to narrow steep stairs at either end of the tunnel.
- 6.43 The services, windows and other elements have reached the end of their life and the joints on the external precast concrete panels are now starting to break down and leak. The main structural frame of the building is in good condition and investigation has shown it can have a long future life if a full refurbishment and recladding of the front and rear takes place to bring it up to modern standards.

- 6.44 The Classroom Building was completed in 1904 and has not had a major refurbishment apart from cosmetic work. It comprises 4 classrooms and now contains the Learning Support Department and part of the Drama Department. The building is completely inaccessible for those with mobility issues as the only access is via an external staircase and steps to the ground floor and a staircase to the first floor.
- 6.45 The Gymnasium, now used as a Drama Studio, was built in 1950 as the Senior School Gymnasium with changing accommodation under for both the gymnasium and adjacent Swimming Pool. It was converted into a “Black Hole” style Drama Studio in the early 1990s after the Mallinson Sports Centre was built in Bishopswood Road. It is used for drama teaching and also regularly for plays and musicals, but its use is limited by the small audience numbers that can be accommodated. The building is virtually inaccessible for those with mobility issues due to steps and a very steep long ramp. The open-air swimming pool was constructed in 1938 and was used until the late 1970s. It is completely dilapidated and is currently boarded off for safety reasons.
- 6.46 The Gibbon Garden is located between the rear of Dyne House and the front of the Classroom Building and was constructed at the same time as Dyne House. It is used as a pupil amenity space and with the terraced stepping can be used in good weather to some extent as a performance space or teaching area.
- 6.47 The Parade Ground is a pupil amenity area, which is flat and has been built up with an embankment all around due to the steep falls from the west to the east. It is the one area on the Senior School Site where pupils can play football or other ball games but does require improvements to its surface and facilities. The Parade Ground is not located within the allocation for Highgate Bowl.
- 6.48 Additional and improved space is required to meet the academic requirements needed on the Senior School campus as set out within Section 4 of this SPD. The only way to achieve this is through the sensitive redevelopment of the Dyne House site. The existing building as it is currently arranged is inefficient, inaccessible and has an unsatisfactory main pupil entrance through a tunnel from the Island Site due to the tight narrow stairwell. However, its relatively narrow form would lead it to be adapted into a highly efficient V1th Form centre, with smaller seminar type rooms, which would also help reduce pupil movement between the Senior School sites – other than for specialist subjects which require unique facilities (sciences, art etc.), most V1th Form subjects could then be taught on one site with associated ancillary facilities also being made available. The Council accepts that in order to meet its educational requirements some form of redevelopment of Dyne House will be required within the lifespan of this SPD.
- 6.49 Improvements to the tunnel access from the Island Site to the Dyne House Site are also necessary to allow a safe, secure and fully accessible route between the two parts of the School.
- 6.50 Dyne House occupies a prominent location in Highgate Village and the Conservation Area but is identified that whilst it is a good example of its time, the scale and form of the building does not reflect the established scale and character of the street and needs improvement.
- 6.51 The ‘Highgate Bowl’ allocation is located adjacent to the site. The Parade Ground falls outside of the allocation however, the Council has identified that it will protect this area as Significant Open Land. The School has stated its position that it is fully supportive of this. For the avoidance of

doubt, the Council acknowledges that Dyne House and the buildings behind it are not included within the Highgate Bowl allocation.

6.52 The Council will protect the Parade Ground from redevelopment and will not allow redevelopment of this part of the site other than improvements to its surface and facilities. The Council will support redevelopment proposals of the Dyne House site in principle.

6.53 Refurbishment and development proposals should have regard to the following:

- respond to the challenges and capitalise on opportunities afforded by the topography of the site;
- the impact on the Parade Ground;
- the need to respect and respond to the impact on the Highgate Bowl and the wider MOL;
- the design should address the streetscape along Southwood Lane, carefully respecting the character of the Highgate Conservation Area and the adjoining Listed buildings, the potential physical impacts on these buildings and their structural integrity, in their setting and their wider historic environment is preserved and enhanced (Policy SP12);
- the impact of redevelopment proposals on the Conservation Area;
- ensure additional massing is appropriate to the site and locality whilst accommodating the necessary academic functions of the VIth Form centre;
- reflect the ethos of Highgate School in the 21st century with forward looking but contextually appropriate design;
- consider carefully the provision of open space and greenery on the Dyne House Site;
- ensure materials will respond to context and are of a quality which is commensurate with the quality of the Highgate Conservation Area;
- ensure interventions to the upper part of the site adjacent to the listed buildings respond to context, and the rich palette of materials and proportions in the existing buildings;
- ensure the streetscape is enhanced through high quality landscaping;
- ensure buildings are future-proofed and designed to last and contribute to the legacy of fine buildings at Highgate School;
- ensure detailing is of a high standard so as to reinforce the overall design concept;
- ensure buildings are highly sustainable with a target of BREEAM 'Very Good' aiming for 'Excellent' where feasible.;
- ensure that all new buildings/additions/refurbishments are fully accessible;
- ensure that the amenities of adjoining residential properties are no worse than the current situation and, where possible, improved;
- fulfil the potential of Core Objective 4 of the Neighbourhood Plan by greening the Parade ground area;
- the inclusion of basements within any redevelopment would be supported subject to the carrying out of a detailed Basement Impact Assessment;

- improvement at the basement level of Dyne House (especially at the end of the tunnel) should improve pupil flow, safety, full accessibility and provide an informal assembly area;
- a Flood Risk Assessment would be required; and
- the site is located in the heart of the Village and therefore the Council will expect any proposals to incorporate the highest quality of design (SP12).

6.54 The Dyne House Site landscaping will:

- carefully consider the provision of hard and soft landscaping to enhance any new development;
- give consideration to and seek to improve the amenity of adjoining residential neighbours where this is possible;
- consider the incorporation of green roofs where possible, to enhance views onto the rear of the site from the surrounding context; and
- give consideration to protected trees along the boundary of the Parade Ground and include within landscaping of the site.

6.55 Overall, the Council will support the principle of redevelopment of the Dyne House Site, subject to detailed proposals, provided that it respects its considerable constraints including the adjacent Listed Buildings, Conservation Area, and the proximity of Highgate Bowl. Redevelopment proposals should achieve a high standard of design and should have regard to the form, scale and materials in the surrounding area, to ensure that it makes a positive contribution to the local character.

7.0 Implementation and Monitoring

Implementation

- 7.1 Implementation of all proposals included within this document will be the subject of individual planning applications. The timing of those applications and subsequent delivery of the project will be dependent upon a number of factors including the availability of capital funding to bring the projects forward. The Council will, where appropriate, consider extending the life span of a consent beyond the standard 3-year period to facilitate the delivery and implementation of the Schools development pipeline.

Indicative Construction Programme

- 7.2 The proposed development for the key projects that are to a large degree interdependent is currently scheduled to be undertaken in the following sequence:
- provision for decant strategy: Far Field (which will also provide longer-term improvements) and installation of new Temporary Accommodation on Junior Field Synthetic Pitch (total construction period planned for these works is in the region of 12 months);
 - Senior School programme: Science Block refurbishment and extension followed by Dyne House and Island Site Tunnel Access (total construction period planned for these works is in the region of 36 months);
 - Richards Music Centre (total construction period planned for these works is in the region of 12 months); and
 - Mallinson Sports Centre (total construction period planned for these works is in the region of 36 months although delivery may be in three phases).
- 7.3 The sequence, and subsequent delivery, is principally driven around the decant strategy (see below), the need to minimise disruption to the School's main operations and affordability (e.g. cash-flow).
- 7.4 The Council will require construction and implementation programmes of all development projects within the Transport Assessments in order for the Council Transport Officer to assess traffic impacts during and after construction periods. The securing of Apprentice opportunities will also be sought on new developments in accordance with Haringey's Planning Obligations SPD.

Decant Strategy

- 7.5 The Council is aware that the School must be able to maintain operational requirements during the implementation of development programmes. An extensive review of temporary accommodation options was undertaken by the School and accumulated in the proposed location

on the Junior Field Synthetic Pitch. In this regard, the Council will allow for temporary buildings in appropriate locations.

- 7.6 Any decant proposals or requirements for temporary educational facilities which are brought forward by the School will be of the highest quality. Where it is appropriate, the life of temporary planning permissions will be permitted to reflect construction and implementation programmes for development projects.

For further information please contact

LDF@Haringey.gov.uk



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Strategic Environmental Assessment (SEA) Screening Opinion
for
Highgate School Supplementary Planning Document (SPD)

Prepared by:

London Borough of Haringey

For consultation with:

Historic England, Environment Agency and Natural England

February 2020

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1. Introduction

- 1.1. Highgate School Supplementary Planning Document (SPD) may require a Strategic Environmental Assessment (SEA) to comply with European Directive 2001/42/EC “on the assessment of the effects of certain plans and programmes on the environment”. The European Directive is transposed into law by the Environmental Assessment of Plans and Programmes Regulations 2004.
- 1.2. Section 19 of the Planning and Compulsory Purchase Act 2004 also requires a local planning authority to carry out a Sustainability Appraisal (SA) of proposals in a plan during its preparation. SAs incorporate the requirements of the Environmental Assessment of Plans and Programmes Regulations 2004.
- 1.3. Under Article 3(3) and 3(4) of the SEA Directive, SEA is required for plans and programmes which “determine the use of small areas at a local level” or which only propose “minor modifications to plans” to plans and programmes, and which would otherwise require SEA, only where they are determined to be likely to have significant environmental effects.
- 1.4. National Planning Practice Guidance (NPPG) provides guidance on SEA/SA for SPDs. It advises that SPDs do not require SA where potential affects “already have been assessed during the preparation of the Local Plan”. It advises that “SEA is unlikely to be required where an SPD deals only with a small area at a local level... unless it is considered that there are likely to be significant environmental effects”. Further “Before deciding whether significant environmental effects are likely, the local planning authority should take into account the criteria specified in schedule 1 to the Environmental Assessment of Plans and Programmes Regulations 2004 and consult the consultation bodies”. The criteria in Schedule 1 are set out in section 3 of this report.
- 1.5. The Highgate School SPD will be capable of being a material consideration in the assessment of future planning applications within the Highgate School Estate grounds. It is the Council’s responsibility to identify whether an SEA should be undertaken.
- 1.6. The screening process is based upon consideration of standard criteria of Annex II of the Directive to determine whether the plans are likely to have “significant environmental effects”. The result of the local planning authority’s screening process is detailed in this screening statement.
- 1.7. The Highgate School SPD has been screened to consider whether a SEA is required. Should guidance within the documents change, the screening opinion of the borough could also change.
- 1.8. The screening determination also includes the views of the statutory consultation bodies Historic England, Natural England and the Environment Agency. Their correspondence can be found within the report Appendix.

- 1.9. This screening determination has been undertaken by the London Borough of Haringey. The borough has determined that the plans are unlikely to have significant environmental effects. A SEA therefore should not be undertaken.

2. Purpose of Highgate School SPD

- 2.1. Highgate School SPD does not introduce new policy but is capable of being a material consideration in planning decisions. Their purpose is to support existing planning policy already set out in the adopted Local Plan.
- 2.2. The National Planning Policy Framework (NPPF) issued by the Government in February 2019 requires local planning authorities to set out in their Local Plan a clear design vision and expectations, so that applicants have as much certainty as possible about what is likely to be acceptable. Pursuant to this requirement, SPDs provide a framework for creating distinctive places, with a consistent and high-quality standard of design. However their level of detail and degree of prescription should be tailored to the circumstances in each place, and should allow a suitable degree of variety where this would be justified.
- 2.3. Haringey's Local Plan policies relating to delivery of high quality design in developments are SP11 in Haringey's Strategic Policies (2017), which sets out the Council's intention to ensure that design in the borough is of the highest possible quality as well as being sustainable whilst conserving the borough's rich and diverse heritage, and DM1 Delivering High Quality Design, in Haringey's Development Management DPD (2017), which sets out Council's commitment to design excellence, and requires that the Council has regard to the 'Haringey Development Charter' which poses a set of questions to all new development to demonstrate their detailed understanding and appreciation of the site's context and to robustly justify their design rationale. The Local Plan documents were the subject of Sustainability Appraisals incorporating the requirements of SEA.
- 2.4. In addition to the above, Haringey's Site Allocations DPD (2017) requires development within Highgate School site to be in accordance with a future SPD which will provide a comprehensive approach to the effective planning and delivery of new accommodation to meet the long term needs of the school and supporting enhanced community use and benefits. The SPD is to focus on creating improved management and quality of provision including new buildings. The Site Allocations DPD forms part of the adopted Haringey's Local Plan documents which were the subject of Sustainability Appraisals.
- 2.5. An adopted Highgate School SPD provides a sound basis for implementing the Council's approved development plan policies relating to design, conservation and sustainability, and will support development management decisions. The SPD is for use by Highgate School to manage future developments within their Estate grounds, and is publicly available for local residents, community groups, businesses, architects and developers within the surrounding areas. The Council will use the SPD in the assessment of relevant development proposals within Highgate School

grounds, and the Planning Inspectorate will take this document into account when it considers and determines planning appeals.

2.6. The Highgate School SPD has been prepared in accordance with the requirements of Part 5 of The Town and Country Planning (Local Planning) (England) Regulations 2012 and having regard to the National Planning Policy Framework (2019) (paragraph 126). A brief structure of the of the documents is set out below:

- **Relationship between Highgate School and the Community:** provides a background history of the School, its relationship with local community, and the significance of its historic buildings to the surrounding local character of the area. Then summarise how these have been taken into consideration in the masterplanning of the Estate contained in this SPD.
- **Characteristics of the Site:** provides a description of the overall site context and character of the entire SPD Area, and a discussion on the current issues and challenges facing the School including site constraints and operational issues.
- **Planning Policy Context:** outlines the planning policy context that applies to Highgate School Estate which has been taken into consideration in developing the emerging proposals in this SPD.
- **Highgate School Masterplan:** sets out the School's proposals that are required to meet its educational needs for the current and future pupils and staff.
- **Design Criteria:** sets out the general design and development principles to which future proposals should seek to adhere.
- **Implementation and Monitoring:** sets out the delivery and timescale of phasing for proposed developments.

3. Assessment

3.1. The “responsible authority” must determine whether the plan or programme, in this case the Highgate School Supplementary Planning Document, is likely to have significant environmental effects with reference to the criteria specified in Schedule 1 of the Regulations.

3.2. These criteria are set out in the table below, along with consideration of the likely impact of the Highgate School SPD against each.

SEA Directive criteria	Comments	Likely Significant Effects?
Characteristics of plans and programmes, having regard, in particular to:		
1a) The degree to which the plan or programme sets a	The SPD only acts as guidance to positively manage growth and developments within the Highgate School Estate grounds, ensuring that	No

<p>framework for projects and other activities, either with regard to the location, nature, size and operating conditions or by allocating resources</p>	<p>they deliver high-quality and sustainable developments whilst contributing to the distinctive character and amenity of the local area.</p> <p>The SPD identifies key principles and design considerations for future developments; however these are only considerations to take into account and there are no development proposals submitted to the Council seeking approval to take these forward. The SPD aims to appropriately manage the future developments on Highgate School landholding, ensuring that development will not occur in a way that would adversely affect the historic character and amenity of the local area. This will have the effect of limiting the type and design of development that will occur within the Highgate School grounds, however this is primarily achieved through the use of Local Plan policies to which this SPD gives further guidance, and which have been the subject of SA.</p>	
<p>1b) The degree to which the plan or programme influences other plans and programmes including those in a hierarchy</p>	<p>The Highgate School SPD is supplementary to the relevant Local Plan policies as guidance, which were the subject of Sustainability Appraisals. With regard to these policies, the SPD will only act to manage future developments within the Highgate School Estate grounds which constitute a small part of the Borough. It is considered the extent of impact is unlikely to be significant in this regard.</p>	No
<p>1c) The relevance of the plan or programme for the integration of environmental considerations in particular with a view to promoting sustainable development</p>	<p>The Highgate School SPD is planned to have a positive impact on local environmental assets. The SPD does not introduce new policy however is supplementary to higher up adopted policies that will ensure future developments within the Highgate School Estate grounds integrate environmental considerations with a view to promoting sustainable development.</p> <p>It will give guidance to promote the use of public transport, walking and cycling by pupils and staff in accordance to the relevant London Plan and Haringey's Local Plan policies which have been the subject of Sustainability Appraisals. These contribute to the promotion of sustainable development on site; however any effect will occur only at local level and will not have significant environmental effects.</p>	No
<p>1d) Environmental problems relevant to the plan or programme</p>	<p>The Council believes that there will be no significant environmental problems resulting from the Highgate School SPD. The SPD applies to relatively small, localised areas that are already</p>	No

	<p>well developed. The document will seek to preserve or enhance the current historic and natural environment of the area, such as the Highgate Conservation Area and the designated Metropolitan Open Land located within the site, as they will restrict and manage development that could be harmful to these assets to a degree. The SPD will identify possible opportunities for enhancement.</p> <p>The SPD is supplementary to the London Plan and Haringey's Local Plan policies, which include policies relating to Metropolitan Open Land, for which wider environmental problems have already been appraised and were the subject of Sustainability Appraisals.</p>	
1e) The relevance of the plan or programme for the implementation of Community legislation on the environment (e.g. plans and programmes linked to waste-management or water protection).	The SPD is not directly relevant to the implementation of community legislation on the environment.	No
Characteristics of the effects and of the area likely to be affected, having regard, in particular, to:		
2a) The probability, duration, frequency and reversibility of the effects	<p>The SPD covers a small area of Highgate in the London Borough of Haringey, which is already well developed. Localised impacts of developments on the townscape are intended to be beneficial, but if not then should be of a relatively small scale and thus reversible in the short to medium term.</p> <p>The SPD is supplementary to Local Plan policies for which wider significance of effects have already been appraised.</p>	No
2b) The cumulative nature of the effects	<p>The SPD will not result in major changes or actions in the area affected. Therefore, there will be no significant cumulative effects. The plan seeks to appropriately manage future developments within the Highgate School Estate grounds having regard to the historic character and nature of the area.</p> <p>The SPD is supplementary to Local Plan policies for which cumulative effects have already been</p>	No

	appraised.	
2c) The trans-boundary nature of the effects	<p>There are no trans-boundary effects arising from the SPD.</p> <p>The SPD is supplementary to Local Plan policies for which trans-boundary effects have already been appraised.</p>	No
2d) The risks to human health or the environment (e.g. due to accidents)	<p>There are unlikely to be risks to human health or the environment arising from the SPD in respect of this criterion.</p> <p>The SPD is supplementary to Local Plan policies for which wider human health and environment risks have already been appraised.</p>	No
2e) The magnitude and spatial extent of the effects (geographical area and size of the population likely to be affected)	<p>The Highgate School SPD covers a small area of Highgate in the London Borough of Haringey. Both the size of the area and population are not considered significant.</p> <p>The SPD is supplementary to Local Plan policies for which wider spatial effects have already been appraised.</p>	No
2f) The value and vulnerability of the area likely to be affected due to: i) special natural characteristics or cultural heritage ii) exceeded environmental quality standards or limit values iii) intensive land-use	<p>The Highgate School SPD will help ensure future developments within the Highgate School Estate grounds contribute positively to the natural characteristics and cultural heritage, but these will only be in a localised area and will not be significant.</p> <p>As the SPD does not propose any development works within sites or sites adjacent to, internationally designated sites, Sites of Special Scientific Interest, Local Nature Reserves, Sites of Importance for Nature Conservation or Ecological Corridors, it is unlikely that there will be any effects on European Protected Species. The SPD seeks to appropriately manage development to ensure protection of the character of the area.</p> <p>The SPD will have positive or neutral effects on environmental quality standards. This is because they will ensure developments preserve or enhance the setting of the statutorily listed and locally listed buildings, the appearance of the Highgate Conservation Area and to relate to the designated Metropolitan Open Land (MOL) and its openness. It also seeks to establish Zero Carbon developments and to be at least Air Quality Neutral on all new developments across the Estate grounds. It is therefore unlikely that any works or actions included in the SPD will</p>	No

	<p>affect environmental quality standards.</p> <p>The SPD does not include or add any site allocations for development and will not lead to intensive land-use.</p> <p>The Highgate School SPD is supplementary to Local Plan policies for which natural characteristics, cultural heritage and environmental quality standards have already been appraised.</p>	
2g) The effects on areas or landscapes which have a recognised national, Community or international protection status	<p>There are no landscapes of national or international protection status in the SPD Area.</p> <p>There are two landscapes of recognised Metropolitan importance in the areas and which the SPD may have an impact on. These are Highgate School Playing Fields and Highgate School Sports Ground, which are designated Metropolitan Open Land. The SPD seeks for any developments affecting these areas to preserve its openness and do not conflict with the purposes of including land within it, which in this case is for outdoor sports or recreational purposes.</p> <p>However, as the SPD is guidance for preserving these protected assets which will be further assessed at the detailed planning application stage, there will be no significant environmental effects upon them.</p> <p>The SPD is supplementary to Local Plan policies for which wider protections have already been appraised.</p>	No

4. Screening outcome

4.1. Having reviewed the Highgate School SPD against the above criteria, it is concluded that it is not likely to have significant environmental effects and accordingly, should not be subject to Strategic Environmental Assessment.

5. Next steps

5.1. This determination will be subject to consultation with the statutory consultation bodies. The consultation bodies specified in the Environmental Assessment of Plans and Programmes Regulations 2004 to be consulted on this screening determination are:

- Historic England;

- Environment Agency; and
- Natural England

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Equality Impact Assessment Screening Tool

1	Lead officer contact details: Philip.crowther@haringey.gov.uk
2	Date: 12/09/2019
3	Summary of the proposal: To prepare and establish the Highgate School Supplementary Planning Document (SPD) to appropriately manage the future developments within Highgate School Estate grounds. This is in accordance with the site requirement in Haringey's Local Plan which identifies Highgate School landholding as a Site Allocation 41 (SA41) in the Site Allocations DPD which is adopted in July 2017.

Response to Screening Questions	Yes	No	Please explain your answer.
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a) Type of proposal

4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?	X	The Highgate School SPD is supplementary to Haringey's Local Plan as guidance and does not introduce new policy. This document will not affect or change any policy. The Local Plan was subject to its own Equality Impact Assessment.
5.	Does the proposal remove, reduce or alter a service or policy?	X	The proposal does not remove, reduce or alter policy as the Highgate School SPD is supplementary to the relevant Local Plan policies as guidance. It does not introduce new policy nor change any existing adopted policies.
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqlAs.	X	No
7.	If the service or policy is not changing, have there been any known equality issues or	X	No

	concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?			
b) Known inequalities				
8.	Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?		X	<p>No. The proposal will not disproportionately impact on any particular communities, disadvantaged or vulnerable residents. The proposal affects future developments to be carried out by Highgate School within the Highgate School Estate landholding only. Some development proposals included in the Highgate School SPD specifically seek to improve accessibility for their pupils and staff to meet the needs of those with disabilities and to embrace diversity.</p> <p>In addition, the proposal in the SPD affects future developments to be carried out by Highgate School within the Highgate School Estate landholding only. The SPD is subject to a public consultation prior to adoption in which local residents, communities and other members of the public within the surrounding area will have the opportunity to submit their input and be involved in the proposal. In addition, future developments included in the SPD will be further assessed at the detailed planning application stage which may be subject to further public consultations.</p>
9.	<p>Is the service targeted towards particular disadvantaged or vulnerable residents?</p> <p><i>This can be a service specifically for a group,</i></p>		X	<p>No. The proposal seeks to positively contribute to local residents and communities. Some development proposals included in the Highgate School SPD specifically seek to improve accessibility for their</p>

	<i>such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.</i>			pupils and staff to meet the needs of those with disabilities and to embrace diversity.
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		X	No
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.			<ul style="list-style-type: none"> No – full EQIA not required.

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**Planning and Compulsory Purchase Act 2004
The Town and Country Planning (Local Development) (England) Regulations 2012**

**Highgate School Supplementary Planning Document
Regulation 12: Public Participation
Consultation Statement**

Title of document

Highgate School Planning Document (SPD)

Subject matter

On 24 July 2017 Haringey Council adopted a Site Allocations development plan document which allocated Highgate School (allocation SA41) to establish the principle of the refurbishment / redevelopment of school buildings and the enhancement of facilities including community access. The Council has prepared a draft document to supplement Site Allocation 41 which outlines how the School proposes to enhance or redevelop its buildings over the next 10 years. The draft document is the Highgate School Supplementary Planning Document (SPD) and, if adopted, will provide a masterplan for the School's future development.

Area covered

The SPD will, if adopted, apply to the ward of Highgate

Period within which representations must be made

Representations can be made over the eight week public participation period, beginning on 20th March 2020 and ending 15th May 2020.

Availability of documents

The draft SPD and this Consultation Statement are available for inspection at the following websites - www.haringey.gov.uk/highgateschoolspd and at all Borough Libraries and River Park House.

For details of Borough Libraries including opening times, please visit - <https://www.haringey.gov.uk/libraries-sport-and-leisure/libraries/find-library>

Making a representation:

The Council welcomes comments on the draft SPD. Representations can be made:

- by email at: ldf@haringey.gov.uk; and
- by post to: Planning Policy, Haringey Council, 6th Floor River park House, High Road, Wood Green, N22 8HQ

Next steps following Consultation

The Council will review all responses and make necessary amendments to the SPD. This consultation statement will be updated to explain how the responses have been considered and what changes have been made to the SPD. This will be published alongside the adopted SPD in accordance with Regulation 12 (a) of The Town and Country Planning (Local Development) (England) Regulations 2012. Please note that all representations received will be made publicly available. Comments must be received by **XXXX**

Further information:

For any further enquiries, please email ldf@haringey.gov.uk or contact the LDF Team on Tel. 020 **XXXXXXX**

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Title: Discretionary Housing Payments Policy for 2020/21

Report authorised by: Richard Grice, Director for Customers, Transformation and Resources

Lead Officer: Amelia Hadjimichael, Head of Benefits
Amelia.hadjimichael@haringey.gov.uk

Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1 Each year the Department for Work and Pensions (DWP) makes grants available to local authorities for Discretionary Housing Payment (DHP) purposes and a report is taken to Cabinet with an updated DHP policy to reflect the new funding allocation.
- 1.2 For 2020/21 the amount allocated to Haringey Council is £2,047,737, this is £483,790 more than the amount allocated in 2019/20.
- 1.3 The main objective of the DHP policy continues to be to prevent homelessness and to sustain tenancies, however the key changes to note are:
 - The funding amount has been updated to £2,047,737
 - Applications need to be submitted electronically online via the Council's 'My Account' system, this will ensure that all the required information is captured and supporting evidence is uploaded.
 - In exceptional circumstances we will accept printed version of the application form.

2. Cabinet Member Introduction

- 2.1 Central government attacks on the living standards and security of the least well off people continue to make the lives of Haringey's families on low incomes much harder. The report therefore draws members attention to the proposed benefit cuts due to take effect in 2020/21, including the lowered benefit cap, that will significantly reduce the amount of Housing Benefit paid to households that are living in Haringey and/or in temporary accommodation. This will put significant pressure on Haringey's DHP budget in addition to the ongoing impact of previous 'welfare reform'.
- 2.2 Use of our DHP budget is an important means by which the Council aims to assist and protect families threatened with homelessness. We are seeking to focus on increasing financial resilience and reducing demand for crisis support, aligned with our objective of preventing homelessness and reducing our reliance on temporary accommodation. With the resources at our disposal, Haringey will ensure that the DHP policy for 20/21 is administered in a fair and transparent way. We remain committed to doing everything we can to sustain tenancies, prevent homelessness and, where possible, ensure tenants secure more affordable accommodation.

3. Recommendations

- 3.1 It is recommended that Cabinet approves Haringey's Discretionary Housing Payments Policy 2020/21 (see Appendix A) as the means by which the Council will determine how the DHP funds will be allocated during the 2020/21 financial year having regard to the Equalities Impact Assessment (set out in Appendix B).

4. Reasons for Decision

- 4.1 The DHP Policy has to be reviewed and approved every year in line with the changing funding allocated by the DWP.

5. Alternative Options Considered

- 5.1 Consideration has been given to the option of continuing with Haringey's existing DHP Policy. The policy is reviewed each year in line with the new allocation of funding; as such this option is viable.

6. Background Information

- 6.1 DHPs are short-term awards administered by Local Authorities to help people with housing costs. They can play an important role in sustaining tenancies, preventing homelessness and, where needed, enabling tenants to move to more affordable accommodation. Increasingly DHPs are being given to assist those affected by welfare reform.
- 6.2 A Council's decision to award a DHP is discretionary but it must be made in accordance with the regulations which cover DHPs (the Discretionary Financial Assistance Regulations 2001) and with the ordinary principles of good decision-making i.e. administrative law. In particular, Local Authorities have a duty to act fairly, reasonably and consistently. The DHP policy should support the decision-making process, enabling fair and consistent decisions to be made across the year.
- 6.3 In 2018/19 a total of 1,662 awards were made to 724 different claimants, totalling £1.6m, the full allocation for that year.
- 6.4 In 2019/20 to date, a total of 698 awards have been made to 529 different claimants, totalling £909,340.
- 6.5 The following table gives a breakdown of the reasons for these awards. Whilst we cannot give any precise details on how these awards have helped individual families, anecdotal evidence shows that these groups were suffering financial hardship that could have led to them being made homeless without the support from the DHP.

	Benefit Cap	Bedroom Tax	Size Criteria	Other (including health reasons)	Total
2018/19 No. of awards	1205	117	148	192	1662
2018/19 No. of claimants	386	81	112	145	724
2019/20 No. of awards	698	133	80	91	1002
2019/20 No. of claimants	280	108	69	72	529

7. Contribution to Strategic Outcomes

- 7.1 The stated aims of the policy support a number of our corporate priorities, including:

- Sustaining tenancies and preventing homelessness
- Ensuring residents can find and keep good quality employment
- Supporting the vulnerable and elderly to live independent lives
- Creating a fair and equal borough by tackling the underlying factors of poverty and disadvantage
- Early help and intervention

8. Statutory Officers Comments

Assistant Director of Corporate Governance

- 8.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report.
- 8.2 The Department of Work & Pensions Discretionary Housing Payments (DHP) Guidance Manual which includes the Local Authority Good Practice Guide was re issued in August 2019. This manual provides guidance and advice on good practice when a DHP is being considered.
- 8.3 The legislative framework to Discretionary Housing Payments (DHPs) is set out in sections 69 & 70 of the Child Support Pensions & Social Security Act 2000 and the Discretionary Financial Assistance Regulations 2001, and the Universal Credit Regulations 2013 (SI 2013/630).
- 8.4 The regulations give local authorities a very broad discretion in framing a policy for administering DHPs. The authority has a discretion whether or not to make a DHP in a particular case, the amount of a payment, and the period for or in respect of which they are made. Decisions about DHPs must however be made in accordance with ordinary principles of good decision making and administrative law. There is a requirement to exercise discretion in individual cases, act fairly, reasonably and to apply a consistent approach in dealing with applicants for DHPs. Each case has to be assessed on its own merits and the policy must allow for unusual cases to receive proper consideration.
- 8.5 The discretion afforded to the Council allows for the policy to be amended when the council's priorities change.
- 8.6 In addition to central government contribution, Local Authorities can top up their DHP funding. In accordance with Article 7 of the DHP (Grants) Order 2001, the Council's total expenditure on DHP cannot exceed the overall cash limit of two and a half times the government contribution. To award DHP after this level has been reached would be unlawful.
- 8.7 The DHP (Grants) Order 2001 requires Local Authorities to submit forms to the DWP that provide detail of DHP expenditure.
- 8.8 Any unspent DHP funding must be returned to the DWP at the end of the financial year.
- 8.9 This policy acknowledges the legal framework and the guidance, and takes account of public law duties when setting out how decisions about DHPs will be made.

Equalities

- 8.10 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.
- 8.11 The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and

sexual orientation. Marriage and civil partnership status apply to the first part of the duty.

- 8.12 The purpose of Discretionary Housing Payments is to support residents who are facing housing problems and are vulnerable to becoming homeless. The 2020/21 DHP Policy is largely a continuation of previous policy, though with an increase in overall funding coming from central government there will be more funding available to award to applicants.
- 8.13 Individuals who share certain protected characteristics are more likely to make a DHP claim and are therefore more likely to be affected by a reduction in available funding. However, eligibility criteria are applied in every case to ensure that the most vulnerable residents receive DHP funds, regardless of the group they belong to. See the attached EqIA for more information.
- 8.14 The DHP application process is online for Haringey residents, with offline application forms available on request from Haringey's Customer Service Centres. This does not pose any equalities challenges, provided that the offline option is well signposted and remains easily accessible to those who do not have access to, or do not know how to use, the internet. If this were not the case, there would be a risk that this could exclude some residents from applying for funds, particularly older residents and those with a disability who experience higher rates of digital exclusion.

Chief Finance Officer

- 8.15 The Chief Finance Officer notes the funding of £2,047,737 allocated to Haringey for 2020/21 which is £483,790 more than the amount allocated in 2019/20.

9. Use of Appendices

- Appendix A – Haringey's Discretionary Housing Payments Policy 2020/21
- Appendix B – EQIA

10. Local Government (Access to Information) Act 1985

- 10.1 None

Introduction and Overview

DHPs are short-term awards administered by Local Authorities using funding from the Department for Work and Pensions (DWP) to help people with housing costs. They can play an important role in sustaining tenancies, preventing homelessness and, where needed, enabling tenants to move to more affordable accommodation. Increasingly DHPs are being given to assist those affected by welfare reform.

DHPs may cover all or part of a shortfall in a tenant's eligible rent or provide the rent-in-advance and damage deposit a tenant may need in order to secure a tenancy. DHPs may be awarded as a one-off payment and/or as a series of payments.

To qualify for a DHP, the claimant must have a rent liability, require further financial assistance with their housing costs, and be entitled to Housing Benefit or a Universal Credit Housing Costs element.

The overriding principles of Haringey's DHP scheme:

- All applications will be treated fairly and consistently and assessed on their individual merits
- The priority is to prevent homelessness and to sustain tenancies
- Applicants make a contribution to their rent shortfall, unless there is a clear reason why they cannot do so;
- All of the options available to the applicant (including, for example, reducing household expenditure, maximising income, securing employment and/or moving to alternative, less expensive accommodation) will be taken into account
- The applicant is experiencing exceptional circumstances

The following cannot be included in an application:

- Ineligible service charges
- Increases in rent that are due to outstanding rent arrears
- Certain sanctions and reductions in Benefit
- Council Tax liabilities incurred under the 2013 onwards Council Tax Reduction scheme

Haringey's DHP scheme

The expectation is that DHPs will be awarded in unusual or extreme circumstances where additional help will have a significant effect in reducing the risk of homelessness, alleviating hardship, or alleviating difficulties that may be experienced in the transition from long-term benefit dependence into work. In addition, applications will be considered against the Council's objectives of:

- Sustaining tenancies and preventing homelessness
- Safeguarding Haringey residents in their own homes
- Encouraging and sustaining people in employment
- Helping people who are trying to help themselves

- Keeping families together
- Supporting victims of domestic violence to move to a place of safety
- Supporting the vulnerable and elderly in the local community
- Helping customers through personal and difficult events
- Supporting young people in the transition to adult life
- Supporting move on from supported housing, residential settings or institutions
- Promoting good educational outcomes for children and young people
- Alleviating poverty

Conditions may be attached to a DHP award, for example requiring the claimant to participate in a training or employment programme that will improve their prospects of securing paid employment and so reduce the period that a DHP will be required for. Other conditions may be attached to the DHP to encourage behaviour change and achieve an early resolution of the claimant's difficulties.

Funding Limitations

Given the limitations of the DHP budget, the Council will give priority to DHP applications received from the following households:

Households Affected by the Benefit Cap

- Households that need to move to alternative, lower cost private rented accommodation but are working proactively, and with the Housing Needs Team, to resolve their situation
- Households that need to move to alternative, lower cost accommodation but are unable to do so immediately (for reasons of health, education or child protection)
- Homeless households that are residing in temporary accommodation (provided by, or on behalf of, Haringey Council) and have either been told, by the Council, that they will be able to remain in the accommodation / area or they are awaiting an offer of alternative temporary accommodation, procured at a lower cost
- Homeless households that are residing in temporary accommodation (provided by, or on behalf of, Haringey Council) and have been assessed, by the Council, as being particularly vulnerable and needing to remain in the area;
- Households that are living in social rented housing

Households Affected by Social Rented Sector Size Criteria

- Households that contain a person with a disability and are living in 'significantly adapted' accommodation
- Households that contain a disabled child who is unable to share a bedroom because of their severe disabilities, where regulations do not allow for the extra bedroom
- Households that contain a disabled child and are living in accommodation that has been adapted to meet the child's needs, where regulations do not allow for the extra bedroom
- Households containing someone who has a severe and persisting disability which means that they are dependent on the care and support of relatives and friends who are living in

the local community and there is no suitable accommodation available, within the local area, to which they are able to transfer

- Households whose Housing Benefit is restricted by the Size Criteria but that restriction will soon be lifted because the claimant (and their partner, if they have one) will reach the age at which they will be able to claim Pension Credit.
- Households whose Housing Benefit is restricted by the Size Criteria but that restriction will soon be lifted because one or more of their children will soon reach an age when they are not expected to share a bedroom
- Single people who are pregnant (and childless couples containing a pregnancy) who are living in a two-bedroom home but whose Housing Benefit is restricted by the Size Criteria to a one-bedroom home but that restriction will soon be lifted when the baby is born
- Households with exceptional need, which are actively and consistently engaging in seeking to downsize to accommodation that matches their need.

Assessment of applications

When deciding whether or not to award a DHP, the Council will assess each application on its merits (including considerations of equality) and take into account its objectives and areas including:

- The impact that not awarding a DHP is likely to have on the Council's finances and services, especially homelessness, social care, family support and health
- The size of any shortfall that exists between what the claimant is receiving in housing costs (from Housing Benefit or Universal Credit) and the eligible housing costs for which they are liable, together with the reasons for this shortfall
- The financial circumstances (income and expenditure, savings, capital and indebtedness) of the claimant, their partner and anyone else living in their home
- Any special needs or health and social problems that the claimant and/or their family have, and what impact these have on their housing and financial situation
- The impact that moving home and/or changing schools is likely to have on the family and the educational outcomes of any young people in the household
- The reasons why, compared to other people, the circumstances of the claimant and their family should be considered 'exceptional'
- The length of time for which a DHP is being sought
- Any steps the claimant has taken to reduce their rental liability
- The nature of any contact the claimant has had with Housing Needs Team and their engagement with their personal housing plan
- The amount of money remaining in the DHP budget
- The extent to which the claimant has complied with previous conditions.

When the Council has considered the claimant's needs and circumstances, it will decide how much to award. This may be any amount below the difference between the rental liability and payment for Housing Benefit / Universal Credit. The DHP award cannot exceed the weekly eligible rent for the claimant's home.

The award of a DHP does not guarantee that a further award will be made at a later date, even if the claimant's circumstances remain unchanged.

Claiming a DHP

A request for a DHP must be made using the DHP application form available via the My Account portal. In exceptional circumstances a written request may be accepted.

A claim for a DHP will be considered from the date a DHP is requested, but on condition that all supporting information and documentation is received by the Council within one month of that request.

If the Council requires additional information and evidence to assess the claim, it will request this from the claimant in writing, electronically or verbally (over the telephone, face to face or by visit). The claimant must provide this information and documentation within one month of the date of the request.

If the claimant fails to provide the information and documentation on time, the Council will make a decision based on any information it already holds, including the information held on its Housing Benefit computer system. More time may be allowed for some individuals, if there are exceptional circumstances.

The length of a DHP award will be based on the individual circumstances of each claimant, but will take into account the date that the tenancy and/or notice period expires.

As an award can only be made for the current financial year, any award that is made for the remainder of 2020/21 will have to be followed by a new application for the next financial year even if the claimant's circumstances remain unchanged.

Failure to meet the conditions stated in the award notification or to demonstrate a valid reason why the set conditions could not be met, will lead to the withdrawal of any DHP award.

The claimant will be notified, in writing, of the outcome of the DHP claim within 14 days of receipt of the claim and all supporting documentation, or as soon as possible after that.

If a claim is unsuccessful, the Council's decision letter will include an explanation of how the decision has been reached and details of the right of review.

If the claim is successful, the Council's decision letter will include the following:

- The reason for the award
- The amount awarded
- The period of the award
- To whom the DHP will be paid
- The claimant's duty to report any changes in circumstances
- Any conditions associated with the award

Right to request a review

As a DHP is not a payment of Housing Benefit or Universal Credit, it is not subject to the appeals process that operates under those schemes.

Claimants can request a review of a decision to refuse to award a DHP, a decision to award a reduced amount, a decision not to backdate an award for DHP or a decision to seek recovery of an overpayment of a DHP. This must be made in writing, within one month of when the notification was issued, and set out the reasons for requesting a review. A DHP Review Panel, will review all of the evidence held and will inform the claimant of the outcome within 14 days or as soon as possible after that.

The DHP Review Panel's decision will be final. In cases of alleged maladministration by the Council, the claimant should follow the Council's complaints process. If a claimant is still unhappy, they have a right to contact the Local Government Ombudsman.

Fraud

The Council is committed to tackling and preventing fraud in all its forms.

If a claimant attempts to claim a DHP by making a false declaration or providing false evidence or statements, they may have committed an offence under the Theft Act 1968. Where the Council suspects that fraud may have occurred, it will investigate the matter as appropriate and this may lead to criminal proceedings.

Debt advice

Anyone experiencing debt problems will be signposted to local debt advice agencies (including the Citizens Advice Bureau) for free, confidential, impartial advice.

Policy review

This policy will be reviewed annually and in light of any legislative changes, trends or other factors that impact on its effectiveness.

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EQUALITY IMPACT ASSESSMENT

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.

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	Haringey's Discretionary Housing Payment Policy 2020/21
Service area	Housing Benefits
Officer completing assessment	Amelia Hadjimichael
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	10/03/2020
Director/Assistant Director	Andy Briggs

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

This EQIA accompanies a report seeking to approve a policy relating to Discretionary Housing Payment (DHP) Awards for 2020/21. The DHP policy will be administered by the Council to provide financial assistance not covered by the Housing Benefit and Universal Credit regulations in order to help tenants who are at risk of homelessness, to meet their housing costs. It is therefore an additional tool to enable the Council to play an important role in helping to sustain tenancy, prevent homelessness and where applicable, by helping tenants to move to more affordable accommodation. The policy is an integral part of how the Council administers the Welfare Reform Act 2012 while at the same time ensuring that the most vulnerable are afforded effective protection and the impacts on groups protected by the Equality Act are identified and mitigated.

Discretionary Housing Payments have been part of Housing Benefit administration for many years, but have taken a greater role in preventing homelessness following government Welfare Reform changes to major Housing Benefit Regulations, such as the introduction of Local Housing Allowance (Restriction on how much Housing Benefit can be paid to private tenants), the Benefit Cap (currently restricting the total amount of benefit that can be awarded to any individual to £296.35 per week for single people and £442.31 per week for others, and the Social Sector Size Criteria (otherwise known as the Bedroom Tax – a restriction on Housing Benefit for tenants of Social Landlords, who have more bedrooms than they need).

The 2020/21 policy is a continuation of previous policy. All claimants of housing benefit will be affected by this policy, therefore, all the characteristics protected by the Equality Act 2010 may be affected, however it is noted that some groups are more predominant in the benefits claimant population and are therefore more likely to be affected by this policy. These groups include Black and Minority ethnic groups, disabled people, pensioners, women (in particular single mothers), children in single parent households, unemployed people and homeless people / households in Temporary Accommodation.

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 has been used to inform this EqIA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards. For the majority of awards, this data is available broken down by sex.	Staff are not affected by this policy
Gender Reassignment	Service data has been used to inform this EqIA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards. The service does not hold data in relation to gender reassignment.	Staff are not affected by this policy
Age	Service data has been used to inform this EqIA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards. <ul style="list-style-type: none"> For the majority of awards, this data is available broken down by 	Staff are not affected by this policy

	age.	
Disability	<p>Service data has been used to inform this EqlA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards.</p> <ul style="list-style-type: none"> For the majority of awards, this data is available broken down by disability. 	Staff are not affected by this policy
Race & Ethnicity	<p>Service data has been used to inform this EqlA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards.</p> <p>For the majority of awards, this data is available broken down by race & ethnicity.</p>	Staff are not affected by this policy
Sexual Orientation	<p>Service data has been used to inform this EqlA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards.</p> <p>The service does not hold data in relation to sexual orientation</p>	Staff are not affected by this policy
Religion or Belief (or No Belief)	<p>Service data has been used to inform this EqlA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards.</p> <p>The service does not hold data in relation to religious belief</p>	Staff are not affected by this policy
Pregnancy & Maternity	<p>Service data has been used to inform this EqlA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards.</p> <p>The service does not hold data in relation to pregnancy and maternity</p>	Staff are not affected by this policy

<p>Marriage and Civil Partnership</p>	<p>Service data has been used to inform this EqlA. Reports & Data are available to allow us to understand overall spend, to categorise award spend in terms of eligibility, and to identify who receives awards.</p> <p>The service does not hold data in relation to marriage and civil partnership</p>	<p>Staff re not affected by this policy</p>
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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.

Sex

- Both sexes will continue to be subject to the same eligibility criteria and both will see the same overall impact of the reduced funding levels.
- The majority of claimants who will be affected are female, in particular lone female parents who are a predominant group of Housing Benefit claimants. 78% of applicants in 2019/20 were female.
- Single males and single females are also impacted groups as they are more likely to move between residences more frequently and live in relatively expensive private sector accommodation which cannot always be funded purely on Housing Benefit and as such a rent top-up is requested from the DHP budget. 12% of applicants are male and single. 15% of applicants are female and single.
- Limited funds in the DHP budget for 2020/21 means that these groups may be more likely to be affected by restricted amounts of DHP funding being awarded. They will be financially impacted and this could have a direct impact on their ability to remain in their current home, and/or on their disposable income
- Female claimants will continue to be signposted to the various appropriate women specific employment and skills development initiatives in the borough, in addition to generic programmes to help people into work e.g. Haringey Adult Learning Services (HALS) and the College of North East London (CONEL)
- Where appropriate there will continue to be targeted signposting in place for local groups offering support that is gender specific, via The Bridge Renewal Trust, Haringey Council's Strategic Partner for the Voluntary and Community Sector (VCS)
- All groups impacted by the Benefit CAP will continue to have targeted support offered to them in terms of housing, childcare and training opportunities.

Gender Reassignment

- Housing Benefit applicants do not have to provide any details relating to gender reassignment. There is no evidence to suggest that gender reassignment has been a relevant factor in awarding DHPs, nor will it be in the future. We have no reason to believe that Trans individuals will be disproportionately impacted by the DHP Policy.

Age

- In 2019/20 awards were made to households where the lead claimant is in the following age groups:

under 25	4%	
25 – 35		26%
35-64	66%	
65+	4%	
- Housing Benefit is restricted for single claimants aged under 35 who rent from a private landlord. Their benefit is restricted to the rate allowed for shared accommodation. As such they are more

likely to claim additional funds from DHP.

- Older people (though not pensioners who are exempt) are more likely to be impacted by restrictions under Size Criteria rules as they may be living in the former family home and have more bedrooms than it is deemed necessary. This group are also likely to make claims for additional funds as a result of a restriction on their benefit.
- Limited funds in the DHP budget for 2020/21 means that these groups are more likely to be affected by restricted amounts of DHP funding being awarded. They will be financially impacted and this could have a direct impact on their ability to remain in their current home, and/or on their disposable income
- It is recognised that certain people may find it difficult to find work due to their age; they will continue to be signposted to employment and re-skilling programmes that provide targeted support to find work. These include focused training provided by Haringey Adult Learning Services, CONEL and other Haringey based providers.
- Where people have been affected by multiple welfare reform changes (such as the CAP and the Size Criteria changes) they will continue to receive individual assistance including one-to-one interviews with colleagues from Housing Services and JobCentrePlus and direct referrals to support providers such as Citizens Advice Haringey or through The Bridge Renewal Trust, Haringey Council's Strategic Partner for the Voluntary and Community Sector (VCS)

Disability

- People with disabilities are more likely to live on low incomes and be more likely to request assistance from the DHP budget. At least 20% of applicants in 2019/20 are known to receive a benefit which indicates a disability.
- Where restrictions are in place and yet there is a care need for an additional bedroom, applications are carefully considered.
- It is recognised that this group may find it difficult to find work and as such are supported appropriately in terms of employment and re-skilling programmes.

Race & Ethnicity

- Of those who have declared their ethnicity, evidence held suggests that people from minority ethnic groups are more likely to live on low incomes and more likely to request assistance from the DHP budget. In 2019/20 43% of applicants (whose ethnicity is recorded) were Black, 23% were White British, 14% were White Other, 13% have mixed ethnicity, 3% were Asian and 3% were from Arab backgrounds.
- Claimants will continue to be signposted to employment and skills training programmes to enhance employment opportunities, especially in the east of the Borough where there is a high concentration of BMEs and high levels of deprivation.
- Relationships have been built with local JobCentrePlus sites where claimants can receive information about opportunities relating to both employment and skills development. There is also access to budgeting loans to help with any work-related costs (such as clothing or equipment). These will continue going forward

Marriage & Civil Partnership

- Housing Benefit applicants do not have to provide any details relating to marriage and civil partnership. The impact is unknown due to insufficient data.

Sexual Orientation

- LGBT+ people are more likely to be vulnerable to becoming homeless and to move between residences more frequently and live in relatively expensive private sector accommodation which cannot always be funded purely on Housing Benefit and as such a rent top-up is requested from the DHP budget.
- Housing Benefit applicants do not have to provide any details relating to sexual orientation. The impact is unknown due to insufficient data. We have no reason to believe there is any discrimination

or disproportionality in the awards of DHP in terms of sexual orientation.

Religion or Belief (or No Belief)

- Housing Benefit applicants do not have to provide any details relating to religious belief. The impact is unknown due to insufficient data. We have no reason to believe there is any discrimination or disproportionality in the awards of DHP in terms of religion or belief.

Pregnancy & Maternity

- We do not collect information about claimants' maternity status so the full impact on this characteristic is not known, however we have used the data we hold to make a consideration of the impact. It is estimated that within the Housing Benefit group, pregnant women are more likely to live on low incomes and require larger accommodation, as such they are more likely to request assistance from the DHP budget.
- Where appropriate there will continue to be targeted signposting in place for those needing support with children through Children's Centres, The Bridge Renewal Trust, Haringey Council's Strategic Partner for the Voluntary and Community Sector (VCS) and referrals to the Sure Start Maternity Grant department of the DWP.
- In addition claimants can be signposted to the following:
 - The Government's "Healthy Start" scheme which provides vouchers to pregnant women and those with children under four, they can be exchanged for food, fruit and formula milk.
 - Haringey has a number of Children's Centres located across the borough bringing together a range of services such as childcare, family support, health and education and information on local services.
 - Women who are pregnant or on maternity leave are unable to work for a set period of time and are likely to be in receipt of statutory maternity pay which may help to supplement their income.

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 service does not propose to consult on the continuation of the DHP Policy. This year no policy changes have been made. It is not envisaged that the continuation of this policy will have any adverse impact on residents and service users within the protected groups.

The DHP application forms are available in print format for non-internet users.

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?

Consultation has not taken place in relation to changes to this policy.

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

There is a larger proportion of female applicants than male applicants, meaning that the continuation of the DHP Policy is likely to have a positive impact for this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

Data on gender reassignment is not collected among claimants. There is no data to suggest that there will be a disproportionate impact on this protected characteristic group, however the service will ensure that the same eligibility criteria is applied in all cases, to minimise any disproportionately negative impact on this group

Positive		Negative		Neutral impact		Unknown Impact	X
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3. Age

Those aged 35 and below, as well as older people (up to the age of 65) are more likely to be claimants, and are therefore more likely to be benefit from continued DHP funding.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability

Those who have a disability are more likely to be claimants and are therefore more likely to benefit from continued DHP funding. No individuals whose access to the internet is restricted by their disability will be prevented from making a DHP claim as there will be a paper-based alternative available.

Positive	X	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity

Those from a BAME background are more likely to be claimants, and are therefore more likely to benefit from continued DHP funding

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

Data on sexual orientation is not collected among claimants. There is no data to suggest that there will be a disproportionate impact on this protected characteristic group, however service will ensure that the same eligibility criteria is applied in all cases, to minimise any disproportionately negative impact on this group

Positive		Negative		Neutral impact		Unknown Impact	X
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7. Religion or belief (or no belief) (

Data on religion or belief is not collected among claimants. There is no data to suggest that there will be a disproportionate impact on this protected characteristic group, but this will be revisited if any data emerges to suggest this is not the case.

Positive		Negative		Neutral impact		Unknown Impact	X
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8. Pregnancy and maternity

Pregnant women are more likely to claim DHP, meaning that this group is more likely to benefit from continued DHP funding.

Positive	X	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

Data on marriage and civil partnership is not collected among claimants. There is no data to suggest that there will be a disproportionate impact on people in marriages or people in civil partnerships, but this will be revisited if any data emerges to suggest this is not the case.

Positive		Negative		Neutral impact	x	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

Groups who share more than one protected characteristic and are more likely to claim DHP and therefore benefit from continued DHP funding, include the following:

- BAME women
- Women with disabilities
- Pregnant BAME women
- Young women
- Older people with disabilities

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?

The funding of Discretionary Housing Payments from Government, gave Haringey £1, 563,947 to spend in

2019/20. For 2020/21 this is expected to increase to £2,047,737, an increase of £483,790.

The Council will have to be considerate of policy when deciding which applications to award. Officers will do this by assessing the exceptionality of the application, the severity of the financial circumstances of the applicant, the likely timeframe that DHP will be needed by the applicant and the steps being taken by the applicant to resolve their financial problems. We will also make use of available resources to signpost applicants to sources of further assistance, which may for example help them with budgeting, or to find employment, or better paid employment, or assist them with finding cheaper accommodation, and therefore be less reliant on the need to receive financial assistance from Discretionary Housing Payments.

The DHP application process is online for Haringey residents, with offline application forms available on request from Haringey's Customer Service Centres. This does not pose any equalities challenges, as the offline option is well signposted and remains easily accessible to those who do not have access to, or do not know how to use, the internet. If this were not the case, there would be a risk that this could exclude some residents from applying for funds, particularly older residents and those with a disability who experience higher rates of digital exclusion.

The limited funds may lead to reduced values of awards, reduced length of awards, and more comprehensive assessment of whether conditions set against awards have been met, when it comes to renewing awards. This would not be expected to impact or discriminate disproportionately towards any particular group of people with protected characteristics.

People from groups with protected characteristics are most likely to benefit from the DHP as a whole, as they are most likely to be affected by welfare reforms and be on the lowest incomes. This policy reduces the risk of people from groups with protected characteristics being evicted, and advances their prospects of retaining their homes and local connections.

By working with people who receive Discretionary Housing Payments to improve their circumstances, the Council aims to meet its objectives to reduce poverty and deprivation.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?			
Further information on responding to identified impacts is contained within accompanying EqlA guidance			
	Outcome		Y/N
	No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>		Yes
	Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below		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	Action	Lead officer	Timescale

protected characteristics are impacted?			
Will affect all characteristics Limited funds May need to pay less or award for shorter periods	Monitor closely and encourage people to engage better with support services.	Amelia Hadjimichael	Next 12 months
Potential for digital exclusion associated with online application process, affecting older and disabled residents and those on lower incomes	Offline application forms will be available on request from Haringey's Customer Service Centres and this option will be well signposted.	Amelia Hadjimichael	Next 12 months
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>The Council will continue throughout 2020/21 to monitor successful and unsuccessful awards against protected characteristics, to ensure that no group (where data is available) is more affected than any other.</p> <p>The Council will where possible, canvass applicants who have been awarded Discretionary Housing Payment, and who subsequently return to have the award renewed, as to why their circumstances have not changed since they were last signposted for support. This will alert the Council as to whether signposting has been effective, and where signposting has been most and least effective.</p>			

7. Authorisation

EqlA approved by Andy Briggs (Assistant Director/ Director)	Date 17 th February 2020
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8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

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Report for: Cabinet 10 March 2020

Title: GLA Good Growth Fund – Adaptive Wood Green and Strategic Investment Pot (SIP)

Report authorised by: Dan Hawthorn, Director of Housing, Regeneration and Planning

Lead Officer: Pippa Gueterbock, Regeneration Manager

Ward(s) affected: Noel Park, Alexandra, Woodside

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

1. Describe the issue under consideration

Good Growth Fund

- 1.1. This report relates to the Greater London Authority (GLA) Good Growth Fund (GGF), which was launched in 2017. The GGF is Mayor Sadiq Khan's £70 million regeneration programme to support growth and community development in London.
- 1.2. Haringey submitted a bid for its round one in 2018 called “Connecting Wood Green” and successfully received a £900,000 grant.
- 1.3. Subsequently, the third round of grant applications was launched, with bids submitted in September 2019. The bidding process is undertaken over two phases, and in December 2019 the GLA notified the council it was successful in passing to the second stage of the process for its ‘Adaptive Wood Green’ bid. The outcome of the second phase will be known in March 2020.

Strategic Investment Pot

- 1.4. The Council is participating in the London-wide Business Rates Retention Pilot. This pilot is by agreement with all London Boroughs and was approved through the 2019 Autumn Statement. The Strategic Investment Pot (SIP) forms part of the pilot, with the City of London Corporation acting as accountable body. The Council submitted the ‘Central London Inclusive Growth’ bid as part of a consortium of six London Boroughs and subsequently submitted a response to the London Business Rates Pool Strategic Investment Pot Consultation 2019/20 in October 2019 supporting the recommended allocation.
- 1.5. Part of the match funding for ‘Adaptive Wood Green’ will come from the Strategic Investment Pot (SIP) from the 19/20 SIP Consultation for the ‘Central London Inclusive Growth’ bid.

- 1.6. This report is seeking authority to enter into two grant agreements; one with the GLA in the event of the GGF bid being successful, and the other 3 with the London Borough of Tower Hamlets (accountable body for the SIP bid) to accept SIP grant funding.

2. Cabinet Member Introduction

- 2.1. The 'Adaptive Wood Green' proposal builds on the Wood Green Regeneration Programme, including the work of the first Good Growth Fund programme.
- 2.2. This funding will unlock much-needed town centre and public realm improvement projects for Wood Green. It will create opportunities for local residents and businesses to become much more involved in and benefit from the regeneration of Wood Green through meaningful engagement, community empowerment, business training and participatory evaluation.
- 2.3. This proposal will also help address some of the air quality issues in Wood Green, particularly around Noel Park Primary and Alexandra Primary schools. It will help provide youth spaces in Wood Green and improvements and business support to Turnpike Lane.
- 2.4. It is proposed that the 'Adaptive Wood Green' project will be part funded from the SIP funding from the 19/20 SIP Consultation for the 'Central London Inclusive Growth' bid. One of the outcomes of SIP funding is to contribute to economic growth and 'Adaptive Wood Green' aims to bring improvements to Wood Green's town centre and businesses.
- 2.5. The 'Central London Inclusive Growth' SIP bid is for investment to deliver affordable workspace with digital infrastructure, and support for businesses to help residents from all backgrounds to set-up in business, micro businesses to employ (diversely), and small businesses to expand.

3. Recommendations

- 3.1 In the event of the 'Adaptive Wood Green' application to the GLA's Good Growth Fund being successful, give delegated authority to the Director of Housing, Regeneration and Planning and the S151 Officer, after consultation with the Cabinet Member for Finance and Strategic Regeneration:
 - 3.1.1 To enter into Good Growth Fund grant agreement with the GLA to the value of £1.84m.
 - 3.1.2 To enter into grant agreements with third parties using the sources of funding as set out in the Adaptive Wood Green bid proposal, up to the maximum amount of grant funding for each of the projects as set out in the proposal, and subject to compliance with State Aid legislation.
- 3.2 The acceptance of the Strategic Investment Pot (SIP) funding from the 19/20 SIP Consultation for the 'Central London Inclusive Growth' bid from the accountable body (London Borough of Tower Hamlets) and to give delegated authority to the Director for Housing, Regeneration and Planning to agree the final terms of the funding agreement in respect of the funding if required. The

exact amount is still to be determined but is expected to be over £500,000 (up to a sum of £750,000).

4. Reasons for decision

- 4.1. Haringey submitted the Stage 1 application for the Good Growth Fund in October 2019 and Stage 2 bid was submitted on 3rd February 2020. The GLA will be notifying successful candidates in March 2020.
- 4.2. The Adaptive Wood Green proposal is for a £1.84m GGF grant and £2.52m match (including £0.40m of SIP and £0.60m of other external partner match funding) funding to contribute to projects with a total value of £4.37m. See table in appendix 1 for details.
- 4.3. If the GGF bid is successful, then the GLA will require Haringey to enter into a grant agreement by a date to be confirmed by the GLA. The decision to enter into the grant funding agreement is a Key Decision as the value of the grant is above £500k.
- 4.4. At the time of writing this report it is not known whether the GGF bid has been successful or not, but in order to meet the deadlines it is necessary to seek conditional approval that, in the event of the bid being successful, Haringey can enter into a grant agreement with the GLA.
- 4.5. The City of London Corporation has determined the funding allocation to be awarded to the successful SIP projects. The recommendation from November 2019 was to award the two 'inclusive growth' bids £8m to share. Work is ongoing between the two accountable bodies to determine the exact allocation. This is expected to complete shortly.

5. Alternative options considered

- 5.1. In January 2018, Cabinet agreed to adopt the Wood Green Strategic Regeneration Framework (SRF), which sets out the overarching vision and objectives for Wood Green. Officers have developed a Development Infrastructure and Investment Funding Study and Delivery Plan, which will set out projects and priorities for the short, medium and long term.
- 5.2. There are a number of projects and priorities in the Wood Green SRF and draft Delivery Plan. All of the projects in the 'Adaptive Wood Green' proposal sit within this framework. The projects in the GGF "Adaptive Wood Green" application have been proposed because there is a specific opportunity (in the form of reusing vacant or underused building) or funding already secured which has been used to lever in additional grant from the GLA.
- 5.3. If Cabinet does not agree to enter into the GGF grant agreement with the GLA then some projects may be unlikely to progress.
- 5.4. If Cabinet does not agree to accept SIP funding from the accountable body, the council will not be able to utilise the expected £750,000 investment in the

borough to deliver affordable workspace with digital infrastructure, and support for businesses to help residents from all backgrounds to set-up in business, micro businesses to employ (diversely), and small businesses to expand.

- 5.5. If Cabinet does not agree to accept SIP funding, then the projects to develop the civic infrastructure in Wood Green through a High Street Community Civic Centre and backing small businesses with business support will be significantly affected.
- 5.6. The report recommends that delegated authority for approving the grant agreements within the required timescale is given to the Director of Housing, Regeneration and Planning and ensure if the funding is approved Haringey enters into a grant agreement with the GLA in the deadline.
- 5.7. The alternative option would be to go back to Cabinet in June 2020 with the final grant agreements which may result in delays with project start-up.

6. Background information

- 6.1. A summary of the proposal is set out below.

Good Growth Fund

- 6.2. The Good Growth Fund is the Mayor of London's £70 million regeneration programme to support growth and community development in London. The fund supports innovative regeneration activities, that enable Londoners to actively participate in their local community, deliver co-ordinated place-based strategies that welcome growth in a way that works London's varied physical character and support diverse and accessible local economies – from high streets and town centres to industrial areas – to realise their full potential.
- 6.3. The Council was successful in the first round of Good Growth Funding with a £900k grant to develop the Clarendon Yards industrial estate and make some public realm improvements in Wood Green. The Council was successful in the second round with the £3.2m 'Enterprising Tottenham High Road' programme. This proposal is for the third round of Good Growth Funding.

Strategic Investment Pot (SIP) funding

- 6.4. The Council is participating in the London-wide Business Rates Retention Pilot. The London-wide Business Rates Retention Pilot is by agreement with all London Boroughs and was approved through the Autumn Statement. The Strategic Investment Pot (SIP) forms part of the London-wide Business Rates Retention Pilot. The Council submitted a response to the London Business Rates Pool Strategic Investment Pot Consultation 2019/20 in October 2019 supporting the allocation recommended by the City of London Corporation as the SIP accountable body.
- 6.5. The Council worked with the London Boroughs of Camden, Hackney, Tower Hamlets, the Royal Borough of Kensington and Chelsea, and Westminster City Council on an inclusive growth directed investments SIP bid ('Central London Inclusive Growth') to deliver 8,940 SQM of affordable workspace with digital infrastructure and support for 888 businesses across the six central London

boroughs. The investment would help residents from all backgrounds to set-up in business, micro businesses to employ (diversely) and small businesses to expand. The London Borough of Tower Hamlets is the accountable body for the bid.

- 6.6. Following determination by the City of London Corporation in November 2019, two inclusive growth bids were given funding. Haringey Council will benefit from the recommended project 2 – Inclusive Growth - where the recommendation is to merge two bids together, allocating £8m across eight authorities (Camden, Hackney, Haringey, Islington, RBKC, Tower Hamlets, and Westminster); 50% of the combined bids.
- 6.7. The 'Central London Inclusive Growth' bid was for investment to deliver affordable workspace with digital infrastructure and support for businesses to help residents from all backgrounds to set-up in business, micro businesses to employ (diversely) and small businesses to expand. The 'Building an Inclusive Knowledge Economy' bid was to create an inclusive knowledge economy across economic clusters in Camden, Hackney, Islington and Tower Hamlets, integrating 'people' and 'place' so that places are opened up to local people for economic benefit through spatial planning and intensification, business growth and skills development.
- 6.8. Work is ongoing between the participating authorities in the two 'inclusive growth' bids to determine an equitable allocation of the funding and the outputs to be delivered accordingly.
- 6.9. In the Good Growth Fund 3 bid, which is also the subject of this Cabinet report, it is proposed to utilise a proportion of this 19/20 SIP funding as match for the community and civic centre project.

Good Growth Fund 3 – 'Adaptive Wood Green' - summary

- 6.10. Following the successful delivery of the GLA-funded Station Road revival project, and of Connecting Wood Green which focusses on the central area; the third area of focus with this proposal is Wood Green's High Road, Turnpike Lane and Noel Park. These areas have a completely different character to Station Road and the Cultural Quarter, with a complex set of challenges around high levels of deprivation, underinvestment, social isolation, crime and youth violence, anti-social behaviour, and local centres in economic decline. In response to these challenges, the proposal programme is focussed on three aims: Empowering People through Social Inclusion, Making Better Places by Improving Air Quality and Growing Prosperity by Repositioning the Town Centre.
- 6.11. At its heart it is a partnership project engaging multiple stakeholders and empowering local people to make changes to their places. It will deliver long term transformation of spaces aimed at enabling social integration, raising aspiration and supporting the local economy.
- 6.12. Young people are the focus that links the projects together and the aim is for young people to contribute to the design of many of the projects.

6.13. Many of the projects and proposals have come directly from recommendations of the Connecting Wood Green Good Growth Fund (round 1) scheme. This involved the in-depth engagement of multiple stakeholders to develop briefs for projects which are needed in Wood Green (which includes Noel Park and Turnpike Lane).

Empowering Young People through Social Inclusion

6.14. There are more young people living in Wood Green than the average in Haringey and more than 6% of children in Wood Green live in temporary accommodation. The educational achievement levels of young people in the area are less than the Haringey average, though performance is improving. Wood Green has high levels of inequality in terms of employment opportunities, skills and income levels. Within Wood Green area, Noel Park is one of the most deprived wards in Haringey, in the 10% of the most deprived areas nationally with young people disproportionately affected. Young people locally are at risk of gang and knife crime, with the impacts felt across families and communities.

6.15. One of the challenges highlighted by young people is a lack of places to go outside home and after school where they feel safe and can access services. An existing youth service project at 141 Station Road in Wood Green would be a pilot project to engage young people in co-design and co-production of a new youth space. The test project is being delivered from a property which needs significant capital investment and LBH funding will be used to deliver the refurbishment works.

6.16. The aim of Empowering Young People through Social Inclusion would apply to the entire Adaptive Wood Green programme, to give a voice and role for young people in each aspect of it, in a meaningful way through co design, programme shaping, policy development, and management in the long term. This innovative approach will use the Youth Board, set up via Haringey Community Gold programme as the central means of review and scrutiny, so that the overall programme can be viewed through the lens of a young person.

6.17. A key partner in the delivery of this programme will be Noel Park Big Local. In response to the local challenges of youth unemployment and lack of skills, Noel Park Big Local are developing a plan which aims to create opportunities for young people to develop skills and work experience that relate to healthy travel and improving the environment. The aim is to make Noel Park a better place to live for all residents by planning and delivering resident-led initiatives that address large social issues while creating opportunities for local young people to access resources and skills to boost their employability.

6.18. A new youth Hub will be delivered as part of the Bury Road Centre project, as a distinct part of the civic offer in the refurbish retail unit. The Hub will provide around 250sm of dedicated space for a range of activities visible from the high street.

Making Better Places by improving Air Quality

6.19. Air pollution reduces life expectancy, limits physical activity in urban areas, and it creates an unwelcoming environment which people avoid. As such, improvements to better air quality is a priority for Haringey. We echo the Mayor's

call to action that poor air quality is “a health crisis that damages the lung development of our children”.

- 6.20. Our aim is to help deliver a modal shift away from petrol/diesel vehicles which are the biggest cause of pollution and therefore pollution-related harm in Haringey, while creating a safer cleaner environment for walking and cycling, as well as rest and play.
- 6.21. This project will build on the existing school streets initiative that transforms roads outside schools so that only pedestrians and cyclists can use them at school start and finish times. The council already has committed to deliver meaningful measures outside the primary school streets across the borough, and the first five of these will be delivered as part of this project – two in Wood Green and three across the rest of the borough.
- 6.22. A range of interventions will encourage active travel and the way that people travel to their local shops or high street. Measures include pavement widening, traffic calming, cycle racks and training, tree planting and urban greening.

Growing Prosperity by Repositioning the Town Centre

- 6.23. Wood Green is a Metropolitan Town Centre and should play a vital role in meeting residents’ retail, leisure and civic needs but it has been in decline for a number of years, with falling trade a result of its limited offer, tired and dated design and the rise of newer alternative London shopping destinations. There is also a need for more quality leisure opportunities, which can boost footfall. A lack of employment space is exacerbating the loss of the town centre’s vibrancy. Other issues include intensive traffic on the High Road, congested pavements, a lack of green infrastructure and poor air quality. Crime and the fear of crime has also been a deterrent to attracting better investment.
- 6.24. However Wood Green Town Centre / High Road has great potential to be a very successful Town Centre and High Street thanks to its uniquely good footfall and low vacancy rate. Our residents and businesses have asked us to revitalise our town centre. For young people, high streets are normally a place for gathering and socialising, however Wood Green and Turnpike Lane’s challenges of high youth violence rates create negative perceptions of not just the places but also, conversely negative perceptions of young people. Therefore services and activities should be aimed at attracting young people to the area. Public places should be managed to encourage young people to engage in meaningful and fun activities.
- 6.25. Turnpike Lane has suffered from similar issues of crime and antisocial behaviour, decline in retail and poor-quality public realm. Working in partnership with Future Wood Green Business Improvement District, the Turnpike Lane Project aims to bring about sustainable and comprehensive improvement to the area in line with the shared vision and aspirations developed in partnership with local partners and stakeholders, including public realm interventions to support active travel and shop front improvements.
- 6.26. The Town Centre Repositioning Strategy will evaluate research into retail and best practice response to Wood Green’s high street challenges; develop an

evidence base for recommendations and establish non-retail opportunities for the town centre including cultural and community uses.

6.27. The Council is keen to test a new civic offer in the town centre by piloting the adaptation of a large town centre commercial unit at Bury Road which is currently underused and not contributing to the town centre, to support cultural, civic and community uses. The first floor is being made available for a potential medical centre. Part of the ground floor will be needed for a temporary Library and Customer Service Centre in two years, leaving the allocated space available immediately for a test project. Other uses to be on the ground floor include the Citizens Advice Bureau and potentially a new, more accessible location for Haringey Works, our employment and skills provider. The Bury Road Centre can also provide much needed creative employment space in both the short and long term.

7. Contribution to strategic outcomes

7.1. Economy Priority: 'A growing economy which provides opportunities for all our residents and supports our businesses to thrive' (outcome 13) and 'A borough where all residents have access to training and skills development opportunities and more people are supported into work' (outcome 14). The projects will support local residents to access the jobs and deliver significant transformation of the town centre whilst safeguarding existing businesses.

7.2. Place Priority: 'A healthier, active and greener place' (outcome 9) through improving public realm spaces in the town centre and improve the air quality, especially around schools.

7.3. People Priority: 'Every young person, whatever their background, has a pathway to success for the future' (outcome 6) through projects to provide safe spaces and opportunities to develop their skills and contribute to the design of improvements to Wood Green Town Centre and Turnpike Lane.

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

Finance

8.1. This total cost of adaptive wood green project is £4.37m. This will be met from Good Growth Fund grant and a combination of Council funding and third party contribution.

8.2. This report recommends the delegation of authority to enter into Good Growth Fund agreement with GLA. This will secure part of the fund required for the Adaptive Wood Green project.

8.3. The total Good Growth Fund grant applied for is £1.84m. There is a match funding requirement of £2.53m.

The match funding:

BNLP: Part of Noel Park Lottery Funding already received -

£0.08m

Future Wood Green BID.	£0.02m
Haringey CIL -	£0.60m
SIP contribution -	£0.40m
Community Gold/Core funding -	£0.02m
Wood Green Revenue Contribution -	£0.08m
Wood Green Capital Programme -	£0.43m
School Streets Capital Programme -	£0.40m
NHS CCG: Fit out of New Medical centre -	£0.50m.
Total Match Funding -	£2.53m.

- 8.4. SIP contribution (£0.40m) to this project is subject to the receipt of SIP bid estimated at up to £0.75m.
There is provision in the budget for the Council's revenue and capital contributions.
NHS contribution is subject to confirmation of the GLA GGF grant award.
- 8.5. The exact amount of SIP funding to receive is still to be determined but is expected to be over £0.50m and up to a sum of £ 0.75m.

Legal

- 8.6. The Assistant Director of Corporate Governance notes the contents of the report.
- 8.7. Pursuant to the provisions of the Council's Contract Standing Order (CSO) 17.1 Cabinet may approve the receipt of a grant in accordance with CSO 9.07 if the value of the grant is £500,000 or more and as such Cabinet has power to approve the receipt of the grant and the entering into the agreement for the receipt of the grant in this Report.
- 8.8. Pursuant to the provisions of CSO 17.3, Cabinet may approve the award of a grant to an external body in accordance with the provisions of CSO 9.07 where the grant is £500,000 or more and as such Cabinet has power to approve the award of the grant and the entering into the agreement for the award of the grant in this report.
- 8.9. The Assistant Director of Corporate Governance sees no legal reasons preventing the approval of the recommendations in the report.

Equality

- 8.10. The Council has a public sector equality duty under the Equality Act (2010) to have due regard to:
- tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;

- advance equality of opportunity between people who share those protected characteristics and people who do not;
- foster good relations between people who share those characteristics and people who do not.

8.11. We have been proactive in consulting with a wide and diverse range of people and stakeholders on the Wood Green Strategic Regeneration Framework and Investment Framework documents. This will include groups that represent those with protected characteristics.

8.12. An Equalities Impact Assessment has been carried out for the Wood Green Strategic Regeneration Framework. The impact assessments focus on the potential impact on the nine protected characteristics, as well as the potential for addressing identified inequalities relating to areas of: employment, connectivity/transport, housing, air quality, education, training, skills, health and wellbeing, diversity and crime.

8.13. The projects set out in the Adaptive Wood Green proposals will help the council to meet the priorities which have been identified in the Wood Green SRF EqIA, and will have the following specific benefits:

8.14. The SIP package of bids features one project in which Haringey Council will participate: Inclusive Growth. This will have implications for existing businesses in Haringey with the business support package, and for businesses inside and outside the borough that are looking for workspace.

8.15. The Adaptive Wood Green project will benefit Wood Green residents, local businesses on the High Road and Turnpike Lane including small independent business, and harder to reach groups.

8.16. The additional support to local organisations like Big Local Noel Park will create benefits for all residents in Wood Green. These residents will benefit from the increased participation and engagement.

9. Use of Appendices

Appendix 1 – Adaptive Wood Green Budget

10. Local Government (Access to Information) Act 1985

Good Growth Fund Prospectus

https://www.london.gov.uk/sites/default/files/good_growth_fund_prospectus.pdf

Appendix 1: Adaptive Wood Green Budget

Projects									Total
	GLA	External match (BLNP, Future Wood Green, NHS CCG)	CIL	SIP	Youth at Risk Strategy/ Community Gold/ Core Fund	Haringey School Streets REF 119	Haringey (WG Revenue)	Haringey Capital Prog. (Wood Green)	
	1,842,500	597,500	600,000	400,000	20,000	400,000	80,000	425,000	4,365,000
Empower Young People in the creation of youth space	100,000				20,000		20,000	60,000	200,000
Building skills and employability with 'Changing Gears'	22,500	77,500							100,000
Improve Air Quality with School Streets	520,000					400,000		115,000	1,035,000
Intensify economy through Adaptive Town Centre strategy	20,000	20,000					20,000		60,000
Develop civic infrastructure through High Street Community Civic Centre	430,000	500,000		200,000				150,000	1,280,000
Deliver community-led regeneration of Turnpike Lane	500,000		600,000				40,000	100,000	1,240,000
Back small businesses through Business support				200,000					200,000
Programme Management	250,000								250,000
	1,842,500	597,500	600,000	400,000	20,000	400,000	80,000	425,000	4,365,000

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Report for: Cabinet – 10 March 2020

Title: Controlled Parking Zone Policy

Report

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

Lead Officer: Ann Cunningham, Head of Operations
Ann.cunningham@haringey.gov.uk. Telephone 0208 489 1355.

Ward(s) affected: All

Report for Key/

Non-Key Decision: Key decision

1. Describe the issue under consideration

- 1.1. The Council has operated and managed controlled parking zones since 1999. Since then parking policy has evolved over time in response to parking trends and new legislation. New controlled parking zones have been introduced where residents voted in favour of them, with 36 zones now operating across the borough.
- 1.2. The Council's parking policy has not been formally reviewed in recent years. Approximately 75% of the borough is now subject to controls, with high demand for controls in the remaining uncontrolled areas. While priority has been given to areas requiring controls, attention also needs to be given to the review of long standing permanent controlled parking zones. Additional funding has been made available to respond to those demands and an accelerated delivery programme is underway.
- 1.3. This is therefore an appropriate time to review and update our policy. This report sets out a proposed controlled parking zone policy, which in the main formalises existing arrangements, with updated design principles and a built-in review process.

2. Cabinet Member Introduction

- 2.1. The Council is committed to implementing measures that reduce congestion on the road network, improving road safety, while reducing emissions from vehicles and improving air quality for residents.
- 2.2. Controlled parking zones are an important tool in achieving this while ensuring easy and safe access to parking by residents, visitors and business. The proposals in this report formalise many of our existing arrangements with improved design principles to support cycle parking and spaces for electric vehicles. It also ensures that needs of residents

residing in long standing controlled parking zones are not overlooked and that arrangements in those areas are reviewed periodically to ensure they remain appropriate.

3. Recommendations

- 3.1. It is recommended that Cabinet approve the Controlled Parking Zone Policy attached as Appendix 1.

4. Reasons for decisions

- 4.1. Parking is an extremely complex issue and plays a dynamic role in the delivery of several of the Council's Strategic Objectives. This reflects the complex and challenging linkages between parking and transport, environmental, economic, health and planning issues. A clear controlled parking zone policy position not only aids the prioritisation of works, but helps decision making, ensuring appropriate linkages to the Council's Strategic Objectives.

5. Alternative options considered

- 5.1. Consideration was given to not revising the policy. As policy had not been revised for years this was not considered to be appropriate.
- 5.2. When revising the policy consideration was given to rolling out controlled parking zones in all remaining uncontrolled parts of the borough. This would be more efficient than current arrangements and would also address the issue of displacement. However, residents do not always share the same opinion of controlled parking. Decisions on whether to consult on the introduction of CPZs should remain at local level and be ultimately determined by residents and Ward Councillors.

6. Background Information

- 6.1. Good parking and traffic management is an important tool that contributes towards wider policy objectives for delivering better road network management, reduced road danger, less motor traffic and pollution, improved conditions for walking, cycling and public transport use, raising the quality and amenity in the borough's public spaces.
- 6.2. At present approximately 75% of the borough is subject to controlled parking arrangements, including event day controls. This provides over 45,000 on-street and 800 council operated off-street parking spaces. The remaining uncontrolled areas of the borough is made up of an estimated 25,000 parking spaces.

- 6.3. The Council maintains a reactive position to parking problems and is driven by complaints and expressions of interest before consulting residents about the need for parking controls. However, while supporting the incremental approach, the current approach gives due consideration to displacement that may arise from the implementation of new scheme. In recognition of possible displacement to roads on the boundary of any proposed scheme, those residents are consulted on proposals. However, the introduction of controls are generally only favoured in situations where residents are experiencing difficulties in parking at the time of consultation.

7. Scheme Consultation

- 7.1. The consultation area is determined by parking surveys and expressions of interest received from residents and agreed by Ward Councillors, who play a key role in controlled parking zone implementation. Parking occupancy of 80% and above would suggest pressures and would warrant the implementation of controls. Residents of roads on the boundary of the consultation area who may be at risk of any displacement, will also be consulted on proposals and offered the option of inclusion in any scheme subsequently implemented.
- 7.2. Schemes are progressed where at least 51% of respondents are in favour of proposals. There may be rare and exceptional circumstances where controls need to be implemented in situations where there is less than 51% response in favour of proposals. These decisions will be taken by a senior officer in consultation with the relevant Cabinet Member and will reflect the views of Ward Councillors.
- 7.3. The Council normally achieves a response rate of between 10% and 20% to parking consultations. A response rate below 10% is deemed inconclusive and a scheme will not be progressed without further engagement with the community.
- 7.4. As part of design consultation, residents and other stakeholders are offered a range of operational times. This allows schemes to be tailored to local needs, however these hours need to be limited to a time range that is appropriate for the area and does not fail to take into consideration attractions such as transport hubs or retail facilities.
- 7.5.

8. Design principles

- 8.1. The Council's Borough Plan, Transport Strategy and Air Quality Action plan (AQAP) set out the Council's commitment to improving air quality. Transport is one of the main contributors to poor air quality and as such

our controlled parking zones should be designed to ensure free flow of traffic and manage kerbside space, but to discourage short trips and encourage walking and cycling.

- 8.2. The size of a controlled parking zone should consequently be such that allows residents easy and safe access to parking near their homes but deters inter zone commuting that creates pressures at places of interest such as transport hubs, large venues and retail facilities.
- 8.3. It is therefore recommended that where possible a CPZ will not comprise of more than 30 roads as recommended in national guidance.
- 8.4. The operational hours of controlled parking zones will be determined by consultation outcomes. Where the consultation fails to deliver a clear preference, decisions on operational hours will be made in consultation with Ward Councillors. There may also be exceptional circumstances where the Council will need to implement hours that are not favoured by the majority of residents, in order to discharge the Council's duties under section 122 of the Road Traffic Regulation Act 1984.
- 8.5. The Council will ensure that within a controlled parking zone all available road space will be used for the specific needs of communities. It will determine the best use of the on-street parking areas and distribute these between cars, electric vehicles, disabled parking, cycle parking and improving the local environment.

9. Review process

- 9.1. The Council will introduce a programme of review of all permanent controlled parking zones. This will include an assessment of the parking provision within existing zones to ensure it still works for residents, businesses and visitors whilst also encouraging walking, cycling and the use of more sustainable forms of transport by those that need to travel across the Borough. The programme will be developed with the intention that all permanent controlled parking zones are reviewed every 5 years. There may be exceptional circumstances where the review of more recently implemented controlled parking zones may take priority due to pending developments in the area

10. Contribution to strategic outcomes

- 10.1. The Controlled Parking Policy will contribute to the delivery of two Themes within the Borough Plan 2019-2023 – People and Place.
- 10.2. **People Theme;** Our vision is a Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential. A shift to sustainable modes of transport

including walking and cycling will contribute to specific Outcomes within this Theme including:

- Ensuring children have the best start in life e.g. less pollution and better air quality and improved road safety.
- All children in the borough will be happy and healthy as they grow up e.g. less pollution and better air quality and improved road safety.
- All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities e.g. prioritised parking for local residents and their visitors, accessible junctions to promote walking & cycling. Dedicated disabled bays for residents who need them.

10.3. **Place Theme;** A place with strong, resilient & connected communities where people can lead active and healthy lives in an environment that is safe, clean and green. Proposals in this report will contribute to specific Outcomes within this Theme including:

- A healthier, active and greener place. Discouraging private car use and promoting active travel, will improve air quality and reduce carbon emissions.
- A cleaner, accessible and attractive place e.g. better managed parking leading to more attractive streetscape, with improved accessibility for pedestrians.

11. Consultation

11.1. The Secretary of State for Transport recommends in its operational guidance on parking policy and enforcement that local authorities should consult on its parking policies. However, the Council is not consulting on the attached Controlled Parking Zone policy, as it mainly formalises arrangements that have been in place for several years. Informal and statutory consultation is undertaken on the implementation of Controlled Parking Zones in the Borough.

11.2. These consultations provide local businesses and residents with an opportunity to influence whether or not controls are introduced as well as contributing to the design of the scheme and will also include facilitation and engagement for communities wishing to request a Controlled Parking Zone in their area. Local businesses and residents' views will therefore be taken into considered when deciding whether a Controlled Parking Zone should be implemented. Consultations with residents and businesses will be formulated to ensure maximum engagement, so that all communities within the borough can take part in any consultation.

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

13. Finance

- 13.1. There are no direct financial implications emanating from this Policy document however consultation costs form part of the existing service budgetary resources as they involve part of annual operations.
- 13.2. The existing Capital Programme has earmarked specific funding to cover the cost of implementing new CPZ's over the next 5 years.
- 13.3. The projects be closely monitored on a monthly basis and variations reported back through the normal corporate governance process.

14. Procurement

- 14.1. There are no procurement considerations arising from recommendations in this report.

15. Legal

- 15.1. The Controlled Parking Zone Policy is a non-statutory document that sets out the Council's policy for managing parking in the Borough.

Guidance

- 15.2. Operational guidance on parking policy and enforcement has been prepared by the Department for Transport. This guidance is not statutory guidance that the Council must have regard to, but it is recommended in statutory guidance that the operational guidance be read by local authorities.
- 15.3. Council officers have read the operational guidance and consider that local businesses and residents will not be adversely affected by not being consulted about the policies in the Controlled Parking Zone as regard will be had to their views when the Council decides whether to introduce a Controlled Parking Zone in its Borough.

Power to authorise the proposed Controlled Parking Zone Policy

- 15.4. The exercise of powers contained in the Road Traffic Regulation Act 1984 (the "1984 Act") are executive functions.
- 15.5. The making of policy for managing parking in the Borough will facilitate the discharge of the Council's parking functions under the Road Traffic

Regulation Act 1984 (the “1984 Act”), and so is authorised under section 111 of the Local Government Act 1972.

- 15.6. The making of policy to facilitate the discharge of the Council’s parking functions under the 1984 Act is an executive decision to be taken by the Cabinet in accordance with the Council’s Constitution.

16. Equality – Hugh Smith, Policy and Equalities Officer

- 16.1. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

- 16.2. The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

- 16.3. The decision is to approve the Controlled Parking Zone Policy report is to discourage private car use and to encourage modal shift to more sustainable modes of transport, thereby delivering improvements to the health of Haringey residents.

- 16.4. Improvements in air quality are likely to benefit older people, younger people, those with disabilities and/or long-term health conditions, and BAME communities who are overrepresented among residents of areas with high levels of air pollution.

- 16.5. Should decisions be taken to implement CPZs where there is not a majority support, it is unlikely to have a negative impact on those with a protected characteristic as parking controls benefit the community as a whole. Arrangements already exist for disabled residents in the form of a Disabled Blue Badge and access to a dedicated parking space for those requiring it. Older residents also benefit from concessionary visitor permit charges to ensure that they can receive as many visitors as they require.

- 16.6. This decision relates to Haringey Council’s Transport Strategy, which was approved by Cabinet in March 2018 and was accompanied by an Equalities Impact Assessment, which is accessible via the following link;

https://www.haringey.gov.uk/sites/haringeygovuk/files/haringey_transport_strategy_2018.pdf

17. Appendices

- 17.1. Appendix 1 – Controlled Parking Policy
- 17.2. Local Government (Access to Information) Act 1985
 - Haringey Transport Strategy 2018-2028:
 - Air Quality Action Plan
 - Carbon Reduction Plan

Appendix 1 Controlled Parking Zone Policy

Background

A parking and traffic management policy is an important tool which contributes towards wider policy objectives. Such objectives include a less congested road network, improved road safety and a reduction in vehicle emissions, leading to improved air quality for residents.

Better managed kerb space will also benefit Haringey's residents with improved road conditions for walking, cycling and journey times on the local transport network. It also ensures the distribution of allocated disabled parking bays reflecting the necessary requirements within specific parking zones and shopping areas in the borough. The policy ensures the provision of visitor parking facilities to support local business and community groups including those on our local high streets, shopping areas and places of worship.

Controlled Parking Zones (CPZs)

This policy sets out the factors that will be considered when determining whether to implement parking restrictions as part of a controlled parking zone ("CPZ") for the first time in the whole or part of the Borough.

CPZ Area

The area of the Borough where it is intended to implement parking restrictions will be determined by parking stress surveys and expressions of interest received from residents and agreed by Ward Councillors. Parking occupancy of 80% and above would suggest pressure. Residents of roads on the boundary of an area, who may be at risk of displacement if a CPZ is subsequently implemented, will also be consulted on proposals and offered the opportunity of inclusion in the zone.

Consultation

An informal public consultation will be undertaken in addition to the statutory requirements set out in legislation.

Consultation Stages

Stage 1 – Informal Consultation

As part of the design consultation residents and other stakeholders will be consulted regarding the operational times and days in the form of a questionnaire. This will allow schemes to be tailored to local needs, however these hours need to be limited to a time range that is appropriate for the area and does not fail to take into consideration the effect of attractions such as transport hubs or retail facilities. The minimum operational hours that will be considered are two-hour zones. The

operational times proposed will be agreed with Ward Councillors prior to consultation commencing.

The results of the first stage consultation will be considered on an area wide basis, with the collective response of the area determining whether a CPZ is introduced. In order to ensure CPZs are coherent, they need to reflect residents' views, but also reflect the local geography, including neighbouring CPZs, potential future development, nearby areas of parking pressures such as large venues and new housing and business development parking attractors, and the impact on main roads. The implementation area will be finalised following the consultation process taking account of these factors.

While an area may share the same parking problems, its residents may not share the same opinion of controlled parking. A CPZ will therefore be introduced based on the overall response from the area consulted or sub-areas of the consulted area, achieving at least 51% vote in favour of controls unless there are exceptional circumstances, such as a major development planned for the area.

This means that some streets may vote against a CPZ, but if surrounded by roads that support controls, they will be included to ensure that the zone is workable. Where this happens, the rationale will be made available to residents.

If there are roads on the periphery of a proposed controlled parking zone area are not in favour of parking restrictions being implemented, their roads may be removed from the proposed zone where practicable. Part roads will not be included in a CPZ.

Schemes will be progressed where at least 51% of respondents are in favour of proposals. There may be exceptional circumstances where controls need to be implemented in situations where there is less than 51%. These decisions will be taken by the Head of Operations in consultation with the relevant Cabinet Member and Ward Councillors.

The operational hours of controlled parking zones will be determined by the outcome of consultation. Where the consultation fails to deliver a clear preference, decisions on operational hours will be made in consultation with Ward Councillors. There may be exceptional circumstances where the Council will implement operational hours required to discharge the Council's duties under section 122 of the Road Traffic Regulation Act 1984

The Council should receive a response rate of between 10% and 20% to consultations. A response rate below 10% is deemed inconclusive and a scheme will not be progressed without further engagement with the community and achieving a response rate no less than 10%.

Stage 2 – Detailed Design

This is the formal statutory consultation stage where the proposals are advertised in the local press and notices are placed on lamp posts in the area. The period of consultation is normally 21 days where people can comment on the designs. However, this period is sometimes extended to take in to account public and school holidays. This consultation does not give the option if whether or not a CPZ should be implemented and simply takes account of measures that need to be taken on the highway to give effect to scheme implementation.

Review Stage

The Council will introduce a programme of review of all permanent controlled parking zones. This will involve an assessment of the parking provision within existing zones to ensure it still works for residents, businesses and visitors whilst also encouraging walking, cycling and more sustainable forms of transport for those that need to travel across the Borough. The review programme will be developed with the aim that all permanent CPZs are reviewed every 5 years or in response to representations from residents and Ward Councillors. It is recognised that there will be exceptions where the review of more recently implemented CPZs will take priority due to pending developments in the area.

Design principles

The Council's Borough Plan, Transport Strategy and Air Quality Action plan (AQAP) sets out the Council's commitment to improving air quality. Transport is one of the main contributors to poor air quality and as such our controlled parking zones should be designed not only to deter all day parking associated with commuters, but to discourage short trips and encourage walking and cycling.

The Traffic Management Act (TMA) 2004 is a key piece of legislation for parking management. The TMA requires that arrangements should be based on the principles of fairness, consistency and transparency. The associated guidance requires authorities to design arrangements with regard to:

- Managing the expeditious movement of traffic,
- Improving the local environment,
- Improving road safety,
- Improving the quality & accessibility of public transport,
- Meeting the needs of disabled people,
- Managing & reconciling the competing demands for kerb space.

In order to support local business loading restrictions will only be introduced where they are required to maintain road safety and protect against congestion on key routes.

The size of a controlled parking zone should consequently be such that allows residents easy and safe access to parking near their homes but deters short trips and interzone communicating that creates pressures at places of interest such as transport hubs and near retail facilities. It is therefore recommended that where possible a CPZ will not comprise of more than 30 roads as recommended in national guidance.

Report for: Cabinet – 10 March 2020

Item number: To be added by the Committee Section

Title: Parking Permits and Charges – Ultra Low Emission Zone (ULEZ) Readiness Report

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

Lead Officer: Ann Cunningham, Head of Operations
Ann.cunningham@haringey.gov.uk
Telephone 0208 489 1355.

Ward(s) affected: All

Report for Key/Non-Key Decision: Key decision

1. Describe the issue under consideration

- 1.1 The Council's Borough Plan, Transport Strategy and Air Quality Action plan (AQAP) set out the Council's commitment to improving air quality and taking steps to reduce pollution that is harmful to health. The Council has also committed to becoming a zero-carbon borough by 2041.
- 1.2 In addition, Transport for London will extend the Ultra-Low Emission Zone (ULEZ) to Haringey in 2021, when all vehicles will need to meet specific emission standards to enter the zone without incurring a daily charge.
- 1.3 Transport is one of the main contributors to poor air quality. Around half of emissions from road transport are nitrogen oxides (NOx), which contribute to illegal levels of nitrogen dioxide (NO2), and particulate matter (PM). The Council, through its AQAP and Carbon Reduction plans, agreed a series of actions and commitments to reduce harmful emissions from road transport, including using parking charges as a means of discouraging private car use where possible, and incentivising the use of low and zero emission vehicles.
- 1.4 A review of parking charges and the amendments proposed in this report are seeking to give effect to the aims and objectives set out in the Transport Strategy and the AQAP, both of which are central to London Mayor's objectives in improving air quality in Haringey.
- 1.5 The ULEZ is part of a package of measures that the Mayor is putting in place to tackle the public health crisis created by London's air pollution.
- 1.6 The proposed changes to our parking charges contained within this report are also intended to encourage people to prepare in time for the upcoming extension to the ULEZ. The charges have been set at a level to encourage people to make careful decisions when considering a new vehicle and how they contribute to local air quality in Haringey.
- 1.7 When setting and reviewing fees and charges for our parking services, the Council will always seek to set a pricing level that balances the needs of businesses and the

local economy, with the need to push for that step change away from unnecessary car use to more sustainable modes of travel.

2 Cabinet Member Introduction

- 2.1 The Council is committed to improving the quality of life for all residents in the borough. Haringey is acting decisively to improve air quality and offer healthy choices as it applies across the piece, but in particular to transport choices. The measures proposed in this report are necessary to influence transport choices and encourage a move to more sustainable modes of transport.

3 Recommendations

- 3.1 It is recommended that Cabinet agrees to;
- (i) Authorise officers to proceed to carry out formal consultation on amending relevant Traffic Management Orders to introduce the charges and surcharges as set out in **Appendix 1** of this report and the following changes to parking terms and conditions:
 - a. A surcharge on diesel fuelled vehicles
 - b. A surcharge on second and subsequent permits per household
 - c. Introduce a 25% surcharge on diesel fuelled our on-street pay to park` areas and off-street car parks, as set out in paragraph 6.6.
 - d. Implement proposed changes to Visitor Vouchers arrangements as set out in paragraph 6.11.
 - e. Provide a free residential parking permit for Disabled Blue Badge Holders to park within their local CPZ for a vehicle registered to them as set out in paragraph 6.13.
 - f. Introduce a £20 administration fee on parking permit refunds except for visitor vouchers which shall be non-refundable, as set out in paragraph 6.14.
 - (ii) Receive a further report to decide whether to amend the relevant Traffic Management Orders as proposed under recommendation (i) after consideration of the responses to the statutory consultation.

4 Reasons for decisions

- 4.1 The Council has committed to acting decisively to improve air quality and reduce carbon emissions, which is widely accepted as a contributor to climate change. Those decisions include using parking policies as a tool to affect change. Proposals in this report set out the measures necessary to influence transport choices and encourage a move to more sustainable modes of transport. The ULEZ is planned to be extended from 25 October 2021 to include the inner London area within the North and South Circular Roads which includes Haringey.
- 4.2 In line with Local and National Climate Change policies, the Council linked parking permit charges to CO₂ emissions in 2008. By raising awareness of the environmental impact of CO₂ emissions, people were encouraged to use lower, more sustainable forms of transport to help reduce the associated Greenhouse gas effect. Diesel was initially considered more environmentally friendly than petrol, as diesel fuelled vehicles are more efficient and as such produce less CO₂ per mile. Whilst internal combustion engines have become cleaner in recent years; it was subsequently found that diesel vehicles produce high emissions of Nitrous Oxides

(NO_x) and harmful Particulate Matter (PM). There is growing evidence to suggest that emissions from diesel engines have the following negative effects;

- contribute to poor air quality
- increase the risk of lung cancer
- can cause heart attacks and
- reduce life expectancy.

4.3 At present 7800 parking permits are issued to diesel fuelled vehicles annually in Haringey. In addition, 44% of vehicles using the on-street and car park facilities are diesel fuelled vehicles. These measures are therefore recommended to discourage the use of diesel fuelled vehicles, reducing harmful emissions whilst continuing to deliver our carbon reduction pledges.

5 Alternative options considered

5.1 The Council commissioned a feasibility study into the possible development of an integrated emissions charging tool, that would take account of both CO₂ and NO_x. Following extensive investigations this did not prove viable.

5.2 The other option considered was to continue with current charging policies and rely on National and Regional levers to influence car ownership and use. Those measures include the expansion of the Ultra-Low Emission Zone (ULEZ) to Haringey in 2021. However, Haringey's ambitions in terms of improving air quality require decisive local measures to be implemented.

5.3 Consideration was also given to exempting Euro 6 diesel compliant vehicles from the proposed diesel surcharge, and in doing so align the surcharge with the Ultra-Low Emission Zone (ULEZ) criteria. However, several cities are taking steps to ban all diesel fuelled vehicles from city centres, and our policies support the view that the use of all diesel fuelled vehicles should be discouraged.

6 Background Information

6.1 Parking charges were last reviewed in 2017. The resulting changes primarily involved aligning the permit CO₂ emission charge bands with the DVLA vehicle tax model. As the DVLA are the experts in this area, it was deemed more appropriate to rely upon their categorisation of CO₂ emissions rather than justify the Council's own banding system. It's noted that the DVLA have changed their approach to vehicles registered after the 1st April 2017, predominantly introducing a flat rate charge.

6.2 Haringey's proposed new measures will include;

- A surcharge on diesel fuelled vehicles
- An increase across existing parking permits charge bands
- A surcharge on second and subsequent permits per household
- Changes to terms and conditions that apply to visitors permits
- A free residential parking permit for Disabled Blue Badge Holders to park within their local Controlled Parking Zone (CPZ) for a vehicle registered to them
- The introduction of an administration fee for processing parking permit refunds

Diesel Surcharge

- 6.3 Many London Boroughs have already successfully introduced parking levies on diesel fuelled vehicles. This a logical step to take considering that the Council already links parking charges to CO2 emissions.
- 6.4 In determining the level of surcharge that should apply, it is recognised that modal change and vehicle ownership is influenced by several personal factors. It is also understood that any surcharge applied is unlikely to result in an immediate move to lower or zero emission vehicles. However, the proposed annual surcharge of £80, if adopted, is set at a level that will raise awareness of the impact of diesel emissions on local air quality and will influence choices when private car owners and businesses are changing their vehicles.
- 6.5 In terms of the financial impact on those permit holders this will, to some degree, redress the current imbalance where despite associated health impacts, diesel fuelled vehicles benefit from lower parking permit charges as they tend to fall within lower CO2 emission bandings.
- 6.6 It is also intended that a 25% surcharge will apply to on-street and car park charges. This is subject to finalising arrangements for delivery of contactless payments and the move to the new Pay by Phone provider. Whilst technical capabilities exist, the business case, taking account of all associated costs needs further development, which can only be done once both contracts have been awarded and implemented.

Current CO₂ Emission Charges

- 6.7 There are currently 13 charge band based on CO2 emissions, with incrementally higher charges applying according to emission band. It is proposed that an increase is applied to all bands as set out in appendix 1.

Surcharge on 2nd and subsequent permits per household.

- 6.8 At present the Council allows individuals and households within CPZs to purchase as many parking permits as they require. However, it is important that the Council discourages multiple car ownership by encouraging the uptake of sustainable modes of travel which ensures a less congested road network and kerb space. Rather than impose a limit, it is proposed that a surcharge of £50 is applied to second and subsequent permits purchased per household. This will continue to give residents and households the opportunity to purchase as many permits as required, but they will pay a higher charge for subsequent permits.

Visitors Vouchers

- 6.9 The council currently takes a pragmatic approach and allows residents to purchase an uncapped number of visitor vouchers which includes hourly and daily vouchers. The council has noted that visitor voucher purchase has spiked, especially in the Tottenham Hotspur event day areas, creating additional parking pressures. There is evidence where third parties are willing to purchase those permits at a premium from residents and the level of use suggests that some residents are selling those permits on.

- 6.10 Whilst the existing terms and conditions require that permits are not resold, enforcement of this is not possible with the existing IT system. Furthermore, if enforcement were possible this would be contingent on a high evidential threshold and not anecdotal evidence.
- 6.11 In order to continue with the sales policy referred to above the following recommendations are made will be implemented through the new IT system in July 2020.
- The use of a daily visitor permit both online and paper option, to be restricted to two concurrent live permits per account holder i.e. if a third permit is in use then the vehicle utilising the 3rd and subsequent permits may be issued with a Penalty Charge Notice.
 - The cost of daily visitor vouchers to increase to £4 across all CPZ areas.

Companion Permit

- 6.12 Disabled Blue Badge Holders may purchase a Companion Badge that can be used in place of Blue Badge when parking within the borough. It was intended that this would avoid the need to display the blue badge, especially when parking overnight and the risk of theft the badge was highest.
- 6.13 As most Disabled Blue Badge holders may already park free of charge in residential or shared use parking bays, it is proposed that Haringey offer Disabled Badge Holders a free (virtual) resident permit. This will continue to help the badge holder protect themselves against theft. Once issued, the virtual permit would allow the permit holder to park a vehicle registered to them in their home CPZ. As the permit is virtual, there would be no need to display anything in the vehicle. The Disabled Blue Badge must be used when parking on yellow lines, or in pay by phone bays, and disabled bays.

Parking permit refunds

- 6.14 The Council introduced a 6 monthly residential parking permit in 2018. This was intended to help lower income households, as well as meeting the needs of those with shorter term tenancies. It was expected that this would reduce permit refund requests. However, the number of refund requests has not decreased. The administration of those refunds' places considerable pressures on resources. It is proposed that instead of reviewing the refund policy, which allows a full refund of each unused month, an administration fee of £20 is applied to handling a refund application. Many London Boroughs have already introduced such measures.
- 6.15 In addition, visitors' vouchers are purchased in large quantities and residents subsequently request a refund on unused permits. As charges for those permits are relatively low the cost of processing these refunds often exceeds the value of the refund. Rather than impose the £20 administration fee, it is proposed that unused visitor vouchers are non-refundable.

7 Contribution to strategic outcomes

7.1 The Parking Charge Review supports two Themes within the Borough Plan 2019-2023 – People and Place.

7.2 People Theme: Our vision is a Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential. A shift to sustainable modes of transport including walking and cycling will contribute to specific Outcomes within this Theme including:

- Ensuring children have the best start in life e.g. less pollution and better air quality and improved road safety.
- All children in the borough will be happy and healthy as they grow up e.g. less pollution and better air quality and improved road safety.
- All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities e.g. prioritised parking for local residents and their visitors, accessible junctions to promote walking & cycling. Dedicated disabled bays for residents who need them.

7.3 Place Theme: A place with strong, resilient & connected communities where people can lead active and healthy lives in an environment that is safe, clean and green. Proposals in this report will contribute to specific Outcomes within this Theme including:

- A healthier, active and greener place, improving air quality and reducing carbon emissions
- A cleaner, accessible and attractive place e.g. better managed parking leading to more attractive streetscape, with improved accessibility for pedestrians.

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

9. Finance

9.1 The report recommends that:

- 1) Cabinet agrees to various new proposals and changes to parking charges in readiness for the proposed extension of ULEZ.
- 2) Cabinet authorises officers to proceed to consultation on the introduction of these proposals and changes.

9.2 These proposals and changes will, together with other policies and plans, help deliver key commitments to our residents.

9.3 The cost of engagement and consultation on these proposals will be met from existing service budget. The financial implication of these proposals and changes cannot be fully developed at this stage until consultation is completed and outcomes are known. Once the engagement and the consultation outcomes are known, the financial implications will be fully developed and reported accordingly.

10 Procurement

10.1 There are no procurement issues arising from recommendations in this report.

11 Legal

11.1 The Council may under section 46 of the Road Traffic Regulation Act 1984 (the “1984 Act”) vary the charges and restrictions for vehicles left in designated parking places.

11.2 By virtue of section 46A of the 1984 Act, there is no statutory requirement for the Council to consult on the proposals to vary existing parking charges however, the Council must undertake a full statutory consultation pursuant to section 46 of the 1984 on its proposals contained in this report to introduce new charges and to amend terms and conditions. This report proposes consultation on all of the proposed changes and the Council must ensure that notice and consultation is carried out in compliance with the 1984 Act and the Local Authorities’ Traffic Orders (Procedure)(England and Wales) Regulations 1996. The Council must give full and proper consideration to all feedback and representations received. Operational guidance on parking policy and enforcement has been prepared by the Department for Transport. This guidance is not statutory guidance that the Council must have regard to, but it is recommended in statutory guidance that the operational guidance be read by local authorities.

11.3 When undertaking the statutory consultation for the traffic order in accordance with the Procedure Regulations regard should be had to the decisions of the Court regarding consultation which provides that a consultation must be at a time when proposals are still at a formative stage; sufficient reasons must be given for any proposal to enable intelligent consideration and response; adequate time must be given for such consideration and response and the product of the consultation must be conscientiously taken into account in finalising any proposals.

11.4 The Council must not set charges for vehicles left in designated parking places for the purpose of raising revenue. The setting of charges that results in a surplus will not in itself be unlawful provided such surplus is used for the purposes specified in section 55 of the 1984 Act which includes the cost of provision and maintenance of off-street parking accommodation.

11.5 In determining the amount of any charges payable for vehicles left in designated parking places, the Council shall consider both the interests of traffic and those of the owners and occupiers of adjoining property, and the Council shall have regard to:

- the need for maintaining the free movement of traffic;
- the need for maintaining reasonable access to the premises; and
- the extent to which off-street parking is available in the neighbourhood

In addition, the Council shall secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway.

11.6 The exercise of the power contained in section 46 of the 1984 Act to vary the charges and permits for vehicles left in designated parking places is an executive function to be taken by Cabinet in accordance with the Council’s Constitution.

12 Equality

12.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

- 12.1 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.
- 12.2 The decision is to approve this report is to discourage private car use and to encourage modal shift to more sustainable modes of transport, thereby delivering improvements to the health of Haringey residents.
- 12.3 Improvements in air quality are likely to benefit older people, younger people, those with disabilities and/or long-term health conditions, and BAME communities who are overrepresented among residents of areas with high levels of air pollution.
- 12.4 This decision relates to Haringey Council’s Transport Strategy, which was approved by Cabinet in March 2018 and was accompanied by an Equalities Impact Assessment, which is accessible at this link.

https://www.haringey.gov.uk/sites/haringeygovuk/files/haringey_transport_strategy_2018.pdf

13 Use of Appendices

Appendix 1 - Proposed increase by permit type, including proposed surcharge

Appendix 2 - EQIA

14 Local Government (Access to Information) Act 1985

- [Haringey Transport Strategy 2018-2028](#)
- [Air Quality Action Plan](#)
- [Carbon Reduction Plan](#)

Appendix 1: Proposed increase by permit type, including proposed surcharge

1. Residential Parking Permits

CO2 Emission Band (CO2 g/km)	Current Price Annual	Current Price 6 Monthly	Proposed charge Annual	Proposed charge 6- monthly	Surcharge
Up to 100	£21	N/A	£31	N/A	£50 annual

101 -110	£31	£16	£41	£21	surcharge for 2 nd and subsequent permit per household £80 annual diesel surcharge
111 - 120	£41	£21	£51	£26	
121 - 130	£62	£31	£72	£36	
131 -140	£83	£41	£93	£46	
141 -150	£103	£52	£113	£57	
151 -165	£145	£72	£155	£77	
166 -175	£165	£83	£175	£88	
176 - 185	£186	£93	£196	£98	
186- 200	£207	£103	£227	£113	
201-225	£227	£114	£247	£124	
226-255	£269	£134	£289	£145	
over 255	£289	£145	£309	£155	

Vehicles registered before 1 March 2001

Engine Size	Current price (annual)	Current price (6 monthly)	Proposed Price (annual)	Proposed price (6 monthly)	Surcharge
Not over 1540 cc	£72	£36	£92	£46	£50 annual surcharge for 2 nd and subsequent permit per household £80 annual diesel surcharge
1550 cc to 3000cc	£186	£93	£206	£103	
3001cc and above	£289	£145	£309	£155	

2) Carers Parking Permits

CO2 Emission Band (CO2 g/km)	Current Price (Annual)	Current Price (6 Monthly)	Proposed price (annual)	Proposed price (6-monthly)	Surcharge
Up to 100	£21	N/A	£31	N/A	£50 annual surcharge for 2 nd and subsequent permit per household
(101 -110	£31	£16	£41	£21	
111 - 120	£41	£21	£51	£26	
121 - 130	£62	£31	£72	£36	
131 -140	£83	£41	£93	£46	
141 -150	£103	£52	£113	£57	£80 annual diesel surcharge
151 -165	£145	£72	£155	£77	
166 -175	£165	£83	£175	£88	
176 - 185	£186	£93	£196	£98	
186- 200	£207	£103	£227	£113	
201-225	£227	£114	£247	£124	
226-255	£269	£134	£289	£145	
over 255	£289	£145	£309	£155	

Vehicles registered before 1 March 2001 (or where the CO2 emission is not documented)

Engine Size	Permit Price (annual)	Permit price (6 monthly)	Proposed Permit Price (Annual)	Proposed Permit price (6 monthly)	Surcharge
Not over 1540 cc	£72	£36	£92	£46	£50 annual surcharge for 2 nd and subsequent permit per household
1550 cc to 3000cc	£186	£93	£206	£103	
3001cc and above	£289	£145	£309	£155	£80 annual diesel surcharge

3) Business Permits

CO2 Emission Band (CO2 g/km)	Current charge	Proposed charge	Surcharge (£80 diesel surcharge on top of permit price)
Up to 100	£103	£123	£203
101 -110	£145	£165	£245

111 – 120	£186	£206	£286
121 – 130	£207	£227	£307
131 -140	£227	£247	£327
141 -150	£248	£268	£348
151 -165	£310	£340	£420
166 -175	£331	£361	£441
176 – 185	£351	£381	£461
186- 200	£413	£443	£523
201-225	£434	£464	£544
226-255	£455	£485	£565
over 255	£475	£505	£585

Vehicles registered before 1 March 2001 (or where CO2 emissions are not documented)

Engine size	Current Charges	Proposed Charge	Surcharge (£80 diesel surcharge)
Not over 1540 cc	£248	£268	£348
1550 cc to 3000cc	£351	£371	£451
3001cc and above	£475	£495	£575

4) Borough Wide and Utility Permits

CO2 Emission Band (CO2 g/km)	Current charge	Proposed charge	Surcharge (£80 diesel surcharge on top of permit price)
Up to 100	£207	£227	£307
101 -110	£310	£330	£410
111 – 120	£351	£371	£451
121 – 130	£393	£413	£493
131 -140	£434	£454	£534
141 -150	£475	£495	£575
151 -165	£620	£650	£720
166 -175	£661	£691	£761
176 – 185	£702	£732	£802
186- 200	£826	£856	£936
201-225	£868	£898	£978
226-255	£909	£939	£1019
over 255	£950	£980	£1060

Vehicles registered before 1 March 2001 (or where CO2 emissions are not documented)

Engine size	Current Charges	Proposed Charge	Surcharge (£80 diesel surcharge)
Not over 1540 cc	£475	£495	£575
1550 cc to 3000cc	£702	£722	£802
3001cc and above	£950	£970	£1050

5) Pay by phone Proposed surcharge tariffs

Tariffs	Occupancy levels	Charge / Hr	With diesel Surcharge (25%)
Tariff 1	High usage area	£3.30	£4.13
Tariff 2	Medium usage area	£2.10	£2.63
Tariff 3	Low usage area	£1.30	£1.63

6) Visitor Vouchers

Type of Permit	Current Charge	Proposed Charge
CPZ Visitor Voucher	*£3.60	*£4
Event Day CPZ Visitor Voucher	*£2.15	*£4

* Concessionary rate of 50% discount applied to the visitor voucher charge for those aged 65 or over, or registered disabled.

7) Disabled Blue Badge resident permit - Free

8) Essential Service Permits for All Zones (Non-School)

CO2 Emission Band	Current charge - Essential Service Permits for All Zones (Non-Schools)	Surcharge (£80 diesel surcharge on top of permit price)
Up to 100 CO2 g/km including electric vehicles	£165	£245
101-110 CO2 g/km	£207	£287
111-120 CO2 g/km	£248	£328
121-130 CO2 g/km	£289	£369
131-140 CO2 g/km	£331	£411
141-150 CO2 g/km	£372	£452
151-165 CO2 g/km	£517	£597
166-175 CO2 g/km	£558	£638
176-185 CO2 g/km	£599	£679
186-200 CO2 g/km	£640	£720

201-225 CO2 g/km	£682	£762
226-255 CO2 g/km	£723	£803
Over 255 CO2 g/km	£764	£844

Appendix 2 – Equalities Impact Assessment.

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	Parking permit and Charges Report (ULEZ Readiness)
Service area	Operations
Officer completing assessment	Greville Percival
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	10 March 2020
Director/Assistant Director	Stephen McDonnell, Director of Environment and Neighbourhoods

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

ULEZ Readiness Report

The Parking permit and Charges (ULEZ Readiness) Report identifies several measures outlined in the 2019 *Parking Transformation Programme* designed to provide accessible parking for all users, discourage unnecessary use of private vehicles, and encourage more use of sustainable travel modes. The main elements of the policy that are subject to this EqIA are:

- Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings
- Incrementally increased permit charges for 2nd and additional vehicles to discourage private car use and encourage transition to use of lower-polluting vehicles. To offset any disadvantage to Disabled Blue Badge holders, a free resident parking permit will be available for use in their home CPZ
- A £20 administration fee on parking permit refunds.
- Limit on issue of visitor permits on match and event days at

Tottenham Hotspur Stadium (THS) to tackle the problem of re-selling of these.

The Ultra-Low Emission Zone (ULEZ) was introduced in central London in April 2019 and will be extended up to the North Circular Road in 2021. Many motorists commuting into central London who previously parked in the inner London area, are now using boroughs outside the current ULEZ zone to park and then use the Tube to travel to central London. Thus Haringey's protective measures such as multicar and diesel surcharges are important – especially around transport hubs in Wood Green and Tottenham in order to have a real effect in reducing vehicular pollution

Key Stakeholders

Key Stakeholders comprise all residents and those who need to use public highway parking facilities and pay to park bays. Key stakeholders also comprise those who use public transport, walk, and cycle - including Haringey residents, businesses and services. Those with disabilities, young children, expectant mothers, and older people are groups most at risk from toxic air pollutants and who will benefit from lower air pollution levels.

The *Parking permit and Charges Report (ULEZ Readiness)* will be submitted to Cabinet for approval in March 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	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.

Equalities monitoring data is not available for holders of parking permits. Data is not captured at the application stage for any permits. However, given that residents in any property in a CPZ who keep and use a vehicle are eligible for residential and visitor permits, ward level data from sources such as the Office for National Statistics (ONS) are used for the purpose of examining the impact on different protected

groups. We also use public and statutory consultations to help identify issues affecting protected groups.

- **Sex** Women make up 50.5% of Haringey's population.
- **Gender Reassignment** This data is not held at a borough level. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK
- **Age** Haringey has a relatively young population - a quarter of the population is under the age of 20.
- **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.
- **Race and Ethnicity** Haringey is the 5th most ethnically diverse borough in the country and is the third highest London Borough for in-migration from Eastern European countries. Over 65% of residents come from non-White British communities, compared to 20% in England, 55% for London and nearly 81% of our school children.
- **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 6,500 residents.
- **Religion** Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions were Muslim (14.3%), Jewish (3%). Hindu (1.8%) and Sikh (0.3%). 25% of Haringey residents stated that they did not have a religion, This compares with 21% for London.
- **Marriage and Civil Partnership** Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

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 due to the financial implications for them of the ULEZ charge.

Impact on Service Users / Inequalities Identified

Sex

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

The surcharge will actively discourage vehicles with high emissions and thereby improve air quality and reduce health inequalities. Consultation feedback confirms that all residents - especially women - feel safer when streets are not crowded with parked vehicles.

Incrementally increased permit charges for 2nd and additional vehicles

Positive impact is expected by discouraging households who operate multiple vehicles from contributing to local air pollution and from taking up excessive parking spaces. .

Limit on issue of Tottenham Event Day (TED) Visitor Permits

There is no evidence that a limit on issue of visitor permits will have any disproportionate or disadvantageous effect on the basis of sex.

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 Report. 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.

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

It is anticipated that people with this protected characteristic will not be negatively or differentially affected by incrementally increased parking charges for multiple vehicles or the introduction of a diesel surcharge or increased charges for higher polluting (CO2) vehicles

Incrementally increased permit charges for 2nd and additional vehicles

It is anticipated that people with this protected characteristic will not be negatively or differentially affected by increased charges for multiple vehicle ownership

Limit on issue of Tottenham Event Day (TED) Visitor Permits

There is no evidence that a limit on issue of visitor permits on match and event days will have disproportionate or disadvantageous effect in terms of gender reassignment.

Age

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

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. However, 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. Haringey's Air Quality Action Plan sets out how older people and younger people are more vulnerable to the effects of air pollution. The Air Quality Action Plan can be accessed here:

<http://www.minutes.haringey.gov.uk/documents/s112468/Appendix%20B%20Haringey%20Final%20AQAP%202019-24%2028.10.19.pdf>

Incrementally increased permit charges for 2nd and additional vehicles

There is no evidence to suggest that people with this protected characteristic will be

negatively or differentially affected by increased charges for multiple vehicle ownership.

Limit on issue of Tottenham Event Day (TED) Visitor Permits

There is no evidence that a limit on issue of visitor permits on match and event days will have disproportionate or disadvantageous effect in terms of age. Consultation feedback shows that a lack of action will result in growth of unauthorised visitor parking, which would disproportionately affect older residents and those with mobility impairments who cannot walk far and need to park close to home

Disability

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

While increased charges will affect those who may have to use older, higher polluting vehicles, this is offset by the fact that motorists with disabilities (including hidden disabilities) can apply for a Blue Badge and will also be entitled to a free resident parking permit. Disabled residents who require family and carer visits will be disadvantaged if they need to buy increased quantities of higher priced visitor permits.

Incrementally increased permit charges for 2nd and additional vehicles

There is no evidence that people with this protected characteristic will be negatively or differentially affected by increased charges for multiple vehicle permits. Furthermore, if a member of a household is a Blue Badge holder their resident permit will not result in other family members having to pay an incremental increased permit charge.

Limit on issue of Tottenham Event Day (TED) Visitor Permits

There is no evidence to suggest any disadvantage or negative impact. The restrictions on issue of Event Day visitor permits are likely to have some positive impact by reducing the number of non-local vehicles parked in residential streets. The positive aspect is that less parking congestion will make it easier for disabled and mobility impaired residents to have visitors and service calls as a result of there being more parking space available.

Race and Ethnicity

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

BAME communities in Haringey are concentrated in areas that have higher than average levels of air pollution. As an indication, the proportion of non-White British communities is 83% in Northumberland Park, compared with 35% in Muswell Hill, and Haringey's Air Quality Action Plan sets out the relative levels of air pollution in these two wards and demonstrates that levels are higher in Northumberland Park. The Air Quality Action Plan can be accessed here:

<http://www.minutes.haringey.gov.uk/documents/s112468/Appendix%20B%20Haringey%20Final%20AQAP%202019-24%2028.10.19.pdf>. It is therefore expected that this group will benefit from the measures to discourage high polluting vehicles, as this will improve air quality and reduce these communities' exposure to pollution.

Haringey's Borough Plan EqIA reports that BAME groups are more likely than others to be earning below the London living wage, and to be in receipt of benefits. Groups with lower incomes may be negatively impacted by the increase in parking costs and will be impacted if they need to drive a more polluting car because they will be less able to afford lower polluting and electric vehicles.

Incrementally increased permit charges for 2nd and additional vehicles

This measure will also offer positive impact by reducing the number of older high polluting vehicles on the roads including those in multicar households.

Limit on issue of Tottenham Event Day (TED) Visitor Permits

BAME communities are overrepresented in Northumberland Park, where THFC Stadium is located, relative to Haringey and London (in Northumberland Park, Haringey's Borough Plan EqIA notes there is a slightly larger proportion of residents of Black ethnicity (40%) compared to people of White ethnicity (39%)). In Tottenham Hale, Bruce Grove and Tottenham Green, more than half of the population is BAME. BAME communities will benefit from this measure which will reduce parking congestion associated with the THFC stadium, as well as non-local and commuter parking in residential streets around the main transport hubs. Reduced parking and traffic congestion also offers benefits in terms of cleaner air.

Sexual Orientation

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

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 around 7000 residents. There are no statistics or other evidence to suggest that LGBTQ individuals would be negatively or positively affected by the charges. 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 based on this protected characteristic.

Incrementally increased permit charges for 2nd and additional vehicles

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 protected group, and there could be some positive impact in terms of street safety

Limit on issue of Tottenham Event Day (TED) Visitor Permits

The Council does not hold data to indicate that LGBTQ+ people are over-represented or under-represented among the residents of the area affected by this change. There is no expected disadvantage or differential effect on this protected group

Religion and Belief

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

There is no indication of any adverse or disproportionate impact on faith groups as a result of changes to pricing policy. As with all residents there will be benefits from improved air quality and fewer polluting vehicles on the streets

Incrementally increased permit charges for 2nd and additional vehicles

Faith groups should not be adversely or disproportionately impacted by this or any aspects of the ULEZ readiness programme.

Limit on issue of Tottenham Event Day (TED) Visitor Permits

There is no expected disadvantage or differential effect based on this protected characteristic. Reduced parking congestion on event days will more likely be of some benefit for those attending places of worship. Haringey's Borough Plan EqIA reports Northumberland Park, White Hart Lane and Tottenham Hale have the highest proportions of residents practicing a religion. Christians and Muslims are the largest proportion practicing religion, and therefore this measure may have some benefit.

Pregnancy and Maternity

Diesel Surcharge and a charge increase on each of the current parking permit CO2 bandings

Expectant mothers and those caring for young babies will benefit from this measure to cut pollution and parking congestion. Long term exposure to air pollution is associated with low birthweight (which leads to a higher risk of complications and long-term health effects). While 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.

Incrementally increased permit charges for 2nd and additional vehicles

By reducing the number of high polluting vehicles on streets, this measure will also provide positive impact in terms of improved air quality and healthier streets.

Limit on issue of Tottenham Event Day (TED) Visitor Permits

There is no expected disadvantage or differential effect on this protected group.

Marital status and Civil Partnership

The 2011 Census indicated that Haringey had a higher proportion of couples in a registered same sex civil partnership than England and London. The ULEZ Readiness programme 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 programme.

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 the introduction of measures in

the ULEZ Readiness programme. Consultation reviews are planned across the borough including a full assessment of parking issues and needs in order to identify 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 ULEZ Readiness Programme. Appropriate steps are taken to ensure that all consultations are inclusive.

Market research studies including Tottenham Quality of Life Survey, Turnpike Lane Shopping Survey and Green Lanes District Scheme Surveys will continue to inform the council of equalities issues and concerns that are important for residents' quality of life.

Future consultations will include analysis of views by protected characteristics as a means of monitoring the introduction of measures defined by the Parking Transformation Programme and actioned by the Parking Action Plan and the current ULEZ Readiness 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?

Parking consultation results 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.

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 EqlA guidance

1. Sex

Women are more likely than men to be primary carers to young children, and more likely than men to head single parent households. They therefore may be negatively impacted by increases in parking permit costs; however, they will benefit from reduced air pollution. Carers to young children will be encouraged to take advantage

of more sustainable travel options including public transport

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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2. Gender reassignment

There is insufficient data on people undergoing or who have undergone gender reassignment; however it is anticipated that the impact on people undergoing or who have undergone gender reassignment will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact		Unknown Impact	X
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3. Age

Younger and older age groups will derive considerable health benefits from less traffic congestion, less pollution, and safer roads. Older people who rely more on car use will benefit from parking controls which make it easier to park close to home facilitate visits from family and carers.

Older people are more likely to be dependent on cars for travel, particularly as they are also more likely to have a disability. Older people may therefore be negatively impacted by reduction in private car use as a result of permit surcharges for older and higher polluting vehicles. The ULEZ Readiness programme does not aim to eliminate car use but to encourage use of less polluting vehicles.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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4. Disability

Disabled people will benefit from lower pollution levels, safer streets and reduced parking congestion.

However, restrictions on visitor permits may adversely impact individuals with disabilities who require a higher than average number of carer and family visits. Allocated disabled bays and free issue of a resident permit to Blue Badge holders will have positive impact. The ULEZ Readiness programme will be monitored through consultations and these consultations will seek to identify and differential impact on individuals with disabilities.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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5. Race and ethnicity

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 and modal shift. However, those on low incomes, who are more likely to be from BAME communities, who drive higher polluting vehicles will be disadvantaged by increased permit prices.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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6. Sexual orientation

It is anticipated that the impact of ULEZ Readiness measures on people who identify as LGB will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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7. Religion or belief (or no belief)

It is anticipated that faith and religious groups will be overrepresented among those who benefit from improvements in air quality and from parking controls that facilitate access to places of worship.

Positive	X	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity

Pregnant women and women with babies younger than 6 months old are more likely to be reliant on cars for travel. They therefore may be negatively impacted by increase in parking permit costs. However, expectant mothers and mothers up to 6 months after birth will benefit from better air quality, and less congested streets. Overall the ULEZ Readiness programme will have a positive impact on this group.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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9. Marriage and 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	
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10. Groups that cross two or more equality strands e.g. young black women

Older BAME people may be more impacted by the diesel surcharge and increased prices for visitor permits, but it is worth noting that they will also benefit more from lower air pollution. Younger BAME people in the areas of the Borough with higher levels of air pollution will benefit more from reduced air pollution.

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 ULEZ Readiness Programme is not considered to result in any direct/indirect discrimination for any groups that share the protected characteristics.

The ULEZ Readiness programme is designed 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 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 ULEZ Readiness Programme therefore represents a step towards addressing health inequalities affecting groups who share the protected characteristics.

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.	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.	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 the private car (resulting from permit surcharges for polluting vehicles will affect older people and older BAME residents, and women who are more likely to rely on cars	Provide options for choosing more sustainable modes of transport and also use public consultations to collect views from those who do need to use cars to identify any problems	Head of Operations	Ongoing
Resident permit surcharges for higher polluting vehicles and extension of parking charges can impact adversely on those who rely on regular visits from family and from carers, especially if they have to buy large numbers of visitor permits	The needs of those affected will be addressed in further consultations and reviews on the operation of controlled parking zones - specifically including having reduced operating hours in Controlled Parking Zones. Dates of consultations will be defined and agreed by the Head of Service who will also require that Consultations include provision for these requirements	Head of Operations	Ongoing
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			

The impact will be monitored through feedback from residents, consultations, ward councillors and other representative groups.

7. Authorisation

EqlA approved by
(Assistant Director/ Director)

Date
.....

8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team

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Report for: Cabinet 10th March 2020

Title: **Award of a block contract for the Extra Care provision to One Housing Group**

Report authorised by : Charlotte Pomery, Assistant Director Commissioning

Lead Officer: Aphrodite Asimakopoulou, Commissioning Manager
Tel: 020 8489 1353
E-mail: Aphrodite.Asimakopoulou@haringey.gov.uk

Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1 This report seeks approval for the award of a block contract to One Housing Group (OHG) for a total of 142 extra care units in three Haringey-based schemes at Protheroe House, Lorenzo House and Roden Court.
- 1.2 The proposal is to award the contract pursuant to Regulation 32(2)(b)(ii) of the Public Contracts Regulations 2015. Regulation 32(2)(b)(ii) allows the award of a contract by a negotiated procedure where the services can only be supplied by a particular economic operator where competition is absent for technical reasons, and no reasonable alternative or substitute exists and the absence of competition is not the result of an artificial narrowing down of the parameters of the procurement.

2. Cabinet Member Introduction

- 2.1. I support the proposal to establish a block contract arrangement with One Housing Group which will secure capacity for Extra Care provision for older and disabled residents at competitive market rates whilst fulfilling our commitment to the payment of London Living Wage and meeting current inflationary pressures. The proposal will enable specialist provision to be retained locally and be available to Haringey residents enabling them to remain as independent as possible within a structured care environment. The proposal will promote better quality of service provision as it will facilitate the retention of staff within OHG and support their ongoing learning and development to enable them to deal with more complex cases and escalation of need.
- 2.2. In addition, the Medium-Term Financial Strategy sets out clear targets to be achieved through managing the market more efficiently and this arrangement will contribute directly to meeting these targets.

3. Recommendations

3.1. Cabinet is asked to:

- 3.1.1 Approve, pursuant to the Council's Contract Standing Order (CSO) 9.07.1(d), the award of a block contract to One Housing Group for the block purchasing of a total of 142 extra care units in three schemes (Protheroe House, Lorenzo House and Roden Court: 50, 52 and 40 units respectively) for an initial period of 3 years
- 3.1.2 Approve the costs for the block contract arrangement for the initial period of 3 years of £12m, or £4m p.a.
- 3.1.3 Approve the option to extend the contract for a further 2 years at an additional cost of £9m or £4.5m p.a. for each year of the extended contract
- 3.1.4 Note total costs of £21m over the life of the contract which would run from 1st April 2020 to 31st March 2025 if the option to extend were taken up

4. Reasons for decision

- 4.1 The Council is committed to paying rates for care compatible with the payment to care workers of the London Living Wage. The Council currently commissions on a spot purchasing basis a total of 142 units in three extra care schemes (Protheroe House, Lorenzo House and Roden Court) with OHG. Ten of these units are currently provided as shorter-term intermediate care beds but given demand and the profile of service users over time, all 142 units will be offered as long-term care under the proposed block contract arrangements. By converting the above current arrangements to a long-term block contract, the Council will achieve better value for money for local specialist provision whilst fulfilling the current LLW requirement.
- 4.2 Furthermore, the Council has negotiated competitive rates with this supplier as there is a limited market locally. The Council was not in a position to establish a new block contract for the Extra Care provision via an open tender process as there are no provisions of a similar size in Haringey or sub-regionally capable of meeting the requirement to support all current service users in services.
- 4.3 Moreover, residents who live in extra care housing have assured shorthold tenancies. It would neither be feasible nor desirable for the Council to demand service users to give up their rights of tenure as moving current service users to alternative provision would prove very disruptive to residents, contrary to the wishes of relatives and families and would also run counter to the principles in the Care Act (2014) to offer choice and control to residents. Finally, the accommodation, as well as the care and support, is provided by One Housing Group which is the only basis on which the provider has agreed service provision, and therefore, an alternative care provider would not be a viable option on this occasion.
- 4.4 Furthermore, by setting up a block contract with OHG, the Council is able to negotiate exacting service delivery terms and quality standards for older and disabled residents in need of care and support. The arrangement will achieve

improved service quality as staff retention within the provider will be promoted and their ongoing learning and development will be supported; this will facilitate acceptance of more complex referrals.

- 4.5 The proposed arrangement will also yield efficiencies when applying the LLW requirement in commissioning costs by securing a reduced purchasing rate per placement through a block contract as compared to the existing contractual arrangements. As part of the proposed block contract arrangement, the move to the LLW rates will take place in a phased approach and will be reflected in the current pricing structure. It will include voids and bad debts allowances at all three extra care schemes as well as the application of care staff enhancements which will form part of the provider's Care Staff Benefits recruitment and retention initiative.
- 4.6 Commissioners have negotiated a favourable rate for core services for the Extra Care provision which is in accordance with the costings for other home care and home care related services and within the context of the Council and OHG's shared commitment to paying LLW and anticipated inflationary pressures. The proposed block contract marks a significant shift from current contractual arrangements and offers an increased level of certainty for both the Provider and Haringey residents.
- 4.7 Through the introduction of LLW to the pricing structure of the three extra care schemes, the Provider will continue to attract and retain more experienced, skilled employees and the proposed rates will match those of other extra care schemes (both delivered by the Provider and other organisations delivering extra care sheltered housing) in neighbouring Boroughs which are already paying LWW. This is critically important in the wider strategic context of retaining staff skilled in enabling people to continue to live in community settings, with the requisite support to lead healthy and fulfilling lives.

5. Alternative options considered

- 5.1 The alternative options available to the Council were to 'do nothing', to conduct an open tender arrangement, to commission a new block arrangement for the Extra Care provisions with OHG, to decommission or to deliver in-house. These options were considered but not taken forward for the following reasons:
- 5.1.1 The first option, to 'do nothing', would mean the Council would continue to pay spot contract rates for the provision of extra care, including full void premiums instead of negotiating an improved void management strategy and minimal payments thereof and posing a risk to payment of LLW. The non-payment of LLW pay rates adversely has an impact on the Provider's ability to attract and retain good quality, trained and motivated care staff as they would compete with neighbouring boroughs for staff which pay more competitive rates. Moreover, the payment of LLW is in line with the Council's commitment through the Ethical Care Charter to LLW in the care sector where care workers are often poorly remunerated.
- 5.1.2 The second option was for the Council to establish a new block contract for the Extra Care provision via an open tender process. This has not been pursued

because there is a limited market for Extra Care services locally and there are no provisions of a similar size in Haringey or sub-regionally capable of meeting the requirement to support all current service users in services. Importantly, residents who live in extra care housing have assured shorthold tenancies. It would not be desirable for the Council to require service users to give up their rights of tenure in order to tender and then decant them to another provision if it existed. Even if there was capacity in the market to meet the need for Extra Care services, moving current service users to alternative provision would prove very disruptive to residents, contrary to the wishes of relatives and families and would also run counter to the principles in the Care Act (2014) to offer choice and control to residents. . Moreover, the accommodation, as well as, the care and support is provided by One Housing Group which is the only basis on which they have agreed service provision, an alternative care provider therefore is not a viable option.

- 5.1.3 Another option considered was decommissioning the service, which was not considered a valid option as this model of care and support is a progressive way to offer vulnerable people care and support whilst maintaining their community links and independence and the residents within the schemes would still require care and support. There is a paucity of this provision generally and the only alternative would be residential care, which is not suitable for those residents who can and do want to remain and independent as possible in their communities. Moreover, the cost of residential care would be higher and place strains on an already challenged budget for adult social care.
- 5.1.4 The final option considered was developing an in-house provision to support service users. This, however, was discounted at this time as the delivery of care and support are integral to the provision of accommodation and the Council does not have the property portfolio adapted to deliver this service.

6. Background Information

- 6.1 The Council in partnership with OHG has offered provision for Haringey residents in three extra care schemes: Protheroe House, Lorenzo House and Roden Court, a total of 142 units. Ten of these units are currently offered as shorter-term intermediate care beds but given demand and the profile of service users over time, all 142 units will be offered as long-term care under the proposed block contract arrangements. The service caters for Haringey residents who are Care Act eligible aged 55 years or over with various needs such as frailty, complex needs, physical disabilities, mental health needs, dementia and learning disabilities. The Care Quality Commission has consistently rated the services provided as Good or Outstanding.
 - 6.1.1 Protheroe House is an extra care scheme for the over 55s, consisting of 36 one-bedroom and 14 two-bedroom self-contained apartments. The extra care support is offered with personal care, practical matters and companionship/social support. The Landlord for the scheme is OHG who also provides the care commissioned. Haringey Council has 100% nomination rights.
 - 6.1.2 Lorenzo House is an extra care scheme for over 55s, consisting of 44 one-bedroom and 8 two-bedroom self-contained apartments. The extra care support

is offered with personal care, practical matters and companionship/social support. The Landlord for the Scheme is OHG who also provides the care commissioned. Haringey Council has 100% nomination rights.

6.1.3 Roden Court is an extra care scheme for over 55s, consisting of 17 one-bedroom and 23 two-bedroom self-contained apartments. The extra care support is offered with personal care, practical matters and companionship/social support. The Landlord for the Scheme is OHG who also provides the care commissioned. Haringey Council has 100% nomination rights.

6.2 Extra Care housing provides older and disabled people with access to on-site personal care, community health and housing support services in order to maintain independent living in a community setting. The service is targeted at those with various levels of need, including complex needs, who have been assessed as needing this level of support and are Care Act eligible. Individuals hold an assured tenancy and live in a self-contained flat with their own front door, supporting their autonomy and quality of life. The service provides a range of activities and its key outcomes are:

- Enablement of service users to maintain independence by adopting a “doing with” approach to supporting service users in the activities of daily living
- Support of service users to live independently without risk to themselves or others.
- Promotion of social inclusion through a combination of support, and access to a programme of activities on site and community facilities off site
- Provision of a safe, welcoming, good standard of accommodation
- Provision of a meals service available to all service users whenever possible
- Promotion of optimum health, wellbeing and quality of life to maximise independence
- Reduction in admissions in residential and nursing care

6.3 The Extra Care provision delivered by OHG has been commissioned by Haringey council on a spot purchasing basis since its commencement. The introduction of the desire to pay LLW and the interest in securing provision of this type for the benefit of Haringey residents have highlighted the need to move towards a block contract arrangement with the provider, thus achieving competitive rates through economies of scale and better value for money. Furthermore, moving to a block contract arrangement will ensure the continuity of service provision at a local level, including that the current residents do not experience any disruptions in the quality of service delivery.

6.4 With the introduction of the commitment by Haringey Council to pay providers a London Living Wage (LLW) rate and in light of current inflationary pressures, entering into a block contract arrangement with this provider will result in the Council achieving good value for money from local provisions. The proposed block contract arrangement will convert existing contractual arrangements in order to ensure that the Council achieves competitive weekly rates, retains in-borough specialist supply for the Extra Care provision and avoids any disruption in the current service delivery.

- 6.5 The contract has provision for regular contract management and monitoring to ensure care outcomes and key performance indicators are delivered in ways which will deliver high quality outcomes for residents and their families, foster partnership working and seek continuous service improvement. For both the Council and One Housing Group the arrangements proposed here will serve to develop a working partnership which will ensure high quality provision for local residents into the future.

7. Contribution to strategic outcomes

- 7.1. The project is directly linked to the delivery of the Borough Plan 2019- 2023 and specifically to the People Delivery Plan Outcome 7 *'All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities'* and 7b1 *' People will be supported to live independently at home for longer'*.

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

8.1. Finance

- 8.1.1 This is a request to award 3 + 2-year contract with a total contract cost of £21m over 5 years. This will be met from existing resources within Adult Social Care, which is fully funded from the General Fund and assumed to continue in future years. Funding budgets will be derived from existing spot purchasing budgets for One Housing, additional Extra Care LLW growth and residential care purchasing budget (for existing and new residential clients that will be transferring over to new One Housing service). There is sufficient funding to cover the full cost of this contract.

8.2. Procurement

- 8.2.1 This report relates to services which are subject to the Light Touch Regime under the Public Contract Regulations (PCR) 2015.('the Regulations) . The Regulations usually require the publication of a contact notice and full tender process. However, under Regulations 32(2)(b)(ii) a contract may be awarded via negotiation without publication of a contract notice where competition is absent for technical reasons, which is not a result of artificial narrowing of the parameters of procurement.
- 8.2.2 Competition is absent due to nature of the service; accommodation via assured short-hold tenancies as well as extra care and support to enable residents to continue to live as independently as possible in their tenancies without the need for long term residential care. There is a sparsity of provision of this nature in the borough and OHG is one of only a few providers in the borough, but none can rival its capacity to provide the 142 places required.

8.2.3 This procedure is permitted under Contract Standing Order 9.01.2(g) and the Procurement Code of Practice.

8.2.4 Commissioning has negotiated the price for the block contract which has ensured the price agreed for care and support is commensurate with prices paid in North Central Boroughs and the Council's fair wage policy. The Council's liability to pay for voids has been reduced, coupled with a robust voids' management strategy should mean void provision is kept to a minimum. The block contract price provides best value and is provided for within the mid-term financial savings target, as well as, in line with the procurement strategy for this category.

8.2.5 The contract will contain performance and management measures to ensure service outcomes are delivered and key performance indicators met. Regular monitoring is set up on a monthly basis in the first instance and then quarterly thereafter which will foster partnership working and the sharing of best practice and knowledge.

8.3. Legal

8.3.1 The Assistant Director of Corporate Governance notes the content of this report.

8.3.2 Pursuant to the Council's Contract Standing Order (CSO) 9.01.2(g) and Regulation 32 of the Public Contracts Regulations 2015, the Council may procure a contract through the negotiated procedure without prior publication of an advertisement following consultation with the Head of Procurement.

8.3.3 Pursuant to CSO 9.07.1(d), Cabinet may approve the award of a contract if the value of the contract is £500,000 or more and as such Cabinet has power to approve the award of the Contract in this Report.

8.3.4 The Assistant Director of Corporate Governance further comments are contained in Part B of this report.

8.4. Equality

8.4.1 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:

- Tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation.
- advance equality of opportunity between people who share those protected characteristics and people who do not;
- foster good relations between people who share those characteristics and people who do not

- 8.4.2 Establishing a block contract arrangement with One Housing Group will secure capacity for Extra Care provision at competitive market rates whilst fulfilling the Council's LLW requirements and current inflationary pressures. The arrangement will enable specialist provision to be retained locally and be available to Haringey residents. The proposal will also promote better quality of service provision as it will facilitate the retention of staff within OHG and support their ongoing learning and development to enable them to deal with more complex cases and escalation of need.
- 8.4.3 Putting in place a block contract for the existing arrangements will also ensure that residents currently living in both schemes will not have to be moved to alternative accommodation. Moving current service users to alternative provision would prove very disruptive to residents, contrary to the wishes of relatives and families and would also run counter to the principles in the Care Act (2014) to offer choice and control to residents. Given the state of the market, therefore, there is no realistic alternative to awarding the block contract to One Housing Group.
- 8.4.4 One Housing Group, as a contracted provider to the local authority, will be expected to comply with the Equality Act 2010 in their employment practices and service conduct. They will be expected to demonstrate a strong commitment to making Haringey a fairer and equal borough for all. Equalities considerations will form part of performance monitoring and oversight.

9. Use of Appendices

- 9.1. None

10. Local Government (Access to Information) Act 1985

- 10.1. Not Applicable

Report for: Cabinet

Item number: 10 March 2020

Title: Request to vary and extend contract under Contract Standing Order (CSO) 10.02.1(b) for Housing Related Support – Information, Advice and Guidance Services

Report authorised by: Charlotte Pomery – Assistant Director for Commissioning

Lead Officer: Gill Taylor – Strategic Lead, Single Homelessness & Vulnerable Adults

Ward(s) affected: All

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

1. Describe the issue under consideration

1.1 This report seeks approval to vary and extend the Council's contract for the provision of Information, Advice and Guidance services, held by Haringey Citizens Advice Bureaux, for up to 15 months from 2nd April 2020 to 30th June 2021, in accordance with the Council's Contract Standing Order (CSO) 10.02.1(b).

2. Cabinet Member Introduction

2.1 The Council is committed to ensuring that residents who need information, advice and guidance have access to high quality services. The services within this contract help to prevent homelessness, manage debt, maximise income and benefits, provide employment support and legal advice and support the health and wellbeing of a wide range of Haringey residents. They have real impact in supporting people to live independently and well in Haringey.

2.2 The Information, Advice and Guidance contract is therefore strategically important, and it is important that the support offered by the service continues whilst a new service model is designed and commissioned. It is for this reason that I recommend the extension of the contract for up to a further 15 months.

3. Recommendations

3.1 It is recommended that, in accordance with Contract Standing Order (CSO) 10.02.1(b), Cabinet approves the variation and extension of the Information, Advice and Guidance (IAG) Contract with the Haringey Citizens Advice Bureaux by extending the life of the Contract for a further period of up to 15 months with effect from 2nd April 2020.

3.2 That the total cost for extending the Contract across all four geographic lots for the period 2nd April 2020 to 1st April 2021 is £816,000. That approval is granted

for extension for up to a further 3 months if required, from 2nd April 2021 to 30th June 2021, at a total of £204,000. The value over the full 15 months, if used, would therefore be £1,020,000.

- 3.3 Cabinet to approve the underwriting of a £55,000 contribution made to the IAG contract by the Better Care Fund, which as yet remains unconfirmed, due to administrative delays beyond the Council's control. This contingency is recommended to ensure the contract extension is promptly completed and service delivery is maintained, however it has been strongly indicated that this funding will continue into the next year of the contract. If necessary, the contribution will be secured from within the Council's Housing Related Support budgets.

4. Reasons for decision

- 4.1 The provision of high quality and widely accessible information, advice and guidance for local residents, across a range of topic areas and with direct benefit to local communities, is of primary importance to the Council. It is therefore in the Council's overall interest to agree to an extension of the current contract whilst redesign and commissioning of a new service are completed, which will continue to deliver beneficial outcomes for those residents who need additional support and information.

- 4.2 It is proposed that in order to continue to provide the best service for Haringey residents, the extension period will be used to develop and commission a new model of IAG delivery with service users and stakeholders. Whilst performance of the existing service is good, it is recognised that there is always room for adaptations particularly in light of a number of other developments across the borough including the implementation of the Council's Community Wealth Building Policy and Welcome Strategy, the expected roll-out of Universal Credit and the impact of Brexit for Haringey. In addition, there is work to build upon and incorporate relevant aligned projects, including that of Connected Communities, the developing network of navigation services and further integration of health and community services. Remodelling will also be able to provide for a shift in service delivery, to ensure a variety of routes of access and modes of advice delivery, and a service which works to support and improve the broader Information, Advice & Guidance offer across the borough.

- 4.3 Performance has been evaluated as good throughout the contract period. Performance returns are completed and submitted on time and targets are met. There is a demonstrable need for IAG in Haringey and the service is evidently delivering positive outcomes for residents.

5. Alternative options considered

- 5.1 In-house provision was considered and was found not to be suitable for full delivery of this service, as there is a need for an independent advice offer for residents. IAG services frequently provide support to residents in ensuring that

statutory decisions are robust and holding statutory authorities to account, and therefore an independent offer is required.

- 5.2 Procurement of new contracts was considered, however this would not allow enough time to conduct a sufficient redesign and remodelling of the service, or the necessary market engagement, to deliver best value and practice.
- 5.3 Ceasing the current contracts was considered, however this was deemed not to be in the best interests of Haringey residents or the Council. The decision to extend will ensure continuity of Information, Advice and Guidance provision in Haringey whilst remodelling of the service takes place. This IAG provision contributes to the delivery of the Council's statutory responsibilities under a range of legislation.

6. Background information

- 6.1 The IAG contract commenced on 1st April 2016 for a period of three years to 31st March 2019, with an option to extend for up to one year. The extension option was exercised by way of a Deed of Variation dated 4th July 2019 which varied and extended the life of the Contract to the 2nd of April 2020.
- 6.2 The contract distributes service delivery across four geographic lots: North East, South East, Central and West Haringey.
- 6.3 The IAG service provided by Haringey Citizens Advice Bureaux delivers three key outcomes:

Delivery of IAG - Haringey residents are able to access information, advice and guidance at the time they need it.

Building capacity - having received information, advice and guidance from the provider, people feel equipped and knowledgeable to manage their needs better in future, to live independently and well.

Quality of information - the information, advice and guidance is of high quality and those accessing the service feel their issue or query has been handled well and resolved.

- 6.4 Alongside Haringey Citizens Advice Bureaux as the lead organisation, two sub-contracting organisations contribute to service delivery by offering specific, tailored and locally based interventions within their areas of expertise: Public Voice and Vibrance (formerly HAIL (Haringey Association for Independent Living)). Together the three organisations form the Haringey Advice Partnership (HAP).
- 6.5 Public Voice have a focus on supporting the older community, identifying isolation and loneliness as a key concern for this community. They therefore run opportunities and activities to tackle isolations as well as link clients in to opportunities hosted elsewhere. Public Voice also run projects responding to digital inclusion, including volunteer led computer training which incorporates a strong peer support element. They also run workshops aimed at older people around a variety of wellbeing themes, most recently focusing on depression and

nutrition, and information stalls to provide a flexible point of access to information.

- 6.6 In their delivery for the HAP, Vibrance work with those living with mental ill health. They run information stalls enabling access to information, advice and guidance as well as running workshops for their target client group on subjects including financial capability, mindfulness and Universal Credit. They run regular wellbeing sessions which include activities such as yoga. In addition, Vibrance manages the website and social media for the HAP and have been successful in developing a strong brand and presence within Haringey over the four years of the contract.
- 6.7 The service provides access to quality Information, Advice and Guidance for all Haringey residents, as well as ensuring that up to date, locally-relevant information is available about a range of community, voluntary and peer-led initiatives. The service is responsive to the needs of local communities across all four lots of the contract, for North East, South East, Central and West Haringey. This minimises the need for residents to travel to access support and ensures information and advice is locally-relevant and easily accessible.
- 6.8 The service provides multiple access points and channels including:
- Drop in services
 - Telephone support
 - An email service
 - Flexibility of times and access points; including pop-up provision
 - A range of signposting and referral systems for specialist needs
 - A network of venues taking into account public transport, opening hours and Equality Act (2010) compliance
 - IAG services from local community locations, including children's centres, GP surgeries, libraries and other settings
- 6.9 As well as employing a service delivery model based on easy access to effective information and advice, the service also aims to build capacity in individuals, families and communities to access their own information, advice and guidance in the future where appropriate, using a range of channels and approaches – supporting clients to live independently and achieve their vision of a 'good life'.
- 6.10 The service provides information, advice and guidance on issues including housing, social care, finance and debt, welfare and benefits, health related services including wellbeing and staying well and employment. This provision enables early intervention and frequently results in preventing the escalation of issues. For example, the service frequently supports clients in dealing with cases of rent or Council Tax arrears. Without the service's intervention, arrears could result in eviction and therefore homelessness. Clearly this is a highly negative situation for the client which may then require a statutory response from the Council as well as other negative outcomes, including an impact on the

client's health. The service delivery therefore has a significant positive impact in supporting residents to live independently and well in Haringey.

- 6.11 The cases which the service handles most frequently relate to benefits and tax credits, including Universal Credit, accounting for 37% of advice cases according to the annual report for year 3 of delivery. 16% of advice cases relate to debt and 16% to housing. It is noted that this data only accounts for a client's main presenting issue, and case studies show that the service is often very effectively responding to multiple overlapping issues beyond the initial presentation. Without the support provided by the service to resolve these issues, they are likely to escalate and have a greater impact on the individual's wellbeing, independence and financial position.
- 6.12 Service level data for the most recent quarter shows that 47% of clients receiving advice are aged 50+. 59% of clients identify as female and 50% are living with either a disability or long-term health condition, of which 10% identify as disabled. 41% of clients describe themselves as White, 40% as Black and 7% as Asian.
- 6.13 The service achieves excellent financial outcomes with service users. Citizens Advice achieved a total income gain for clients of £725,397 and £29,064 of debt being written off during the six months from April to December 2019.
- 6.13.1 The below case studies provide two examples of the wide-ranging support the service provides to clients.

Case Study 1: A sole carer for three young children, a client had insufficient income and was seeking advice on access to welfare benefits and making changes to a Local Authority tenancy. As an EEA national, they had been refused access to some welfare benefits and had rent, Council Tax and utilities arrears.

The HAP worked with the client to:

- supply them with an immediate food bag via the Crutch Project, and food vouchers to access further supplies
- identify eligibility and requirements and successfully apply for in-work benefits
- negotiate an affordable repayment plan to secure their housing and advise on further follow up actions around the tenancy
- obtain free nursery childcare
- refer them to a local immigration law service for specialised advice on citizenship and Settled Status.

- 6.13.2 **Case Study 2:** An older client who cared for their disabled partner attended the service as they were struggling to afford the cost of their utility bills and were not heating their home. English was not their first language and they reported struggling to access the help that they needed.

The HAP worked with the client to:

- identify cheaper utility suppliers, and supported them to change supplier online
 - have the insulation needs in their home assessed and find grants to fund the cost of the work
 - submit a claim for Attendance Allowance and an application for Pension Credit, including an increased payment for caring
 - contact Adults Social Care to arrange a care needs assessment.
- 6.14 Client feedback for the IAG service is positive, with 93% of service users reporting that they were happy with the service that they received and 84% of service users reporting that they had received enough information to help them take the next steps during the most recent quarter.
- 6.15 The provider has consistently delivered against all its targets throughout the contract period. The contract provided for a 'payment by results' component of up to 5% of the contract value to be determined at the end of each 12-month period, based on overall satisfaction with the service. The provider has successfully secured this element of the contract value every year during delivery.
- 6.16 In 2013, NHS Haringey Clinical Commissioning Group (HCCG) entered into a contract with Haringey Citizens Advice Bureaux for Welfare Hubs, which provided similar welfare and debt advice services to the IAG contract, but from GP surgeries. The contract value was £78,000 per year.
- 6.17 In January 2018, the Council varied the IAG contract by means of a delegated authority decision to include these Welfare Hub services, which the Haringey Clinical Commissioning Group funds entirely under the partners' joint commissioning arrangements. This variation is for the full value of the Welfare Hubs service, of £78,000 and took effect retrospectively from 1st July 2017.
- 6.18 This portion of the IAG service will continue during the initial one-year extension period.
- 6.19 The contract has included a £55,000 contribution from the Better Care Fund (BCF), from within the Haringey Clinical Commissioning Group's budget, since its inception. This contribution was offered in recognition of the significant health and wellbeing outcomes that can be achieved through high quality, prevention focussed information, advice and guidance provision. In the next year this element of the service's potential will be a focus of service delivery.
- 6.20 As at February 2020, the continuation of the BCF contribution is unconfirmed. This is due to unforeseen delays in the administrative process beyond the Council's control, a result of a broader review and planning for the future of the Haringey Clinical Commissioning Group's budget, including the Better Care Fund. However there has been clear indication that the contribution will continue at the same value for the next year of the contract. In the interests of ensuring the contract extension is promptly completed, the Council has agreed to underwrite the risk that the BCF's £55,000 contribution will not materialise. If

necessary, the contribution will be secured from within the Council's Housing Related Support budgets.

6.21 Related previous decisions

This decision to extend the Information, Advice and Guidance contract with Citizens Advice Bureaux is related to the Cabinet decision to award the original contract on 15th December 2015.

7. Contribution to strategic outcomes

7.1 The provision of Information, Advice and Guidance services contributes significantly to the Council's strategic outcomes under the draft Borough Plan 2019 – 2023:

7.2 Priority 1: Housing, outcome 2: *We will work together to prevent people from becoming homeless, and to reduce existing homelessness.*

The IAG service significantly contributes to delivery of this outcome by providing information which enables individuals to manage their housing and manage finances, to support their housing. The service also provides advice and tenancy sustainment, supporting clients to respond to issues which may threaten the stability of their housing situation.

7.3 Priority 2: People, outcome 9: *Strong communities where people look out for and care for one another.*

The Haringey Advice Partnership, led by the lead organisation is made up of organisations with strong foundations within communities in Haringey. Service delivery frequently makes use of peer support in order to achieve positive outcomes. In addition, the services emphasise building capacity within clients, which can then contribute to clients going on to support others around them in responding to challenges they face.

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

8.1 Finance

8.1.1 This report is seeking to vary the length and total value of a contract for Information, Advice and Guidance (IAG) awarded to Haringey Citizens Advice Bureaux for up to four years from 1st April 2016 to 31st March 2020. The total contract value already awarded is £3,406,500 of which £3,152,000 was the original award for IAG.

8.1.2 This report requests to award a further one year plus 3 months from 1st April 2020 at an annual value of £816,000. The value of the contract variation is £1,020,000 which is an increase of 29.94% from the previously agreed contract value. This makes a new total contract value of £4,426,500.

8.1.3 The original contract value for IAG was £788,000 per annum. The contract value was negotiated down to £738,000 for 2019/20 and the annual value is proposed to be held at £738,000 for this extension period. Additionally, the contract includes £78,000 for Welfare Hubs which is funded by Haringey CCG. The combined value of these two elements is £816,000 per annum.

- 8.1.4 The original contract award was made after a formal tender process and Haringey Citizens Advice Bureau was awarded the contract as the most economically advantageous tender. The contract price has since been reduced by £50,000 per annum. The monitoring information contained in this report shows good and satisfactory outcomes. Therefore, the award of this contract extension demonstrates value for money.
- 8.1.5 The IAG element of the contract is currently funded by £688,000 council core funding and £50,000 Better Care Fund (BCF) contribution. The Welfare Hubs element is funded by a £78,000 HCCG contribution. The Welfare Hubs will continue to be commissioned whilst the CCG agree to pay for the service on a year by year basis.
- 8.1.6 Whilst the BCF funding is expected to continue the allocations are not yet agreed and need to be reconfirmed on an annual basis. This report is seeking for the Council to underwrite the BCF contribution to enable the contract award to be made.
- 8.1.7 The 2020/21 budget and MTFs have adequate provision to cover the core funding cost of the contract for the duration requested in the report.

8.2 Procurement

- 8.2.1 The provision comes under the 'Light Touch Regime' of the Public Contract Regulations 2015 and was duly advertised in the Official Journal of the European Union at inception and tendered as required.
- 8.2.2 This requested contract modification would usually necessitate a further competitive process unless it meets one of the several requirements under s7 including that 'additional works, services or supplies by the original contractor have become necessary and were not included in the initial procurement, and a change of contractor would, cause significant inconvenience or substantial duplication of costs for the contracting authority providing the increase in price is not more than 50% of the original value' (72(1)(b)(ii)).
- 8.2.3 Work is underway to remodel and commission a new Information, Advice and Guidance service. Therefore, modifying the existing contract to allow time for this work to be completed prevents significant inconvenience and substantial duplication of costs for the Council as a new provider would take valuable time to set up, identify contact/partner organisations, establish itself with and gain understanding of the vastly diverse Haringey resident 'market' in order to deliver an effective service.
- 8.2.4 The cost of the proposed extension is within 50% of the original cost and is therefore permitted.
- 8.2.5 This request also meets the requirements of CSO 10.02 and the Procurement Code of Practice. The Contractor is providing a good, responsive, accessible service which demonstrates it meets set targets in a payment by results contract model. Almost 40% of service provision is utilised by older residents

who are disabled or who have long term health related issues and require advice to help them stay out of debt and importantly continue to live in their own homes.

8.2.6 During the contract extension service will continue to monitor the contract to ensure it continues to meet service outcomes/targets and mitigate against any service delivery or performance risks.

8.3 Legal

8.3.1 The Assistant Director of Corporate Governance notes the contents of the report.

8.3.2 Regulation 72(1)(b)(ii) of the Public Contracts Regulations 2015 allows the Council to vary a contract on the ground that additional works, services or supplies which were not included in the initial procurement have become necessary and a change of the contractor would cause significant inconvenience or substantial duplication of costs to for the Council, provided that the increase in price does not exceed 50% of the value of the original contract.

8.3.3 Pursuant to CSO 10.02.1(b), Cabinet may authorise the variation and/or extension of a contract if the value of the contract is £500,000 or more and as such Cabinet has power to authorise the variation and extension of the Contract in this Report.

8.3.4 The Assistant Director of Corporate Governance sees no legal reasons preventing the approval of the recommendations in the report.

8.4 Equality

8.4.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

8.4.2 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.4.3 The decision is to extend the existing contracts for the provision of Information, Advice and Guidance services. Extension of the contract is necessary to allow for review and recommissioning of services in the longer term.

8.4.4 Those most likely to be affected by the decision are service users and potential service users of information, advice and guidance services. The nature of the broad range of service delivery methods of these services means that the range

of service users is also broad, with service engagement ranging from accessing information on a service website to longer term casework, for example appealing a disability benefit decision.

8.4.5 Information, Advice and Guidance services provide support to ensure that individuals are able to make informed choices on decisions that affect their lives and build resilience to prevent issues from deteriorating or reoccurring. Service level data from the existing service shows that service users reflect the demographic makeup of the borough of Haringey.

8.4.6 This decision to extend this contract will help ensure that the Council continues to address known inequalities that affect individuals with protected characteristics relating to age, sex, race, and disability. Accordingly, the decision represents progress to eliminate discrimination and advance equality of opportunity.

9 Use of Appendices

Not applicable.

10 Local Government (Access to Information) Act 1985

10.1 Background papers:

Haringey Homelessness Strategy (2018)

<http://www.minutes.haringey.gov.uk/documents/s100152/Appendix1HomelessnessStrategyv24.pdf>

Award of contract for Information, Advice and Guidance, December 2015

<http://www.minutes.haringey.gov.uk/documents/s82604/Cabinet%20Report%20-%20IAG%20-%20Open.pdf>

10.2 This report contains no exempt information.

Report for: Cabinet 10 March 2020

Title: Extension and variation of Mental Health Accommodation Contracts under Contract Standing Order(CSO) 10.2.1(b).

Report authorised by : Charlotte Pomery: Assistant Director Commissioning

Lead Officer: Gill Taylor: Strategic Lead – Single Homelessness & Vulnerable Adults
Tel: 020 8489 2847 E-mail: Gill1.Taylor@haringey.gov.uk

Ward(s) affected: All

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

1. Describe the issue under consideration

1.1 This report seeks approval to extend the Council's contracts for the provision of Housing Related Support Mental Health Accommodation provided by St Mungo's and Sanctuary Housing. There is provision in the current contracts for these contracts to be extended for 1 year + 1 year and the extension is requested for one year from 1 April 2020 to 31 March 2021, as provided under CSO 10.2.1(b).

2. Cabinet Member Introduction

2.1 The Council is committed to supporting people with a mental health diagnosis, who are in need of accommodation to help their recovery. Housing Related Support supports a wide range of people to develop independent living skills to aid recovery and enable them to move on to live independently.

2.2 I am pleased to support the approach proposed which will see short term extensions to the current arrangements to ensure that the service continues whilst a new model is co-designed with stakeholders before commissioning gets underway for the future.

3. Recommendations

3.1 It is recommended that Cabinet pursuant to Contract Standing Order 10.02.1(b) approves the following:

3.1.1 Extend Sanctuary Housing Association accommodation with forensic provision contract for one year from 1 April 2020 to 31 March 2021, and vary the contract to provide an annual uplift of £50,000 on the original contract value. The total annual cost of the extension for Sanctuary Housing Association will be

£365,934, to include the £50,000 uplift. The total contract cost over the life of the contract will be £1,629,670.

- 3.1.2 Extend St Mungo's accommodation with 24 hour support and visiting support (Mental Health West) contract for 1 year from 1 April 2020 to 31 March 2021, and vary the contract to provide an annual uplift of £50,000 on the original contract value. The total annual cost of the extension for St Mungo's will be £531,631, to include £50,000 uplift. The total contract cost over the life of the contract will be £2,458,155.

4. Reasons for decision

- 4.1 Mental Health supported housing is an important element of the accommodation pathway for people with mental health needs. It is felt to be in the Council's overall interest to agree an extension for the two contracts as this will enable a review of the existing services and a planned redesign of the whole mental health accommodation pathway to be completed. The mental health accommodation pathway offers a range of options including 24 hour support, forensic, medium support and lower support services offering visiting support as well as the contracts identified here and it is important that services work together to ensure a range of needs can be met. The contracts were awarded from 1 April 2016 for a period of 4 years with the option to extend for a period of 1 year + 1 year.
- 4.2 In light of the contribution made by these services to the health and wellbeing of local residents, there is a need to continue to provide a Housing Related Support Service for Haringey residents aged 18 years and over without a break. This will continue to help both to prevent homelessness and to sustain tenancies for vulnerable adults, by supporting them to develop and strengthen the skills and knowledge required to live independently. There is a continued high demand for mental health supported housing, and residents are referred both from Barnet, Haringey and Enfield Mental Health Trust (BEHMHT) and through the housing route through Homes for Haringey.
- 4.3 In addition, enabling people to move into supported housing where this meets their needs reduces social care costs and is also a cost effective means to support people who may then not need a social care intervention.
- 4.4 The performance of the contractors has been evaluated as good throughout the contract period. Performance returns have been submitted by both providers throughout the course of the contract and targets are being met.
- 4.5 An uplift to the current contract price has been recommended to reflect inflation and staffing cost increases over the 4 year course of the contract.

5. Alternative options considered

- 5.1 **Do Nothing** - It would be possible to leave the contract to expire at the end of this contract period. However, as noted above, there is continued demand for this service, and it was not felt viable to have no mental health supported housing service in place particularly given other pressures on other elements of the pathway. Rather, it was agreed to carry out an evaluation to recommission

the accommodation pathway to best meet the needs of Haringey Residents. Therefore, it would not be in the council's interest not to continue with mental health supported housing.

- 5.2 **Go out to tender** – It would be possible to go out to tender to seek a new and refreshed service, which could result in a new delivery provider. However, given the need for redesign and for changes to the existing model, it was felt to be preferable to set in place a contract for one year only to enable further information to be collected to inform commissioning from 1 April 2021.
- 5.3 **Deliver the services in house** – Both providers are using their own accommodation to support this service, as well as agreements and leases with other landlords, and for the Council to establish appropriate accommodation from which to deliver the service in-house would not be possible in the time frames available. However, the planned redesign of the mental health accommodation pathway does offer scope to consider further an in-house model for this or for other elements of the pathway.

6. Background information

- 6.1 The existing contracts commenced on 1st April 2016 for a four year duration, with the opportunity to extend for 1 plus 1 years. Both providers have been submitting Quarterly outcome workbooks and attending quarterly contract meetings. There is a total of 98 units of accommodation provided throughout these contracts. There were 34 new admissions to the service in 2018/19 and a further 21 new admissions 2019/20 up to 30/9/19. The majority of the service users moved on in a planned and positive way.
- 6.2 A proposal to extend the contract for 1 year only and during that time to design a new mental health accommodation pathway is being put forward – it is not felt that the contracts should be extended for the further year which is available to the Council, as this would risk delays to the recommissioning needed to ensure the services best meet current identified need.
- 6.3 Both providers were unable to extend the contracts without an uplift to supplement the funding which had already been in place for 4 years. They both expressed the view that the contracts would not be financially viable for them to continue and having considered this in detail, officers support this position. Therefore, it is being proposed that both providers continue to provide the service for an additional year with a £50,000 uplift.
- 6.4 There is a high demand for supported accommodation, particularly to enable those residents who have received in-patient care and treatment at Barnet, Enfield and Haringey Mental Health Trust to be discharged successfully into the community. As noted above, Supported Accommodation provides a different option for users and a less expensive option for the Council from adult social care options, offering greater independence and a real focus on the importance of stable accommodation to sustained mental health and wellbeing.

7. Contribution to strategic outcomes

- 7.1 This service supports Priority 2 in the Borough Plan (2019-2023) 'Work together to prevent people becoming homeless and to reduce existing homelessness'
- d) Ensure access to high quality housing support that prevents or relieves homelessness for people with additional needs.
- 7.2. The service will contribute to the strategic objectives of Adults Social Care and their partners to offer preventative interventions at individual and community levels; decreasing demand on supported housing, preventing escalation of need and offering viable options to residential care.
- 7.3. The services will contribute to the Haringey Safeguarding Adults Board strategic priorities by ensuring that people with identified care and support needs are able to access appropriate and timely support that is relevant to their circumstances, capabilities and personal goals.

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

8.1 Finance

- 8.1.1 This report is seeking to extend two contracts by one year and to vary both contracts with an uplift of £50,000 each for the one year extension.
- 8.1.2 The first contract is for accommodation residential support with forensic provision provided Sanctuary Housing Association to be extended by one year from 1st April 2020 to 31st March 2021 at a value of £365,934. This includes a £50,000 uplift on the previous annual value and makes a total contract value of £1,629,670.
- 8.1.3 The second contract is for accommodation based support and visiting support provided by St Mungos to be extended by one year from 1st April 2020 to 31st March 2021 at a value of £531,631. This includes a £50,000 uplift on the previous annual value and makes a total contract value of £2,458,155.
- 8.1.4 The uplifts for each contract enable the council to have continuity of service for one year whilst the provision of the service is evaluated to inform recommissioning options. The uplift for Sanctuary Housing represents a 16% increase from the original annual contract value. This is the equivalent of a 4% increase per year after the initial year. The uplift for St Mungos represents a 10.4% increase from the original annual contract value. This is the equivalent of a 2.6% increase per year after the initial year. The contract monitoring information included in this report demonstrates that the service provision has been satisfactory. Therefore, the contract extensions provide value for money to the council.
- 8.1.5 The combined contract values of £897,565 can be met from existing agreed budgets in Housing Related Support.

8.2 Procurement

8.2.1 This provision falls within the ambit of the Light Touch Regime Schedule 3 of the Public Contracts Regulation 2015 (the “Regulations”) and was duly advertised and tendered as required.

8.2.2 The contract extension was anticipated at procurement and included in contact documents.

8.2.3 Since inception the Providers have not been given a price uplift and a variation in price is requested to enable the Contractors to continue to provide this valuable provision whilst recommissioning options are explored.

Generally modifications during a contract term will trigger the requirement for new tender process unless it falls within the permitted allowances under Regulation 72 of the Regulations.

8.2.4 The requests for extension and contract price variation are both permitted; a review clause allowing an extension was provided for as part of the initial procurement and contract process, the increase in price is insubstantial; it's under threshold and less than 10% of the original contract value (reg 72.1a and 72.5 a,b respectively). This increase represents best value for the Council given cost avoidance in the last several years

8.2.5 The Providers have demonstrated the efficacy of service provision in meeting key performance indicators and service user outcomes. Commissioning will continue to monitor the contract during the contract extension period

8.3 Assistant Director of Corporate Governance

8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report.

8.3.2 The extensions and variations to the contracts to which this report relates comply with the Public Contracts Regulations 2015.

8.3.3 The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet from approving the recommendations in this report.

8.4 Equality

8.4.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

- 8.4.2 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.
- 8.4.3 The proposed decision is to award to extend the Council's contract for the provision of Housing Related Support Mental Health Accommodation provided by St Mungo's and Sanctuary Housing. The primary beneficiaries of the decision are individuals with a diagnosis of a mental health condition, who share the protected characteristic of 'disability' under the Equality Act. The decision represents a measure to meet the needs of this group where they differ to the needs of others, and therefore advances equality of opportunity.
- 8.4.4 As organisations carrying out a public function on behalf of a public body, St Mungo's and Sanctuary Housing will be expected to have due regard for the need to achieve the three aims of the public sector equality duty noted above.

9. Use of Appendices

Not applicable

10. Local Government (Access to Information) Act 1985

10.1 Background papers:

Haringey Homelessness Strategy (2018)

<http://www.minutes.haringey.gov.uk/mgConvert2PDF.aspx?ID=100130&ISATT=1#search=%22Homelessness%20strategy%22>

Award of Housing Related Support Contracts-Mental Health-Pathway of Short Term Housing-Phase 3-September 2015

<http://www.minutes.haringey.gov.uk/mgConvert2PDF.aspx?ID=80442&ISATT=1#search=%22Award%20of%20Housing%20Related%20Support-%20mental%20health%20pathway%22>

- 10.2 This report contains no exempt information.

Report for: Cabinet 10th March 2020

Title: Extension and Variation of the Children, Young People and Families Substance Misuse Contract as allowed under Contract Standing Order (CSO)
10.02.1(b)

Report authorised by: Dr Will Maimaris – Interim Director of Public Health

Lead Officer: Sarah Hart – Senior Public Health Commissioner
Tel: 020 8489 1480 email: sarah.hart@haringey.gov.uk

Ward(s) affected: ALL

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

1. Describe the issue under consideration

- 1.1 This report seeks agreement from Cabinet as allowed under Contract Standing (CSO) 10.02.1 (b), (for the extension and variation of the contract held by Humankind for the Children, Young People and Families Substance Misuse to enable a one year extension of the contract to 31st March 2021. The provider has provided a valuable service with good outcomes for families with substance misuse issues.
- 1.2 Extension and variation of the existing contract is being sought, to bring its end date in line with the completion of the Innovation Fund Project for Children of Alcohol Dependent Parents (CADP). The CADP for which the Council receives external grant funding, is due to end on the 31st March 2021. CADP is logistically being delivered within the service we are seeking to extend.
- 1.3 The annual value of the Children, Young People and Families Substance Misuse contract is £285,000 per year. The total value over the lifetime of the contract inclusive of the extension period will be £570,000.

2. Cabinet Member Introduction

- 2.1 The Council recognises that most young people in Haringey live lives free of substance misuse. However, if a child or young person develops a problem it is clearly important that they and their family have access to specialist young people and family focused support.
- 2.2 The current service Insight Platform plays a central role in identifying substance misuse problems early. For those identified with a problem it provides a whole family service. Its universal level outreach service going into schools, colleges

and youth services, last year reached over eight hundred children and young people and four hundred and forty-one parents and families. Its targeted work links into alternative education, early help and the criminal justice youth service. Each year the number of children and young people needing structured help is increasing, last year the service saw two hundred and thirteen young people under 18 years. Outcomes are impressive with 92% leaving the service in a planned way.

2.3 Sixty-seven local authorities bid to receive the Innovation Fund for Children of Alcohol Dependent Parents; Haringey was one of 9 successful bids. Local estimates suggest that there are 1000 children in Haringey living with a dependent drinker. Nationally 19% of children in need and 52% of child protection cases sight alcohol as a causal factor. Between 2011 and 2014 parental alcohol misuse was recorded as a factor in 37% of cases where a child was seriously hurt or killed. There is strong evidence that parental alcohol use even before it reaches dependency has an impact on the health and wellbeing of children. The project is of great importance to Haringey providing us with resources to pilot new ways of working to find and help children and families affected by parental substance misuse. Our ambition is to do this much earlier, reducing the risk of these families needing statutory services.

2.4 I therefore support the proposed variation and extension.

3. Recommendations

3.1 For Cabinet to agree to the extension and variation of the contract with Humankind Charity for the provision of Children, Young People and Families Substance Misuse services -as allowed under Contract Standing Orders 10.2.1 (b) for a period of up to 1 year from 31st March 2020 to 1st April 2021 at a maximum value of £285,000. The total cost over the life of the contract is therefore, £570,000.

4. Reasons for decision

4.1. In Haringey since 2010 Humankind has successfully bid for and run Insight Platform Children, Young People and Family's Substance Misuse Service. In 2014 Cabinet awarded a contract to Humankind post an open tender process. Contract performance has been highly satisfactory. It is proposed that Cabinet vary and extend the current contract to enable a further year. An extension and variation would allow Haringey to align this contract with the March 2021 ending of the externally funded Innovation Fund Children of Alcohol Dependent Parents project (CADP), which is delivered by Humankind alongside this contract. Alignment would prevent potential disruption to the CADP were Humankind not successful in bidding for the main service. As the CAPD's grant funding is dependent on delivery of key performance indicators the Council would wish to avoid disruption.

4.2. There is in place a timetable for the retendering of this contract during the extension period to allow for the award of a new contract from 1st April 2021.

5. Alternative options considered

5.1. The Council is not mandated to provide this service. It could decide to no longer commission this service for its residents. However, there is high demand for this service and no alternative project to refer children, young people and families into. The commissioning of this service is in line with the Council's intention to ensure every child thrives.

5.2. The Council could extend the contract for the initial 6 months period as allowed under the contract in order to go out to market. However, a tender process at this time could be disruptive to the CADP, as the current provider might be distracted from the project or could be unsuccessful in securing the new contract potentially setting back CADP delivery timeframes. The impact on the Council of any failure to reach the key performance indicators of the Innovation Grant Agreement, could lead to the withdrawal of funding.

6. Background information

6.1. *Why the service is needed* - A service for young people with substance misuse problems is required because whilst most young people do not use drugs or alcohol problematically, those that do often need specialist clinical and psychosocial treatment. In 2018/19 young people seeking treatment in Haringey had the following profile:

- Entered treatment with problematic use of cannabis (96%) and or alcohol (29%)ⁱ
- Were most likely to be referred by education services (56%) followed by mental health services (22%) and youth justice service (20%)
- 15-year olds represented the highest proportion (32%) of young people in treatment in Haringey
- Where there were additional vulnerabilities, the most common vulnerability was children's service involvement (12%), anti-social behaviour or criminal acts (9%), being not in education, employment and training (3%) or experiencing domestic abuse in the family (3%).
- The majority were seen within generic youth services, the rest chose to come to Insight's base which is solely for children, young people and families.

The Haringey service also helps families with different sorts of substance misuse related need:

- Parents with a child who is misusing substances and requires advice
- Parents in the drug and alcohol services who need advice regarding parenting

- Parents with substance misuse issues who are not in contact with the main substance misuse service for whom this is an access point into treatment.

6.2. *Outcomes of the service* - In terms of outcomes, in 2018/19 the service reached its targets and provided the following:

- 821 young people attended a universal awareness raising session
- 441 parents and family members were given advice and information
- 213 young people entered a structured treatment programme
- 92% of young people who left treatment did so in a planned way
- 66 family assessments were completed for families affected by parental substance misuse and a care plan started
- 54 children of substance misusing parents were provided with a service
- 119 professionals were given advice and 22 trained on substance misuse

Healthwatch independently reviewed the service and reported that ‘The service is valued by service users, particularly their relationship with their key worker, the flexibility of the service and the holistic approach to support, which includes help with things like housing, benefits and child custody’. (Healthwatch 2017).

In 2017 the Care Quality Commission (CQC) inspected the service, whilst not rating independent standalone substance misuse services, it found the following areas of good practice:

- Staff fully involved clients of all ages in the process of assessing and treating their needs. Clients had clearly defined recovery goals.
- Risk management and safeguarding procedures were effective. Staff worked in partnership with other organisations to reduce the risk of harm to clients.
- Staff in the service had the skills and knowledge to work with clients and families where substance misuse was an issue. The service provided a range of individual and group work interventions to support clients.
- Staff ensured consent to treatment was obtained from clients in accordance with legal requirements.
- Staff were positive about working for the service. They were supported by their managers to provide a high-quality service.
- The service was seen by clients as welcoming and friendly. They said the interventions provided by staff helped them to reduce risks and improve family relationships. They said staff listened to them and acted on their views.

6.3. *Innovation Fund Project for Children of Alcohol Dependent Parents (CADP)*. In 2018 Haringey Council, working with voluntary sector partners Adfam and Humankind successfully bid to the Government’s Innovation Fund for Children of Alcohol Dependent Parents. The Council will receive £670,000 over the lifetime of the project to enable it to deliver a system-wide approach which supports the wellbeing of children of alcohol dependent parents, improves family relationships, helps people out of dependency and meets affected

families' wider support needs such as housing, employment, and mental health as well as increasing referrals to alcohol treatment.

For the Innovations project Humankind are commissioned to provide a senior practitioner and two-family workers and Adfam are commissioned to deliver a peer support worker and 12 peers. These staff make up the Insightful family's team which is based within Insight platform.

The Innovations Fund project does not replace or duplicate the Council's contract for Children's, Young People and Family's Substance Misuse service. It has a focus on reaching an estimated 546 alcohol dependent parents with 1038 children, 73% of whom are receiving no family support (PHE June 2018). The key outcome of the project is to help a minimum of 170 children.

7. Contribution to strategic outcomes

This service is linked to the Borough Plan, in particular Outcome 5: Happy childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities; *Objective (C) 'Children and young people will be physically and mentally healthy and well'* and Outcome 7: All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities; *Objective (A) 'Healthy life expectancy will increase across the borough, improving outcomes for all communities'*.

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

8.1 Finance

Contract provision requires contract extension of one year from 1st April 2020 to 31st March 2021 at a value of £285k. This will be met from resources within Public Health, which is fully funded from the Public Health Grant and assumed to continue in future years. There is sufficient funding to cover the full cost of this contract extension of one year.

8.2 Procurement

8.2.1 The services which this report relates to are Schedule 3 services for the purposes of the Public Contract Regulation 2015

8.2.2 The request to vary and extend the contract is permitted both under the Regulations and the Procurement Code of Practice and may therefore be approved

8.2.3 Humankind has been providing a valuable service including inter alia, advice, guidance and treatments with laudable outcomes for vulnerable families and young people at risk. During the extension period the commissioning team will

continue to monitor service delivery to mitigate against any risk and ensure positive outcomes continue to be delivered

8.3 Legal

8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report.

8.3.2 The proposed extension and variation of the contract which this report relates to is not within the scope of the rules on modifications in the Public Contracts Regulations 2015 (as amended).

8.3.3 As the proposed extension and variation of the contract would take the aggregate value of the contract over £500,000 the extension and variation may only be approved by Cabinet pursuant to Contract Standing Order 10.02.1(b).

8.3.4 The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet from approving the recommendations in the report.

Equality

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

This contract was developed to address health inequalities as identified through the Joint Strategic Needs Assessment. The objective of the contract is to reduce harm to young people and families caused by substance misuse. The main protected groups who are likely to be affected by the decision are therefore children and young people. The extension of the contract is a measure to meet the needs of certain young people where these differ to the needs of others and accordingly represents a measure that will advance equality of opportunity.

The contract specifications clearly set out the supplier's responsibilities under The Equality Act (2010), including a requirement to have equalities policies in place and to ensure that the service is accessible to all sections of the community. The

contractor's compliance with equalities legislation will continue to be quality assured through regular contract monitoring and service review.

Use of Appendices

N/A

Local Government (Access to Information) Act 1985

Not applicable

ⁱ Quarter 4 2017/18 NDTMS

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Report for: Cabinet

Title: Anti-Social Behaviour, Crime and Policing Act 2014 - request to Commence Public Spaces Protection Order Consultation

Report authorised by: Stephen McDonnell, Director Environment & Neighbourhoods

Lead Officer: Eubert Malcolm - Interim Assistant Director Stronger Communities

Ward(s) affected: Stroud Green, St-Ann's and Harringay wards.

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

1.0 Describe the issue under consideration

The Anti-Social Behaviour (ASB) in and around Finsbury Park and the south Haringey end of Green Lanes has been ongoing for many years. The ASB includes issues such as, drug dealing and misuse, street drinking, knife crime, violence, aggressive begging, groups engaging in nuisance and intimidation, rubbish dumping and threatening behaviour. All these behaviours are having a detrimental effect on the lives of those living in the locality, park users, commuters and those visiting the area. The prevalence of this behaviour has led to numerous complaints from residents who feel less secure in their homes and community and creates tensions between communities.

- 1.1. The Council and partner agencies have targeted resources, undertaken operations and initiatives to try to tackle the issues. This includes a number of enforcement measures e.g. Injunctions, Community Protection Warnings and Notices, Dispersals, targeted operations and outreach/intervention initiatives.
- 1.2. The proposed Public Spaces Protection Order (PSPO) is part of a coordinated tri-borough approach between Haringey, Islington and Hackney Councils and Police, to tackle drug-related incidents and ASB, which crosses the borough boundaries around Finsbury Park.
- 1.3. The evidence collated suggest that these behaviours could be prevented by the implementation of a PSPO.
- 1.4. A PSPO requires statutory consultation and Cabinet is being asked for permission to consult on the draft PSPO.

2. Cabinet Member Introduction

The ASB and crime issues taking place in and around Finsbury Park Recreational Ground, particularly along Green Lanes, Stroud Green Road, and the park itself, has been ongoing for a number of years. Police Teams, Council Enforcement Officers, Parks Service and outreach services have undertaken a considerable amount of activities and joint initiatives to try to tackle the issues. However, the problems are continuing and joint working with Hackney and Islington would suggest that the problems particularly with regard to drug related crime and ASB has escalated, affecting

all three boroughs. As the Cabinet Member for Communities, I am fully supportive of the proposals contained in this report to prevent the behaviours that are continuing to have a detrimental effect on the lives of residents, businesses and visitors to the area of the proposed PSPO.

3. Recommendations

That the Cabinet :-

- i. Approves the 12 weeks consultation on the draft Public Space Protection Order (PSPO) as contained in Appendix 1.
- ii. Notes that following the consultation a further report will be presented to Cabinet for a decision on the final PSPO.

4. Reasons for decision

- 4.1 The Council and partner agencies have undertaken a number of enforcement actions to tackle the ASB in the area of concern, as outlined in Appendix 2 e.g. injunctions, Community Protection Notices or even arrests. These have provided some immediate redress and relief but are not a long-term solution and the problems are quickly re-established. Any successful individual enforcement action has limited impact, as others quickly replace any departing offenders.
- 4.2 The increased availability and quality of Class A drugs, has exacerbated the ASB situation in the locality, leading to increased presence of vulnerable groups. Support services seeking to assist these vulnerable individuals also feel unsafe delivering outreach in the area and these vulnerable individuals are increasingly reluctant to engage with services owing to their fear and/or dependency issues.
- 4.3 A PSPO will give a long-term solution to the problems that residents experience on a daily basis. It will provide the Police and Council with an additional enforcement tool to tackle persistent ASB, breaking this cycle, which is having a detrimental effect on the lives of residents, business and visitors to the proposed area and users of the park.
- 4.4 A PSPO will give the Police and Council Officers a broader more flexible range of enforcement powers to tackle ASB and crime. A PSPO, if agreed will be in operation for at least 3 years and will send a clear message in an area of need that the ASB will not be tolerated. The use of these powers will seek to improve the quality of life for Haringey residents, businesses and those using the area and the Park.
- 4.5 Haringey are part of a tri-borough partnership with Hackney and Islington, which has been operating for about two years. It emerged initially in response for a need for a coordinated approach to working with street homeless population in and around Finsbury Park Station. However, it became apparent that alongside this was concern

about the escalation of crime in the same location, particularly drug-related activity and sex working. The partnership includes representation from Community Safety & Enforcement teams of the three local authorities, officers from the three Police areas, support and interventions services, such as Thamesreach, St Mungo's and Women at the Well.

- 4.6 All partners have worked together carrying out joint engagement and enforcement operations, as well as collective working to raise awareness and publicise actions being taken. In early 2019, partners agreed that the level of ASB and drug-related activity was becoming increasingly more difficult to manage and significantly hindering the support and engagement work undertaken. The frequency of activity and the volume of people involved in the ASB was a large demand on Police resources and the three local authorities were asked by Metropolitan Police Service (MPS) to consider a tri-borough PSPO. A sub forum was established to co-ordinate this proposal for each borough to introduce a PSPO in and around the affected area.
- 4.7 The partners of the tri-borough partnership, having previously employed various tools and powers to try to address this endemic problem in and around the Finsbury Park locality. ASB has not shown any sign of subsidence and therefore a new approach is required. It was determined that each neighbouring borough namely Haringey, Islington and Hackney, would introduce its own PSPO. Each borough's PSPO will mirror that of the neighbouring borough, thus establishing an area covering all three boroughs. A Local Authority can only approve a PSPO within the boundaries of its own borough.
- 4.8 It is considered essential that each Borough implement a PSPO so that all three boroughs have one; as to implement singularly would simply displace anti-social behaviour over the boundary into the borough with no PSPO, exacerbating an already prevalent issue.
- 4.9 The Anti-Social Behaviour, Crime & Policing Act 2014 allows the use of penalties such as Fixed Penalty Notices and prosecution, for breach of a PSPO. The Metropolitan Police, British Transport Police and Haringey ASB Enforcement Team will undertake regular monitoring and targeted operations to identify any breaches and take appropriate enforcement action. In addition, assistance and feedback can be achieved through stakeholders including Outreach, Intervention and Support Services, Friends of the Park, Neighbourhood Watch, Residents/Business Associations and Parks Service.
- 4.10 The recent public consultation on the management and improvement of Finsbury Park produced the following results regarding the public's desire for a Public Space Protection Order (PSPO) to tackle ASB in the Park; there were 963 responses received in relation to the consultation. In respect to the use of a PSPO in the park,

82% strongly agreed with the proposal. It should be noted that this was not a statutory consultation, as required for a PSPO.

4.11 The PSPO is a more immediate power that can be used by both Police and Council Officers, as part of their daily patrols and monitoring of the affected area. The actions summarised in option 2 (Patrol's and use of existing enforcement powers) would continue alongside the PSPO (in conjunction with other boroughs) would result in a useful additional tool to tackle the problem ASB highlighted in 4.1 and 6.1.

4.12 Given the length of time that the behaviour has been ongoing, the limited long-term impact of other enforcement action and the detrimental effect the behaviour is having on residents and other members of the public in the affected area, this is believed to be the best option. In addition, the strong possibility of displacement into Haringey and therefore increased ASB, should Islington and Hackney secure their own PSPO in the immediate neighbouring areas, whilst we have nothing in place.

5. Alternative options considered

5.1 Option 1: Do Nothing

This option has been ruled out due to the ASB related issues in and around the Park and its effects on Park Users and members of the Public.

5.2 Option 2: Continue with existing actions

The existing actions that have been undertaken by the Police and ASB Enforcement Team are detailed at Appendix 2. These are summarised below:-

- To tackle drug dealing, street drinking nuisance and begging Police have issued numerous Community Protection Warnings and Notices. Although this can be difficult, in that getting names and addresses to complete a Community Protection Notice is difficult in plain clothes as Section 50 of the Police Reform Act is a uniform only power.
- To tackle drug dealing police carryout Stop & Searches, however generally most people who were stop searched did not have anything on them, as it is a common practice to hide the drugs to limit Police action when stopped.
- Police have put in place several 48 hours Dispersals. However, this power cannot be used constantly, as it would be an abuse of the power to keep authorising it. In addition, the level of Police resources required to implement a Dispersal Order are significant and has to be weighed alongside given the other demands of the affected wards and other demands upon the Police.
- There have been joint Police and Council services operations organised involving Hackney, Islington and Haringey officers; initiated through the tri-borough partnership. These operations tackle specific issues, e.g. drug dealing, supporting and engaging with street homeless.
- Enforcement team have erected ASB signs.
- ASB Enforcement Team applied water-repellent paint in hot spot areas.
- Areas abandoned by street homeless and/or street drinkers & drug users, cleaned e.g. Salisbury Mews. To minimise environmental hazard and prevent areas being used for other ASB activity

- Areas with fly-tipping and rubbish cleared as soon as possible once they come to notice, again to prevent hazard and maintain a clean and safe environment

Despite these regular and wide-ranging actions, the ASB has persisted. This is attributed to the number and high turnover of people engaging in the ASB. Therefore, this option has been ruled out, as it has not provided a long-term solution.

6. Background information

- 6.1 The ASB Enforcement Team and the Police receive numerous and regular reports from local residents, Councillors, and local business, in relation the on-going ASB and crime in the areas in and around Finsbury Park. There are a wide range of ASB activities, including street drinking, fly-tipping, begging, urinating and defecating on the street, which create an unpleasant and unsafe environment. In addition, there is the ever-increasing drug-related activities and other crimes such as robberies and violence. Stakeholders regularly report their concerns, frustrations and expectations that the Council and the Police need to do more to tackle these issues. A summary of the ASB activity, enforcement and targeted operations, that have taken place in the proposed area, which cuts across three wards, is set out in appendix 2.
- 6.2 Analysis of crime figures between October 2018 and October 2019, shows there were 1296 reported crimes in the proposed PSPO area. Included in these reports were 279 violence against the person, 7 rapes, 32 sexual offences, 330 theft offences, 63 drug offences and 67 public order offences. With respect to ASB, there were 357 reports, the largest percentage for disorderly or rowdy behaviour. Further detail can be found in appendix 2.

7. Public Spaces Protection Orders (PSPO)

- 7.1 The Anti-Social Behaviour, Crime & Policing Act 2014 received Royal Assent in April 2014 and its main provisions were brought into force in October 2014. The Act provides a number of new powers targeting a broad range of ASBs, including PSPOs.
- 7.2 These orders are more flexible and can be applied to a much broader range of issues than previous powers, with local authorities in consultation with residents having the ability to design and implement their own prohibitions or requirements where certain conditions are met. These conditions centre on the impact to the quality of life in the locality, persistence and whether the impact makes the behaviour unreasonable.
- 7.3 Enforcement of the PSPO will be shared between the Council and the Police. Breach of a requirement to stop a prohibited activity is a criminal offence, which can result in an FPN of £100 or a fine of up to £1000 on conviction. Council Officers can undertake enforcement or others designated by the Council; but in this case given the nature of those engaging in the ASB, it is proposed primarily Police Officers and PCSOs (Police Community Support Officers) carry this out.

- 7.4 Under the Anti-Social Behaviour Crime & Policing Act 2014 a PSPO may have effect for an initial period of three years and this is the time period being consulted on with residents.
- 7.5 A PSPO was implemented in South Tottenham in 2016. Initial feedback from Policing teams covering the areas in question indicates that this PSPO has improved their ability to tackle the issues, which were affecting local residents.
- 7.6 We will conduct a 12 months review of the Order in conjunction with the Police to assess its effectiveness and to ensure that it is achieving our stated outcomes to improve the quality of life for residents and reduce ASB on the estate.

8. Proposed details of the PSPO

- 8.1 It is proposed, to consult on the introduction of a PSPO, which will cover a number of activities including: -
- The prohibition of the consumption of alcohol or being in possession of an open container of alcohol in the restricted area (other than at an event or place licensed for the sale and consumption of alcohol), and acting in manner that is causing or is likely to cause alarm, harassment or distress.
 - The prohibition of obstructing a building entrance or exit, stairwell or highway after being asked to move by an authorised officer.
 - The prohibition of the ingestion, inhalation, injection or smoking or otherwise of intoxicating substances.
 - The prohibition of possessing, selling or supplying intoxicating substances
 - The prohibition of discarding hypodermic needles or syringes in a public space (except in an appropriate sharp container).
 - The prohibition of persons soliciting others for the purpose of obtaining sex or drugs.
 - The prohibition of persons taking part in any sexual acts in any public place.
 - The prohibition of urinating, defecating or exposing genitals in a public place or in an area belonging to a private resident, business or the Council (excluding a toilet designated for use by members of the public).
 - The prohibition of behaving in a manner, either as an individual or within a group of people, which causes or is likely to cause harassment, alarm or distress.
- 8.2 The land in relation to which this Order applies is that land in the area of the London Borough of Haringey, namely which
- a. Is delineated by a GREEN Border on the map forming part of the Order and
 - b. Includes the roads: Green Lanes, Wightman Road, Pemberton Road, Kimberley Gardens, Cleveland Gardens, Mattison Road, Chesterfield Gardens, Sussex Gardens, Duckett Road, Roseberry Gardens, Devon Gardens, Cavendish Road, Rutland Gardens, Essex Gardens, Grafton Gardens Burgoyne Road, Stanhope Gardens, Portland Gardens, Umfreville Road, Woollaston Road, Atterbury Road, Cyprus Close, Lothair Road South, Lothair Road North, Coningsby Road, Tancred Road, Venetia Road, Sybil Mews, Endymion Road, Urban Mews, Seven Sisters Road, Stroud Green Road, Upper Tollington Park, Woodstock Road, Ennis Road, Perth Road, Osborne Road, Victoria Terrace, Oxford Road, Florence Road, Scarborough Road, Carlisle Road.

c. Includes Finsbury Park – which is further delineated in RED

- 8.3 Subject to consultation, the final order will be required to be approved by the Cabinet. Cabinet approval will be dependent on the outcome of the statutory consultation, where any objections and recommendation will be required to be taken into consideration.
- 8.5 At any point before the expiry of this three-year order the Council can extend the order up to a further three years. To do this the Council need to be satisfied on reasonable grounds that this is necessary to prevent the activities identified in the order from occurring or recurring or to prevent an increase in the frequency or seriousness of those activities after that time. The Council can under Section 60 at any time vary the order by increasing or reducing the restricted area or by altering or removing a prohibition or requirement included in the order or adding a new one.
- 8.6 A challenge to a PSPO can be made in the High Court, within six weeks of the PSPO being made, by interested persons directly affected by the restrictions on the following grounds:
- (a) the local authority did not have the power to make the order, or to include particular prohibitions or requirements; and
 - (b) the local authority did not fulfil its requirements in making the order.

9. Consultation process

- 9.1 In deciding whether to make a PSPO, the local authority must carry out the necessary consultation with:-
- a. The Chief of Police, and the Local Policing Body;
 - b. Whatever community representatives the local authority thinks it appropriate to consult;
 - c. The owner or occupier of land within the restricted area.
- 9.2. The ASB Enforcement Team has had initial discussions about the proposed PSPO (on a non-statutory basis) with the key stakeholders including, neighbouring boroughs, Police, homelessness outreach, and support services.
- 9.3. The ASB Enforcement Team will carry out extensive 12 weeks consultation, commencing from May 2020, namely:
- i. An online consultation survey will be made available.
 - ii. A covering letter will be distributed to all residents in the affected area with a hard copy of the survey included.
 - iii. We will supply the consultation documents to businesses for their information and to display for customers.
 - iv. We will make contact directly with any identified Housing Association with properties within the proposed area.
 - v. We will organise events in the park to publicise the consultation and engage with users/visitors in the park – utilising the café, friends of the park, Parks services, clubs and associations, and Police safer neighbourhood teams.
 - vi. We will make contact and hold surgeries at public service providers within the proposed area, e.g. schools, nursing homes, doctors' surgeries, churches.
 - vii. We will attend evening/daytime meetings with residents/business/community association within the proposed area.

- viii. We will attend the Police Ward Panel Meetings of affected wards, to talk with those attending and to disseminate the letter and consultation document.
- ix. We will consult with the relevant ward Councillors for St Ann's, Haringay and Stroud Green, to request their views on the PSPO and to see whether they are able to encourage residents known to them who live in the affected area to complete the consultation document.
- x. Liaise with internal and external Stakeholders including, Parks Service, voluntary groups, residents' groups/associations, transport services, housing and homelessness services.

9.4. Subject to cabinet approval and outcome of the consultation the proposed time line is as follows:

- Consultation starts 11 May 2020
- Consultation finishes 5th August 2020
- Collated and consideration of consultation results August 2020
- Cabinet consideration of the consultation and or approval of order October 2020.
- Order to come into force November/December 2020. It shall remain in force for three years.

10. Contribution to strategic outcomes

10.1 Borough/Corporate Plan 2019/23

Our vision for Haringey is 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. Underpinning this overarching priority are two specific objectives to address Crime and ASB.

10.2 The enforcement of the PSPO would align with Outcome 9- 'a healthier, active and greener place'. It states that the objective is to 'Protect and improve parks, open space, and green space, promoting community use.' The implementation of the proposed PSPO would support increased use of Finsbury Park. Enforcement around Finsbury Park could also work alongside the forthcoming Parks Strategy 2020, which is the primary means of promoting the community's use of our parks and green space.

10.3 A PSPO would also support Outcome 12 – 'a Safer Borough'. The objective to 'improve community confidence and reduce the fear of crime' would be supported through shared enforcement powers between the Police, Council Officers and other partners. The PSPO would also bolster the aim of improving public confidence in the Police and other authorities as outlined in the latest Community Safety Strategy.

10.4 The PSPO is intended to deal with particular nuisance or problems in a defined area, which is detrimental to the local community's quality of life, by imposing conditions on the use of that area which will apply to everyone, contributing to Outcome 10 – A cleaner, accessible and attractive place. This will be achieved through the prohibited activities of the proposed PSPO, which in turn will promote the achievement of:-

- a) Providing safer, and accessible public spaces for everyone, especially children young people and people with disabilities.

- b) Improving cleanliness and reducing levels of fly tipping

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

11. Finance

The service has estimated the costs of consultation & signage for the PSPO to be £3k. This can be contained within the cost centre

12. Legal (Michelle Williams)

- 12.1 A PSPO may be made under Section 59 of the Anti-Social Behaviour, Crime and Policing Act 2014, if the Council is satisfied on reasonable grounds that the following two conditions have been met:
- i. Activities carried on in a public place within the borough have had a detrimental effect on the quality of life of those in the locality or it is likely that activities will be carried on in a public place within that area and that they will have such an effect;
 - ii. That the effect, or likely effect, of the activities is or is likely to be, of a persistent or continuing nature, such as to make the activities unreasonable and justifies the restrictions imposed by the notice.
- 12.2 As to the restrictions and requirements proposed in the PSPO, the Cabinet must be satisfied that they are reasonable to impose in order to prevent the detrimental effect on those in the locality or reduce the likelihood of the detrimental effect, continuing, occurring or recurring.
- 12.3 Before making a PSPO the Council must publicise its draft text and consult with the local Police, local community groups as the Council sees fit and with the owners of any land covered by the PSPO.
- 12.4 Section 72 (1) of the 2014 Act requires that in deciding whether to make a PSPO and, if so, what it should include, the Council must have particular regard to the rights of freedom of expression and freedom of assembly and association set out in articles 10 and 11 of the Convention for the Protection of Human Rights and Fundamental Freedoms (“the convention”). Whilst acknowledging that the proposed Order potentially entails an infringement of individuals’ human rights, including the right to respect for private life and potentially the right to freedom of assembly and association, it is considered that these qualified rights may in this instance be legitimately interfered with in the interest of public safety, the prevention of Crime and Disorder and in accordance with the law.
- 12.5 The Council must comply with the following so-called “Sedley principles” of consultation that were set out in the case of R (on the application of Mosely) v London Borough of Haringey. First, any consultation has to be at a time when proposals are still at a formative state. Secondly, the proposer has to give sufficient reasons for any proposal to permit intelligent consideration and response. Thirdly, adequate time has to be given, for consideration and response, and finally, the

product of consultation has to be conscientiously taken into account in finalising any statutory proposal or reaching a decision. The process of consultation has to be effective and looked at as a whole it has to be fair. The Council is obliged to take account of any representations made during the consultation period and all objections received must be properly considered before the order is made final.

13. Equality

- 13.1 Section 149 of the Equality Act 2010 sets out the new public sector equality duty replacing the previous duties in relation to race, sex and disability and extending the duty to all the protected characteristics (race, sex, disability, age, sexual orientation, religion or belief, pregnancy or maternity, marriage or civil partnership and gender reassignment). The public sector equality duty requires public authorities to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.
- 13.2 The government guidance on PSPO states that the restrictions of a PSPO can be blanket restrictions or requirements or can be targeted against certain behaviours by certain groups at certain times.
- 13.3 No particular group should be disadvantaged through the consultation, publicity and enforcement of the PSPO. The law requires that we ensure that we cultivate better understanding between communities thereby “fostering good relations” as required by law at 12 (1) above. Careful consideration will be given when carrying out consultation in both the wording of the consultation letter/survey and PSPO, so that no one group is targeted by the Order. We will ensure that when carrying out the consultation we give due regard to those who might not otherwise get involved so their voices are heard. Where there are known language barriers, documentation will be translated into other relevant languages and face-to face consultation will involve interpreters and officers with other relevant languages. We will undertake letter drops and door knocking exercises to all affected residents and businesses in the locality. We will carry out an extensive range of activities to ensure that anyone who may be affected by the implementation of the PSPO (residents, businesses, users, visitors and workers) will be made aware of the consultation process and have an opportunity to make their views known.
- 13.4 The introduction of a PSPO in the proposed area would aim to improve the quality of life and experience for all residents, businesses and visitors to the proposed area. Any order would be designed to provide a safe, clean, accessible and attractive environment to promote community use and improve community confidence.
- 13.5 The PSPO will apply to all individuals committing ASB within the designated area, without discrimination. The consultation process will seek to gather the views of all local communities and ensure that the characteristics of respondents are recorded. Equalities analysis of the consultation response and results will be collated once the consultation is complete.
- 13.6 A draft EQIA has been completed which will be updated following the consultation.

14. Appendices

14.1 Appendix 1 - Draft Public Space Protection Order and map of affected area

14.2 Appendix 2 - Summary of recent Crime and ASB Activity within the proposed area and enforcement/ prevention activities carried out in the area

14.3 Appendix 3 - EQIA

**15. Local Government (Access to Information) Act 1985
Impact Statement provided by the Police**

<https://www.gov.uk/government/publications/anti-social-behaviour-crime-and-policing-bill-anti-social-behaviour>

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ANTI-SOCIAL BEHAVIOUR, CRIME AND POLICING ACT 2014

PART 4, SECTION 59

DRAFT PUBLIC SPACES PROTECTION ORDER

Haringey Council makes this Order, being satisfied on reasonable grounds that activities in the location described in paragraph 1 of this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, and that these activities involved various anti-social behaviours. Further, Haringey Council believes that the effect, or likely effect, of the activity described in paragraph 1 of this Order is (or is likely to be) persistent in nature, such as to make the activity unreasonable and justifies the restriction imposed by this Order.

Haringey Council hereby requires by way of this Order that: -

1. The activity below is hereby prohibited as from the date of the Order:
 - a. The consumption of alcohol or being in possession of an open container of alcohol in the restricted area other than at an event or place licensed for the sale and consumption of alcohol, and acting in manner that is causing or is likely to cause alarm, harassment or distress.
 - b. Obstructing a building entrance or exit, stairwell or highway after being asked to move by an authorised officer.
 - c. The ingestion, inhalation, injection or smoking or otherwise of intoxicating¹ substances.
 - d. To possess, sell or supply intoxicating¹ substances
 - e. Discarding hypodermic needles or syringes in a public space (except in an appropriate sharps container)
 - f. Soliciting others for the purpose of obtaining sex or drugs
 - g. Participating in any sexual acts in any public place
 - h. Urinating, defecating or exposing genitals in a public place or in an area belonging to a private resident, business or the council (excluding a toilet designated for use by members of the public)
 - i. Behaving in a manner, either as an individual or within a group of people, which causes or is likely to cause harassment, alarm or distress.
2. The land in relation to which this Order applies is that land in the area of the London Borough of Haringey, namely, which
 - a. Is delineated and shown in **GREEN** on **MAP of PSPO Boundary** forming part of the Order, and
 - b. The Finsbury Park recreational area is highlighted in **RED**
 - c. Includes the roads, Green Lanes, Wightman Road, Pemberton Road, Kimberley Gardens, Cleveland Gardens, Mattison Road, Chesterfield

¹ Intoxicating Substances means substances with the capacity to stimulate or depress the central nervous system but does not include alcohol, vaporisers or tobacco

Gardens, Sussex Gardens, Duckett Road, Roseberry Gardens, Devon Gardens, Cavendish Road, Rutland Gardens, Essex Gardens, Grafton Gardens, Burgoyne Road, Stanhope Gardens, Portland Gardens, Umfreville Road, Woollaston Road, Atterbury Road, Cyprus Close, Lothair Road South, Lothair Road North, Coningsby Road, Tancred Road, Venetia Road, Sybil Mews, Endymion Road, Urban Mews, Seven Sisters Road, Stroud Green Road, Upper Tollington Park, Woodstock Road, Ennis Road, Perth Road, Osborne Road, Victoria Terrace, Oxford Road, Florence Road, Scarborough Road, Carlisle Road.

3. If without reasonable excuse you breach the prohibition in paragraph 1 you may be issued with a Fixed Penalty Notice, or prosecuted and convicted. The maximum penalty is a fine not exceeding level 3 on the standard scale (currently (£1000)).
4. This Order will come into force on the (date to be decided) and shall remain in place until (3 years from date of commencement).
5. At any point before the expiry of this 3 year order the council can extend the order by up to three years if satisfied on reasonable grounds that this is necessary to prevent the activities identified in the order from occurring or recurring or to prevent an increase in the frequency or seriousness of those activities after that time.
6. Any challenge to this Order must be made in the High Court by an interested person within six weeks of it being made. An interested person is someone who lives in, regularly works in or, or visits the restricted area. This means that only those who are directly affected by the restrictions have the power to challenge. This right to challenge also exists where an order is varied by a council.

Interested persons can challenge the validity of this order on two grounds:

- 1) that the council did not have power to make the Order, or to include particular prohibitions or requirements
- 2) or that one of the requirements of the legislation, for instance consultation, has not been complied with.

When an application is made the High Court can decide to suspend the operation of the order pending the Court's decision, in part or in totality. The High Court has the ability to uphold the Order, quash it, or vary it.

Date: _____ 2020

The Common Seal of

London Borough of Haringey

Was affixed in the presence of

Head of Legal Services

Section 67 Anti-Social Behaviour Crime and Policing Act 2014

- 1) *It is an offence for a person without reasonable excuse*
 - (a) *To do anything that the person is prohibited from doing by a PSPO, or*
 - (b) *To fail to comply with a requirement to which a person is subject under a PSPO*
- 2) *A person guilty of an offence under this section is liable on summary conviction to a fine not exceeding level 3 on the standard scale*
- 3) *A person does not commit an offence under this section by failing to comply with a prohibition or requirement that the local authority did not have the power to include in the Public Spaces protection Order*
- 4) *Consuming alcohol in breach of a PSPO is not an offence under this section (but see section 63)*

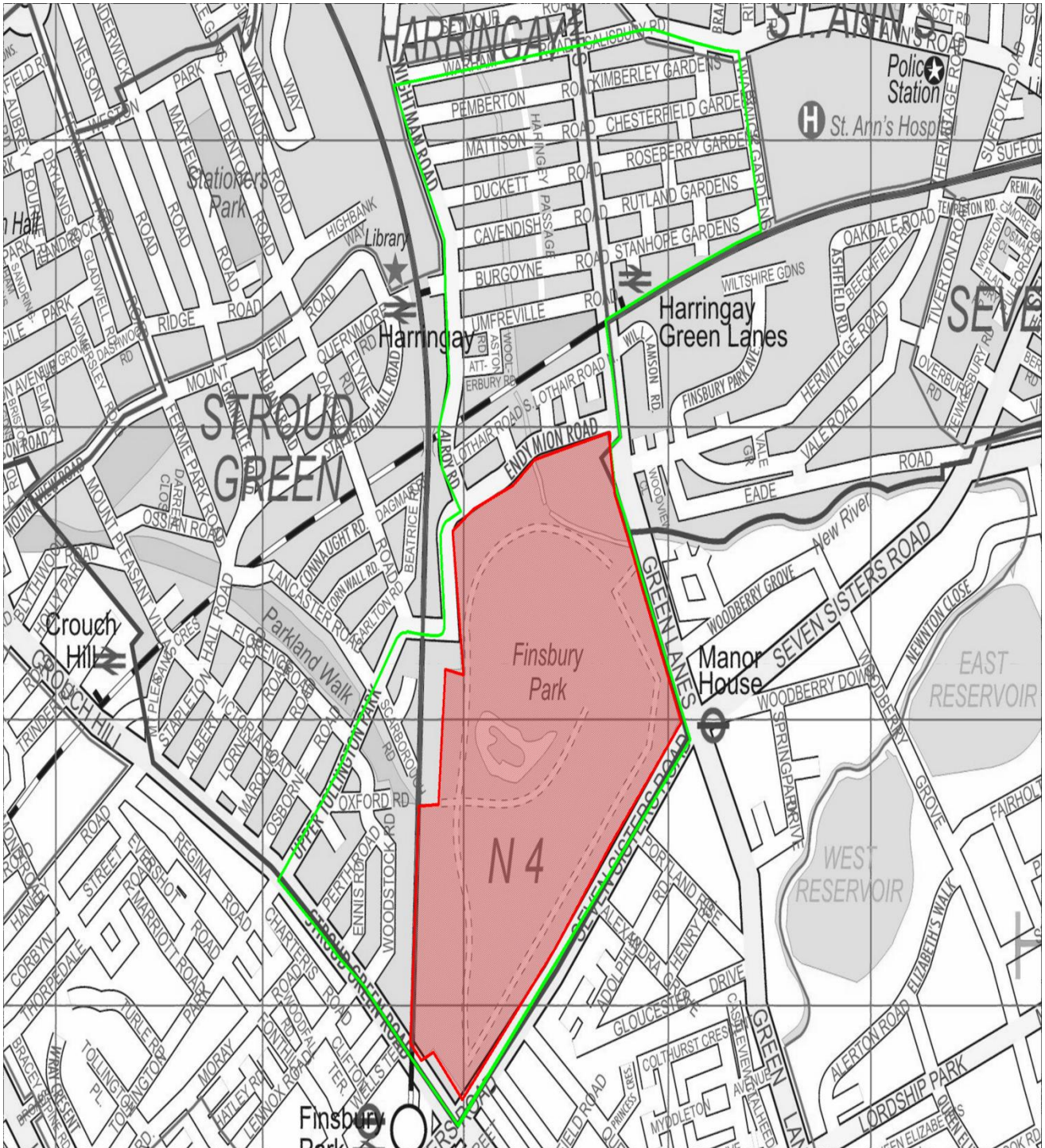
DEFINITIONS

“Authorised person” means a person authorised for the purposes of this section by the local authority that made the public space protection order (or authorised by virtue of section 69(1)).

“Intoxicating Substances” means substances with the capacity to stimulate or depress the central nervous system but does not include alcohol, or vaporisers, tobacco

“Restricted Area” shown outlined on the map attached

DRAFT FINSBURY PARK & GREEN LANES AREA PSPO MAP



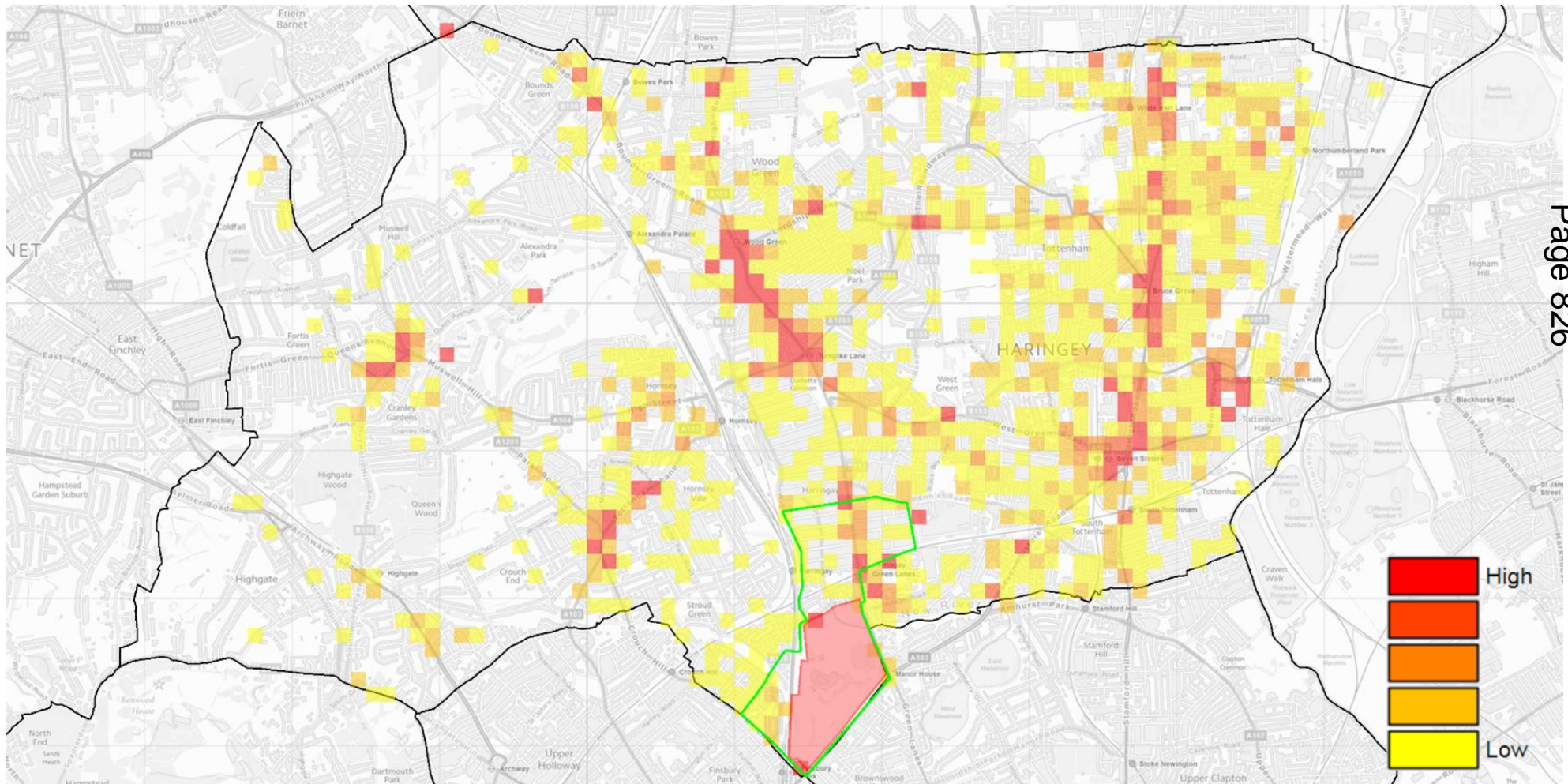
Appendix 2

Summary of recent ASB Activity within the proposed area
and enforcement/ prevention activities carried out in the area

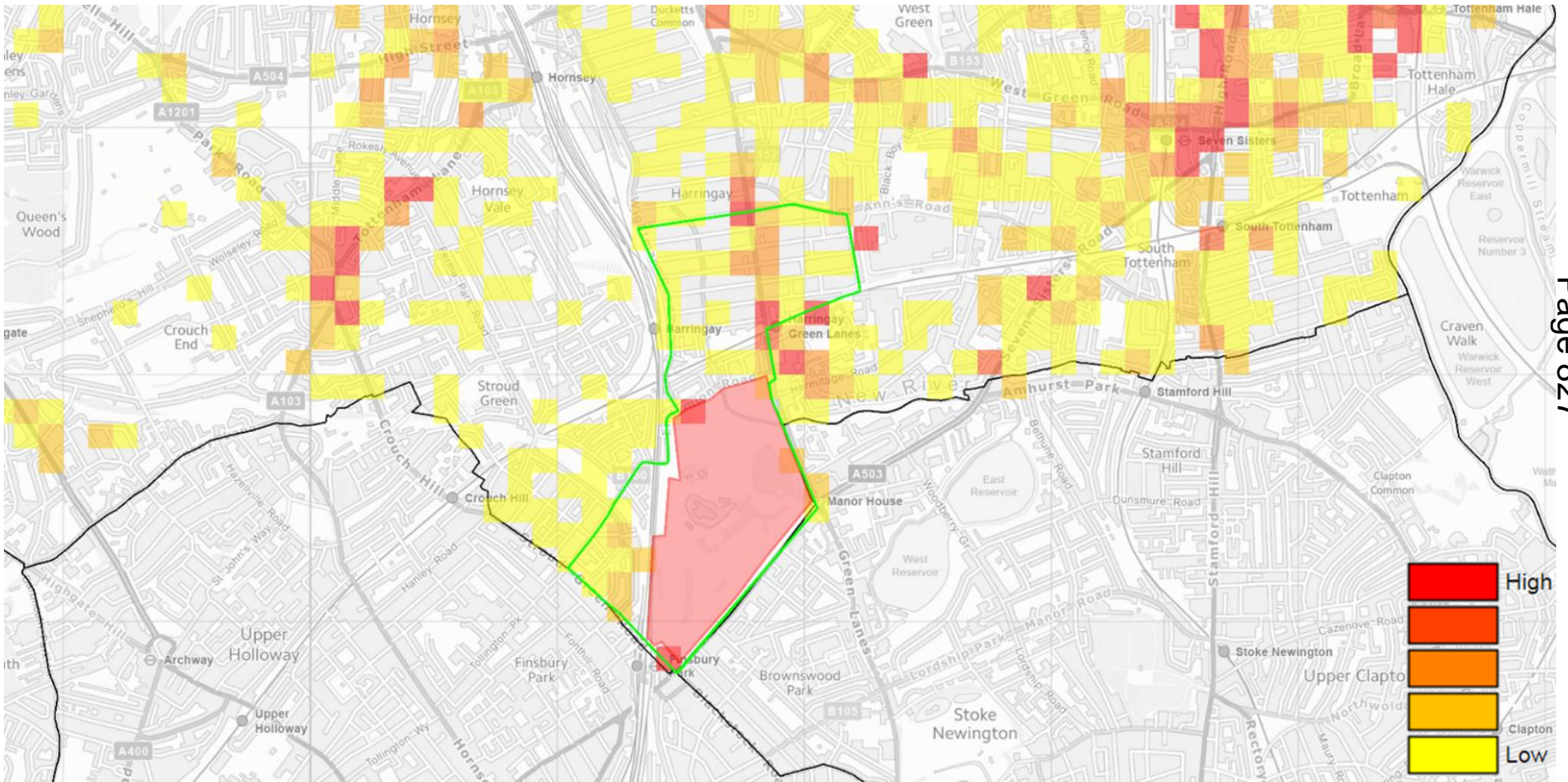
Contents:	Pages
Crime report analysis for affected PSPO area	2 - 9
The prevalence and impact of drug related activities	10 - 11
Obstruction of public access hazards	12
 <u>Harringay Ward – Finsbury Park</u>	
Police Report	13 - 14
ASB Enforcement Team Report	15 - 16
 <u>St Ann’s Ward – Green Lanes Sector</u>	
Police report	17 - 18
ASB Enforcement Team Report	19 - 22
 <u>Stroud Green Ward</u>	
Police Report	23 - 24
ASB Enforcement Team Report	25 – 28
 Actions taken to address and tackle ASB and crime	 29

Finsbury Park and Green Lanes PSPO Zone Crime & ASB Analysis

Crime Hotspots In Haringey (12-months to October 2019)



Crime Hotspots In Haringey (12-months to October 2019)



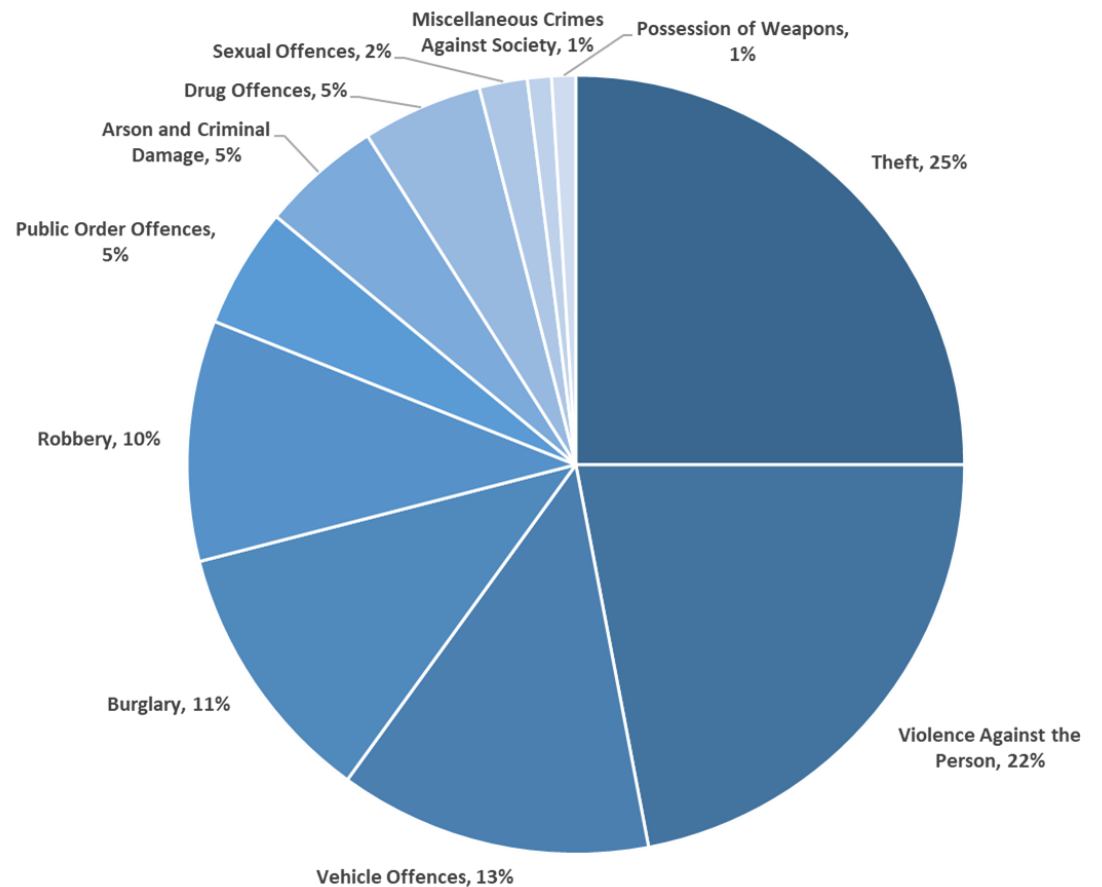
Crime Hotspots In Haringey (12-months to October 2019)

- A total of **1,296** crimes were recorded in the proposed PSPO zone in the 12 months to October 2019
- This equates to **4%** of the total recorded crime across Haringey borough

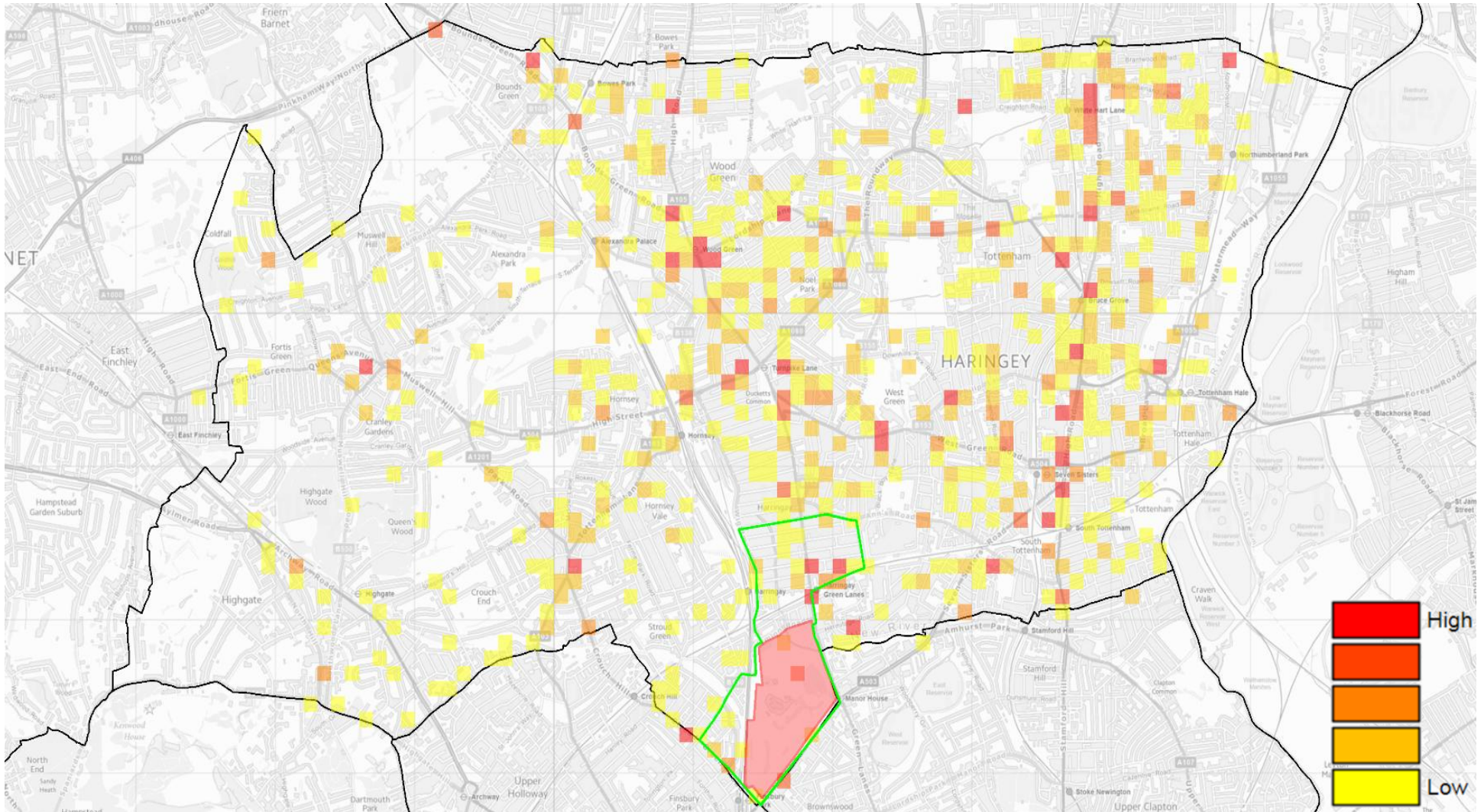
Crime Type	Recorded Crime in PSPO Zone	PSPO Zone Contribution to Total Haringey Crime
Arson and Criminal Damage	65	3%
Arson	7	11%
Criminal Damage	58	3%
Burglary	140	4%
Burglary - Business and Community	26	4%
Burglary - Residential	114	5%
Drug Offences	63	5%
Possession of Drugs	63	5%
Miscellaneous Crimes Against Society	15	5%
Possession of Weapons	10	4%
Public Order Offences	67	4%
Other Offences Against the State, or Public Order	11	7%
Public Fear Alarm or Distress	41	4%
Racially or Religiously Aggravated Public Fear	15	5%
Robbery	132	6%
Robbery of Business Property	2	2%
Robbery of Personal Property	130	7%
Sexual Offences	32	5%
Other Sexual Offences	25	7%
Rape	7	3%
Theft	330	5%
Bicycle Theft	19	5%
Other Theft	190	5%
Shoplifting	38	3%
Theft from Person	83	5%
Vehicle Offences	65	3%
Interfering with a Motor Vehicle	18	3%
Theft from a Motor Vehicle	115	3%
Theft or Taking of a Motor Vehicle	28	3%
Violence Against the Person	279	4%
Violence with Injury	103	4%
Violence without Injury	176	4%
Total Recorded Crime	1296	4%

Hotspots In Haringey (12-months to October 2019)

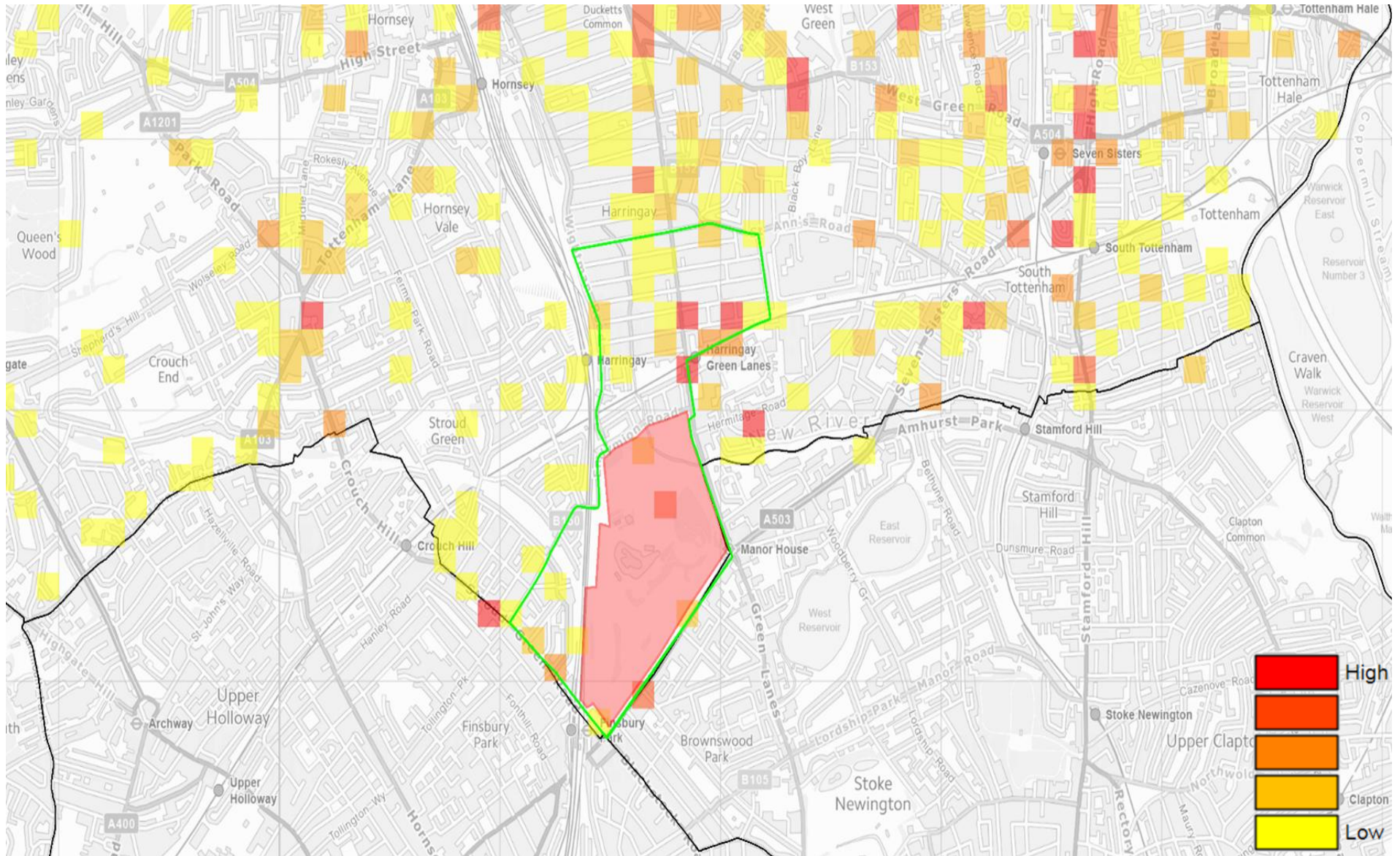
- The most common crime type occurring in the proposed PSPO zone in the 12-months to October 2019 was theft, contributing to **25%** of total recorded crime
- The next largest crime categories were violence against the person (22%), Vehicle offences (13%) and burglary (11%)



ASB Hotspots In Haringey (12-months to October 2019)



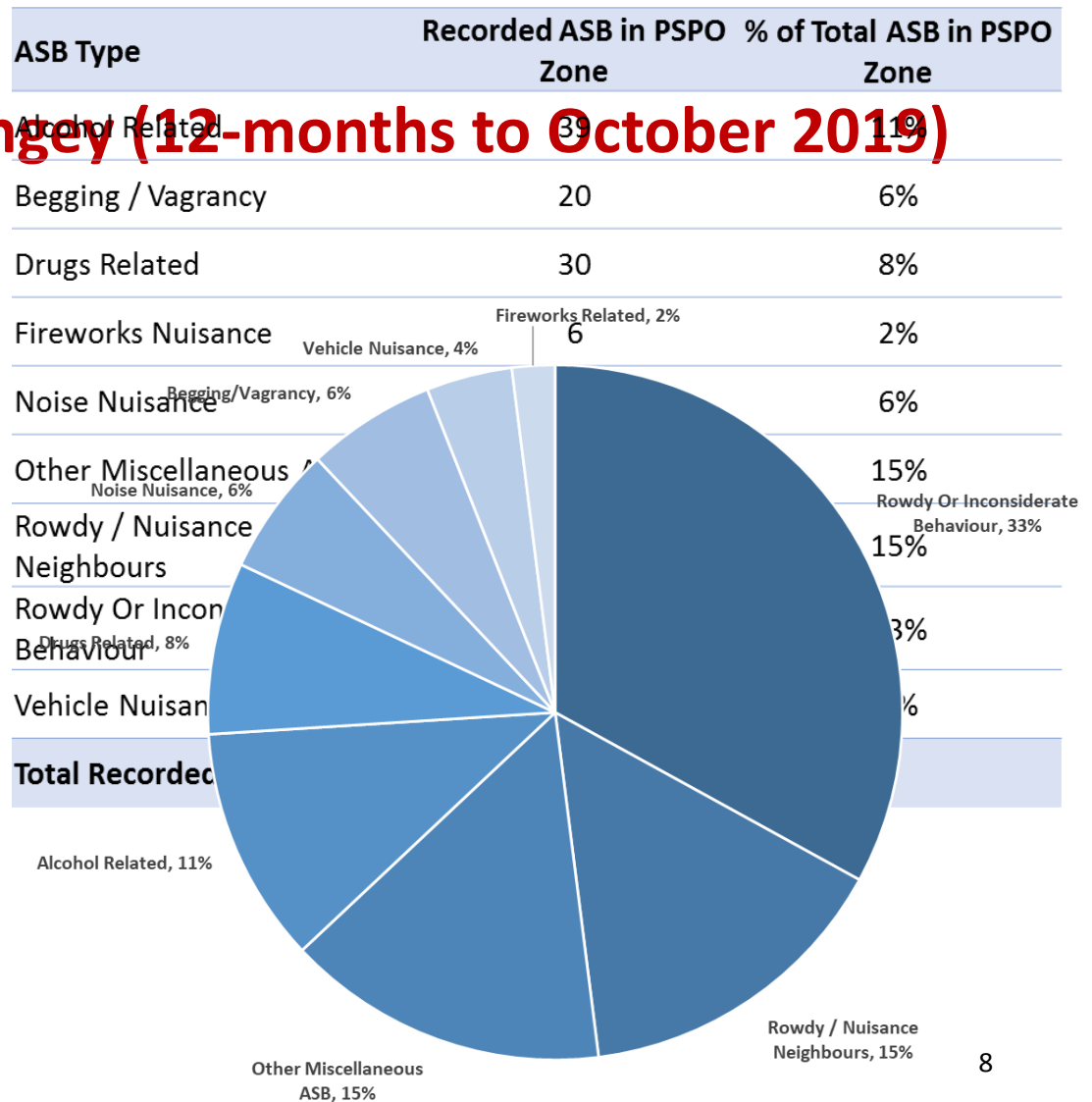
ASB Hotspots In Haringey (12-months to October 2019)



ASB Hotspots In Haringey (12-months to October 2019)

- A total of **357** ASB incidents were recorded
- The most common ASB type occurring in the proposed PSPO zone in the 12-months to October 2019 was rowdy or inconsiderate behaviour, contributing to **33%** of total recorded ASB
- The next largest ASB categories were rowdy/nuisance neighbours (15%), other miscellaneous ASB (15%) and alcohol related ASB (11%)

Haringey (12-months to October 2019)



Prevalence & Impact of Drug-related Activity

- 1.0 The report at pages 27 – 34 below highlights the crime statistics in the proposed PSPO area during the period October 2018 to October 2019.
- 2.0 The figures with respect to the area show 1296 reported crimes in this 12 months period. Of these, 25% are for crimes of theft. It is an established fact that crime will be higher in areas where drugs activity is prevalent. There were 357 reports of ASB in this time period of which 33% were for 'rowdy' behaviour; this behaviour is connected to the use of drugs and alcohol.
- 3.0 The ASB Enforcement Team have carried out and continue to carry out regular activities with outreach teams, seeking to offer support and assistance to those rough sleeping in the proposed PSPO area. Through this engagement it has become apparent that many of the individuals found on the street, many are not street homeless. A good proportion of those who are loitering or gathering in the proposed PSPO area are present to either purchase or consume drugs. We have been informed that the purity of the class A drug, heroin, is the best available in London. This fact further attracts drug users and dealers to the area; this high volume of people on the street, either loitering, intoxicated¹ or suffering the effects of drug use, increases the perception of crime and anti-social behaviour.
- 4.0 Officers of the ASB Enforcement Team have worked closely for a number of years with the Police and outreach teams seeking to tackle these ongoing drug related issues. In our view, there is a direct link between the availability of drugs to the prevalence of crime and ASB in the area. The availability of prohibited drugs attracts users to the area. The users are involved in street drinking, abusive behaviour, urinating and defecating in the street, foul and abusive behaviour. Users often engage in theft, robbery, burglaries, sex working or aggressive begging, to finance their drug habits.
- 5.0 The proposed PSPO would give the Council and the Police increased powers to tackle these individuals and their drug-related activity and behaviour.

¹ The impaired condition caused by use of alcohol, drug or other chemical substance: slurred speech and other signs of alcohol/substance **intoxication**. Intoxicating substances means substances with the capacity to stimulate or depress the central nervous system but does not include alcohol, vaporisers or tobacco.

- 6.0 The proposed PSPO could effectively deter individuals from gathering or loitering in the proposed areas and/or engaging in drug-related activity and/or other ASB. If we can deter individuals from coming to the location to purchase drugs, we could stop the 'market'. If people were not seeking to buy the drugs, the dealers would have no market and would protect the vulnerable.



Hammer retrieved near drug sue Hotspot in Finsbury Park, during Weapons Sweep Operation in Spring 2019.

Obstructing Public Access Hazards

- 1.0 With respect to obstruction of the highway. We continue to work with outreach workers with respect to those sleeping on public highways; providing support, assistance and advice to the street homeless, regarding their physical or mental health issues, substance misuse issues and help them into accommodation, where possible.
- 2.0 The ASB Enforcement Team Manager for the proposed PSPO area receives copious, ongoing complaints with respect to people obstructing the highway, stairwells and building/business entrances. Members of the public have felt endangered, as they are unable to walk safely on the highway without being forced into the road and oncoming traffic.
- 3.0 We have also received complaints from residents living above shop premises, these complaints are around their inability to access or egress their properties. Sleeping in a doorway also poses a potential fire risk for those inside of a property.

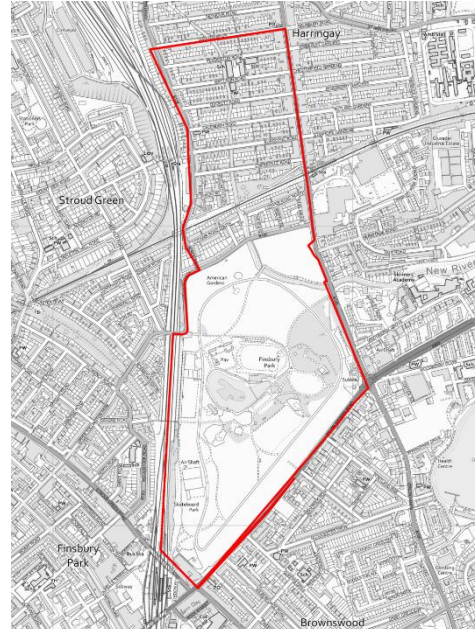
Harringay Ward – Finsbury Park

Police Report Provided by PC Peter COOPER

- 1.0 When we refer to Finsbury Park, we refer to the whole of the park which runs North of Seven Sisters, East of Stroud Green Road, West of Green Lanes and South of Endymion Road. The park is in the borough of Haringey within the ward of Harringay.

History

- 2.0 The park has been around since the 19th century. It is used by the homeless as a place of shelter and has been linked to the supply of drugs from Blackstock with drug dealers from the Blackstock moving into Finsbury Park to continue their dealings.



The Current Problem

- 3.0 Harringay and Stroud Green Safer Neighbourhood teams receive a lot of complaints about the drug dealing at the Stroud Green Road gate and the benches around the South of the Park. It usually involves three or four males dealing cannabis, which normally occurs from mid-afternoon onwards, every day of the week.
- 4.0 There have also been reports of drug dealing at the Huts in the middle of the park and occasionally by the Endymion road entrance.
- 5.0 Dedicated Ward Officers are conducting high visibility and plain clothes patrols as well as joining tri-borough Police operations. These measures are not enough to deal with the problem.
- 6.0 Stop and search is an effective tool in combating the drug dealing, especially when issuing Community Protection Notices/Orders. Twenty-four (24) stop searches have been completed since September 2019 which led to nine (9) positive outcomes. Most

people who were stop searched did not have anything on them as it is a common practice to hide the drugs to limit Police action when stopped. Getting names and addresses to complete a Community Protection Notice is difficult in plain clothes as section 50 of the Police Reform Act is a uniform only power.

- 7.0 If a PSPO is put in place in the areas around Finsbury Park, without the Park incorporated, the drug dealing, and related anti-social behaviour will be displaced into the Park. There are already drug dealers inside the park, if the other drug dealers from the surrounding areas move into the Park, there will be competition from rivals. This could result in violence or a further spread of drug dealing throughout the entire park, pushing them towards the areas that are more popular with families with young children.
- 8.0 Finsbury Park experiences around ten robberies a month, these are often committed by large groups inside the park during the hours of darkness. The park still experiences footfall during these hours, especially from the Athletics track. A PSPO that prohibits people from loitering, congregating or behaving in a way that could cause harassment, alarm or distress would help combat the problem, as they would be breaching the PSPO and can be dealt with by Police Officers. A Police Dispersal Order would not be a viable option due to the 48-hour time limit and is time consuming for Police Officers. The power is not designed to be used constantly and I feel that it would be an abuse of the power to keep authorising it.

Harringay Ward Evidence Base – ASB Enforcement Team

Reports to the Council

- 1.0 The picture is in relation to a matter reported by a resident on the 21/2/19: *I have just been over to Manor House Lodge rear garden (the 259 bus route runs past there) I been informed that at night a number of street drinkers gather there.*



- 2.0 Email communication from a resident living off of Green Lanes: *Just thought I'd let you know that I reported this drummer guy to 101 who was sprawled across the pavement with Cans and bottles around him. This was at 11am Sunday morning (13.08.18)*
- 3.0 Street gambling has been reported by the public to occur on Green Lanes.
- 4.0 Begging on Harringay Green Lanes/ Grand Parade continues and has got worse and worse over the years. *Resident advise that various people visit Green Lanes to beg professionally and they feel that most of the money generated is then used to buy alcohol or drugs which are freely available from local drug dealers only a text or phone call away. Some users / beggars are extremely aggressive*

5.0 This picture shows drug paraphernalia left near an abandoned tent after a tidy-up initiative on 19th April 2019.

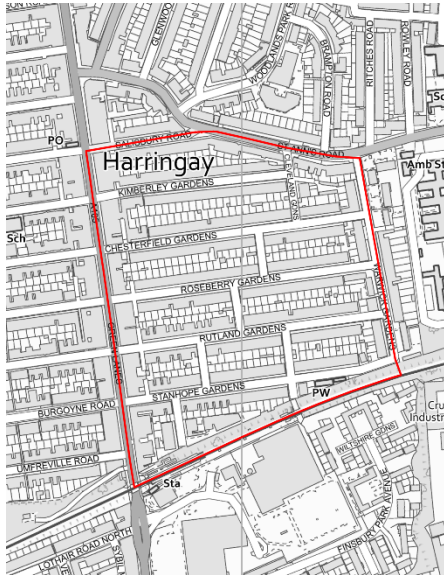


6.0 Street Drinking is a persistent problem. As a resident reports: *On a daily basis empty alcohol tins, cans, bottles and general waste continue to be left on street corners and various BT boxes / street furniture, as well as a constant stream of urine flowing from the various BT boxes and alleyways/footpaths. The Council have experimented with anti- urine paint, posters, and recently over the last year having to request very regular high pressure washing down of these areas due the stench created by alcohol, urination and defecation in our streets we live work and play in. All residents from young school children to elderly who live in the area have to walk past this on a daily basis.*

7.0 Further emailed complaint received Summer 2019 concerning robbery in Finsbury Park: *This evening after our DSA session, a group of 6 athletes were walking to the Finsbury Park station exit and were confronted by a group of 16 people (aged approx 16-22) - they believed to be Somalians (as they had seen them on other evenings). It was all quite calculated with scouts coming and checking them out on bikes higher up on the path. They went for the white members of the group (3 of them) and threatened them with being stabbed if they didn't unlock their phones. 2 of them had their phones stolen, and the other one they were getting him to unlock the Apple account, but he kept getting the password wrong. They said if he got it wrong one more time then they would stab him, so when they gave it back to him, he ran and got away. I've asked them to report it to the Police, so hoping they follow through with that. PLEASE pass on to your relevant user groups and members to make sure they plan to travel in packs and don't use that exit as that is where they seem to be basing themselves. We always get our athletes to leave in groups, but very concerned that a group of 6 athletes wasn't enough (and some of them are our biggest athletes).*

St Ann's Ward – Green Lanes Sector

Police Report – Provided by St Ann SNT



St Ann's Ward has an ever-increasing number of complaints from both residents (particularly the Gardens Residents) and business owners along the main stretch of road. Complaints range from drug abuse/taking, Anti-Social Behaviour/Begging and Street Drinking.

- 1.0 The Police are still working closely with the Council to deal with this issue but most of our efforts are only having very short-term results.
- 2.0 The Police have put in place several Dispersal Notices along Green Lanes itself, but as these only last 48 hours, the problem returns soon after. For the immediate effect they have, dispersal notices are time consuming and not a very effective solution to a long-term problem.
- 3.0 Street cleaning under the bridge and along the alleyways by the Council also helps but again the problem returns within a matter of days.
- 4.0 St Ann's has seen an increase to the amount of drug dealing along Green Lanes, in particular, the immediate roads running off of it. If the existing problem within Finsbury Park itself is pushed outside of the park and on to the streets, then this will cause problems with various dealers/gangs encroaching onto another's area. This in turn will cause an increase in competition and violence amongst themselves.
- 5.0 St Ann's ward also no longer has the backing of the borough tasking team since it has now been disbanded due to lack of officers and the need for them elsewhere.

- 6.0. There is partnership working between the Police, Council and homelessness outreach services to support the homeless along Green Lanes and Finsbury Park. Some of the homeless that are drug dependant, remain on the streets as they can readily have access to their drugs supply; which they will often initially get for free in order to get them dependant.
- 7.0 A PSPO on just Finsbury Park or in the neighbouring wards of Hackney and Islington, would have a detrimental effect on Green Lanes. The displaced drug users, more drug dealers are likely to then flow into Green Lanes, and as mentioned above would create tensions with dealers already working from Green Lanes. This will no doubt have a detrimental impact on many businesses, resulting in them losing customers or forcing them to seek alternative locations elsewhere.
- 8.0 The Police have received numerous complaints from residents who live off of Green Lanes who are concerned about the drug problems they already face.

St Ann's Evidence Base – ASB Enforcement Team

Reports to the Council

- 1.0 Resident reports: *“Afraid yet another morning on Green Lanes, just popping to the shops! which I find unacceptable but as we all know has become the norm, how many others walked past this guy and have become blind to this.
Thanks for everyone’s support to try and sort this long-term issue out.*
- 2.0 Two males reported to be street drinking outside Barclays Bank at 10:15 am, 17.08.18.
- 3.0 On the 10.08.18, a member of the public reported to the Metropolitan Police website an instance of street drinking at the junction of Stanhope Gardens, and described having to wade over urine to walk past.
- 4.0 Email from resident:
- For your information we are getting deification in Doncaster Gardens and in the Community Garden at that moment which has been reported via the ap (the Doncaster Gardens one) , I have to deal with any in the community garden, but the one is still sitting in Doncaster Gardens corner on the pavement next to the garden, which I refuse to clear. The road sweeper did not clear this on our Monday sweep. I had to kick the Fagin character, the well-dressed Portuguese male and another white / Mediterranean male who was off his head on crack (smoking in the garden) out of the community garden on Saturday afternoon and lock it, to keep them out, losing the facility to local residents, they continued to smoke drugs in Doncaster Gardens and then moved on. My neighbour had called 101 and Police arrived about 15 mins later which I spoke to officers giving descriptions.*
- 5.0 Further email from resident January 2019:
- I thought I would update you on drug taking and dealing in and around the Community Garden Stanhope / Grafton Gardens over the Xmas period.1. A white male approx 25 years old 5’10” blond short hair, who previously used to hang around the gardens area has returned over Xmas. This male was regularly associated with a local drug dealer he has not been around for about 1-2 years. nl spoke with him several days ago as he has been around over Xmas was completely out of it. I needed to close the garden as it was dark. I spoke several times to him, and he had no idea I was there. Eventually he spoke with me saying his mate is giving him one last chance. I suspect he is on heroin / methadone other etc.*

On Saturday 5th Jan I was clearing out the Community Garden waste bins three black needle boxes were in the garden waste bins with about 20 packs of surgical silver spoons in rapping. Lots of rizla packs. Evidence of users in the garden and area. Plus, I'm having to clear large rizla packs daily in the garden.

On 6:1:19 at approx 8:20pm at Doncaster gardens / Stanhope Grafton Gardens two males one well-dressed black leather jacket and jeans long black hair with Spanish/ Portuguese accent and the homeless young white male on crutches, appeared to receive a deal at the junction. They then proceeded to the corner of Doncaster Garden near the community garden and sat down on the pavement corner and started to smoke a substance.

6.0 Resident emails reporting that:

Just to let you know at 13.50 GMT 11.11.18 as I returned from the supermarket shop today, I turned the corner and came across a Male approx. 30 years old, with dark stubble, 6ft tall, scruffy looking, thin, dark / olive skin, was crouched on the floor next to the cycle hangar in Doncaster Gardens. He had a clear plastic bag with personal items in it with the initials 'MP' on it. I asked if he was ok - he was smoking- I asked was it crack; he replied no Heroin. He told me he had been arrested for drugs and had just been released and he stashes his drugs (heroin) here (i.e. near the hangar / front garden of 74. Stanhope). He continued to smoke the heroin whilst sat sprawled across the pavement. Residents had to walk past this.

7.0 ASB Enforcement Team have received copious and regular reports from residents regarding anti-social behaviour along Green Lanes, particularly in relation to drug use, drug dealing, street drinking, begging, people urinating and defecating and rubbish dumping: -

- i. 14/05/2018 small group of males arrived in the area. They congregate around the location and stand around drinking alcohol. They urinate into some sort of electrical cupboard and they use an area on the opposite side of the road to defecate. They are there every day for the last few weeks, mostly evenings, but sometimes during the afternoon.
- ii. 28/05/2018 four males in the street smoking crack, two are in the garden of the house in from Green Lanes.
- iii. 12/07/2018 member of the public stating that there are beggars at the location most days, GRAND PARADE area.
- iv. 01/08/2018 male urinating at the side of the bank STANHOPE GARDENS in a group of street drinkers, known to take drugs and begging for money. Regular street drinkers.
- v. On 20/09/2018 member of the public reporting a group of male's street drinking, making noise, urinating, defecating and sleeping in PORTLAND GARDENTS N4.

- vi. On 12/10/2018 the rough sleepers are continuing to sleep in the doorways of the shops and the flats on GREEN LANES N4. Some of these doorways lead to flats above the shops and residents have difficulty moving in and out of their premises. Males and females are seen to urinate in the doorways.
- vii. 01/11/2018 a call received stating that on Chesterfield Gardens a beggar/vagrant approaches and requests money or cigarettes. When refused, he swears and insulting members of the public.
- viii. On 07/11/2018, a call received stating there is ongoing issues with street drinkers at the location. They have left bottles and they urinate on the street they are at the corner by the Barclays Bank.
- ix. 02/12/2018 member of the public contacted the Police stating that there were four males blocking the pavement in Stanhope Gardens junction with Green Lanes N4 and drinking cans of beer and it is the third time in a week.
- x. 26/11/2018 men all drinking cans of alcohol in the same spot.
- xi. 02/12/2018 a member of the public contacted the Police in relation to street drinkers which occurs outside Barclays Bank GREEN LANES N4.

8.0 The issue with street drinkers urinating in the locality is repeatedly reported to the ASB Enforcement Team, such as this email from a local resident:

FYI last night a group of 3 men were drinking around the junction of Stanhope Gardens / Grand Parade so I had to wade through a river of urine, plus pass a 30/40 year old male who was urinating against the by BT box. Can you advise please on how we can start to proceed with setting up a no alcohol zone in the area.

9.0 The use of drugs in the locality is making it increasingly more difficulty for local community members to safely maintain Stanhope Community Gardens. On 18/10/18 a local resident email St Ann's SNT: *Dear Jacqui Police SNT, I am reporting crack smoking in the Gardens Community Garden as witnessed by me yesterday Tuesday 16th October at 5.45pm. I approached the garden to lock it and saw crouched in the undergrowth a man smoking crack.*

9.1 Another resident writes: *Just wanted to let you know that I closed the Community Garden early (around 3pm) due to local people attempting to use the Garden to take drugs. I had just literally spoken to a PCSO who was patrolling and making their way towards Seven Sisters Road and after they had left, I was talking to another resident there were 4 people who appeared - 2 of which were making a beeline for the Garden. looked very similar and were 5ft 10 males of a swarthy eastern Mediterranean look with almost slicked back shoulder length hair. They were in their early 30's I would guess. They approached at speed from Grafton. Another was a 5ft 7 tall white man in his 20's who came out of an address in Stanhope, but I'm led to believe lives with another man somewhere else towards Green Lanes with mousey blonde/brown hair who was wearing*

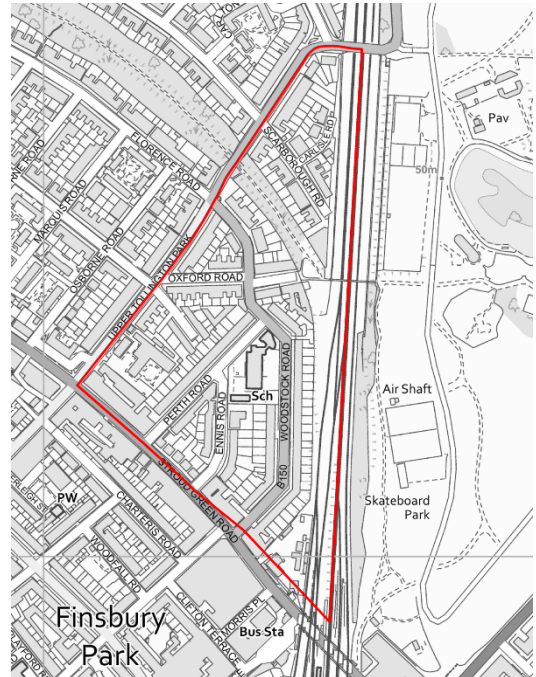
a white T shirt & red shorts. He appeared to be waiting for his drugs to arrive and was anxiously looking up & down the road along with checking his phone. There was a 4th male but I mainly remember the other 3. Between myself & the other person we showed them out & closed the Garden. They must have literally been watching the PCSO, and when they knew the coast was clear came from all directions to do what they intended to. I have finally been made aware that there continues to be a practice of standing near the new phone box that is on Green Lanes between Stanhope & Williamson as you get free wi-fi so the dealers are using it to securely message via wi-fi to meet their clients to sell the drugs.

- 10.0 David Lammy MP has also communicated with the Team seeking response to ASB concerns raised by his constituent *Good afternoon, I'm getting in touch as a local resident in your constituency with a matter I hope you can help with. I have concerns around high levels of crime close to my property and I believe some solutions can be achieved through my private property managing agents, however my emails or phone calls are ignored for months at a time. A summary of the issues are: Evidence of high levels of crime through streetlist.co.uk. Eyewitness accounts of drug dealing and violence, Excessive fly tipping, Anti-social behaviour. I have proposed several solutions to Crabtree Property Management, such as better lighting, signage and cutting-down overgrown trees/bushes (particularly in secluded areas) `A phone call to discuss the matter, or any advice you can offer, would be highly appreciated.*

Stroud Green Ward – Green Lanes Sector

Police Report Provided by Stroud Green Ward SNT

1. The Stroud Green ward is situated directly adjacent to Finsbury Park as well as being only a few metres from the Finsbury park train station. This means that a large quantity of anti-social issues and complaints found in these areas are reported back to the residents own ward officers.
2. Stroud Green suffers from a number of issues of which drug usage and supply is by far the most prevalent. The roads closest to the park and station have seen an unprecedented rise in ASB activity. This includes Stroud Green Road, Woodstock Road, Perth Road, Ennis Road, Oxford Road and Scarborough Road N4. All have seen open drug dealing, drug usage in gardens, defecation in alleyways, discarded drug paraphernalia, discarded and opened charity bags.
3. Residents have reported a rise in verbal and physical altercations by drug users in the street. This has led to a number of addresses being identified by the Police that have connections with drug usage. The Police have attempted to target those addresses associated with drug search warrants. One particular address in Woodstock Road well known throughout the locality for having numerous ASB incidents was targeting in this way resulting in five drug users arrested for various offences. This address, now having returned to its old ways, is now the subject of a closure order which the Police hope to implement within the next few months.
4. Woodstock Road in particular, has an alleyway near to the entrance of Stroud Green Road which has been habitually used by drug users as an area to use drugs in. The Police believe the drugs were being bought within Finsbury Park and around the LT station, the drug users were then immediately visiting Woodstock Road to the alleyway and the concealed gardens to use the drugs. The Police initially began to target this



alleyway at least three times a day, using stop and search powers, issuing community protection notices and making arrests for drugs possession. Due to the vast number of users and their irregular using times, the Police found it difficult to maintain the amount of time spent dealing with this problem.

5. Ennis Road and Perth Road have also seen similar incidents like this, possibly due to the Police targeting Woodstock Road so heavily and displacing the users. This shifted the drug using position to a block of flats in Ennis Road. The Police then began targeting this position with frequent visits as well as drug warning signs.
6. Stroud Green Police regularly receive intelligence on vehicle's and people selling the drugs. Once enough intelligence is gathered those believed selling drugs are stopped and searched. Within the last few month's two males have been found with 72 wraps of a class A drugs. Both males are local to the area and were selling to homeless and drug users within the vicinity. The Police always find that once the drug sellers are caught, they are always replaced by other drug sellers.
7. The Stroud Green Ward also covers a small portion of the Parkland Walk which has good access into Finsbury park from the West entrance. For a number of years now the Police have found that drug users often use the Parkland Walk to take their drugs. The Police believe that users are buying their drugs within the Park itself and taking the drugs in Parkland walk due to its excellent concealment. Drug users have been found behind trees and behind resident's garden fences well away from the public that use the walk. These drug users have mainly been dealt with by stop and search methods, but the Police often find the drugs are already used and gone before Police contact.
8. Finsbury Park also hosts a number of large-scale events a year. The Police believe that these events have a massive effect on drug usage within these roads. Stroud Green Police patrolled these roads during the wireless event and found the amount of drug usage difficult to cope with.
9. The Police have found that due to the large number of drugs being sold within the park and around the LT station, theft from motor vehicles, burglaries and street robberies have all increased.
10. Figures below shown for the last 12 months.
 - Woodstock Road – 21 Stop & Searches, 4 arrests, 3 community resolutions issued.
 - Parkland Walk – 6 Stop & Searches, 1 community resolution issued.
 - Ennis Road – 3 Stop & Searches, 1 arrest.
 - Oxford Road – 5 Stop and searches, 1 community resolution issued.

Stroud Green Ward Evidence Base – ASB Enforcement Team

Reports to the Council

1.0. A local resident emails advising: *I live on the southern end of Florence Road and in recent months I have become increasingly concerned about the growth of crime and anti-social behaviour in our neighbourhood. This has included the following:*

- A **mugging** of a young woman on Florence Road in day light
- The recent **sexual assault** of a local woman near Sainsbury's on Stroud Green road, accompanied by threats to follow her home
- **Anti-social behaviour** at the Oxford Road entrance to the Parkland Walk; People taking drugs, fowling and conducting sexual activity at the back of Florence Road properties, often leaving evidence of this behaviour – drug paraphernalia, faeces etc.
- **Drug dealing**/transactions on Woodstock, Florence and Oxford Road with drug dealers/curriers on cycles and their customers loitering in these areas
- **Burglars slipping front doors** to gain access – particularly where the front door provides access to a number of households.
- **Traffic offences** including motorcyclist mounting curb, cars driving against the one-way traffic

Over the April bank holiday weekend, a selection of the above happened within the space of 3 days. The situation feels like it has got worse in the past 6 months with criminals operating with impunity.

2.0. Local Cllr writes to Enforcement Team advising: *I am writing on behalf of my above constituent, who came to see me at my advice surgery this morning. I have attached his consent form for your ease of reference. Mr X came to talk about his concern about increasing violence, drug dealing and anti-social behaviour in the area around Finsbury Park. My constituent tells me that he is particularly concerned about the drug dealing in the immediate vicinity of the tube station and under the railway bridge, which he says is done with impunity. His further concerns relate to the ongoing homelessness problem in the area, and the recent spate of violent crime. I understand that Mr X is concerned that the Council are not constructively engaging with the Police, which has led to these matters remaining unresolved. Mr X is further concerned that the Council have not taken measures to implement the Police safety recommendations for the park that were issued following the tragic murder of Iuliana Tudos. He tells me that there is still a lack of CCTV and adequate lighting, and that he would like the Council to consider closing the park gates at night so dangerous activity is not encouraged in the area.*

- 3.0. *Another report states: I live on Upper Tollington Park in Finsbury Park. I believe I have written to you on this note before. Sadly, I am having to bring this to your attention again. I walk across Finsbury Park every day on my way to work. On everyday bar one I have seen people abusing what appear to be class A drugs. Smoking crack, injecting drugs and also blatant selling of drugs. All in broad daylight. This week alone on Monday I witnessed a group of people standing on Finsbury Park station forecourt. I don't want to jump to conclusions, but they looked like drug users. One of them was clearly in a bad way, his eyes rolling, drenched in sweat and swaying wildly, all while his 'friends' laughed and filmed this on their phones. This was 7pm on the way home from work whilst the station was full of commuters and people of all ages. My journey home last night was just harrowing. I came out of the station and waited for a taxi. 2 people were standing behind me and openly selling drugs to a succession of people who were clearly addicts and in a bad way. When a taxi didn't arrive, I decided to walk, as much in fear for my safety. Stopping off in the shop, a guy who was also clearly in a bad way staggered in asking them to give him a lighter. Of course, they refused as he had no money and he got quite desperate and agitated until a customer gave him one and he ran off... clearly desperate to use it! Clearly whoever delivers the drugs to Finsbury Park has just been as this was just 2 of the occurrences on my short walk home. At the risk of sounding cruel it was like a scene from 'Night of the Living Dead' and really quite scary. The problem with homelessness and drugs in Finsbury Park seems to be spiralling out of control and I really fear for people's safety. I feel desperately sorry for these people who are clearly trapped in this vicious cycle of despair, I am sure in most cases through no fault of their own. However, it is making the area dangerous and I feel it is only a matter of time before there is a really serious incident in the area. I know there have been some already. I feel that measures must be made to stem this issue before it is too late and if at all possible, get help to these people who are clearly so in need. Whilst there is so much positive happening in our area, this is destroying the fabric of what makes it so great. In the 18 years I have lived here I have never seen it so bad.*
- 4.0. *Another resident writes: Following up on your conversation today with my neighbour I'm writing to echo the frustrations he has raised with you. I should say at the outset that I'm not a serial moaner – this is the first time I have felt strongly enough about a local issue to raise it with my councillor. I live in Florence Rd and, since moving in 18 months ago, have been increasingly frustrated by the pretty basic deficiencies in the way Finsbury Park is being managed which are having a major impact on the neighbourhood. There is open drug-dealing at the Oxford Road and Stroud Green entrances to Finsbury Park. It could not be more blatant, with large gangs of youths congregating around the Stroud Green entrance in particular after dark. Because the park is left open at night, it creates an easy escape route and is an open invitation to anyone intent on causing harm. This week alone there has been a mugging and a burglary on Florence Road. It is*

deeply alarming, as I have teenage children walking to and from school on their own. These types of incidents have been reported endlessly to the local Police (who never seem to have the resources to follow up with any urgency) and councillors, yet nothing of any substance is done to address it. The situation is getting worse and I'm deeply concerned.

- 5.0. Another resident writes to ward councillors: *I live in Perth Road, Stroud Green. I am writing to draw to your attention to a noticeable increased presence of drug taking and drug dealing in the street, and to ask what can be done about it. A week ago, I have watched a group of four very scruffy, jumpy, furtive-looking men standing at the Stroud Green Road end of Perth Road, joined after beckoning by a further ragged individual with a shoulder bag who had been sitting on the step on the bottom house, in the garden. This was undoubtedly a drug deal. Around the same period, my husband (copied into this email) saw a man getting into a car with a bag, and then getting out again down the street. Yesterday, as we parked our car outside Stroud Green School, there were two cars parked side by side, with a man with a rucksack disappearing off as we got out. Something was thrown from one car to the other. Talking to our neighbours, a number have reported finding individuals skulking behind or underneath hedges in their gardens taking drugs. I have copied in one neighbour, with whom I was discussing the problem last night. Ten days ago, a Hermes deliveryman was attacked and punched outside our house as he tried to deliver a parcel to us, by a man hovering by our house. All this is very worrying in a street where there are families with young children, and where there is a large, busy primary school. I have reported the anti-social behaviour on the Stroud Green Police website, which also asks me to vote to what the Police should be doing! (It's a limited list of pre-determined options: I was said "drugs" and was told I was the sole voter on this in May). It is disappointing that there appears to be no way of contacting the neighbourhood Police properly by email to set out the very real concerns of ourselves and our neighbours. Perth Road is a busy street, with parents coming and going to the school, and a busy pub the "Faltering Fullback" attracting lots of incomers. It is surprising that there is no CCTV on the street – at the Stroud Green Road end, which is also a regular spot for dumping old furniture, fridges and general rubbish, and also at the other end, by the school and pub.*
- 6.0. A Councillor forwards concerns from a constituent, who advises: *There needs to be a designated cleaning team for this area that are cleaning daily all day. This station is a massive transport hub and brings hundreds of people to the area every day on top of the local residents. Under the bridge needs regular cleaning as there are many homeless people sleeping there. There also needs to be a designated Police team every day in the area. There is a huge amount of drug dealing around the station and also the train lines are blatantly used to bring drugs in and out of the area. Some of the homeless are*

working in conjunction with gangs to facilitate this. My presumption is the homeless working with the groups and extremely vulnerable and very possibly drug users themselves which puts them in an even more vulnerable position. They need support. This needs clamping down on now by a continual Police presence...There is so much dealing in the area. Around the tube, down on Blackstock road, next to Rowans, Stroud green road and upper Tollington Park. They use the cash point on Stroud green road and on several occasions have gone into Kieron's dry cleaners to take a hit and he has had to try and get them out. They deal drugs from the alley by Nando's on upper Tollington Park and many cars pull over on that road and wait for a dealer to come to their car. Parkland walk has the same problem. There have been many muggings in the area, and I would image they are linked. The corner of Stroud green road and upper Tollington Park has a lot of public drinking. There are daily groups of men drinking on the wall there and there is no rubbish bin there so they just up and leave all their paraphernalia in the flower beds there. The street cleaner never cleans the flower bed, so I have on many occasions cleared them myself.

Tackling Anti-Social Behaviour

Actions taken to try and address and tackle the ASB

- i. To tackle drug dealing, street drinking nuisance and begging, the Police have issued Community Protection Warnings and Notices. Although this can be difficult in that getting names and addresses to complete a Community Protection Notice is difficult in plain clothes as section 50 of the Police Reform Act is a uniform only power.
- ii. To tackle drug dealing, the Police carryout Stop & Searches, however generally most people who were stop searched did not have anything on them as it is a common practice to hide the drugs to limit Police action when stopped.
- iii. The Police have put in place several 48 hours Dispersals. However, this power cannot be used constantly, as it would be an abuse of the power to keep authorising it. In addition, the level of Police resources required to implement a Dispersal Order are significant and must be weighed alongside given the other demands of the affected wards and other demands upon the Police.
- iv. There are also joint Police and Council services operations organised involving Hackney, Islington and Haringey officers; initiated through the tri-borough partnership. These operations tackle specific issues, e.g. drug dealing, supporting and engaging with street homeless.
- v. Instance of street drinking, begging and public urination reported by Stanhope Gardens and Barclays Bank. In response Enforcement team have erected ASB signs and applied water-repellent paint in hot spot areas.
- vi. ASB Enforcement Team have erected ASB signs at other key locations for street drinking and urinating e.g. Kimberley Gardens.
- vii. ASB Enforcement carry out regular joint operations with homelessness outreach to engage with street homeless and make offers of support and assistance, these are undertaken at various times of day, including early morning 5am - 6am
- viii. Areas abandoned by street homeless and/or street drinkers & drug users cleared and cleaned e.g. Salisbury Mews. To minimise environmental hazard and prevent areas being used for other ASB activity
- ix. Areas with fly-tipping and rubbish cleared as soon as possible once they come to notice, again to prevent hazard and maintain a clean and safe environment
- x. Engagement with businesses to encourage reporting to appropriate services e.g. making street link referrals, reporting drug dealing to the Police.
- xi. ASB Enforcement Team and the Police have also undertaken several walkabouts with local ward councillors and residents, attended resident & community group meetings, to gather intelligence, to listen to the concerns and ideas of stakeholders on ways to tackle the anti-social behaviour and crime. Addressing their concerns where we can.

APPENDIX 3 – DRAFT 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.

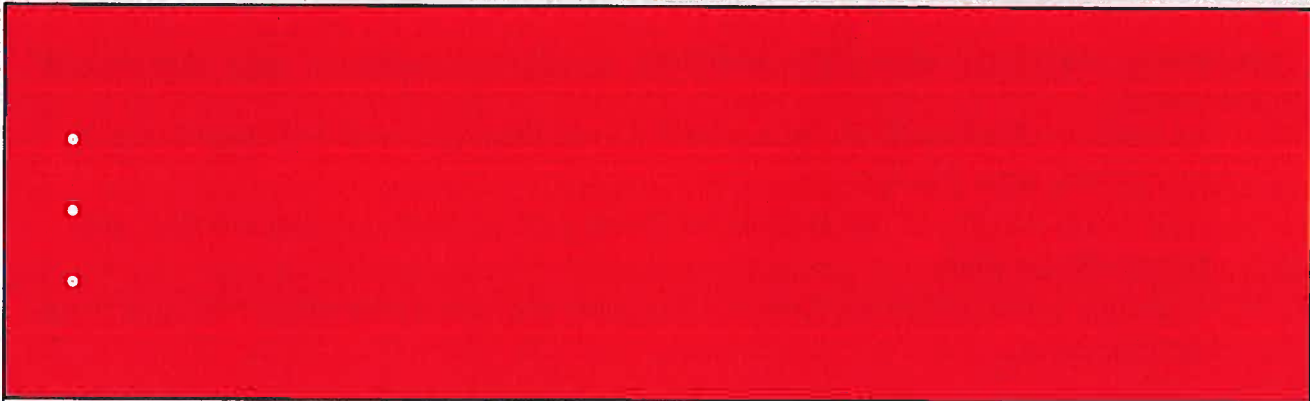
Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

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.

Name of proposal	Public Spaces Protection Order Finsbury Park & Green Lanes area
Service area	Enforcement Services – Environment and Neighbourhoods
Officer completing assessment	Joan Appavoo/David Shipp
Equalities/ HR Advisor	Lucy Fisher
Cabinet meeting date (if applicable)	February 2020
Director/Assistant Director	Stephen McDonnell/Eubert Malcolm



The Council is looking to introduce a Public Spaces Protection Order (PSPO) for Finsbury Park and its surrounding areas, as shown on the attached Map. The affected areas fall within three wards: Haringay, St Ann's and Stroud Green wards. The boundary of the PSPO will include the following roads: part of Green Lanes N4, Wightman Road, Pemberton Road, Kimberley Gardens, Cleveland Gardens, Mattison Road, Chesterfield Gardens, Sussex Gardens, Duckett Road, Roseberry Gardens, Devon Gardens, Cavendish Road, Rutland Gardens, Essex Gardens, Grafton Gardens Burgoyne Road, Stanhope Gardens, Portland Gardens, Umfreville Road, Woollaston Road, Atterbury Road, Cyprus Close, Lothair Road South, Lothair Road North, Coningsby Road, Tancred Road, Venetia Road, Sybil Mews, Endymion Road, Urban Mews, part of Seven Sisters Road, part of Stroud Green Road, Upper Tollington Park, Woodstock Road, Ennis Road, Perth Road, Osborne Road, Victoria Terrace, Oxford Road, Florence Road, Scarborough Road, Carlisle Road.

The PSPO will prohibit the activities listed below:

- a. The consumption of alcohol or being in possession of an open container of alcohol in the restricted area other than at an event or place licensed for the sale and consumption of alcohol, and acting in manner that is causing or is likely to cause alarm, harassment or distress.
- b. Obstructing a building entrance or exit, stairwell or highway after being asked to move by an authorised officer.
- c. The ingestion, inhalation, injection or smoking, or otherwise of intoxicating¹ substances.
- d. To possess, sell or supply intoxicating¹ substances
- e. Discarding hypodermic needles or syringes in a public space (except in an appropriate sharps container)
- f. Soliciting others for the purpose of obtaining sex or drugs
- g. Participating in any sexual acts in any public place
- h. Urinating, defecating or exposing genitals in a public place or in an area belonging to a private resident, business or the Council (excluding a toilet designated for use by members of the public)

¹ Intoxicating Substances means substances with the capacity to stimulate or depress the central nervous system but does not include alcohol, vaporisers or tobacco

- i. Behaving in a manner, either as an individual or within a group of people, which causes or is likely to cause harassment, alarm or distress.

The proposed Public Spaces Protection Order (PSPO) is part of a coordinated tri-borough approach between Haringey, Islington and Hackney Councils and Police, to tackle drug-related incidents and ASB, which traverse the borough boundaries around Finsbury Park.

The government guidance on PSPO states that the restrictions of a PSPO can be blanket restrictions or requirements or can be targeted against certain behaviours by certain groups at certain times.

The introduction of a PSPO will assist the Council and the Police to tackle anti-social behaviour; resulting in a reduction in individuals engaging in anti-social behaviour such as consuming alcohol or other intoxicating substances, sexual activity in public areas, urinating and defecating in the locality. Such behaviour is often to the detriment of local residents and has the potential to create tensions between different communities. In using the PSPO to tackle these ASB activities, tensions between communities may be reduced.

The PSPO would apply to all individuals committing antisocial behaviour within the designated area, without discrimination.

The PSPO is being proposed as part of a tri-borough initiative. Islington and Hackney are also looking at introducing PSPOs in their respective boroughs in the areas bordering Haringey (around the Finsbury Park locality). If they are successful and Haringey has no similar provision then it is likely that ASB activity will be displaced to within Haringey from our partner boroughs

Tackling the anti-social behaviour in proposed area has the potential to have a significant positive impact. To promote the use of Finsbury Park as a safe and accessible public space, increase public confidence in the Police and Enforcement Services in tackling anti-social behaviour and crime to increase public safety and reduce fear of crime. As well as contribute to the effectiveness and success of local business and services in the local and surrounding areas, in making the area a cleaner, safer and attractive locality.

The decision-making route:

The Council are currently seeking Cabinet approval to consult on a proposed PSPO for Finsbury Park. This is due to go to Cabinet in March 2020 and we hope to commence consultation shortly after for a period of 12 weeks. The findings of the public consultation will then inform the Cabinet Report and EqIA, for the actual PSPO, which will go to Cabinet in the latter half of 2020.

Protected group	Service users	Staff
Sex	<ul style="list-style-type: none"> • <i>Haringey Ward profile</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Gender Reassignment	<i>No available data for Haringey</i>	
Age	<ul style="list-style-type: none"> • <i>Haringey Ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Disability	<ul style="list-style-type: none"> • <i>Haringey Ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Race & Ethnicity	<ul style="list-style-type: none"> • <i>Haringey Ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Sexual Orientation	<i>No available data for Haringey</i>	
Religion or Belief (or No Belief)	<ul style="list-style-type: none"> • <i>Haringey Ward Profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Pregnancy & Maternity	<i>No available data for Haringey</i>	
Marriage and Civil Partnership	<ul style="list-style-type: none"> • <i>Haringey ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
<p>It is the Council's view that almost all residents within the affected locality are likely to experience a positive impact from the implementation of the PSPO, with the PSPO used to tackle and prevent anti-social behaviour in the area, thus improving the safety of residents and local environment.</p>		

Key findings Haringey 2011 Census and other local data sources² are:

Haringay Ward

- In Haringay Ward 51.4% of residents are males and 48.6% are females. This reflects the relatively equal split by sex of the borough as a whole, although Haringey's female population is 50.5%, which is more closely in line with England and London.
- The age profile of Haringay ward is such that the 20-44 age cohort make up the largest proportion of any ward in the borough. Haringay has amongst the smallest proportions of 0-19 and 45+ age cohorts in Haringey.
- Haringay's population ethnicity shows that the proportion of residents of 'White Other' ethnicity is 6 percentage points higher than the borough average.
- In terms of religion, Haringay has a greater proportion of residents identifying as having no religion compared to the borough average, and a smaller proportion of residents identifying as being Christian than the borough average.
- In Haringay 14.1% of residents have a limited long-term health problem or disability. This is below the rate seen in Haringey (16.7) and London (16.4%) more widely
- Haringay ward has a lower population density than the Haringey average, although this is still higher than the London average.
- Almost half of Haringay ward is open space, owing to the presence of Finsbury Park. This is well above the Haringey and London averages.
- Haringay's educational outcomes is in line with the borough average
- Haringay's median household income is in line with the borough average, and its unemployment rate is below the borough average.
- Haringay has the highest proportion of households in the borough, which are privately rented. By contrast, social renting in the ward is almost half in comparison to the borough average.
- Haringay was directly in line with the borough average in terms of rate of crime, which is 19% above the London average.

St Ann's Ward

- In St Ann's 51.5% of residents are male and 48.5% are female. This reflects the relatively equal split by sex of the borough as a whole, although Haringey's female population is 50.5%, which is more closely in line with England and London.
- The age profile is such that the 20-44 age cohort is slightly overrepresented

² SOURCES: Haringey Ward profiles, Haringey Ward level EQIA Data.

compared to the borough average, whilst all other groups are slightly underrepresented compared to the borough average.

- Those of 'white other' ethnicity are slightly overrepresented in St Ann's compared to the borough average, whilst those of 'White British' ethnicity is slightly underrepresented.
- St Ann's religious profile mirrors that of the rest of the borough, with Christianity being the largest religion, followed by Islam.
- In St Ann's 17.9% of residents have a limited long-term health problem or disability. This is slightly higher than the rate seen in Haringey (16.7%) and London (16.4%) more widely.
- St Ann's has the second highest population density of all Haringey wards
- Only 20% of St Ann's is open space, the fifth lowest of all Haringey wards (although residents have good access to open space, with Finsbury Park nearby).
- St Ann's has the third lowest rate of pupils achieving the expected educational outcomes in the borough.
- The median household income in St Ann's is below the borough average, without being one of the lowest levels within the borough. The unemployment rate is 8.9%, slightly higher than Haringey and London averages.
- Housing tenure in St Ann's generally reflects borough averages.
- The rate of crime in St Ann's is below the borough average, without being amongst the lowest in the borough.

Stroud Green Ward

- In Stroud Green ward, 49.8% of residents are males and 50.2% are females. This reflects the relatively equal split by sex of the borough as a whole, in line with England and London.
- In terms of age profile, 20-44 year olds are overrepresented in Stroud Green, with 0-19 year olds being amongst the lowest in the borough.
- Those of White British ethnicity are overrepresented in Stroud Green compared to the rest of the borough.
- Of all Haringey wards, Stroud Green has the highest number of residents who identify as having no religion- the ward has the smallest proportion of Christian residents of all wards, with the Islamic faith also underrepresented.
- In Stroud Green 13.4% of residents have a limiting long-term health problem or disability. This is lower than the rate seen in Haringey (16.7%) and London (16.4%) more widely

- Stroud Green has an above average population density in Haringey.
- The amount of open space in Stroud Green is in line with the rest of the borough
- Stroud Green pupils perform in line with the London average and slightly above the Haringey average.
- The median household income in Stroud Green is 20% above the Haringey average, with a significantly lower rate of unemployment than the Haringey average.
- There are fewer social rental properties in Stroud Green than the borough average, and a greater percentage of properties that are lived in by their owners.
- The rate of crime in Stroud Green is the third lowest of all Haringey wards.

The PSPO is likely to have a positive impact on almost all residents regardless of religion, age, health, gender, ethnicity, sexuality, gender reassignment, pregnancy & maternity, marriage & civil partnership. The PSPO will assist the Police and Council Enforcement Officers to tackle anti-social behaviour making the locality safer and cleaner.

While the impact for most residents is expected to be positive, the proposal will have a negative impact on those participating in anti-social behaviour. Given that, the data shows certain protected characteristic groups are over-represented among those that commit ASB; these groups are therefore more likely to be negatively impacted by the proposed PSPO. For example, males are the suspects in over 85% of all crime in Haringey and Stroud Green, and over 95% for drug offences for the same wards. However, anti-social behaviour in the area has a negative impact on all residents, including protected characteristic groups, and actions taken by the Council to prevent ASB will be carried out in line with its equalities duties. Enforcement of the PSPO will be carried out by officers that have been trained to do so in a way that eliminates discrimination, and is in line with the Equalities Act and will not discriminate against any protected characteristic group. The trigger for any enforcement action would always be the presence of anti-social behaviour and the risks and impact on other individuals, and where an alleged perpetrator belongs to a protected characteristic group this would be taken into account when determining any intervention that may be appropriate alongside or as an alternative to enforcement.

Haringey does have a large number of rough sleepers in the Finsbury Park and Green Lanes area, who may feel that this proposal would present a negative impact upon them. In collaboration with partners (including Islington and Hackney), it has been agreed that the PSPO would not be used as an enforcement tool to address rough sleeping, but would be utilised only to address and prevent any anti-social behaviour which is detrimental to the public and present health and safety or risk of harm issues. We will continue to arrange joint outreach operations, to engage with rough sleepers and work with them (through homelessness outreach) to obtain appropriate accommodation and other relevant support.

Further information on consultation is contained within accompanying EqlA guidance

There is a requirement for a period of statutory consultation to be undertaken before a decision can be taken. A consultation for a period of twelve weeks is proposed. The consultation will be both accessible and engaging with those likely to be affected by the order (positively and negatively). The Consultation will be in the form of an online survey. A letter and hard copy of the consultation questionnaire will be distributed to all residents in the affected area. A hard copy of the survey will also be made available, through planned surgeries, public/residents' meetings and upon request.

We will also ensure that translation and interpreting services will be available to those who need it.

We will also:-

- supply the letter/consultation document to businesses for their information and to display for customers;
- Advise any identified Housing Associations with properties within the proposed area;
- Make contact and hold surgeries at public service providers within the proposed area, e.g. schools, nursing homes, doctors' surgeries, churches;
- Organise events in the park to publicise the consultation and engage with users/visitors in the park – utilising the café, friends of the park, Parks services, clubs and associations.
- Attend evening/day time meetings with residents/business/community association within the proposed area.
- Liaise with homelessness outreach workers and services, to ensure that they and rough sleepers within our borough are informed and assisted to participate in the consultation process

Information will be made available online (dedicated Council webpage) explaining the PSPO, displaying the proposed control area, displaying the draft PSPO and the online survey for completion.

- The consultation will enable members of the community and stakeholders to give their comments and views, which will enhance our understanding of the key issues, concerns or barriers.
- The consultation, public meetings and direct one to one meetings with residents and those affected by the PSPO will help us gain a better understanding of concerns, worries and fears. This will enable us to address these whilst looking to foster better relationships within the community to promote community cohesion.
- Monitoring of equality data information will help us better understand the issues faced within the community, to ensure there is a fair and consistent approach to the application of the PSPO, to militate against discrimination, tackle inequalities and to ensure the reporting mechanisms and information on the PSPO is accessible to everyone.
- Should residents and other members of the public, elect to have a PSPO in the designated area monitoring the impact that it has on the community will help reduce the likelihood of any disproportionate negative impacts on those with protected characteristics.
- Residents' meetings and meetings with other stakeholders will be a further way to gather this information. Monitoring the PSPO will ensure that the PSPO does not displace the ASB issues and create issues within other areas which adjoin the affected area of the proposed PSPO. See Section 6 c) for information about how the PSPO will be monitored.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

The percentage of males in Harringay ward is 51.4%, and the percentage of females is 48.6%. In St Ann's, 51.8% of residents are male. The balance of males and females is almost exactly even in Stroud Green, being 49.8% and 50.2% respectively.

As was found in the Haringey Residents Survey 2018, females are significantly more likely than males to say that they feel unsafe in their local area after dark, and therefore this group is more likely to benefit from the introduction of the PSPO. By contrast, males will be more likely to breach the terms of the PSPO. For example, males are the suspects in over 85% of all crime in Harringay and Stroud Green, and over 95% for drug offences for the same wards- it is therefore fair to assume that, in terms of restricting behaviour, the

PSPO will affect more males than females, in terms of potential enforcement.

To ensure that the PSPO does not impact disproportionately on males, the decision to take enforcement action will not be based on the sex of the perpetrator of anti-social behaviour; decisions will be based on the anti-social behaviour taking place, and the

impact this has on others; Anti-social behaviour in the area has a negative impact on all residents, including protected characteristic groups; by reducing crime and anti-social behaviour the PSPO will assist in creating a safer and cleaner environment and hence positively impact both males and females.

Positive	√	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery in the affected wards, and there is no national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000 and 500,000 transgender people in the UK.

The PSPO will assist in creating a safer and cleaner environment for all local residents, including those who have undergone or are undergoing gender reassignment. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to live in the area of the PSPO or breach its terms. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic group, however the Council will monitor the implementation of the PSPO to ensure that no inequalities emerge.

Positive	√	Negative		Neutral impact		Unknown Impact	
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3. Age

Children and young people are underrepresented across Harringay, St Ann's and Stroud Green, particularly in Harringay and Stroud Green, which have amongst the smallest proportion of 0-19 year olds in the borough. All 3 wards also have a higher proportion of residents between the ages of 20 and 45, with Harringay having the highest proportion in the borough at 55% compared to the borough average of 43%. Harringay also has amongst the lowest proportion of over 65s in Haringey. This general trend is also replicated in Stroud Green and St Ann's.

South Harringay Junior School and Nursery, and Stroud Green Primary School and Nursery, fall within the boundary of the PSPO. Stroud Green Clinic and Osborne Grove Nursing Home, both on Upper Tollington Park in Stroud Green, also fall within the boundary of the PSPO. This area has previously been identified as a hotspot for crime in the Drugs Market profile. Venetia Care Home in Harringay is also within the PSPO. Overall, the PSPO may impact disproportionately on people of a working age who make up the majority of the residential population within the 3 wards, but the presence of schools are care homes within the PSPO would also suggest that that children and the elderly will be impacted by the enforcement of the PSPO. The impact of the PSPO should be positive on all age groups, as it should reduce levels of ASB and crime. This is perhaps particularly true for children who are especially likely to be exposed to ASB, substance misuse, and other activities, which will be prohibited under the PSPO.

Positive	√	Negative		Neutral impact		Unknown Impact	
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4. Disability

Activity Level	Harringay	St Ann's	Stroud Green	Haringey	London	England & Wales
Day-to day activity limited a lot	5.9%	7.8%	5.5%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	6.6%	7.6%	6.2%	7.2%	7.4%	9.3%
Day to day activity not limited	87.5%	84.6%	88.3%	86%	85.8%	82.4%

As can be seen, only St Ann's ward has a higher proportion of residents with a disability relative to the rest of Haringey. We will need to consider the impact of the proposed PSPO on residents who share this protected characteristic by monitoring its impact during the implementation.

However, the PSPO is likely to have a positive impact on all regardless of disability, though it may also affect more positively on those with a disability. It is noted that residents with disabilities are often more vulnerable, unable to choose to avoid areas of ASB, and vulnerable to abuse or exploitation. In the Residents Survey 2018, those who were permanently sick or disabled were also more likely to say they felt unsafe in their local area after dark, compared to the broader population.

Positive	√	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity

The proportion of White British residents in Harringay Ward is 33.8%. This has decreased from 44.3% since 2001. Harringay has 28.3% of White Other residents – this is the 3rd largest proportion in Haringey for that group. In Harringay, Black/African/Caribbean/Black British groups are underrepresented, whereas Asian and Asian British groups are marginally overrepresented relative to the rest of Haringey.

There are 28.5% White other, 23% White British, 10% Black Caribbean and 8.2% Black African residents in St Ann's Ward. Residents of 'White Other' ethnicity are overrepresented in St Ann's, compared to the rest of Haringey, while BAME groups are

overrepresented. The proportion of White British residents has decreased from 34.9% to 23.1% since 2001, Black Caribbean residents have also decreased from 10% to 8.2%.

There are 52.9% White British, 17% White Other, 5.3% Black Caribbean and 4.3% Black African residents in Stroud Green Ward. In Stroud Green, those of 'White British' ethnicity are overrepresented relative to the rest of Haringey, while BAME groups are significantly underrepresented.

In Haringey ward, Afro-Caribbean groups are suspects in 42% of crime, rising to 53% in drug offences. In Stroud Green, these figures are 46% and 48%. For comparison, Black/African/Caribbean/Black British groups make up about 12% of the population in both wards, showing that these groups are four times more likely to be suspects in certain crimes. Hence, it is fair to assume that this group will be disproportionately impacted upon by this proposal. However, anti-social behaviour in the area has a negative impact on all residents, including protected characteristic groups; any actions taken by the Council to enforce the PSPO will not discriminate against any protected characteristic group. The decision to take enforcement action will be based on the anti-social behaviour taking place, and the impact this has on others. Anti-social behaviour in the area has a negative impact on all residents, including those from protected characteristic groups; by reducing crime and anti-social behaviour, the PSPO will assist in creating a safer and cleaner environment and hence should have a positive impact on all ethnic groups by reducing crime and anti-social behaviour.

Whilst the PSPO will hinder certain activities this is aimed at reducing ASB, not aimed at any particular ethnic group.

Positive	√	Negative	√	Neutral impact		Unknown Impact	
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6. Sexual orientation

We do not hold ward or borough level data on sexual orientation, and it is not nationally collected through the census. However, the ONS data suggests that 4% of Haringey residents are gay or lesbian; this is slightly above the London average of 3.1%, giving Haringey the 9th largest LGB community in the UK, and the 6th largest in London. The data is not available to assess whether LGB groups are over or underrepresented within Haringey, Stroud Green and St Ann's relative to the rest of Haringey, however the PSPO should have a positive impact on residents of all sexualities, by reducing crime and anti-social behaviour. We will need to consider the impact of the proposed PSPO on residents who share this protected characteristic, but do not anticipate that its impact will be disproportionate on this group. If any inequalities were to emerge, these would be addressed through monitoring the implementation and enforcement of the PSPO.

Positive	√	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief) We do not expect this decision to impact upon religion or belief

Almost one in three Harringay residents stated that they had no religion. 42.7% of residents in Stroud Green have no religion, the highest proportion in Harringey. The religious profile of St Ann's, Stroud Green and Harringay wards, mirrors that of the rest of Harringey, with Christianity being the largest religion followed by Islam. Hinduism, Judaism, Buddhism and Sikhism are also noted religions within these three ward, though at a significantly lower percentage³

Three churches, all within Harringay ward, fall within the boundary of the PSPO. No other religious buildings are within the boundary.

It is not anticipated that the PSPO will have a disproportionate impact on any one religious group; however, the positive impact of the PSPO will benefit residents of all faiths.

Positive	√	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity We do not expect this decision to impact upon pregnancy and maternity

The wards and specific areas within the PSPO boundary have amongst the lowest proportion of under 18s in the borough. In Harringey, the average live birth rate per ward in 2016 was 216. That year Harringay ward had 217 live births, St Ann's ward had 236 live births and Stroud Green Ward had 168. The number of live births and hence to an extent the number of residents who are in the pregnancy and maternity group, are not disproportionately higher within the area of the PSPO; in comparison to wards such as Seven Sisters which had 355 live births or Northumberland Park with 332 live births⁴. Hence, it is unlikely that the PSPO would have a disproportionate impact upon this protected characteristic group, but would impact positively by virtue of parents being able to bring up their children in an environment with less ASB.

Positive	√	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

Harringay has the 2nd lowest proportion of residents who are married in Harringey, with Stroud Green having the lowest percentage across the borough at 27.5%. St Ann's also has a lower proportion of residents who are married relative to the borough average, which is 33.3%.

There are 104 couples in a same sex civil partnership in Stroud Green. There are also 84 couples in a same sex civil partnership in Harringay, and 83 in St Ann's. In the case of civil partnerships, it is not anticipated that the PSPO will have a disproportionate impact upon this protected characteristic, but that it should have a positive impact on all residents regardless of their married or civil partnership status, by reducing crime and

³ Harringey 2018 resident Survey

⁴ Office for National Statistics: Number of live births by electoral ward, England and Wales, 2016

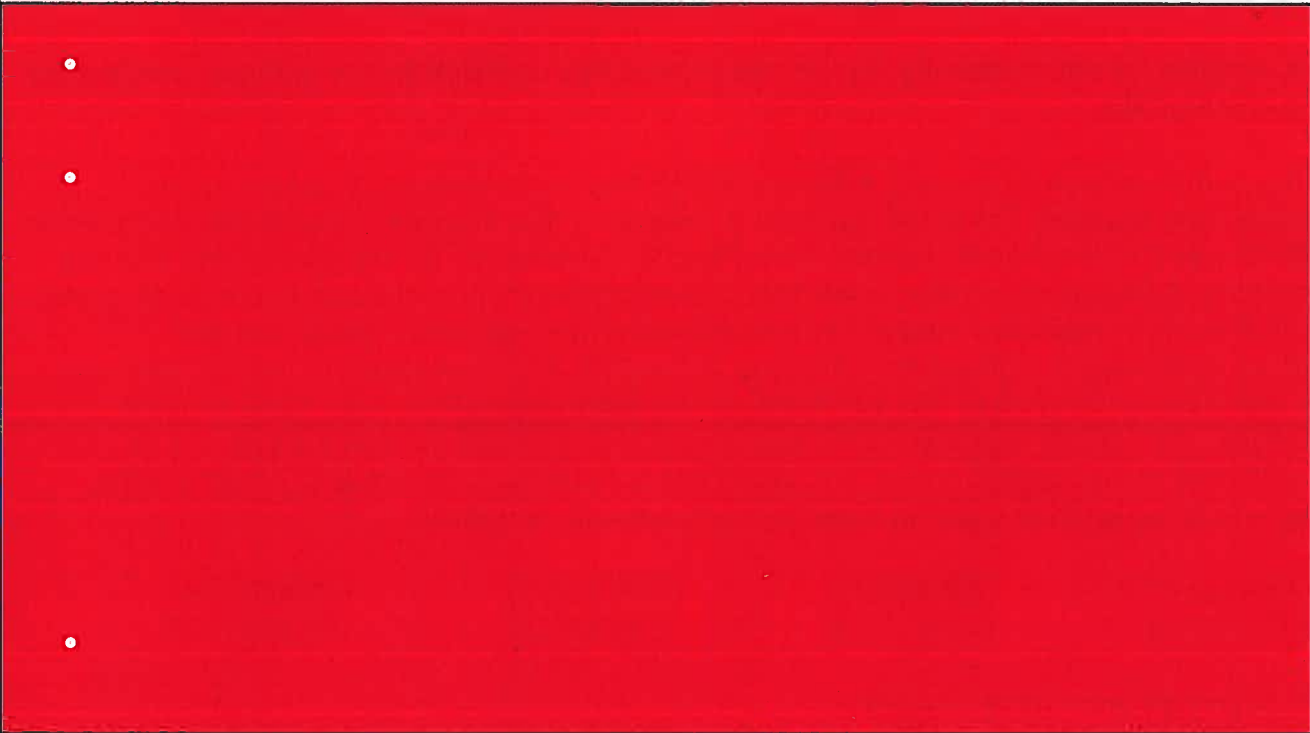
anti-social behaviour.

Positive	√	Negative		Neutral impact			
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10. Groups that cross two or more equality strands e.g. young black women

The PSPO is likely to have a positive impact on all regardless of any held protected characteristic. We do not have data to suggest that any groups that cross two or more equality strands would be more or less affected by the PSPO.

Through monitoring the implementation and enforcement of the PSPO, we will continue to identify and address any equality implications.



The impact of the proposal will be broadly positive for all residents, as it will reduce the incidence of anti-social behaviour in the area. The PSPO will not result in any direct discrimination for any group which shares the protected characteristic as the PSPO applies to all persons. However, some groups may be more likely to carry out ASB and therefore are more likely to be negatively impacted by the PSPO. This impact will be mitigated by ensuring that actions taken by the Council to prevent ASB will be carried out in line with its equalities duties. Enforcement action will be taken if an individual is engaging in anti-social behaviour or crime, to the detriment of others and presenting risk to others. The decision to take enforcement action will be based on the anti-social behaviour taking place, and the impact this has on others. Anti-social behaviour in the area has a negative impact on all residents, including those from protected characteristic groups; by reducing crime and anti-social behaviour, the PSPO will assist in creating a safer and cleaner environment and hence should have a positive impact on all protected characteristic groups by reducing crime and anti-social behaviour.

All residents and stakeholders will have the opportunity to engage in the consultation process. The Consultation process will assist in identifying any groups with shared protected characteristics that the PSPO may have a disproportionate impact upon; amendments can then be made to remove or minimise any disadvantage and ensure the needs of persons protected under the Equality Act.

The PSPO will impact on the lives of people who live, work and visit the area of the PSPO. The restrictions of the PSPO will have a positive impact on people whose protective characteristics are impacted upon by the anti-social behaviour the order is designed to address. The aim will be for the PSPO to deter people from engaging in the restricted activities. Whilst the PSPO is designed to prohibit certain activities it is also designed to enable people to feel that the place where they live, work or visit, is a safe and welcoming place. The PSPO will have a positive impact upon the area, as a tool for tackling ASB

The PSPO will to be applied to everyone within the designated area without discrimination of any kind. The authorised officers who will monitor the area and enforce the PSPO have and will consider the needs of the individual and their personal circumstances in order to make an informed decision as to the appropriate action to take. The Police and Council Enforcement Officers will ensure that any action taken is proportionate to and balanced against the risks posed, to either an individual or the wider community. e.g. seriousness of offence, any past history, repeated non-compliance.

The PSPO is likely to have a positive impact on staff; through preventing ASB and tackling any persistent ASB, the area will be improved and made a safer and cleaner working environment. The increased power to the Council and Police to tackle ASB in the locality is likely to enhance the area in terms of improving the environment, reduce fear of crime and increase safety of residents and workers, thus improving their quality of life and community as a whole.

To date this tool has been effective in the South Tottenham area, where a PSPO has assisted the Council and the Police to tackle anti-social behaviour outside Wickes in Seven Sisters Road and surrounding areas. This PSPO has resulted in a reduction in men gathering in the locality and reduction in men urinating, defecating and drinking alcohol in the locality. These positive outcomes have helped to foster good relations between communities.

The achievement of positive outcomes through a PSPO in the Finsbury Park & Green Lanes area could foster good relations between communities; with local people being less suspicious of each other, reduction in the fear of crime and ASB resulting in improved neighbourly relations.

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome		Y/N	
<p>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.</p>		Y	
<p>Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below</p>		N	
<p>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.</p>		N	
Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
All	If it is shown through the consultation results that any groups with shared protected characteristics could be unduly impacted upon by certain aspects of the PSPO, then appropriate adjustments could be considered	<i>Joan Appavoo</i> <i>David Shipp</i>	Consultation Review
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
<ul style="list-style-type: none"> • The ASB Enforcement team will monitor the implementation and enforcement of the PSPO. All enforcement will be recorded on the Council's M3 database system so that reports can be generated to gauge the level of warnings and fines issued or prosecutions pursued. • Regular discussions with the Police will take place to see if there have been breaches of the PSPO and to assess who have been involved, to enable evaluation of any disproportionate impact. 			

- Reminders/updates can be given to residents at Council meetings or Ward Panel meetings convened by the Police, or Resident/Association meetings in the affected area, to ascertain public satisfaction with the implementation of the PSPO
- The PSPO will be monitored to ensure that the behaviour complained of is not displaced or creates issues for areas adjoining the affected area of the proposed PSPO.

[Redacted]	
EqIA approved by <u>[Signature]</u> (Assistant Director/ Director)	Date <u>13/01/2020</u>

[Redacted]
[Redacted]

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

Report for: Cabinet

Title: Extension of Alcohol & Dog Control Public Space Protection Orders

Report authorised by: Stephen McDonnell, Director of Environment & Neighbourhood

Lead Officer: Eubert Malcolm, Assistant Director, Community Safety & Enforcement (020 8489 5520 eubert.malcolm@haringey.gov.uk)

Ward(s) affected: All wards for Dog Control / 11 Wards for the control of alcohol

Report for Key/

Non Key Decision: Key

1. Describe the issue under consideration

- 1.1 The existing Public Space Protection Orders (PSPO) for Alcohol & Dog Control expire on the 18th October 2020.
- 1.2 Approval is being sought to consult on the extension of these orders for a further three years. Approval is being sought to consult on the extension of the PSPO for the control of alcohol in the Woodside Ward. The proposal is to extend the boundary to include Lordship Lane, Chapmans Green Park and the roads on the periphery of the park. See map boundary (Appendix 15)
- 1.3 Consultation on a new requirement for the Dog Control PSPO. This will require the owner or person in charge of a dog to produce a receptacle or device for removing dog faeces from land when asked to do so by an officer.

2. Cabinet Member Introduction

- 2.1 PSPOs are intended to deal with nuisance or problems in a particular area that is detrimental to the local community's quality of life, by imposing conditions on the use of that area, which apply to everyone.
- 2.2 Extending the PSPOs ensures that the Police and the Council have powers under this legislation to deal with anti-social behaviour. These Orders complement existing powers used to protect and develop a safe clean environment for residents, visitors and businesses.
- 2.3 As the Cabinet Member for Communities, I am supportive of the proposals contained in this report to prevent the behaviours associated with alcohol and dog related nuisance, which can have a detrimental effect on the lives of residents, businesses and visitors to the borough.

3 Recommendations

3.1 Cabinet is asked to:

- a) Authorise consultation on extending the 11 PSPOs for the control of alcohol until October 2023
- b) Authorise consultation on varying the boundary of the Woodside alcohol PSPO to include Lordship Lane, Chapmans Green Park and the roads directly surrounding Chapmans Green Park
- c) Authorise consultation on extending the dog control PSPO until October 2023
- d) Authorise consultation on varying the dog control PSPO to impose a new requirement that dog owners produce a device or other means for removing dog faeces when requested by an officer.
- e) Note that following the consultation a further report will be submitted to Cabinet for a decision on extending and varying the PSPOs.

4. Reasons for decision

4.1 Not having valid PSPOs in place will have an impact on the Police and Council officers ability to enforce drinking and dog-related nuisance across the borough. This may have a detrimental effect on the reputation of the Council by:

- An increase in dog fouling;
- Dogs being walked off the lead for example on highways and in cemeteries;
- Any number of dogs being walked by one person;
- No way to control dogs causing nuisance, (i.e. requirement to place a dog on a lead);
- Dogs entering children's play areas, sports areas and marked pitches; and
- People drinking alcohol and engaging in behaviour likely to cause nuisance in restricted areas.

5. Alternative options considered

5.1 Not to consult or renew the PSPOs. This option is not recommended for the reasons highlighted in 4.1. Allowing the PSPOs to lapse without extending them will result in a recurrence of the activities that are detrimental to the

quality of life of people who live, visit or work in the areas where the PSPOs can be enforced.

6. Background information

6.1 The existing PSPOs enacted on the 19th October 2017, relating to alcohol and dog control expire on the 18th October 2020. A PSPO remains in place for three years unless discharged by the Local Authority.

6.2 The Police and Council are responsible for tackling anti-social behaviour. PSPOs are an effective deterrent to deal with particular nuisance or problems in a particular area that is detrimental to the local community's quality of life.

6.3 A PSPO works by imposing conditions on the use of that area, which apply to everyone. A PSPO is designed to ensure that residents and visitors can use and enjoy public spaces without experiencing anti-social behaviour.

6.4 In accordance with s60 (2) of the Anti-Social Behaviour Crime and Policing Act 2014 (the Act), a PSPO cannot have effect for more than 3 years, unless extended under s60 (2). This section permits a local authority to extend a PSPO where it is satisfied on reasonable grounds that doing so is necessary to prevent an occurrence or recurrence of the activities identified in the order.

6.5 The introduction of PSPOs for alcohol control has enabled the Police to remove alcohol from those that are engaging in or are likely to engage in anti-social behaviour.

6.6 The PSPO for Dog Control enables officers from the Police and Council to give direction in regards to dogs off lead and dogs causing nuisance in a public place, this includes dog fouling and other related dog issues.

6.7 The existing PSPOs came into force on the 19th October 2017. These have enabled the Council and the Police to take preventative enforcement action in public places on:

- Dogs fouling on land.
- Dog exclusion in specified areas.
- Dogs on lead in specified areas.
- Dogs on lead by direction.
- Dogs specified maximum amount.
- Alcohol consumption in a prohibited area.

6.8 Detailed information is outlined below:

- **Dogs fouling on land**

If a person allows a dog, they are responsible for at that time to foul and walks away without picking up the faeces an officer can issue a Fixed Penalty Notice or provide evidence for legal action through the court. This is a borough wide order and applies to all land to which the public have access.

- **Dog exclusion in specified areas**

Dogs are excluded from specific locations within Haringey; this includes children's play area/grounds. Dogs are prohibited from entering marked pitches in parks and open spaces when in use. An officer can take action by means of issuing a Fixed Penalty Notice or provide evidence for legal action through the court if the person responsible for the dog allows it to enter the exclusion areas.

- **Dogs on lead in specified areas**

If a person does not comply with placing their dog on a lead on roads and estates managed by Homes for Haringey (including pavements, footways, verges, pedestrianised areas, cemeteries) an officer, can take action by means of issuing a Fixed Penalty Notice or provide evidence for legal action through the court.

- **Dogs on lead by direction**

If a person does not comply with placing their dog on a lead at the request of an authorised officer, the officer or the Police can take action by means of issuing a Fixed Penalty Notice or provide evidence for legal action through the court.

- **Dogs Specified Amount**

One person can take out no more than six dogs at any one time, an officer can issue a Fixed Penalty Notice or provide evidence for legal action through the court.

6.9 During the period of January to December 2018, the Council received 82 complaints about dog fouling. The following year January 2019 to December 2019, the Council received 48 reports.

The Council's contractor Veolia is responsible for clearing dog faeces from Haringey streets. Residents made 1,038 reports to Veolia requesting the removal of dog faeces from streets within the borough during the period 1st October 2017 to 31st October 2019.

6.10 It is difficult to take action against dog owners who fail to pick up faeces, as this is reliant on officers witnessing the offence. Having an amendment to the current PSPO making it an offence for dog owners not to produce a device or other means for removing dog faeces upon request, will enable officers to issue a Fixed Penalty Notice to those not carrying a receptacle or device to remove dog faeces. This will enable officers to take action against irresponsible dog owners who allow their dogs to foul land and who do not intend to clean up after their dog.

6.11 The variation of the Dog Control PSPO in regards points 6.10 above will not apply to a person in control of a working dog that has been trained to assist a person who has a disability.

6.12 The Dog Control PSPO is not put in place as a means to restrict the exercising or recreation of dogs across Haringey. The reason for making the

Order is to address the detrimental effect on the quality of life of those in the locality caused by the irresponsible behaviour of a small minority of dog owners; and to set out a clear standard of behaviour to which all dog owners are required to adhere.

6.13 Sealed Dog Control PSPO and Map is attached at Appendix 1

7. Alcohol Consumption in prohibited areas

If a person who is drinking alcohol or carrying alcohol in an open can, an officer can request the person to (1) surrender their alcohol or pour it away (2) not to continue to drink alcohol when required to do so. Failing to do so allows the officer to take action by means of issuing a Fixed Penalty Notice or provide evidence for legal action through the court. There are 11 PSPO areas in Haringey controlling the consumption of alcohol.

7.1 It is not an offence to drink alcohol in a controlled drinking area. It is an offence to fail to comply with a request to stop drinking or surrender alcohol in the area covered by the Order.

7.2 Failure to comply with either a prohibition or requirement is an offence. A breach of the Order can incur a Fixed Penalty Notice of £100.00 or a fine not exceeding level three (£1000.00) upon summary conviction.

7.3 There are various tools, which the Council and the Police can use to manage crime and disorder in the borough with or without alcohol as a qualifying factor these include

- The Licensing Act 2003;
- The Anti-Social Behaviour, Crime and Policing Act 2014;
- Review of Premises Licences;
- Confiscation of Alcohol (Young Person) Act 1997 a Police officer can remove alcohol from a person suspected of being under age; and
- Licensing Act 1872 on the spot penalties for being drunk on the highway or other public place. For exhibiting disorderly, conduct whilst drunk in a public place (Criminal Justice Act 1967). The Police can also deal with behaviour causing harassment, alarm or distress (with or without alcohol as a qualifying factor).

7.4 A review of the current PSPOs highlights the need for a continuation of powers to tackle individuals drinking on the street.

7.5 A review of the current PSPOs shows there were 2608 related calls, which were flagged as alcohol/licensing related between 2017 - 2019. By far the highest proportion of these were related to incidents in the wards of Noel Park, Northumberland Park and Tottenham Green. Far fewer incidents were reported in Alexandra, Muswell Hill and Highgate wards.

7.6 Over the same period, The London Ambulance Service (LAS) received 3949 callouts for alcohol related matters in the past two years. This includes both injuries where alcohol was believed to have been a factor as well as illnesses related to alcohol, where an ambulance was required. Tottenham Green,

Bounds Green and Noel Park had the highest volume of these callouts. In contrast, Alexandra, Stroud Green and Crouch End had relatively few callouts.

- 7.7** Data from the London Ambulance Service and the Police shows alcohol related nuisance and emphasises the need for the PSPOs to continue within these wards:

London Ambulance Service (LAS) Alcohol Callouts

Ward	LAS Alcohol Calls
Alexandra	59
Bounds Green	373
Bruce Grove	229
Crouch End	101
Fortis Green	108
Harringay	181
Highgate	103
Hornsey	124
Muswell Hill	134
Noel Park	372
Northumberland Park	325
Seven Sisters	223
St Ann's	208
Stroud Green	81
Tottenham Green	444
Tottenham Hale	311
West Green	198
White Hart Lane	135
Woodside	240
Haringey Total	3949

CAD ASB Reports to Police with an Alcohol / Licensing Nuisance Code

Ward	CAD Alcohol
Alexandra	43
Bounds Green	158
Bruce Grove	196
Crouch End	67
Fortis Green	81
Harringay	138
Highgate	55
Ward	CAD Alcohol
Hornsey	74
Muswell Hill	54
Noel Park	264

Northumberland Park	272
Seven Sisters	158
St Ann's	139
Stroud Green	59
Tottenham Green	308
Tottenham Hale	188
West Green	130
White Hart Lane	90
Woodside	134
Haringey Total	2608

- 7.8** Alcohol related reports in the past two years show evidence of clustering, with wards in the east (Northumberland Park / Tottenham Green) exhibiting high volumes, as well as a central clustering of Noel Park also featuring highly.
- 7.9** We are proposing to consult on the extension of the Woodside PSPO. Council Officers in conjunction with the Police are recommending a variation of the PSPO to extend the boundary. Chapmans Green, is a small park on the junction of Lordship Lane and Dunbar Road, N22. There have been a number of complaints about individuals loitering, drinking and littering (discarded alcohol bottles/cans) in the park. Allegations have been made that some of the males loitering are drinking and engaging in drug dealing inside the park. We have received a number of reports from residents made through their Ward Councillors about these issues. We have had on site meetings with residents, the police and Ward Councillors.
- 7.10** There has also been reports that individuals have been drinking outside the Crown Court in Lordship Lane and outside the shops at the far end of Lordship Lane at the junction with Dunbar Road. The Woodside Policing Team have provided information of complaints received from residents about a number of criminal and anti-social behaviour incidents which have occurred over a two year period in the location of Lordship Lane and Chapmans Green Park. The extension of the PSPO will alleviate the alcohol related crime and anti-social behaviour within the area. The redacted police information is attached at **Appendix 2**

7.11 The PSPO orders for the 11 wards are attached - **Appendices Sealed Orders 3-13**

8. Consultation

8.1 In accordance with statutory guidelines and detailed in Section 72 of the Act the Council must undertake public consultation. This will include Chief of Police, appropriate community representatives, owners or occupiers of land.

8.2 The Council will undertake consultation with the Chief Officer of Police in regards to the both the Dog Control and Alcohol PSPOs as part of the consultation process.

8.3 The PSPO does not make it illegal to drink alcohol in a public place or within the boundary of licensed premises. However, if a person was to drink beyond the legal boundary of licensed premises and cause anti-social behaviour and they do not stop drinking if asked to do so by an officer, then they would be subject to enforcement action.

8.4 The only restriction on alcohol in public places are in areas which are already licenced to serve alcohol by a temporary events notice or another type of licence under the Licensing Act 2003 then the PSPO will not be effective for the period of that licence.

8.5 All licensed premises within the boundaries of the alcohol PSPOs will be notified of the Order.

8.6 The consultation will carried out:

- Online through the Council website.
- Awareness will be raised through the social media.
- Consultation documents will be sent to dog walker groups/clubs within the borough.
- Consultation documents will be sent to the Kennel Club.
- Consultation documents will be sent to the RSPCA and Dogs Trust.
- Officers will provide consultation documents to the Wood Green Animal Shelter.
- We will attempt to place copies of the consultation documents with veterinary practices within the borough.
- Letters will be sent to elected members so they can contact their constituents.
- In Woodside Ward where we are proposing to extend the boundary of the Order controlling alcohol, public meetings with residents and businesses within the affected area will be set up to discuss the proposals. This will enable residents and businesses to make an informed decision for or against the change.
- Information will be provided at the HfH Customer Service Desks.
- Information will be placed in the Haringey People Magazine.

- We will attempt to have the consultation information in the Homes for Haringey Home Zone.
- Information will be disseminated to the Neighbourhood Watch Groups.

8.7 It must be clearly highlighted that the consultation is not seeking views on whether to incorporate any additional ASB or nuisance issues into the PSPOs. The consultation is seeking to ensure there are no objections or representation with the proposals to extend and vary the PSPOs before a final decision on the enactment of the PSPOs.

8.8 The consultation will take place after the local elections in May and after the consultation a further report will be submitted to cabinet for final decision on whether or not to extend and vary the PSPOs .

9. Contribution to strategic outcomes

Borough Plan 2019 - 2023

9.1 Our vision for all residents and businesses in Haringey is summarised in Priority 3 of the Borough Plan 2019 - 2023:

Priority 3 - Our vision is for 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.

We will work with communities to improve the environment, particularly by reducing anti-social behaviour, making members of the community feel safer in the area where they live or work.

We will work with partners to prevent and reduce more serious crime, by joining up our enforcement teams to monitor and enforce serious incidents of anti-social behaviour. We will help identify and tackle issues more effectively, making members of the community feel safer in the area where they live or work.

Preventing and acting against those, perpetrating ASB increases resident confidence and promotes their health and wellbeing, making them feel safer in their homes. It will also add to the Council's Priority giving children a better start in life by protecting them from the harmful effects of anti-social behaviour and resolving issues of dog nuisance in areas and estates where they live and play.

10. Statutory Officers comments Finance Officer

10.1 This report seeks cabinet approval of consultation and notification of the extension of the Public Space Protection Order (PSPO) which expires in October 2020; as outlined in section 3.1.

The cost of consultation is estimated to be in the region of £600 and will be met from existing Enforcement and Safety Budget.

Once implemented this will enable the continuation of Fixed Penalty Notices (FPN's) to be issued by ASB Enforcement Officers to ensure compliance.

Furthermore, increased powers for the Police and Council to take preventative enforcement action against ASB in public spaces.

11. Legal & Governance

11.1 A Public Spaces Protection Order (PSPO) may be made if the Council is satisfied on reasonable grounds that:

- Activities carried on in a public place within the Borough either have had or it is likely that they will have, a detrimental effect on the quality of life of those in the locality;
- It is likely that the detrimental effect will be persistent, and such as to make the activities unreasonable;
- The effect or likely effect is such as to justify the restrictions imposed by the proposed PSPO.

11.2 Before making a PSPO the Council must publicise its draft text and consult with the local Police (formally with the Chief Officer of Police and MOPAC), with such local community groups as the Council sees fit, and with the owners of any land covered by the PSPO.

11.3 Regarding consultation, this has to be at a time when proposals are still at a formative stage. Second, the proposer has to give sufficient reasons for any proposal to permit an intelligent consideration and response. Third, adequate time has to be given for consideration and response, and finally, the product of consultation had to be conscientiously taken into account in finalising any statutory proposal or reaching a decision. The process of consultation has to be effective and looked at as a whole it has to be fair. The Council is obliged to take account of any representations made during the consultation period and all objections received must be properly considered by the decision maker in the light of administrative law principles, Human Rights law and the relevant statutory powers.

11.4 1.6 A Public Space Protection Order may not have effect for a period of more than 3 years, unless under section 60 of the Act it is extended before it expires. Alternatively, a Public Space Protection Order can be varied.

- By increasing or reducing the restricted area;
- By altering or removing a prohibition or requirement included in the order, or adding a new one.
- Or by making a variation that results in the order applying to an area to which it did not previously apply only if:

- Where an order is varied, the order as varied must be published in accordance with regulations made by the Secretary of State.

- 11.5 The proposed extensions and variations are in accordance with the Act but need to be consulted upon.
- 11.6 As these PSPOs significantly affect the inhabitants of two or more wards the decision to go out to consultation is a key decision that requires Cabinet approval.

12. Equality

- 12.1 Section 149 of the Equality Act 2010 sets out the new public sector equality duty replacing the previous duties in relation to race, sex and disability and extending the duty to all the protected characteristics (race, sex, disability, age, sexual orientation, religion or belief, pregnancy or maternity, marriage or civil partnership and gender reassignment). The public sector equality duty requires public authorities to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.
- 12.2 In line with this an initial EqIA was completed but did not find that a full EqIA was required, as no potential adverse impacts in relation to the decision for this report is likely. The EqIA is attached at **Appendix 14**
- 12.3 The government guidance on PSPO states that the restrictions of a PSPO can be blanket restrictions or requirements or can be targeted against certain behaviours by certain groups at certain times. This PSPO will apply to all individuals committing anti-social behaviour within the designated area, without discrimination.
- 12.4 No particular group should be disadvantaged through publicity or enforcement of the PSPO.
- 12.5 The introduction of the PSPOs will aim to improve the quality of life and experience for all residents, businesses and visitors to the borough. Any Order would be designed to provide a clean, safe and peaceful environment for all residents where the Order is in force and should be supportive of the needs of those most affected by the fear of crime.
- 12.6 There is no negative impact on people having any of the protected characteristics. The overall impact is positive.

13. Appendices

- Appendix (1)** Dog Control PSPO & Borough Ward Map
Appendix (2) Report from the SNT
Appendix (3) Bounds Green PSPO

- Appendix (4) Bruce Grove PSPO**
- Appendix (5) Harringay PSPO**
- Appendix (6) Noel Park PSPO**
- Appendix (7) Northumberland Park PSPO**
- Appendix (8) St Ann's PSPO**
- Appendix (9) Seven Sisters PSPO**
- Appendix (10) Tottenham Green PSPO**
- Appendix (11) Tottenham Hale PSPO**
- Appendix (12) West Green PSPO**
- Appendix (13) Woodside PSPO**
- Appendix (14) EqIA**
- Appendix (15) Map boundary extension for Woodside Ward**

Local Government (Access to Information) Act 1985

Back Ground Papers

Anti-Social Crime & Policing Act 2014 - legislation
<http://www.legislation.gov.uk/ukpga/2014/12/contents/enacted>

Anti-Social Behaviour, Crime and Policing Act 2014, guidance
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/823316/2019-08-05_ASB_Revised_Statutory_Guidance_V2.2.pdf

DEFRA Practitioners Manual on dealing with irresponsible dog ownership
<https://www.gov.uk/government/publications/dealing-with-irresponsible-dog-ownership-practitioners-manual>

ANTI-SOCIAL BEHAVIOUR, CRIME & POLICING ACT 2014
S.59-75 PUBLIC SPACE PROTECTION ORDER
LONDON BOROUGH OF HARINGEY DOG CONTROL

1. This order comes into force pursuant to section 75 (3) (a) of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act).
2. This order may be cited as The Public Spaces Protection Order (Haringey Dog Control) and shall come into force on the 20th October 2017 and remain in force for a period of three years.

The Public Space Protection Order (PSPO) covers five areas of dog control:

- A. Dog fouling of land
- B. Dogs on leads
- C. Dogs on leads by direction
- D. Dogs exclusion
- E. Dogs (specified maximum)

A. Dog fouling of land

1. This relates to the offence of fouling of land by dogs. The public health implications of dog fouling are well documented.
2. If a dog defecates at any time on land to which this order applies, and the person who is in charge of the dog at that time fails to remove the faeces from the land forthwith, that person shall be guilty of an offence unless:
 - a. he/she has a reasonable excuse for failing to do so, or
 - b. the owner, occupier, or other person or authority having control of the land has consented (generally or specifically) to his failing to do so;
3. This Order applies to land described in the Schedule A below, being land in the area of the Council
4. For the purpose of this article:
 - a. Placing the faeces in a receptacle on the land which is provided for this purpose, or for the disposal of waste, shall be a sufficient removal from the land;
 - b. Being unaware of the defecation (whether by reason of not being in the vicinity or otherwise), or not having a device for or other suitable means of removing the faeces, shall not be a reasonable excuse for failing to remove the faeces;

SCHEDULE A: Dog fouling of land

Land Designated by Description

1. Any land, which is open to the air, and to which the public are entitled or permitted to have access (with or without payment).
2. Any land which is covered is to be treated as land which is "open to the air" if it is open on at least one side.

B. Dogs on leads

Land Designated by Description

1. Dogs whilst not on a lead and poorly supervised, or startled, have a greater potential to cause road traffic accidents, or to cause injury to pedestrians, dogs and other animals. The restrictions in this Order are designed to facilitate a sharing of our public spaces, whilst recognising that dogs do need to be exercised off lead.
2. A person in charge of a dog shall be guilty of an offence, if at any time, they fail to keep their dog on a lead not longer than 2.0 metres, unless:
 - a. he/she has a reasonable excuse for failing to do so, or
 - b. the owner, occupier, or other person, or other authority having control of the land has given consent (generally or specifically);
3. This part of the Order applies to land described in the Schedule B below being land in the area of the Council.

Schedule B: Dogs on leads

Land Designated by Description

1. A highway, carriageway, cycle land, footway or footpath, maintainable at the public expense, or any grass verge managed by the local authority and which is adjacent to the carriageway or footway of a highway, including gutters and adjoining footpaths;
2. clearly specified and signed areas in the boroughs parks
3. all churchyards and graveyards (but not green burial areas), ornamental gardens
4. all car park areas shopping centres and precincts that are:
 - a. open to the air (which includes land that is covered but open to the air on at least one side) and
 - b. areas to which the public are entitled or permitted to have access (with or without payment), irrespective of ownership
5. all sports grounds, fields, parks, pitches, which are maintained by the local authority and are not subject to "Dog Exclusion", but only when in use for officiated sporting matches
6. All parks and open green spaces less than half a hectare
7. On all estates and land managed by Homes for Haringey

C. Dogs on leads by direction

1. In parts of the borough where dogs are permitted off leads, a minority of irresponsible dog owners allow their dogs to cause damage to property, and cause problems for pedestrians, other dog owners and other animals. This part of the Order is designed to enable authorised Council Officers or Police Officers to direct that the owner put their dog on a lead.
2. A person in charge of a dog will be guilty of an offence if at any time, on land to which this Part applies, they fail to comply with a direction given them by an authorised officer of the Council or a police officer to put and keep the dog on a lead of not more than 2 metres in length, unless:
 - a. he/she has a reasonable excuse for failing to do so, or
 - b. the owner, occupier, or other person or authority having control of the land, has given consent (generally or specifically)
3. For the purposes of this request an authorised officer of the Council may only direct a person to put and keep a dog on a lead if such restraint is reasonably necessary to prevent either a nuisance, or behaviour by the dog likely to cause annoyance or disturbance to any other person, or the worrying of other animals on designated land to which this order applies.
4. This Part of the Order applies to land described in Schedule C below being land in the area of the Council.

Schedule C: Dogs on leads by direction

Land Designated by Description

1. Any land within the London Borough of Haringey, which is open to the air, and to which the public are entitled or permitted to have access (with or without payment).
2. Any land which is covered is to be treated as land which is "open to the air" if it is open on at least one side.

D. Dogs exclusion

1. There are specific parts of the borough from which dogs should be excluded for their safety and that of pedestrians, and for the public health and aesthetic reasons. This part of the Order states the relatively few places from which dogs will be excluded.
2. A person in charge of a dog will be guilty of an offence if at any time he takes the dog onto, or permits the dog to enter or remain on, any land specified in the Order, unless;
 - a. he/she has a reasonable excuse for failing to do so, or

- b. the owner, occupier or other person or authority having control of the land, has given consent (generally or specifically)
3. This Part of the Order applies to the land described in Schedule D below being land in the area of the Council.

Schedule D: Dogs exclusion

Land Designated by Description

1. children's play areas (which are clearly signed)
2. multi-use games areas (which are clearly signed)
3. sport and recreational facilities, i.e. ball courts, pitches, pool areas (which are enclosed and clearly signed)
4. sensitive areas, or specific horticultural areas within parks (which are enclosed and clearly signed)

E. Dogs (specified maximum)

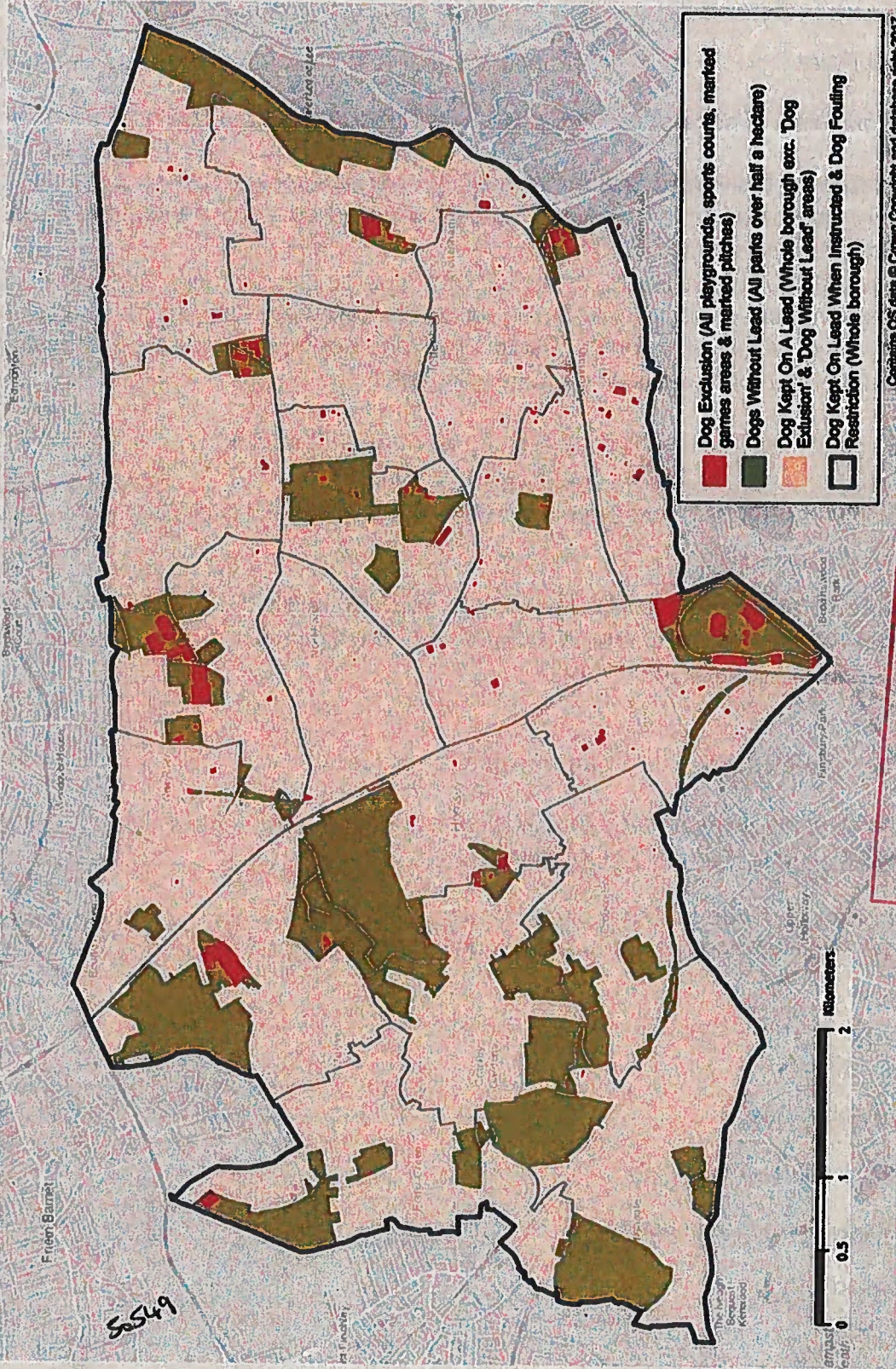
1. To control the numbers of dogs being walked by an individual. This can cause problems for other dog walkers and other animals where irresponsible dog owners fail to keep their dogs under proper control and where dog foul is not picked up. This part of the Order seeks to place limits on the number of dogs which may be walked together to enable greater control.
2. A person shall be guilty of an offence if they take on to any land in respect of which this Order applies more than the maximum number of dogs specified in point 2 of this Order, unless;
 - a. they have a reasonable excuse for failing to do so, or
 - b. the owner, occupier, or other person or authority having control of the land, has given consent (generally or specifically)
3. On land to which this Order applies, the maximum number of dogs which a person may take onto that land is six.
4. This Part of the Order applies to land described in Schedule E below being land in the area of the Council.

Schedule E: Dogs (specified maximum)

Land Designated by Description within the London Borough of Haringey Council

1. Any land within the London Borough of Haringey, which is open to the air, and to which the public are entitled or permitted to have access (with or without payment)
 2. Any land which is covered is to be treated as land which is "open to the air" if it is open on at least one side.
-

Dog Control and Dog Fouling Public Space Protection Order 2017



AUTHORISED OFFICER

OH 1105

General Point

For the purpose of parts, A, B, C and D of this Public Protection Order:

1. Nothing in this Public Space Protection Order applies to a person who:
 - a. is registered as a blind person in a register compiled under section 29 of the National Assistance Act 1948 or
 - b. has a disability which affects his/her mobility, manual dexterity, physical coordination, or ability to lift, carry, or otherwise move everyday objects, in respect of a dog trained by a "prescribed charity" and upon which he relies for assistance;
 - c. each of the following is a "prescribed charity"
 - i) Dogs for the Disabled (registered charity number 700454)
 - ii) Support Dogs (registered charity number 1088281)
 - iii) Canine Partners for Independence (registered charity number 803680)

2. For the purpose of this article, a person who habitually has a dog in his possession shall be taken to be in charge of the dog at any time unless at that time some other person is in charge of the dog.

Offences under the Public Space Protection Order

A person who is guilty of an offence shall on summary conviction be liable to a fine not exceeding level 3 on the standard scale.

A Fixed Penalty Notice of £100.00 will be issued to offenders, which would discharge any liability to conviction for an offence under Section 67(1) of the Act.

DATED: 8/11/17

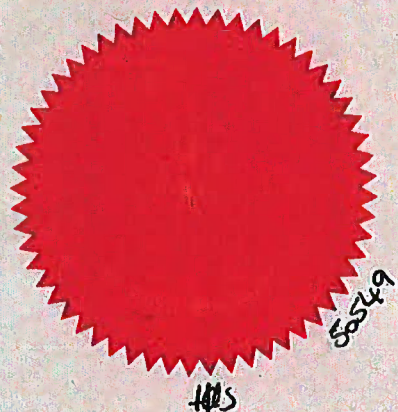
The Common Seal of

London Borough of Haringey

Was affixed in the presence of

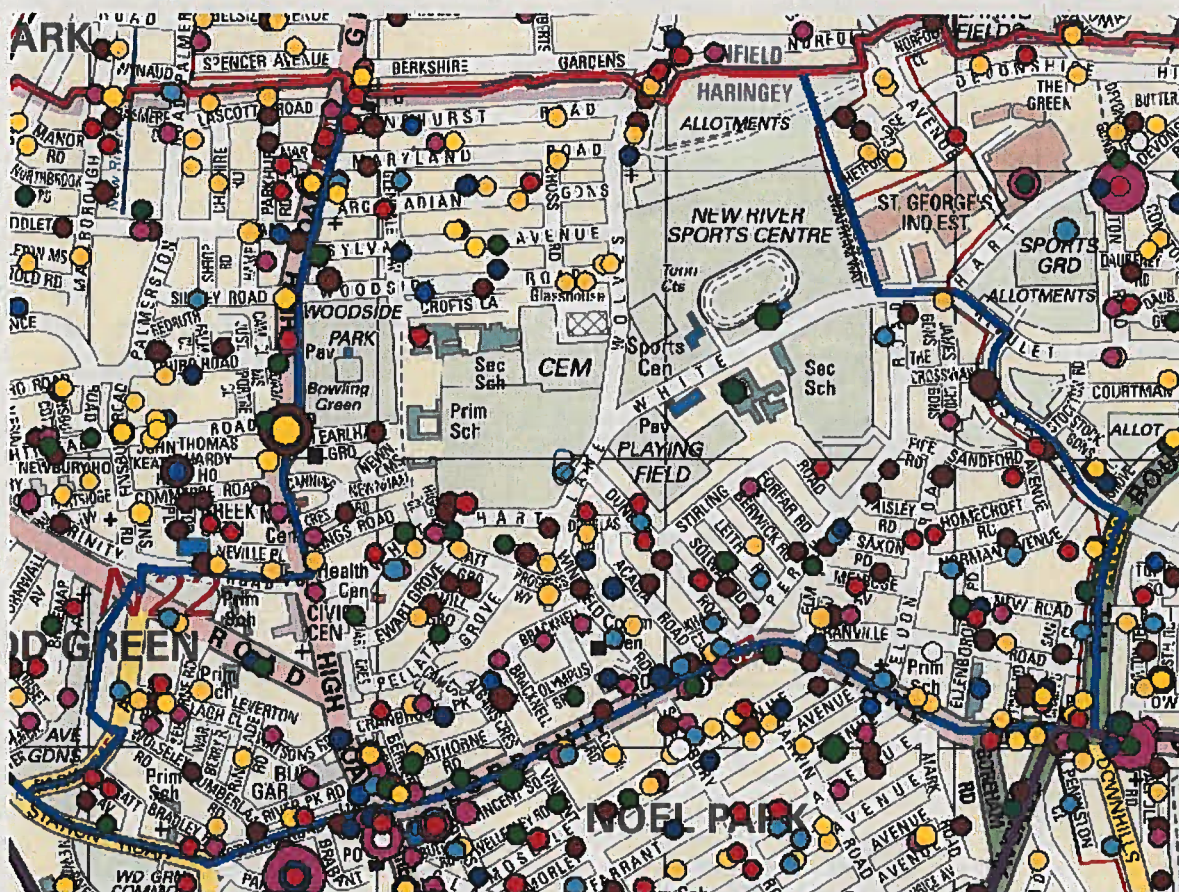
Authorised Officer

Oliver King



Report of ASB to support a Public Space Protection Order on Woodside ward

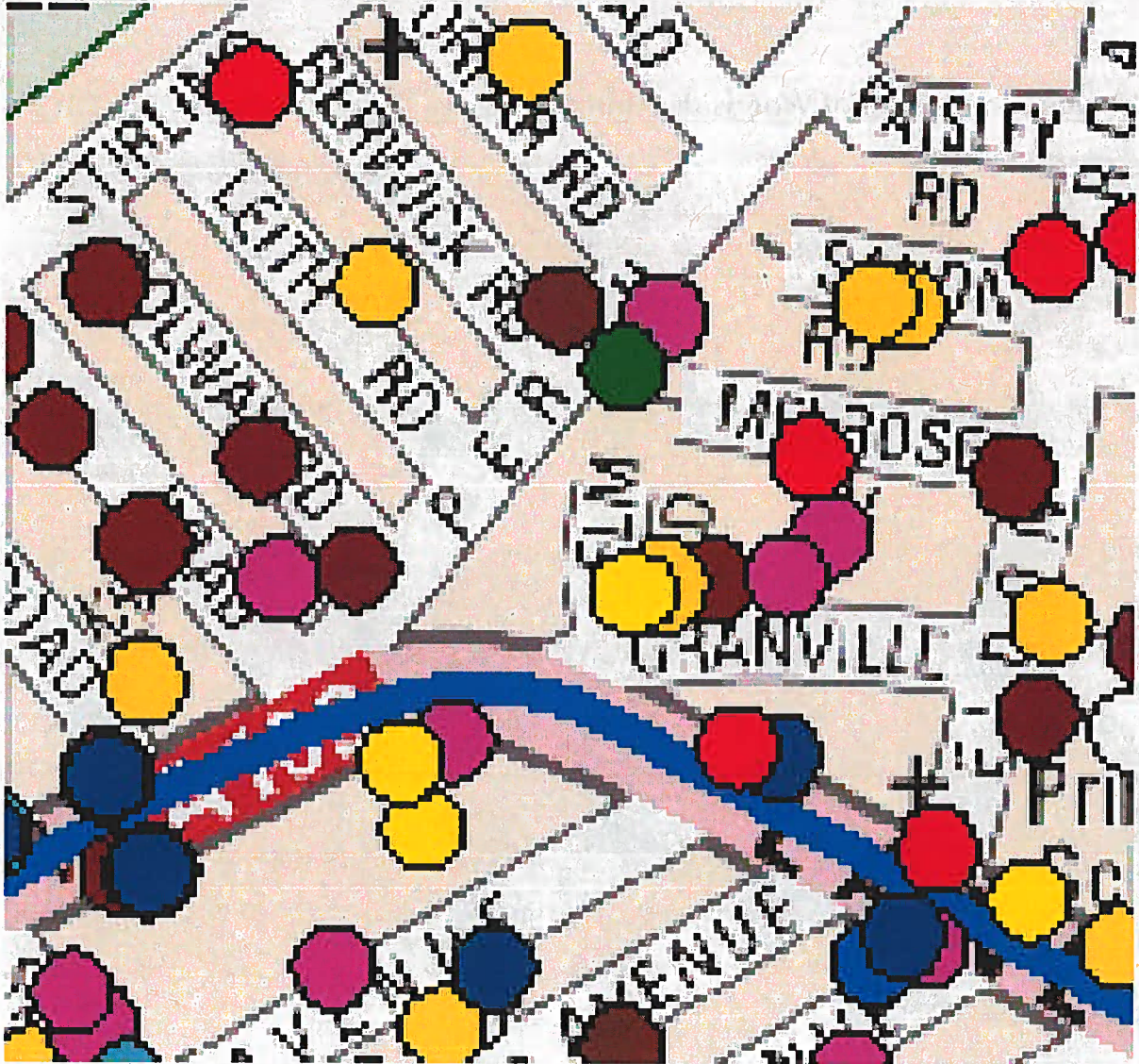
12 week crime map of Woodside (Haringey) ward October – December 2019



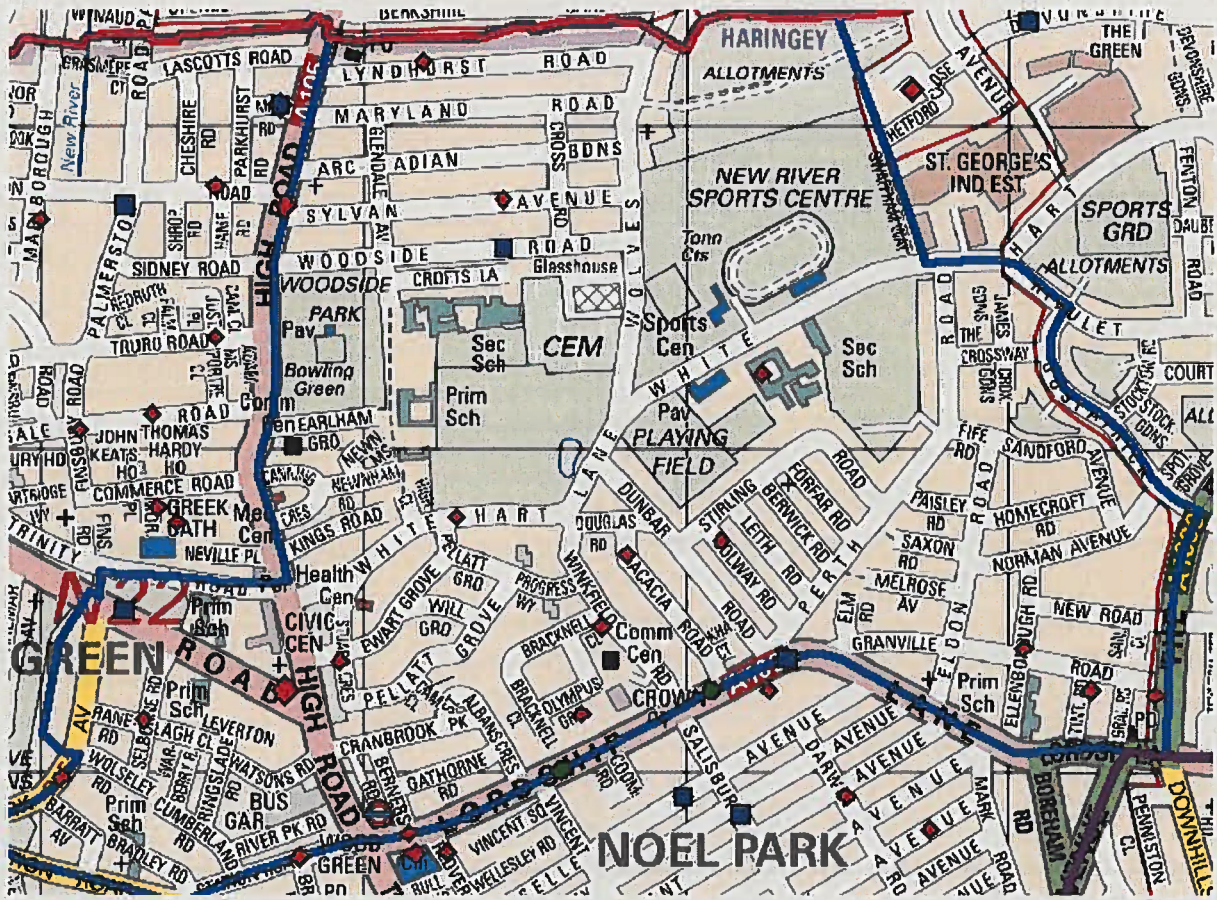
Key

Annotations	
Underground Network Stations	
Burglary_D_12	
Arson and Criminal Damage_D_12	
Drug Offences_D_12	
Miscellaneous Crimes Against	
Possession of Weapons_D_12	
Public Order Offences_D_12	
Robbery_D_12	
Sexual Offences_D_12	
Theft_D_12	
Vehicle Offences_D_12	
Violence Against the Person_D_12	

Localized map of area around Chapman's Green (At junction of Lordship Lane and Perth Road) showing 12 week crime map.



Anti-Social Behaviour related calls to police November 2019



Anti-social incidents recorded on Lordship Lane N22, Perth Road and Chapmans Green 17/01/2019 – 18/12/2019

Date	Location	Type of incident	Reference #1	Reference #2
17/01/2018	Chapmans Green	Stop and account		
17/01/2018	Chapmans Green	Stop and account		
16/02/2018	Chapmans Green	GBH with intent	CRIS 2804371/18	CAD 1554
09/03/2018	Chapmans Green	Drug search		
11/05/2018	Chapmans Green	Drug search		
19/05/2018	Chapmans Green	Theft from vehicle	CRIS 2813020/18	
28/05/2018	Chapmans Green	Violent incident	CAD 7639	
06/06/2018	Chapmans Green	Drug search		
12/06/2018	Chapmans Green	Drug search		
04/07/2018	Chapmans Green	Drug search	CRIS 2817667/18	
06/07/2018	Chapmans Green	Stop and account		
12/07/2018	Chapmans Green	Drug search - PWITS arrest	CAD 6959	
12/07/2018	Chapmans Green	Drug search - PWITS arrest	CAD 6959	
20/07/2018	Chapmans Green	Male exposing himself in park		
08/08/2018	Chapmans Green	Drug search		
19/09/2018	Chapmans Green	Eight (8) males. Football on green	CAD 6971	
18/10/2018	Chapmans Green	Stop and account Male urinating		
23/10/2018	Chapmans Green	Male stabbed with large knife		
02/11/2018	Chapmans Green	Violent male in park	CAD 4107	
26/11/2018	Chapmans Green	Male stalking female caller	CAD 3138	
01/01/2019	Lordship Lane	Stop and search S23	YRZS00078881	
09/01/2019	Lordship Lane	Stop and search S23	YRZS00079035	
12/01/2019	Lordship Lane	Stop and search S1 (Weapon)	YRZS00079116	2801102/19
12/01/2019	Lordship Lane	Stop and search S1 (Weapon)	YRZS00079095	CAD 6717
16/01/2019	Lordship Lane	Stop and search S1 (Weapon)	YRZS00079214	CAD 8426
19/01/2019	Lordship Lane	Robbery from person	CAD 1733	2801723/19
21/01/2019	Chapmans Green	Drug search	CAD 1618	
26/01/2019	Lordship Lane	Violence against the person	CAD 2765	
01/02/2019	Lordship Lane	Stop and search S1 (Weapons)	YRZS00079668	
01/02/2019	Lordship Lane	Stop and search S1 (Weapons)	YRZS00079714	
05/02/2019	Lordship Lane	Stop and search S23	CAD 895	
05/02/2019	Lordship Lane	Stop and search S23	CAD 873	
12/02/2019	Lordship Lane	Stop and search S23	YRZS00079929	
12/02/2019	Lordship Lane	Stop and search S23	YRZS00079963	
12/02/2019	Lordship Lane	Stop and search S23	YRZS00079952	
15/02/2019	Lordship Lane	Drink male at William Hill	CAD 7916	
23/02/2019	Lordship Lane	Stop and search S23	YRZS00080249	
01/03/2019	Lordship Lane	Stop and search S60	YRZS00080829	

01/03/2019	Lordship Lane	Stop and search S60	YRZS00080828	
01/03/2019	Lordship Lane	Stop and search S60	YRZS00080703	
01/03/2019	Lordship Lane	Stop and search S60	YRZS00080563	
03/03/2019	Lordship Lane	Stop and search S60	YRZS00080720	
03/03/2019	Lordship Lane	Stop and search S60	YRZS00080753	
06/03/2019	Lordship Lane	Gang members stopped in cab	YRZS00080961	
06/03/2019	Lordship Lane	Gang members stopped in cab	YRZS00080962	
12/03/2019	Lordship Lane	Male assaulted Metro Cabs	CAD 1077	
13/03/2019	Lordship Lane	Shoplifter at Tesco	CAD 4244	
14/03/2019	Lordship Lane	Stop and search S23	YRZS00081208	
26/03/2019	Lordship Lane	Stop and search S23	YRZS00081468	
26/03/2019	Lordship Lane	Stop and search S23	YRZS00081456	
28/03/2019	Lordship Lane	Stop and search S23	YRZS00081550	
29/03/2019	Lordship Lane	Stop and search S1	YRZS00081574	
07/04/2019	Lordship Lane	ASB - Drugs	CAD 4621	
13/04/2019	Lordship Lane	Stop and search S1 (weapons) Arrest		
23/04/2019	Lordship Lane	Stop and search S1 (weapons)	YRZS00082125	
26/04/2019	Lordship Lane	Stop and search S23	YRZS00082179	
26/04/2019	Lordship Lane	Stop and search S23	YRZS00082176	
26/04/2019	Chapmans Green	Drug search		
14/05/2019	Lordship Lane	Assault of the person	CAD 4697	2812632/19
14/05/2019	Chapmans Green	Knife violence	CAD 4347	
14/05/2019	Lordship Lane	Stop and search S23	YRZS00082463	
14/05/2019	Lordship Lane	Stop and search S23	YRZS00082462	
14/05/2019	Lordship Lane	Stop and search S23	CAD 7793	
20/05/2019	Lordship Lane	Vagrant laying in street o/s Ladbroke	CAD 7204	
20/05/2019	Chapmans Green	Drunk male in park ASB	CAD 3724 (X3)	
30/05/2019	Chapmans Green	Possession of cannabis		
05/06/2019	Chapmans Green	Drug search		
05/06/2019	Chapmans Green	Drug search		
05/06/2019	Lordship Lane	Male smoking crack in property	CAD 8842	
06/06/2019	Chapmans Green	Drug search		
11/06/2019	Lordship Lane	ASB o/s Ladbroke (Drugs)	CAD 6300	
15/06/2019	Lordship Lane	Stop and search S1 (weapons)	YRZS00083277	
19/06/2019	Lordship Lane	Stop and search S23	YRZS00083347	
25/06/2019	Chapmans Green	Seven (7) males fighting	CAD 5762	
01/07/2019	Lordship Lane	Violence against the person	CAD 8621	
04/07/2019	Chapmans Green	Drug search	CRIS 2817667/18	
10/07/2019	Chapmans Green	Search for stolen items	CAD 3663	
10/07/2019	Chapmans Green	Search for stolen items	CAD 3663	
18/07/2019	Lordship Lane	ASB o/s Paddy Power	CAD 396	
22/07/2019	Lordship Lane	Stop and search S23	YRZS00084527	
25/07/2019	Lordship Lane	Stop and search S60	YRZS00084637	CAD 7856
25/07/2019	Lordship Lane	Stop and search S60	YRZS00084591	CAD 7856

25/07/2019	Lordship Lane	Stop and search S60	YRZS00084595	CAD 7856
26/07/2019	Lordship Lane	ASB o/s Paddy Power	CAD 776	VAYR191089
06/08/2019	Lordship Lane	Possession of weapon	CAD 3258	
09/08/2019	Lordship Lane	Theft from vehicle	CAD 7204	2821708/19
13/08/2019	Lordship Lane	Drugs ASB	CAD 7021	VAYR191274
22/08/2019	Lordship Lane	Stop and search S23	YRZS00085084	CAD 8822
07/09/2019	Perth Road	Assault of street drinker	CAD 1062	2824213/19
07/09/2019	Chapmans Green	Damage to park by fire	CRIS 2827853/19	
08/09/2019	Perth Road	Drunken males	CAD 670	
10/09/2019	Lordship Lane	Violence o/s Paddy Power	CAD 5358	
19/09/2019	Perth Road	Theft	CAD 2506	2825332/19
19/09/2019	Lordship Lane	Firearms call	CAD 7602	
20/09/2019	Perth Road	Theft from vehicle	CAD 2202	2825547/19
20/09/2019	Perth Road	Noise nuisance from neighbour	CAD 6765	
21/09/2019	Perth Road	20 plus people fighting in the street	CAD 8536	
21/09/2019	Perth Road	Theft of vehicle	CAD 2782	2825528/19
22/09/2019	Perth Road	Phone snatch	CAD 2819	2825619/19
02/10/2019	Chapmans Green	Theft from vehicle	CRIS 2827134/19	
05/10/2019	Perth Road	Theft from person (bus)	CRIS 2827177/19	
06/10/2019	Perth Road	Theft from person	CRIS 2827179/19	CAD 6668
10/10/2019	Lordship Lane	Stop and search S1	YRZS00086268	CAD 0801
10/10/2019	Lordship Lane	Stop and search S1	YRZS00086267	CAD 0801
22/10/2019	Lordship Lane	Criminal damage	CAD 3267	2828707/19
26/10/2019	Lordship Lane	Rape allegation	CAD 6993	2829165/19
03/11/2019	Lordship Lane	Stop and search S1	YRZS00086722	CAD 1831
15/11/2019	Perth Road	Assault of council employee	CAD 2280	2831382/19
21/11/2019	Lordship Lane	ASB o/s William Hill	CAD 8250	
22/11/2019	Perth Road	Robbery from person	CAD 5528	2831807/19
27/11/2019	Lordship Lane	Theft at Tesco	CAD 7751	
01/12/2019	Lordship Lane	ASB at Tesco	CAD 7713	
03/12/2019	Lordship Lane	ASB o/s Ladbrokes	CAD 2937	
10/12/2019	Lordship Lane	Assault	CAD 4386	
11/12/2019	Perth Road	Violence against the person	CAD 195	
13/12/2019	Lordship Lane	Stop and search S23 - Arrest	YRZS00078696	
16/12/2019	Lordship Lane	Violence against the person	CAD 3305	2833325/19
18/12/2019	Lordship Lane	Racial attack	CAD 5613	2834234/19

**PUBLIC SPACE PROTECTION ORDER - BOUNDS GREEN WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR**

1. This Order may be cited as the **Bounds Green Ward Public Spaces Protection Order**

2. This order comes into force pursuant to section 75 (3) (a) of the **Anti-social Behaviour, Crime and Policing Act 2014 (the Act)**, the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.

3. This Order comes into force on the **20th October 2017** for a period of three years thereafter, unless extended by further order under the Council's statutory powers.

4. This Order applies to the public places being those parts of the **Bounds Green Ward** shown outlined on the plan contained in the schedule of this Order (**Bounds Green Ward Public Space Protection Order**).

SCHEDULE OF RESTRICTED ROADS

Bridge Road

Buckingham Road

Dorset Road

St Michaels Terrace

Terrick Road

Public Parks and Open Spaces managed by Haringey Council

• Park Area Between St Michaels Terrace and Park Avenue

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
 - (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*
 - (3) *A Police Constable or authorise person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
-

- (4) A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.
- (5) A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

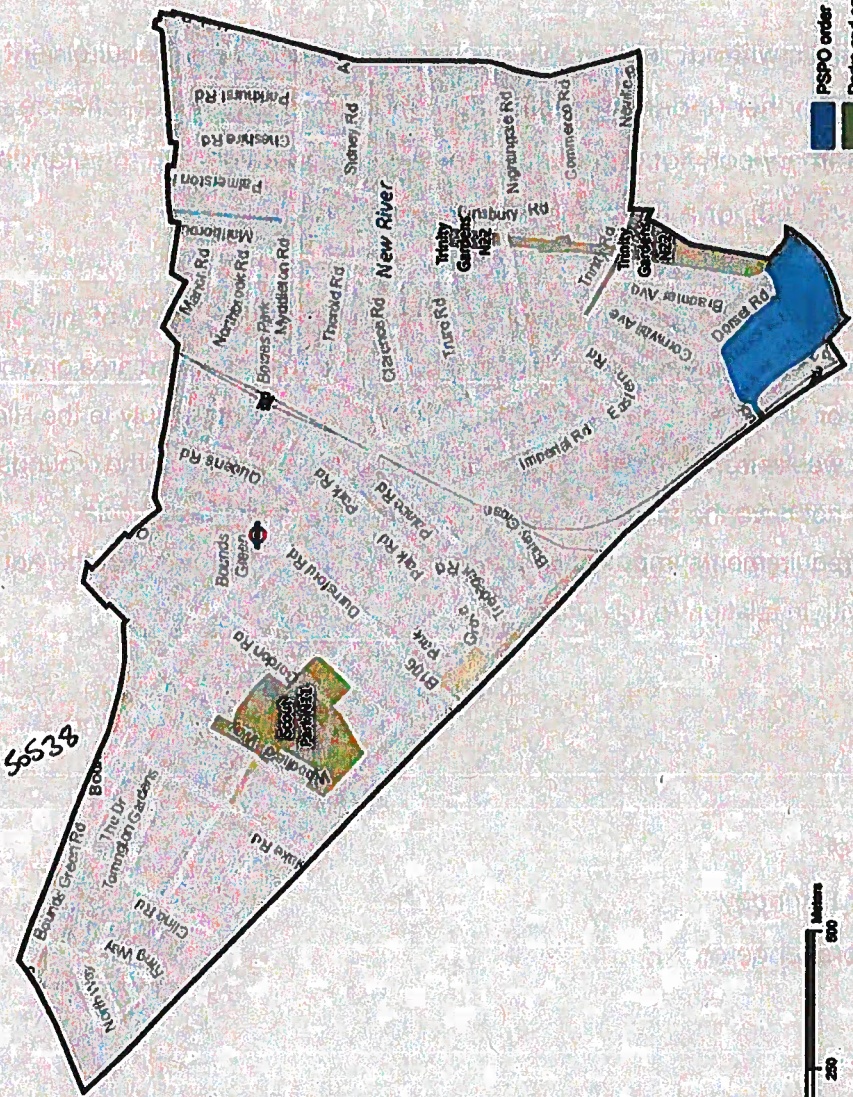
The Common Seal of
London Borough of Haringey
Was affixed in the presence of
Authorised Officer

Oliver Hill



HLS

Street Drinking - Public Spaces Protection Order - Bounds Green Ward



55538

AUTHORISED OFFICER

OH HCS

LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – BRUCE GROVE WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR

1. This Order may be cited as the Bruce Grove Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the Bruce Grove Ward shown outlined on the plan contained in the schedule of this Order (Bruce Grove Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Bruce Grove

Clacton Road

Forster Road

Howfield Place

Lordship Lane

Moorfield Road

Mount Pleasant Road

St Loy's Road
Sperling Road

Public Rights of Way

- Alleyway Beside St. Loy's Road

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
 - (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*
 - (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
-

- (4) A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.
- (5) A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

The Common Seal of

London Borough of Haringey

Was affixed in the presence of

Authorised Officer

Oliver King



LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – BRUCE GROVE WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR

1. This Order may be cited as the Bruce Grove Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the Bruce Grove Ward shown outlined on the plan contained in the schedule of this Order (Bruce Grove Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Bruce Grove

Clacton Road

Forster Road

Howfield Place

Lordship Lane

Moorfield Road

Mount Pleasant Road

St Loy's Road
Sperling Road

Public Rights of Way

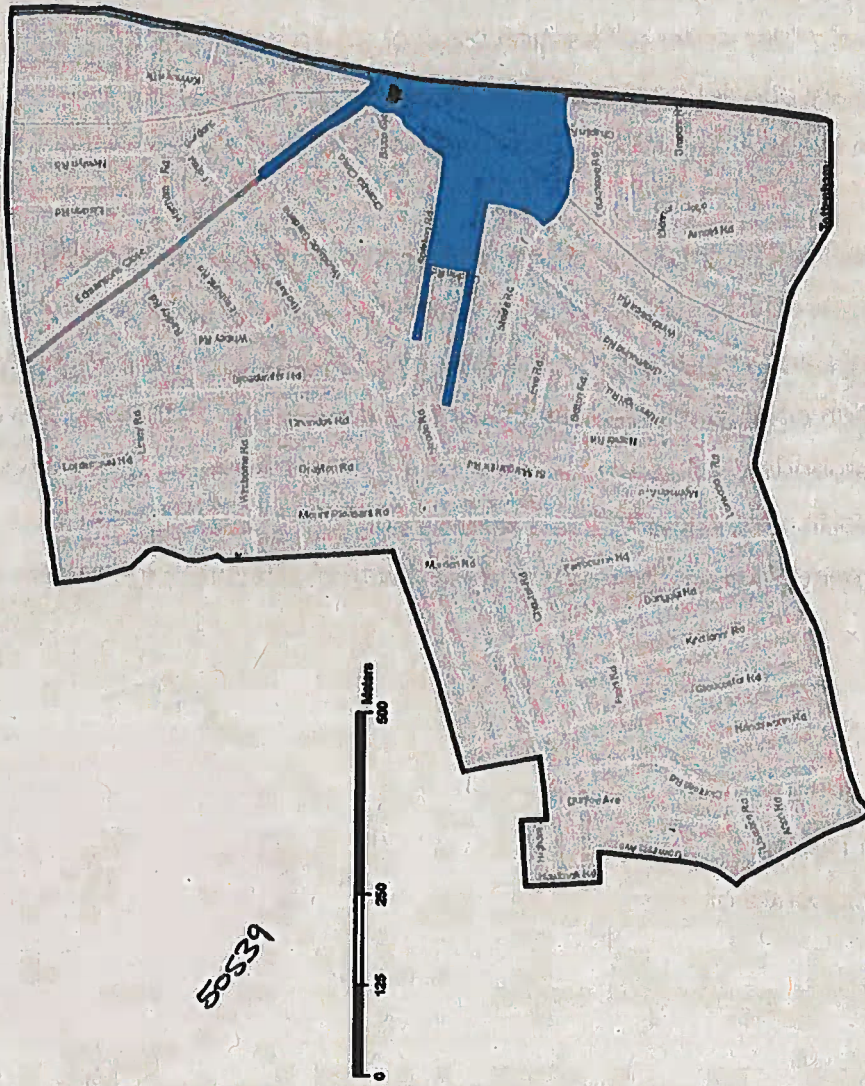
- Alleyway Beside St. Loy's Road

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
 - (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*
 - (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
-

Street Drinking - Public Spaces Protection Order - Bruce Grove Ward



50539

AUTHORISED OFFICER

OK

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- (4) *A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.*
- (5) *A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.*
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

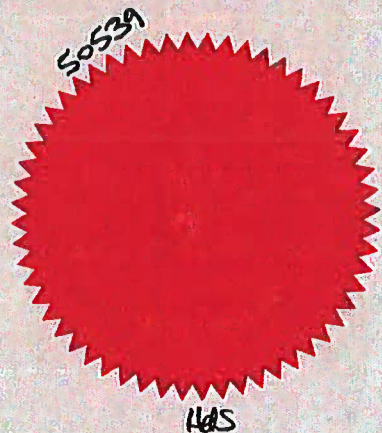
The Common Seal of

London Borough of Haringey

Was affixed in the presence of

Authorised Officer

Oliver King



**LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – NOEL PARK WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR**

1. This Order may be cited as the Noel Park Ward Public Spaces Protection Order.
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the Noel Park Ward shown outlined on the plan contained in the schedule of this Order (Noel Park Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Albert Mews	Brabant Road	Coburg Road
Alexandra Road	Brampton Park Road	Coleraine Road
Amber Mews	Brook Road	Coombe Road
Arnold Bennett Way	Buller Road	Courcy Road
Ashley Crescent	Burghley Road	Darwin Road
The Avenue	Bury Road	Dovecote Avenue
Barbara Hucklesbury	Caxton Road	Farrant Avenue
Close	Clarendon Road	Gladstone Avenue
Boreham Road	Cobham Road	Gladstone Mews

Hewitt Road
High Road
Hornsey Park Road
Jack Barnett Way
Lakefield Road
Lawton Road
Lilac Mews
Lordship Lane
Lymington Avenue
Lyttleton Road
Malvern Road
Mark Road
Maurice Avenue
Mayes Road

Meads Road
Morley Avenue
Moselle Avenue
Noel Park Road
Park Ridings
Parkland Road
Pelham Road
Ravenstone Road
Redvers Road
Russell Avenue
Salisbury Road
The Sandlings
Silsoe road
Tower Terrace

Turnpike Lane
Vernon Road
Vincent Road
Waldegrave Road
Wallis Mews
Walnut Mews
Wellesley Road
Westbeech Road
Westbury Avenue
Western Road
Whymark Avenue
Willingdon Road

Public Rights of Way

- Ashley Crescent To Lymington Avenue
- Willingdon Road To Russell Avenue
- Willoughby Road To Green Lanes
- Station Road To Western Road
- Footpath Between Whymark Avenue To Cobham Road
- Westbury Avenue To Whymark Avenue

Public Parks and Open Spaces Managed by Haringey Council

- Allotment Gardens In Lordship Lane,
- Saftsbury Road And Moselle Avenue
- Recreational Ground Near Maurice Avenue, Gardner Court,
- Russell Avenue And Willingdon Road
- Noel Park

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place
-

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).**
- (2) The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.**
- (3) A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.**
- (4) A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.**
- (5) A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.**
- 6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.**

7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

The Common Seal of

London Borough of Haringey

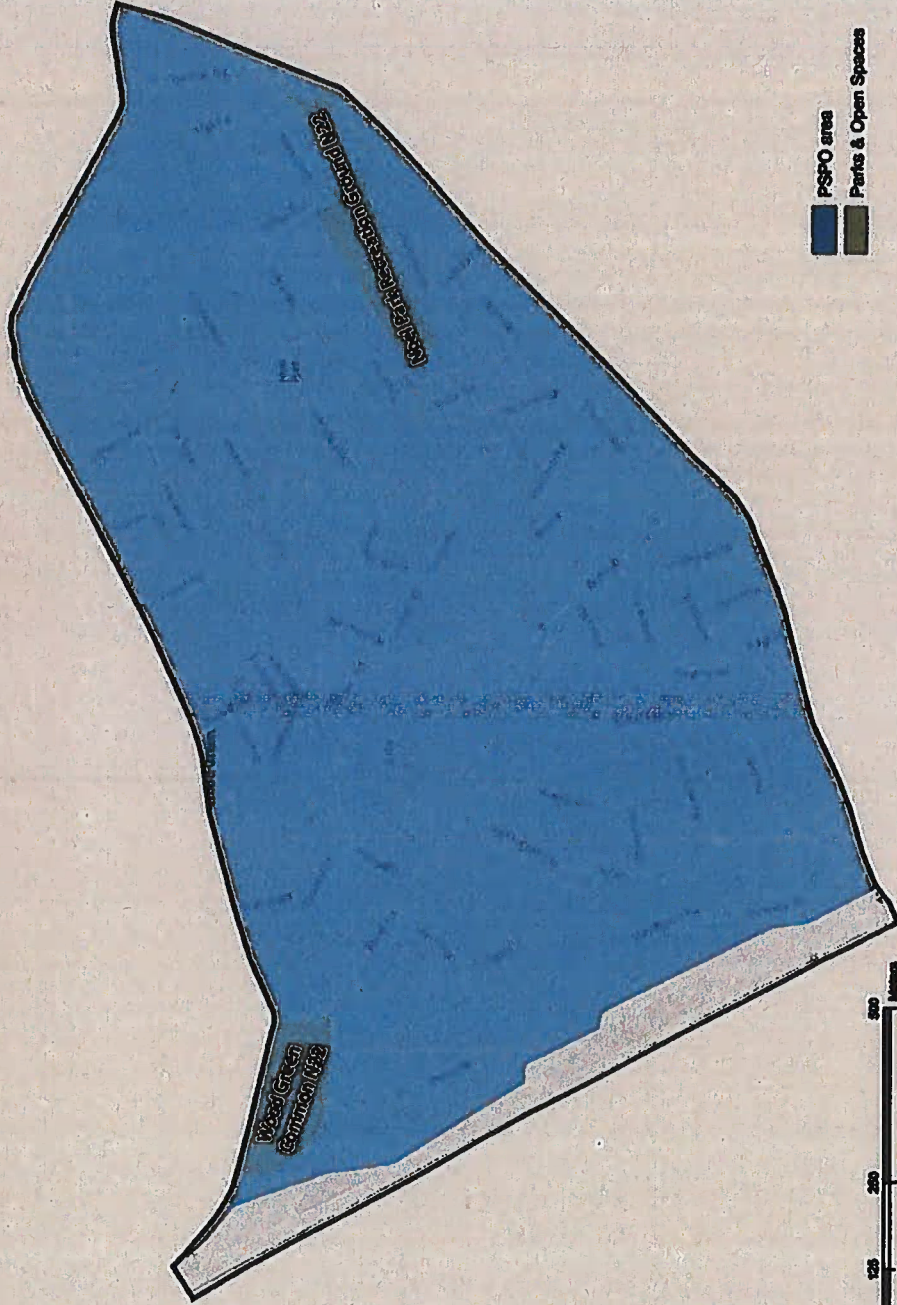
Was affixed in the presence of

Authorised Officer

Oliver High



Street Drinking - Public Spaces Protection Order - Noel Park Ward



5540
THE LONDON BOROUGH OF BROMLEY
AUTHORISED OFFICER
AT
OK



**LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – NORTHUMBERLAND PARK WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR**

1. This Order may be cited as the Northumberland Park Ward Public Spaces Protection Order.

2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.

3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.

4. This Order applies to the public places being those parts of the Northumberland Park Ward shown outlined on the plan contained in the schedule of this Order (Northumberland Park Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Almond Road	Blaydon Close	Chapel Stones
Altair Close	Brantwood Road	Church Road
Anglia Close	Brereton Road	College Park Road
Argyle Passage	Bromley Road	College Road
Argyle Road	Bruce Castle Road	Commercial Road
Asplins Road	Brunswick Square	Commonwealth
Baronet Road	Cartmel Close	Road
Beaufoy Road	Castleford Close	Coniston Road
Bennetts Close	Cedar Road	Cooperage Close
Bill Nicholson Way	Cemetery Road	Denmark Street
Birkbeck Road	Halgrove Road	Durban Road

Eastwood Close
 Farningham Road
 Foyle Road
 Garman Road
 Gillham Terrace
 Grange Road
 Grasmere Road
 Gretton Road
 Haynes Close
 Headcorn Road
 Hebden Terrace
 Heybourne Road
 High Road N17
 Ingleton Road
 James Place
 King Street
 Kings Road
 Lancaster Close
 Leaside Road
 The Lindales
 Love Lane
 Manor Road
 Marigold Road

Morpeth Walk
 Moselle Place
 Moselle Street
 The Moselle
 New Road
 Northumberland
 Northumberland
 Northumberland
 Park
 Nursery Court
 Nursery Street
 Offord Close
 Orchard Place
 Park Avenue Road
 Park Lane
 Park Lane Close
 Paxton Road
 Penshurst Road
 Pretoria Road
 Roebuck Close
 Romney Close
 Rothbury Walk
 Ruskin Road

Scotswood Walk
 Sedge Road
 Somerford Grove
 St. Paul's Road
 Sutherland Road
 Tariff Road
 Tebworth Road
 Tenterden Road
 Thornley Close
 Trulock Road
 Vicarage Road
 Waggon Lane
 Waverley Road
 West Road
 Whitehall Street
 William Street
 Willoughby Grove
 Willoughby Lane
 Willoughby Park
 Road
 Worcester Avenue

Commercial Road (From The Junction of Pretoria Road to Meridian Walk)

Grange Road – Nos. 27-51 And 28-44

Ingleton Road Nos. 2-38 And 1-37

Lordship Lane Nos. 2-26 And 21 To 47

Pretoria Road Nos. 1-87

Queen Street Nos. 1-29 And (From Corner of White Hart Lane to The Three
 Compasses Public House)

White Hart Lane Nos. 2-144 (From The Health Care Centre to No. 220)

Public Rights of Way

- Beaufoy Road To Penshurst Road N17
 - Bennetts Close To Roebuck Close N17
 - Nursery Street To Church Road N17
 - Off Queens Street N17
 - Ruskin Road To Kings Road N17
 - Charles House N17 (Access Road)
 - Ermine House N17 (Access Road)
 - Moselle House N17 (Access Road)
-

- West Road To Willoughby Lane N17

Public Parks and Open Spaces Managed by Haringey Council

- Green Chain – River Lee
- Lee Valley Regional Park
- Play Area Near Gretton Road, N17
- Play Ground Near Viaduct, Church Road, St James Place And Kings Road, N17
- The Green, By Town Hall Approach and High Road, N17

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
- (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*

- (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
- (4) *A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.*
- (5) *A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.*
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

The Common Seal of

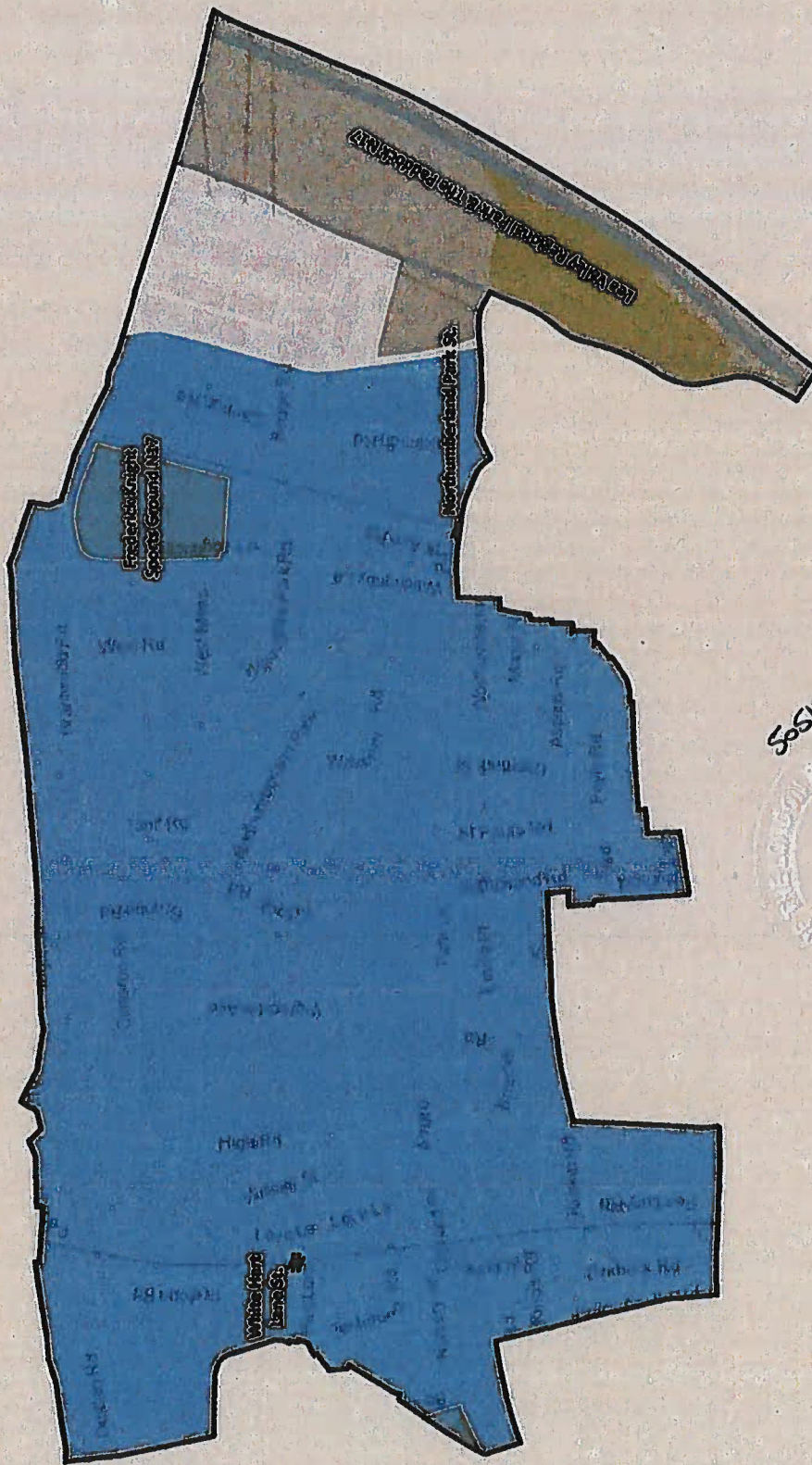
London Borough of Haringey

Was affixed in the presence of

Authorised Officer



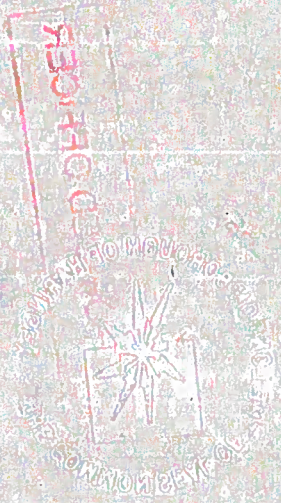
Street Drinking - Public Spaces Protection Order - Northumberland Park Ward



PSPO area
Parts & Open Spaces

0 125 250 500
Meters

SSW
405
OH
AUTHORISED OFFICER



LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – ST ANN'S WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR

1. This Order may be cited as the St Ann's Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the St Ann's Ward shown outlined on the plan contained in the schedule of this Order (St Ann's Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Avenue Road	Kerswell Road
Braemar Road	Lydford Road
Cissbury Road	Newsam Avenue
Culvert Road	Oulton Road
Durnford Street	Roslyn Road
Edgecot Grove	Russel Road
Gourley Place	South Grove
Gourley Street	Victoria Crescent
Grove Road	

Public Rights of Way

- Alleyway Between Victoria Crescent And Culvert Road

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
- (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*
- (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
- (4) *A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.*

- (5) *A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.*
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

The Common Seal of
London Borough of Haringey
Was affixed in the presence of
Authorised Officer

Chloe King



LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – ST ANN'S WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR

1. This Order may be cited as the St Ann's Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the St Ann's Ward shown outlined on the plan contained in the schedule of this Order (St Ann's Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Avenue Road	Kerswell Road
Braemar Road	Lydford Road
Cissbury Road	Newsam Avenue
Culvert Road	Oulton Road
Durnford Street	Roslyn Road
Edgecot Grove	Russel Road
Gourley Place	South Grove
Gourley Street	Victoria Crescent
Grove Road	

Public Rights of Way

- Alleyway Between Victoria Crescent And Culvert Road

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
- (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*
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7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

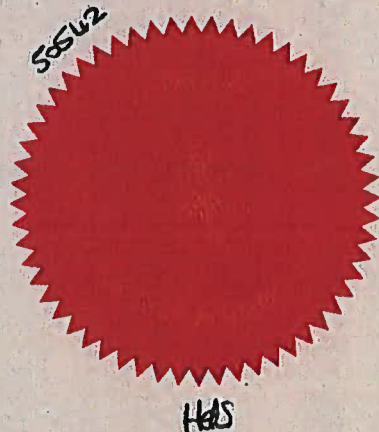
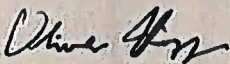
DATED: 8/11/17

The Common Seal of

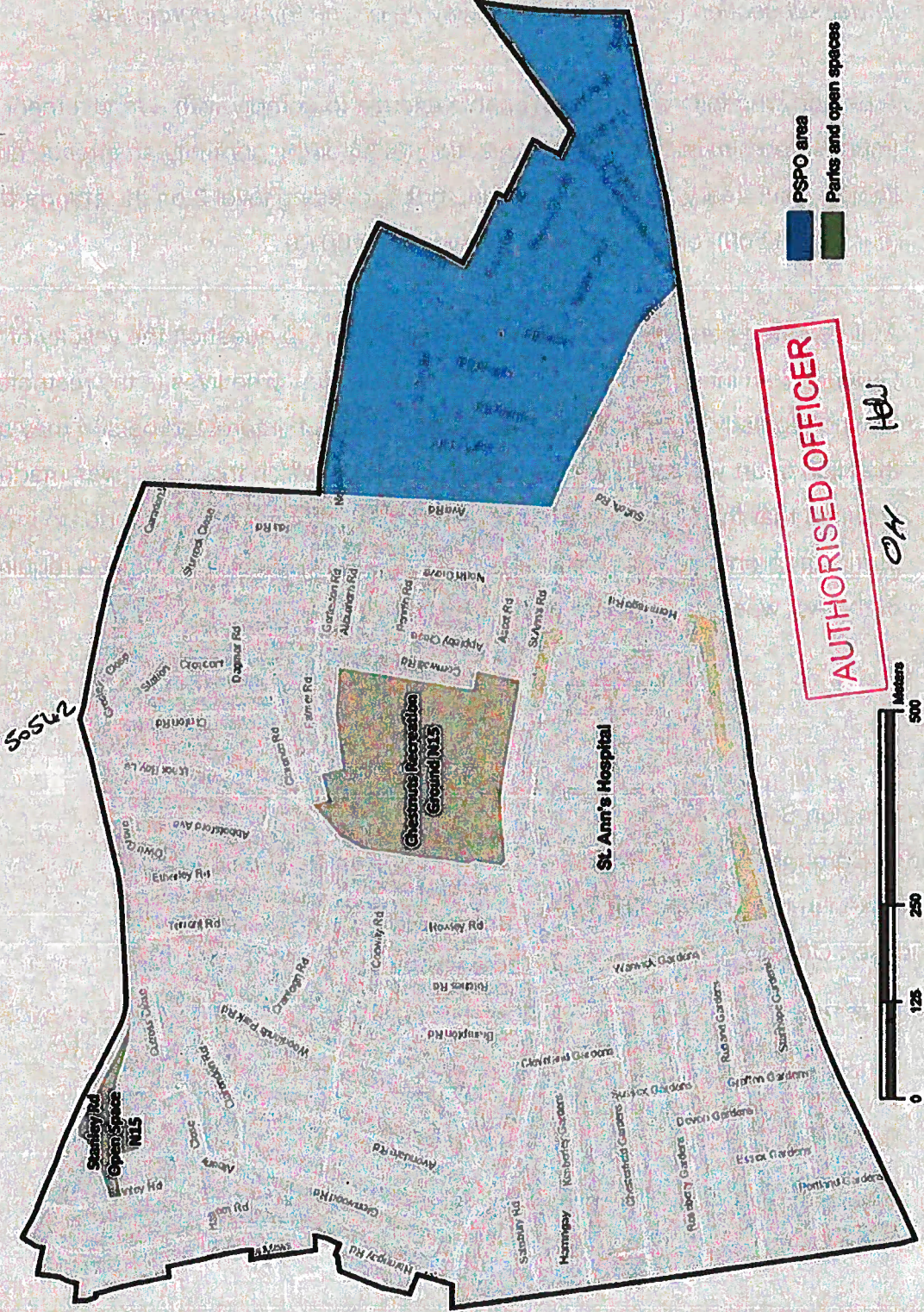
London Borough of Haringey

Was affixed in the presence of

Authorised Officer



Street Drinking - Public Spaces Protection Order - St. Ann's Ward



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AUTHORISED OFFICER

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**LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – TOTTENHAM GREEN WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR**

1. This Order may be cited as the Tottenham Green Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the Tottenham Green Ward shown outlined on the plan contained in the schedule of this Order (Tottenham Green Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Antill Road	Clyde Road	Grove Park Road
Ashby Road	Colless Road	Hale Gardens
Ashmount Road	Collingwood Road	The Hale
Beaconsfield Road	Colsterworth Road	Hanover Road
Bedford Road	Constable Crescent	Harold Road
Bernard Road	Copperfield Drive	Herbert Road
Birstall Road	Cunningham Road	High Cross Road
Bourn Avenue	Dorset Road	High Road N15
Braemar Road	Earlsmead Road	High Road N17
Broad Lane	Elizabeth Place	Houghton Road
Brunel Walk	Elizabeth Road	Jansons Road
Brunswick Road	Elmar Road	Kirkton Road
Cape Road	Fountayne Road	Lawrence Close
Clyde Circus	Greenfield Road	Lawrence Road

Lomond Close
Loobert Road
Mansfield Avenue
Markfield Road
Montague Road
Nelson Road
Newton Road
Norman Road
Page Green Road
Page Green Terrace
Pelham Road
Pembroke Road
Philip Lane
Portland Road
Rangemoor Road

Russell Road
Saltram Close
Seaford Road
Shanklin Road
Southey Road
Spondon Road,
Springfield Road
Spur Road
Stainby Road
Stamford Close
Stamford Road
Stonebridge Road
Suffield Road
Summerhill Road
Talbot Close

Talbot Road
Tenby Close
Tottenham Green
East
Town Hall Approach
Road
Townsend Road
Turner Avenue
Tynemouth Road
Victoria Road
Wakefield Road
Walton Road
Watts Close
Westerfield Road
West Green Road

Public Rights of Way

- Berners Road To Norman Road N15
- Hale Gardens To Broad Lane N15/N17
- Hale Gardens To Montague Road N15/N17
- High Road Nos. 227-639, 212-636, 639-881 And 636-864
- High Road Service Road To Nos. 227-249 Part Of Gla Road N15
- Town Hall Approach Road To High Road N15
- Stainby Road To Montague Road N15
- Southey Road To Roslyn Road N15
- West Green Road To Turner Avenue N15
- Accessway Serving 1-23, 25-51 Turner Avenue N15

Public Parks and Open Spaces Managed by Haringey Council

- Tottenham Railsides
- Ecological Corridor
- West Green Memorial Garden
- Tottenham Green
- Page Green Common
- Tottenham Green East
- Tottenham Green N15

5. The activities described below are hereby prohibited as from the date of this Order.

- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
- (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
- (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.*
- (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
- (4) *A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.*
- (5) *A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.*
6. *A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.*
7. *An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to*

the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

The Common Seal of

London Borough of Haringey

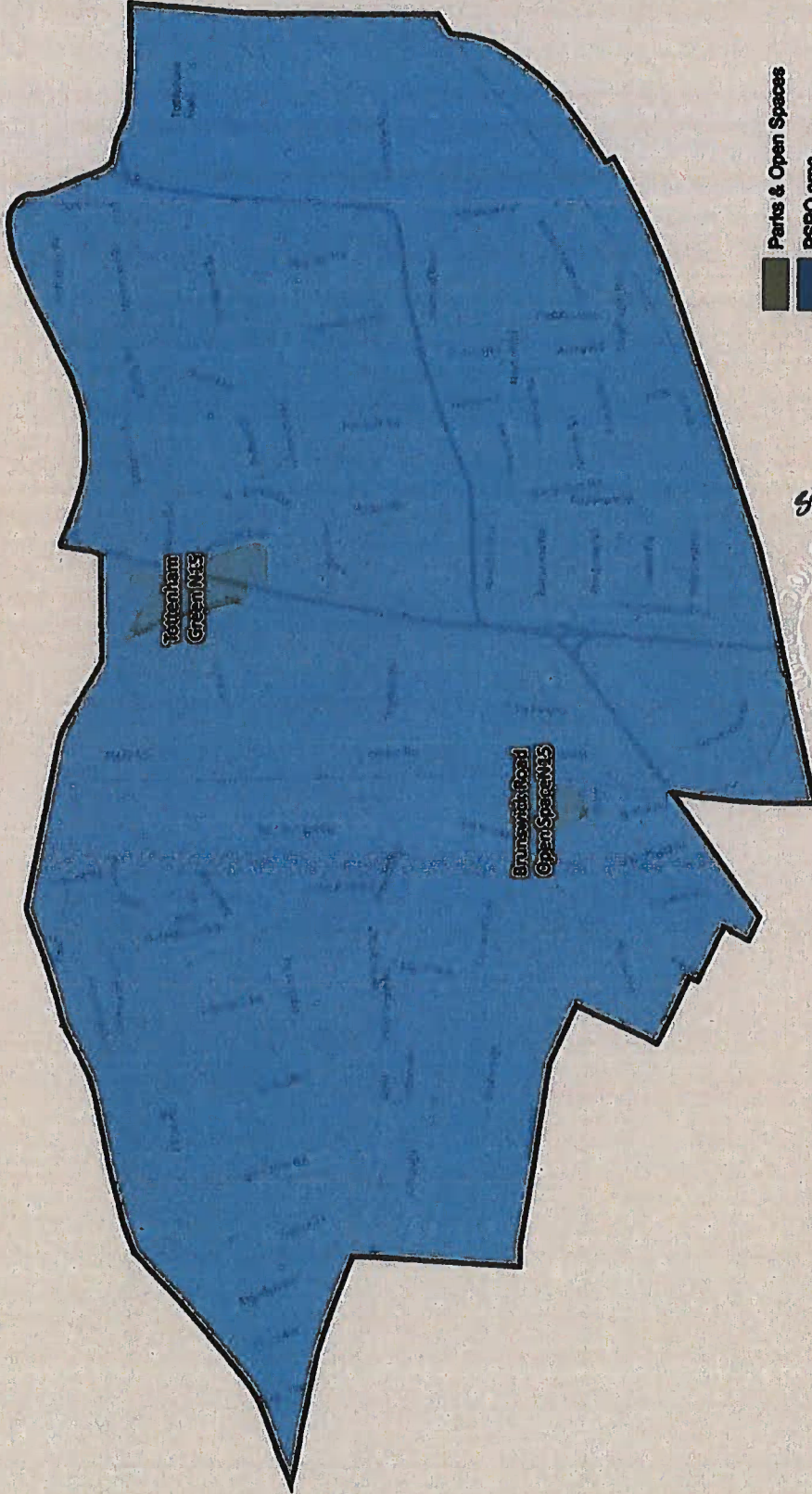
Was affixed in the presence of

Authorised Officer

Oliver Higg



Street Drinking - Public Spaces Protection Order - Tottenham Green Ward



Parks & Open Spaces
PSPO area

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0 125 250 500 Meters

AUTHORISED OFFICER

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LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – TOTTENHAM HALE WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR

1. This Order may be cited as the Tottenham Hale Ward Public Spaces Protection Order

5. This order comes into force pursuant to section 75 (3) (a) of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.

6. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.

7. This Order applies to the public places being those parts of the Tottenham Hale Ward shown outlined on the plan contained in the schedule of this Order (Tottenham Hale Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

High Road

Stoneleigh Road

Brook Street

Albert Place

Chestnut Road

Scotland Green

Public Rights of Way

- Stoneleigh Road Car Park N17
- Alleyway Between High Road And Stoneleigh Road

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) ***This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).***
- (2) ***The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.***

- (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
- (4) *A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.*
- (5) *A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.*
- 6. A person who falls without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
- 7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

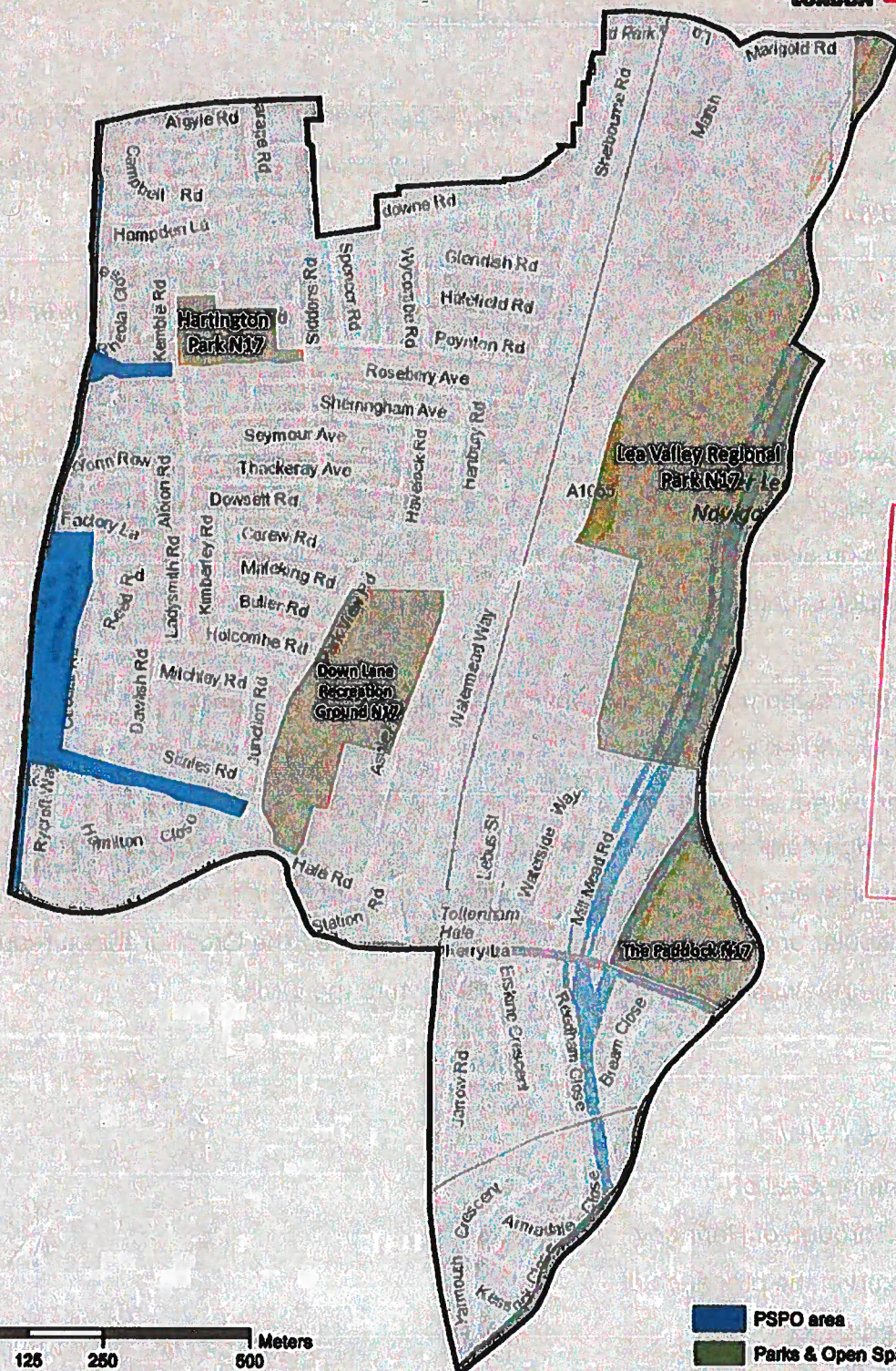
DATED: 2/11/17

The Common Seal of
London Borough of Haringey
Was affixed in the presence of
Authorised Officer

Olive King



Street Drinking - Public Spaces Protection Order - Tottenham Hale Ward



AUTHORISED OFFICER

145 074

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- PSPO area
- Parks & Open Spaces

**LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER – WEST GREEN WARD
PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR**

1. This Order may be cited as the West Green Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the West Green Ward shown outlined on the plan contained in the schedule of this Order (West Green Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Adams Road

Belmont Road

Downhills Park Road

Downhills Way

Freedom Road

Gloucester Road

Griffin Road

Keston Road

Langham Road

Lido Square
Moiria Close
Somerset Close
Vincent Road
West Green Road
Willan Road

Public Rights of Way

- Footpath Connecting Two Footpaths From Frome Road and Mannock Road

Public Parks and Open Spaces Managed by Haringey Council

- Downhills Park

5. The activities described below are hereby prohibited as from the date of this Order.
- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
 - (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1)).*
 - (2) *The Police Constable or authorised person may require a person – (a) not to consume, in breach of the order, alcohol or anything which the constable or authorised person reasonably believes to be alcohol (b) to surrender anything in a*
-

person's possession which is, or which the Police Constable or authorised person reasonably believes to be, alcohol or a container for alcohol.

- (3) *A Police Constable or authorised person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
- (4) *A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.*
- (5) *A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.*
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
7. An interested person may apply to the High Court to question the validity of this Order and an interested person means an individual who lives in the restricted area or who regularly works or visits that area. Any such interested person may apply to the High court within six weeks from the date on which this Order was made on the grounds that the Council did not have the power to make the Order or to include particular prohibitions or requirements imposed by the Order or that a requirement of the Act was not complied with in relation to the Order.

DATED: 8/11/17

The Common Seal of

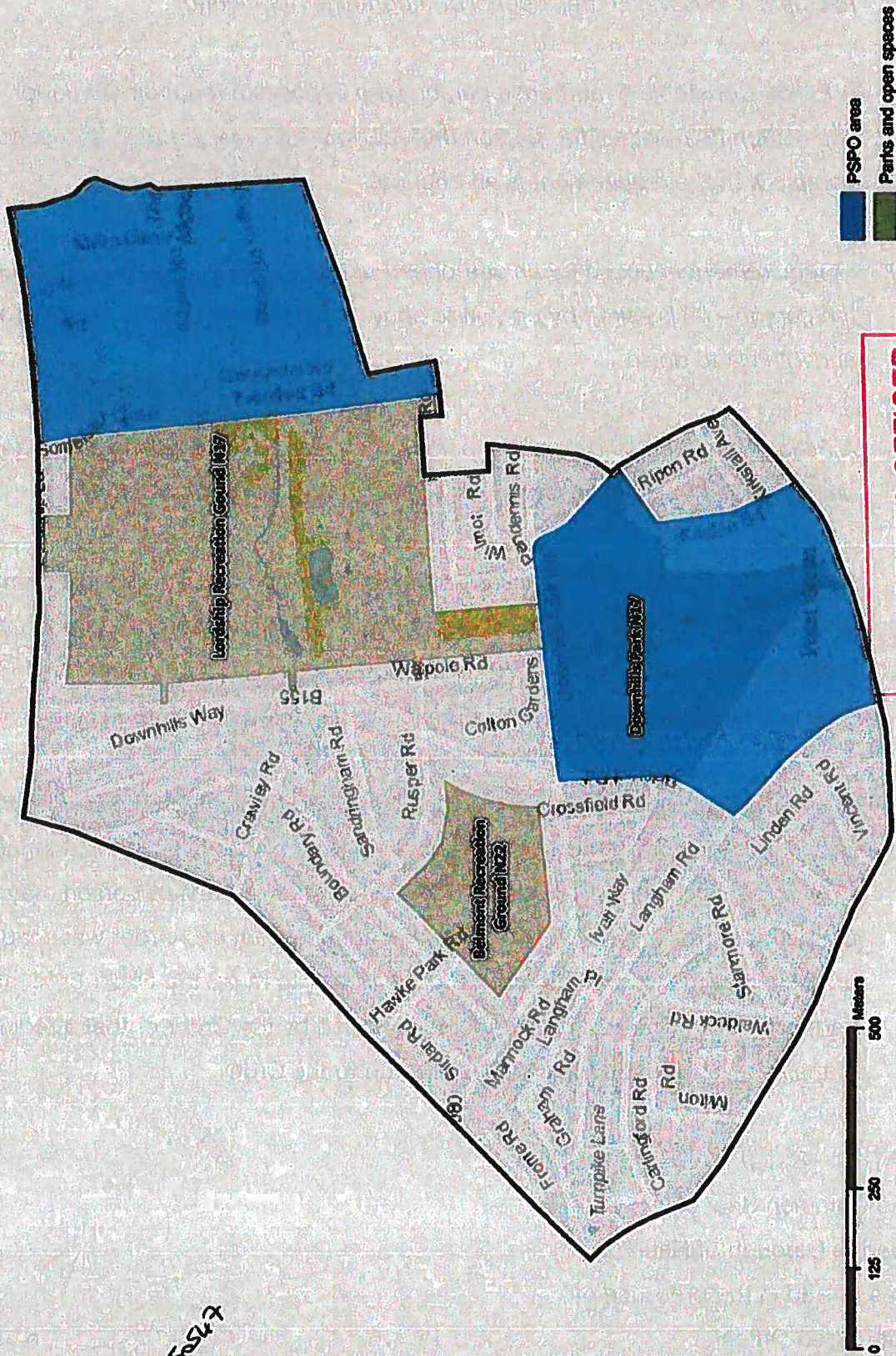
London Borough of Haringey

Was affixed in the presence of

Authorised Officer



Street Drinking - Public Spaces Protection Order - West Green Ward



5547

LONDON BOROUGH OF HARINGEY
PUBLIC SPACE PROTECTION ORDER - WOODSIDE WARD

PUBLIC CONSUMPTION OF ALCOHOL OF INTOXICATING LIQUOR

1. This Order may be cited as the Woodside Ward Public Spaces Protection Order
2. This order comes into force pursuant to section 75 (3) (a) of the of the Anti-social Behaviour, Crime and Policing Act 2014 (the Act), the Council being satisfied on reasonable grounds that the activities set out in paragraph 5, in the location described in paragraph 4 of this Order and marked on the plan contained in the schedule to this Order have had or are likely to have a detrimental effect on the quality of life of those in the locality, or it is likely that activities will be carried out within that area and have such an effect. The Council is also satisfied that the effect, or likely effect, of the activities is, or is likely to be, of a persistent or continuing nature and that these activities are unreasonable and justify the restrictions imposed by this Order and that it is in all circumstances expedient to make this Order for the purpose of reducing anti-social behaviour in a public place.
3. This Order comes into force on the 20th October 2017 for a period of three years thereafter, unless extended by further order under the Council's statutory powers.
4. This Order applies to the public places being those parts of the Woodside Ward shown outlined on the plan contained in the schedule of this Order (Woodside Ward Public Space Protection Order).

SCHEDULE OF RESTRICTED ROADS

Berners Road

Gathorne Road

Hardy Passage

High Road, N22

Ranelagh Road

St Albans Crescent

Selborne Road

Stuart Crescent

Watsons Road

White Hart Lane, N22

Public Parks and Open Spaces Managed by Haringey Council

- Wood Green Common
- Wood Green Common Playground
- Stuart Crescent Park / Peace Park
- Civic Centre Gardens And Car Park

5. The activities described below are hereby prohibited as from the date of this Order.

- (a) Consuming intoxicating liquor in a public place and acting in a manner that is causing or is likely to cause alarm harassment or distress
- (b) Being in possession of an open vessel(s) of intoxicating liquor in a public place

S63 Consumption of alcohol in breach of prohibition in this Order

- (1) *This section applies where a Police Constable or Police Community Support Officer or an authorised person reasonably believes that a person (a) is or has been consuming alcohol in breach of a prohibition in a Public Spaces Protection Order, or (b) intends to consume alcohol in circumstances in which doing so would be a breach of such a prohibition. In this section "authorised person" means a person authorised for the purpose of this section by the local authority that made the Public Space Protection Order (or authorised by virtue of section 69(1).*
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 - (3) *A Police Constable or authorise person who imposes a requirement under subsection (2) must tell the person that failing without reasonable excuse to comply with the requirement is an offence.*
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- (4) A requirement imposed by an authorised person under subsection (2) is not valid if the person - (a) is asked by person to show evidence of his or her authorisation, and (b) fails to do so.
- (5) A Police Constable or authorised person may dispose of anything surrendered under subsection (2)(b) in whatever way he or she thinks appropriate.
6. A person who fails without reasonable excuse to comply with a requirement imposed on him or her under subsection (2) (a) or (b) commits an offence and is liable on summary conviction to a fine not exceeding level 2 on the standard scale (currently £500), or a fixed penalty notice of £100.00.
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DATED: 8/11/17

The Common Seal of

London Borough of Haringey

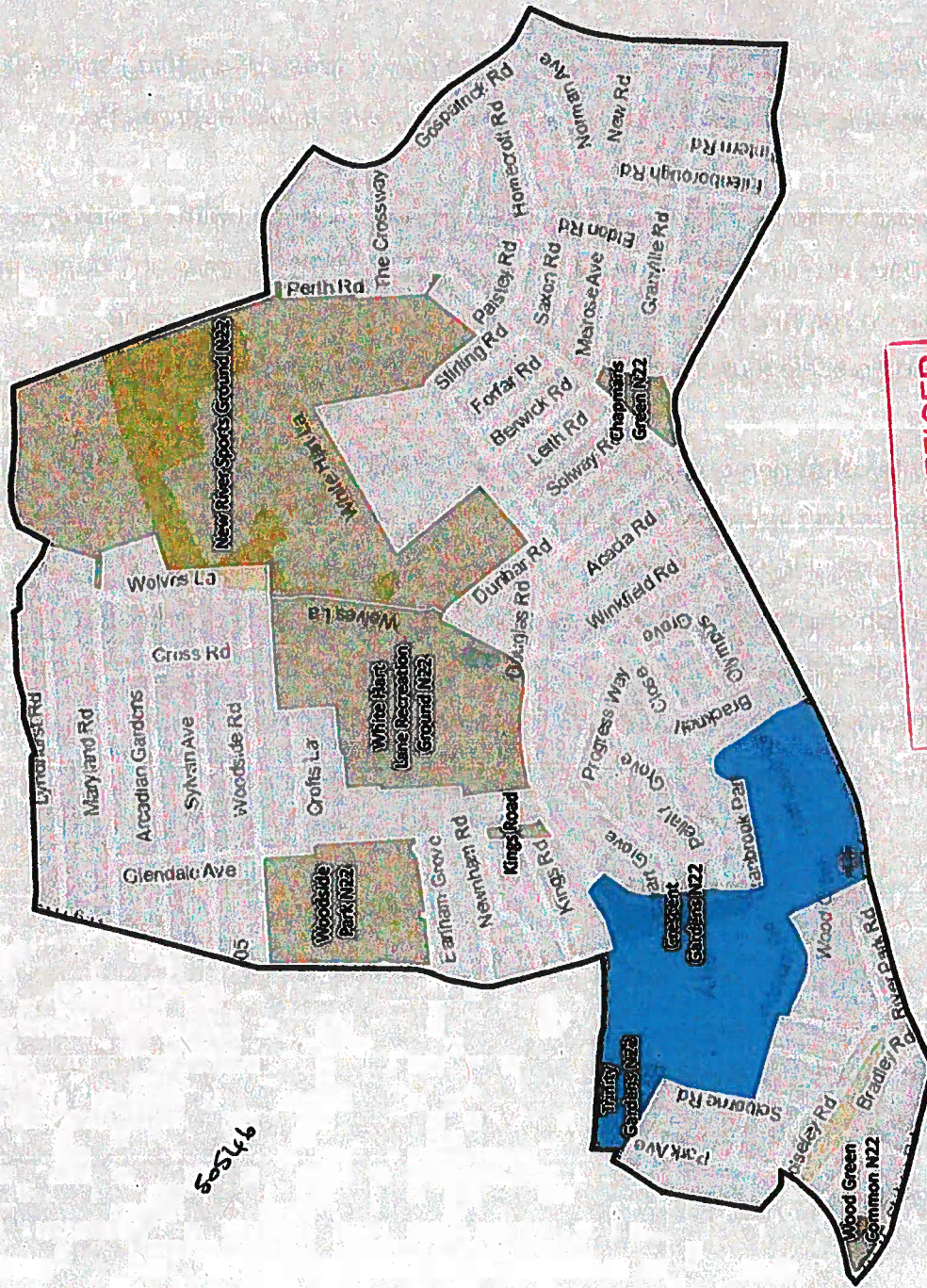
Was affixed in the presence of

Authorised Officer

Oliver Fizz



Street Drinking - Public Spaces Protection Order - Woodside Ward



PSPO area
 Parts and open spaces

AUTHORISED OFFICER

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EQUALITY IMPACT ASSESSMENT

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

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	Public Spaces Protection Order Alcohol & Dog Control
Service area	Environment & Neighbourhoods – Community Safety & Enforcement
Officer completing assessment	Allison Pibworth/Joan Appavoo
Equalities/ HR Advisor	Louise Hopton Beatty
Cabinet meeting date (if applicable)	10 th March 2020
Director/Assistant Director	Stephen McDonnell

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

The existing Public Space Protection Orders (PSPOs) for Alcohol and Dog Control expire on the 18th October 2020. The Cabinet are being asked for permission to consult on the following:

- Extend the 11 PSPOs for the control of alcohol until October 2023
- Extend the boundary of the Woodside PSPO to include Lordship Lane, Chapmans Green Park and the surrounding roads.
- Extend the PSPO for Dog Control until October 2023 (continuing to cover the whole borough)
- Dog owners are required to - produce a device or other means for removing dog faeces when requested by an officer (Consultation to vary the current PSPO)
- We propose to consult with residents for a period of 6 weeks. Consultation will take place on 11th May 2020 until 23rd June 2020.

The terms of the PSPOs in relation to Dog Control are outlined below:

- Dog Fouling - it will be an offence not to clean up after your dog (boroughwide)
- Dogs on Leads - cemeteries, car parks, open spaces and parks less than half a hectare
- Dogs on Leads by direction - a dog is to be placed on a lead when directed to do so by an authorised officer. The owner of a dog can only be instructed to put their dog on a lead if the dog is causing a nuisance to members of the public, worrying other dogs or animals
- Dog exclusion - dogs will be excluded from children's play areas, playgrounds, ball courts, pool areas, marked sports pitches and games areas.
- Dogs (Specified Maximum) - the number of dogs that can be walked by one person will be limited to six
- A new requirement to require a person in charge of a dog to produce a device or other means for removing dog faeces when requested by an officer.

In terms of the PSPOs related to alcohol controls:-

- The following wards currently have Orders in place: Bounds Green, Bruce Grove, Harringay, Noel Park, Northumberland Park, St Ann's, Seven Sisters, Tottenham Green, Tottenham Hale, West Green and Woodside.
- The PSPO within each ward will not affect: pubs, restaurants and off licences or areas covered by a temporary event notice
- The PSPO cannot ban the drinking of alcohol in a public space, the offence is failing to comply with an officer's request within the restricted area of the PSPO to stop drinking and/or surrender alcohol. This criminal offence can be dealt with by issuing a fixed penalty notice or a summons to court.

The penalties for breach either the Alcohol or Dog Control PSPOs is a fixed penalty of £100.00 or a maximum fine of £1000.00 on conviction.

The PSPOs will assist the Council and the police to tackle anti-social behaviour; resulting in a reduction in individuals engaging in anti-social behaviour such as, that arising from the consumption of alcohol. It will also ensure that dog owners behave responsibly by cleaning up after their dog and ensuring that these are kept under control, so they do not cause a nuisance to members of the public or other dogs and animals.

The PSPO would apply to all individuals committing antisocial behaviour within the designated area, without discrimination.

However, there are exemptions regarding dog fouling - a person who is registered blind or who has a disability which affects their mobility and who is registered disabled is exempt from cleaning up after their dog. In regard to dog exclusion areas, persons who are registered blind or who have an assistance dog and who are registered with a known charity will be exempt and will be able to enter these areas freely.

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

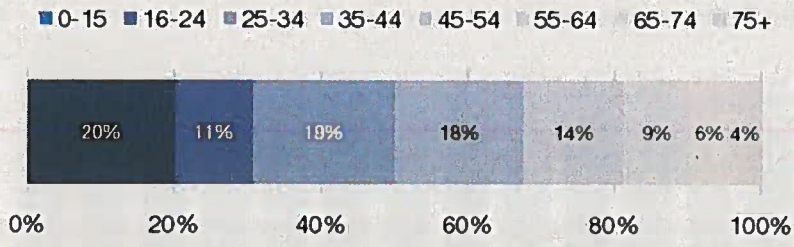
This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Haringey Borough Plan EQIA data Haringey Census 2011	
Gender Reassignment	Human Rights Commission national estimate.	
Age	Haringey Borough Plan EQIA data Haringey Census 2011	

Disability	<i>Haringey Borough Plan EQIA data Haringey Census 2011</i>
Race & Ethnicity	<i>Haringey Borough Plan EQIA data Haringey Census 2011</i>
Sexual Orientation	<i>No available data for Haringey</i>
Religion or Belief (or No Belief)	<i>Haringey Borough Plan EQIA data Haringey Census 2011</i>
Pregnancy & Maternity	<i>No available data for Haringey</i>
Marriage and Civil Partnership	<i>Haringey Borough Plan EQIA data Haringey Census 2011</i>
<p>Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How do this compare with wider service users and/or the borough's demographic profile? Have any inequalities been identified?</p> <p><i>Explain how you will overcome this within the proposal.</i></p> <p><i>Further information on how to do data analysis can be found in the guidance.</i></p>	
<p>Given that the PSPO related to dogs covers the whole borough and 11/19 of the wards are covered by the alcohol related PSPO Haringey borough wide data has been used. For the alcohol related PSPO, if there is likely to be a slightly different profile for the 11/19 ward than Haringey as a whole this has been noted.</p> <p><u>Sex</u></p> <p>There are slightly more males than females in Haringey 49.6% of residents are female and 50.4% are male, in line with London and national averages.</p> <p><u>Gender Reassignment</u></p> <p>We do not hold local data on gender reassignment. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK1.</p> <p><u>Age</u></p> <p>Haringey has a relatively young population with 31% of the population being 24 or under and only 10% 65+.</p>	

¹ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

Total Haringey Population



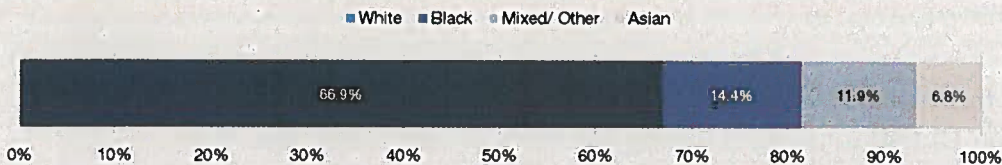
Disability

- Over 19,500 people aged 16 to 64 in Haringey have a physical disability; this equates to approximately 10% of the population aged 16-64.
- In Haringey 4,500 people have a serious physical disability; 15,700 adults have a moderate or severe hearing impairment; and almost 5,000 people have sight loss which impacts on daily life.
- An estimated 5,700 Haringey residents aged 14 and over are estimated to have a learning disability, and around 2,100 residents are estimated to have autism.

Race and Ethnicity

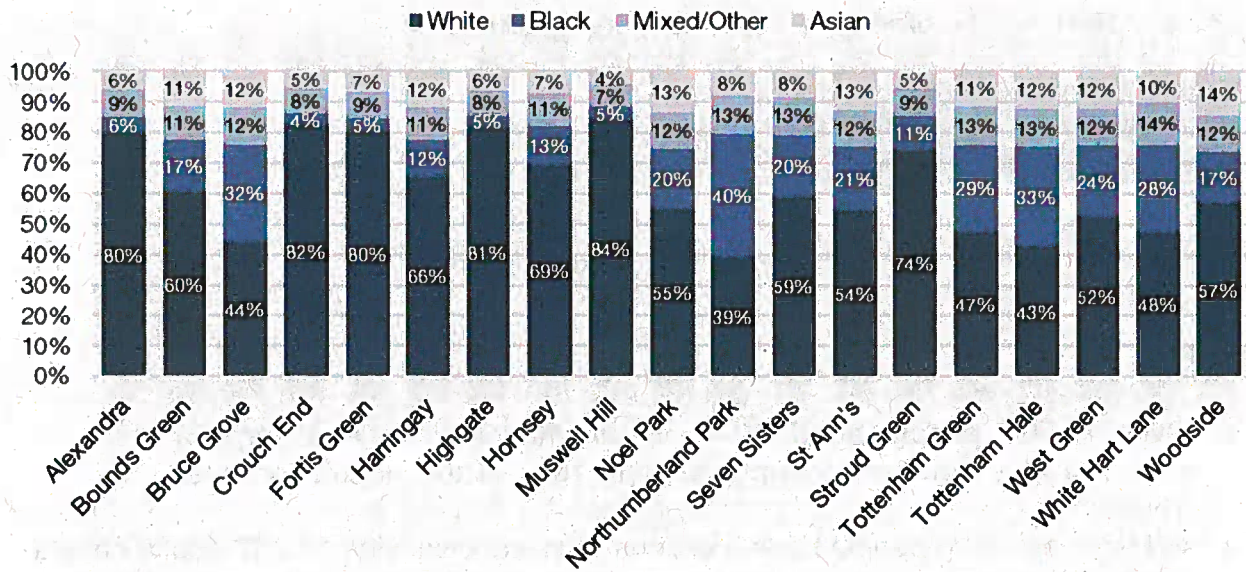
People of White and White Other ethnicity make up the largest proportion of Haringey's population, followed by those of Black, Mixed/other and Asian ethnicity.

Haringey Population by Ethnicity



However, this differs greatly by ward.

Ethnic Population of Haringey, by ward



It is recognised that the wards covered by the Alcohol PSPO typically have higher levels of BAME residents.

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.

Religion or Belief

Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).

Pregnancy and Maternity

The General Fertility Rate (GFR) is the number of live births per 1,000 women aged 15-44. In 2018, Haringey's rate of 59.6 was broadly in line with the London average of 60.1.

Marriage and Civil Partnership

Haringey has relatively low levels of marriages at 33.3%, compared to England average of 46.6% and London average of 39.8%.

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.

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

A statutory consultation needs to be undertaken before a decision can be taken. The period of consultation will run from 11/5/20 to 31/07/20.

The Council will ask those participating in the consultation to provide equalities data in line with protected characteristics identified within the Equality Act 2010. Data obtained will be used to understand if the proposal will disproportionately impact on groups with protected characteristics.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

The intension of the PSPO's are to make residents feel safer by tackling anti-social behaviour and to have a cleaner borough. This will apply to residents regardless of sex. However, evidence shows that females are more likely to feel unsafe than males

especially after dark (Residents Survey 2018). Therefore, the alcohol PSPO is likely to have a greater positive impact on women than men.

There are no known equality issues in terms of dog control related to sex.

Positive	√	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

Transgender people, including those going through and having gone through gender reassignment, experience high levels of hate crime and discrimination. Tackling drinking and the associated anti-social behaviour may therefore have a positive impact on this group.

There are no known equality issues in terms of dog control related to gender reassignment.

Positive	√	Negative		Neutral impact		Unknown Impact	
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3. Age

Safety is a concern for all age groups and therefore the alcohol PSPO should have a positive impact across all ages. However, it is recognised that safety concerns are highest among older people (75+). Therefore, the alcohol PSPO may be more positive for older people.

All ages will benefit from improved cleanliness. However, it can be reasonably assumed that young children who are more likely to be playing on the ground are most likely to benefit from reduction of dog fouling.

Positive	√	Negative		Neutral impact		Unknown Impact	
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4. Disability.

Disabled people are significantly more likely to be victims of crime than non-disabled people. The Alcohol PSPO could have a disproportionately positive impact on many disabled people.

However, it is also recognised that street drinking is likely to be higher among the homeless and that they are more likely to suffer from mental ill-health. Homeless Link (2014) stated that 80% of homeless people in England reported that they had a mental health issue, with 45% having been diagnosed with a mental health condition. It is

therefore important that engagement with homeless people, or indeed others with mental health conditions, promotes join-up with support services.

It is recognised that people with mobility problems or visual impairments may find it more difficult to comply with the Dog Control PSPO. Therefore, there are exemptions regarding dog fouling - a person who is registered blind or who has a disability which affects their mobility and who is registered disabled is exempt from cleaning up after their dog. In regard to dog exclusion areas, persons who are registered blind or who have an assistance dog and who are registered with a known charity will be exempt and will be able to enter these areas freely.

Positive	√	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity

All races and ethnicities are likely to benefit from improved safety and cleanliness. However, according to police categorisations, the most common ethnicity of victims of crime in Haringey is White North European (representing 46% of all victims), followed by Black victims (27%) and White South European (16%). Therefore, while all race and ethnicities would be positively impacted by improved safety, those ethnicities are likely to be the most positively impacted.

It is recognised that the alcohol PSPO is in areas with higher BAME populations. These areas have been identified based on the evidence of need, i.e. reports to Police with an Alcohol / Licensing Nuisance Code and London Ambulance Service alcohol callouts.

There are no known equality issues in terms of dog control related to race and ethnicity.

Positive	√	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

Lesbian, gay and bisexual people are more likely to experience hate crime. It can therefore be assumed that improving safety will be disproportionately positive for this group.

There are no known equality issues in terms of dog control related to sexual orientation.

Positive	√	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief)

Hate crime can disproportionately impact people from religious communities. For example, in 2017/18 Haringey experience the sharpest increases in Islamophobic (42%) and anti-Semitic (28%) hate crime. Therefore, the alcohol PSPO is likely to positively impact people from religious communities.

There are no known equality issues in terms of dog control related to religion or belief.

Positive	√	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity

There are no known equalities issues related to pregnancy and maternity in relation to this report. For this reason, although the measures are likely to be positive overall, the impact has been noted as unknown.

If pregnancy and maternity are a mitigating factor in any breach it will be taken into consideration, to ensure that any enforcement is proportionate, reasonable and fair.

Positive		Negative		Neutral impact		Unknown Impact	√
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9. Marriage and Civil Partnership

There are no known equalities issues related to marriage and civil partnership in relation to this report. For this reason, although the measures are likely to be positive overall, the impact has been noted as unknown.

Positive		Negative		Neutral impact		Unknown Impact	√
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10. Groups that cross two or more equality strands e.g. young black women

The PSPOs are likely to have a positive impact on all regardless of any held protected characteristic. We do not have data to suggest that any groups that cross two or more equality strands would be more or less affected by the PSPOs for dog and alcohol control.

Through monitoring the implementation and enforcement of the PSPOs, we will continue to identify and address any equality implications for groups that have one or more 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 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?

Many of the groups with protected characteristics will be positively impacted by the proposal which aims to assist the council in tackling anti-social behaviour and to improve cleanliness.

The local authority recognises that people who are registered blind, have a mobility issue, those with assistance dogs would struggle to comply with the requirements of the Dog Control aspects of the PSPOs. Therefore these groups have been and will continue to be exempt from prosecution if found to be in breach of the dog control provisions of the PSPOs (as outlined above).

The council also recognise that street drinking is prominent amongst the street homeless population and they often have mental health problems. Extensive support and intervention is initially undertaken to address alcohol and other related issues through referrals to outreach services; providing individuals with the opportunity to engage in support and rehabilitation, prior to any decision to take any enforcement action.

Ensuring fairness in the application of the PSPO is critical. Currently the Enforcement Team does not hold any data regarding activities relevant to the existing PSPOs, as they are often short interventions and collecting equality data would be disproportionate. There have been no fines or prosecutions under the existing PSPOs (since October 2017). There have been no formal complaints about the existing PSPOs, which has been in place since October 2017. We therefore have no reason to believe that the PSPOs have been applied disproportionately or that any protected group would be disproportionately negatively affected in the future. To ensure this continues, the following actions will take place:

- The authorised officers who will monitor the area and enforce the PSPO have and will continue to consider the needs of the individual and their personal circumstances in order to make an informed, balanced and equitable decision as

to the appropriate action to take. This includes completing an Equality Impact Assessment prior to prosecution, during which consideration is given to any vulnerability and support needs, to ensure that any prosecution is proportionate, necessary and fair.

- Officers of the ASB Enforcement Team will keep up to date with any available Equalities training
- Issues & concerns will be regularly discussed in supervisions & at team meetings, to ensure that equality and fairness are fundamental considerations in any decision relating to enforcement
- Anyone issued a fine does have the right of Appeal or right to raise a complaint, which would be investigated and responded to by a senior manager.
- Any abuse of discretion when enforcing the proposed PSPO would be addressed swiftly using appropriate internal procedures, which could include further training or period of monitoring.
- The ASB Enforcement Team will collect equalities data during the period of the extended PSPOs in relation to any breaches (fines issued or resulting prosecutions).

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale

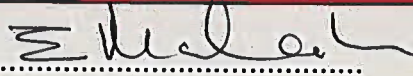
Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

No negative impact

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The PSPOs will be monitored regularly throughout the life of the orders to ensure that any equalities issues are dealt with should they arise.

7. Authorisation

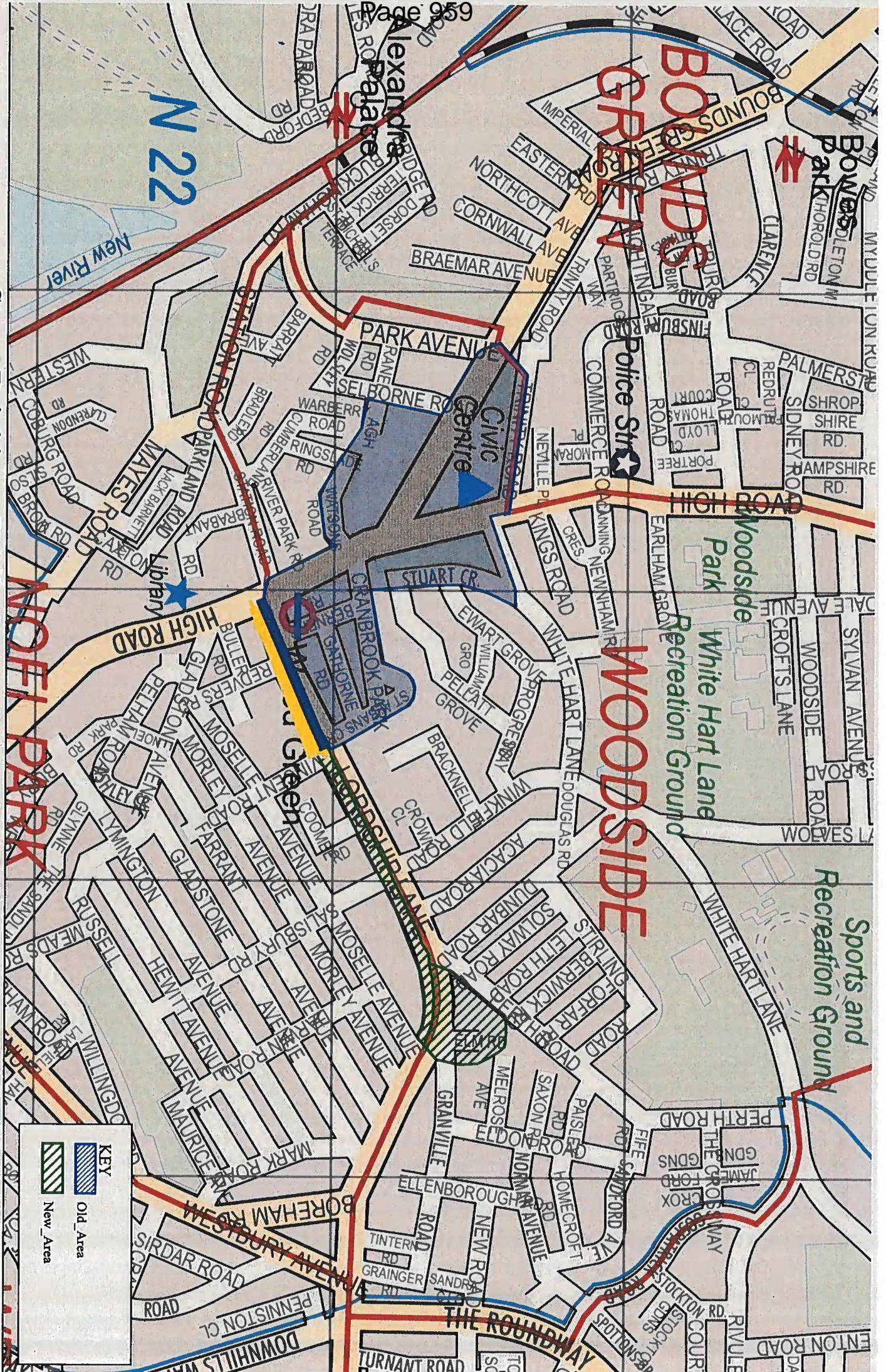
EqlA approved by  (Assistant Director/ Director)	Date <u>31/1/2020</u>
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8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

Proposed boundary extension shaded in green includes one side of Lordship Lane within the boundary of the Woodside Ward



Street Drinking - Public Spaces Protection Order - Woodside Ward

APPENDIX 15

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Report for Cabinet, scheduled for 10th March 2020

Title: **Marsh Lane - Relocation of Services from Ashley Road Depot – construction contract award**

Report authorised by Stephen McDonnell, Director of Environment and Neighbourhood
Lead Officer Ian Kershaw, Com Safety, Enforcement and Waste Manager
Telephone 0208 489 1578 email: ian.kershaw@haringey.gov.uk

Ward affected Tottenham Hale

Report for Key/Non-Key Decision This is a Key Decision

1. Describe the issue under consideration

- 1.1 In 2014 Haringey Council's Cabinet made a decision to relocate its current waste management depot from Ashley Road, London N17 9AZ to 85 Marsh Lane, London, N17 0XB.
- 1.2 Marsh Lane site is 1.9-hectare industrial site which Haringey Council acquired in 2008.
- 1.3 This report seeks an approval to appoint Contractor A as the main contractor to develop Marsh Lane.

2. Cabinet Member Introduction

- 2.1 This report sets out an excellent opportunity to develop the Council owned brownfield site at Marsh Lane into a new purpose-built waste management depot.
- 2.2 The new scheme design proposal works within the Council's Zero Carbon Policy reducing the carbon footprint by introducing Photovoltaics, a bespoke battery storage system to best utilise the power provided from the Photovoltaics as well as public and operation electric vehicle charging points.
- 2.3 Most importantly the new scheme will enable delivery of a new residential development at Ashley Rd depot delivering much needed Council housing in line with regeneration plans and visions for Tottenham Hale.

3. Recommendations

For Cabinet:

- 3.1 To appoint Contractor A as a main contractor to develop Marsh Lane site as allowed under Council's Contract Standing Order (CSO) 7.01 b) (selecting one or more contractors from a Framework) and 9.07.1d (all contracts valued at £500k or more may only be awarded by Cabinet) to the contract sum as set out in Part B.
- 3.2 To authorise the Council's Legal Department to issue a Letter of Intent prior to the formal contract signature for 10% of the total contract amount as set out in Part B to allow work to start as soon as possible.
- 3.3 To vire the amount set out in Part B of this report from the approved capital programme contingency to the Marsh Lane project.
- 3.4 To approve the delegation of the Contingency budget stated in Part B of this report to the Director of Environment & Neighbourhoods after consultation with the Cabinet Member with the Cabinet Member for Neighbourhoods.

4. Reasons for decision

- 4.1 The decision is required in order to conclude the relocation of the services at Ashley Road depot as previously agreed and to release the Ashley Road site for housing development. Additional info is set out in Part B of the report.

5. Alternative options considered

- 5.1 An option not to proceed was considered but rejected on the grounds that the current depot configuration and operation (a split site solution with partial operation at Ashley Road and partial operation from Mash Lane) were only contemplated as being temporary. If the depot is not fully relocated the services being operated there will continue to be more expensive than being located together. Also, the current configuration will not be able to respond to the Climate Emergency due to the inability to reduce carbon emissions and install more environmentally friendly energy sources. In addition, the current configuration will not be able to address the emerging service delivery transformation agenda. Finally, there is a pressing need for the Ashley Rd site to be made available for much-needed housing development.
- 5.2 Other options discussed in Part B of the report.

6. Background information

- 6.1 On the 16th September 2014 Cabinet made a decision to dispose of part of the Ashley Road depot site to the Harris Federation. The decision to locate a school on what was previously known as Technopark and the status of Tottenham Hale as a regeneration growth area therefore promoted a feasibility study to test whether it was appropriate and cost effective to relocate the entire depot to another site. The disposal of part the Ashley Road site generated a capital receipt of £1.5m and a contribution to the costs of moving the depot of £1.4m.

- 6.2 The Marsh Lane brownfield site was identified as a suitable location for the relocation of the depot services. The relocation will bring a number of other benefits including making good use of the Marsh Lane asset by delivering a new depot. With the existing depot at Ashley Road not being specifically designed for its current use and generally dilapidated/time expired the new depot provides a new, purpose-built facility to enable bespoke service provisions for our stakeholders. Facilities such as modern vehicle pits, flexible vehicle working spaces, designated vehicle wash, as well as office spaces designed to accommodate the specific requirements as defined by the stakeholders.
- 6.3 The new depot also delivers the scheme working with design solutions to work within the Zero Carbon Policy. The new scheme reduced the carbon footprint by introducing Photovoltaics, a bespoke battery storage system to best utilise the power provided from the Photovoltaics as well as public and operation electric vehicle charging points.
- 6.4 The new depot also enables the redevelopment of the Ashley Road site in line with regeneration plans and the vision for Tottenham Hale and has already supported the plans for the Harris Academy school at Ashley Road with completion of the sale of the land and new build school accommodation. It was originally envisaged that the Ashley Road site would be disposed of. However, when Haringey's current administration was elected in May 2018, they committed to the development of a significant number of Council owned homes, including new homes. One of the key elements to achieving this priority was land and the Ashley Road site was identified as one of a number of Council-owned sites that would enter the Housing Delivery Programme. The programme was supported by a successful GLA Building Homes for Londoners funding bid. The Ashley Road site was named in the bid and allocated funding of £8,800,000. Although the Council has not carried out detailed design work, the initial feasibility assessment suggests that the Ashley Road site could support 200 or more new homes. There are priorities to provide family housing and as many new Council homes at Council rents as possible. Funding conditions require the development starts on site by mid-March 2022.
- 6.5 Further details will be reported to Cabinet of the proposed development and the timing of the appropriation. The site will be valued at this time based on market value. Further information regarding Ashley Rd site can be found in Part B of the report.
- 6.6 The Marsh Lane development project was commissioned in 2015, however the escalating costs of the project led to the review of the project brief and eventually downsizing of the proposed scope. The project was recommissioned in 2018.
- 6.7 To enable the sale of the part of Ashley Road site to Harris Academy (which Haringey were contractually obliged to complete) some of the waste management services (Salt Barn, bin storage and parking facilities) were relocated to Marsh Lane site in 2017.
- 6.8 The main scheme works have been designed to Stage 3 of the Royal Institute of British Architects (RIBA) Plan of Work 2013. The project consultancy team will not be novated and will remain client side for the duration of the project.

- 6.9 The project was tendered using a single stage Design and Build method of procurement via the recently established London Construction Programme 2019 Major Works Framework.
- 6.10 All six companies were invited from Lot 3.3 (Capital Works) of the London Construction Programme (LCP) 2019 Major Works Framework, to submit a proposal in response to an Invitation to Tender (ITT). Further info is set out in Part B of the report.
- 6.11 During the evaluation process, post tender clarifications were sought and fully responded to. The tender was based on a 60% quality and 40% price bid and contract period of 58 weeks (14 weeks design/mobilisation and 44 weeks construction).
- 6.12 A quality assessment was conducted by an evaluation panel, comprising the Project Delivery Team project managers and lead design consultant. A pre agreed list of questions relevant to this project was included in the tender as part of the Qualitative Delivery Proposals (QDP). Each question was offered a score between 0 (for question not answered) to 5 (excellent) together with a weighted score.
- 6.13 The outcome of the quality and price score for Contractor A is set out in the part B of the report.
- 6.14 Further procurement comments are set out in Part B of the report.
- 6.15 The recommendation is to award the contract to Contractor A in order to enable residential development on Ashley Rd site.
- 6.16 The project is to be awarded on a single stage Design and Build contract which has been priced as an 'all risk' tender. The defects liability period (rectification period) is 12 months. The contract is to be awarded on a fixed price basis. Further info is set out in Part B of the report.
- 6.17 The procurement approach is based on a Design and Build form of contract – JCT 2016. The project consultancy team will not be novated and will remain client side for the duration of the project.
- 6.18 The tender submission includes all construction costs, site establishment and management costs, contractors overhead and profit.
- 6.19 Budget information is set out in Part B of the report.
- 7. Contribution to Strategic Outcomes**
- 7.1 This project proposal supports outcomes as outlined in the Borough Plan 2019-23, in particular:
- **Priority 1 Housing** – Although the Council has not yet carried out detailed design work, early work suggests that the Ashley Road depot site could support

200 or more new homes, with a particular priority on providing as many new Council homes at Council rents as possible’.

- a significant number of new homes on the site with at least 40% affordable and social housing.
- **Priority 2 People** – releasing a part of Ashley Rd site to Harris Academy enabled creation of the new sport hall and creation of the new school places.
- **Priority 3 Place** – by relocating waste management services from residential to industrial area the project supports two outcomes: “A healthier, active and greener place and a cleaner, accessible and attractive place”.
- In addition, by investing in sustainable energy solutions, bespoke energy storage facilities and electric vehicle charging points the project supports outcomes of **Haringey’s Climate Change Action Plan**.

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

8.1 Finance

8.1.1 The recommendation of this report is to accept the tender from Contractor A in the sum as set out in Part B. This has been evaluated by the procurement team and has been assessed as being compliant.

8.1.2 The Council has spent £4.085m on this project as at 31st March 2019 and is anticipated to spend an additional £0.458m during 2019/20. In accepting this tender and proceeding with the scheme, the Council will be incurring further costs. These costs are set out in Part B of the report.

8.2 Procurement

8.2.1 Strategic Procurement have been consulted and supported the project team throughout this procurement. This contract was procured using the OJEU compliant London Construction Programme (LCP) 2019 Major Works Framework, which the Council is able to access.

8.2.2 Further procurement info is set out in Part b of the report.

8.3 Legal

8.3.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report.

8.3.2 The contract which this report relates to has been procured through the London Construction Programme Major Works Framework 2019 (the “Framework”) which has been established by the Council. The Framework is OJEU compliant.

8.3.3 Due to value of the contract it may only be awarded by Cabinet.

8.3.4 The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet approving the recommendations in the report.

8.4 Equality

8.4.1 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 apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status apply to the first part of the duty.

8.4.2 The proposed decision is to appoint a main contractor to develop the Marsh Lane site, which will release the Ashley Road site for housing development. The development of the Marsh Lane site is not expected to have any specific impacts on any groups that share the protected characteristics. The contractor, as a body carrying out a public function on behalf of the Council, will be required to have due regard for the three aims of the public sector equality duty, noted above.

8.4.3 Development of housing at the Ashley Road site will be subject to screening and assessment in order for decision-makers to understand any identified implications for groups who share the protected characteristics.

9 Use of Appendices

9.1 Appendix A – Part B

10 Local Government (Access to Information) Act 1995

10.1 List of background documents:

This report contains exempt and non-exempt information. Exempt information is under the following categories (identified in amended Schedule 12A of the Local Government

Act 1972): Information relating to financial or business affairs of any particular person (including the statutory holding that information).

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Report for: Cabinet Meeting – 10th March 2020

Title: Award of Contract for Highway Maintenance and Minor Improvement Works

Report authorised by: Stephen McDonnell – Director of Environment & Neighbourhoods

Lead Officer: Peter Boddy, Interim Group Manager Highways and Traffic & Ann Cunningham Head of Operations, Environment & Neighbourhoods
Tel: 020 8489 1765
E-mail: Peter.Boddy@Haringey.gov.uk
Ann.Cunningham@Haringey.gov.uk

Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1. Further to the decisions by Cabinet on 9th July and 10th September 2019;
- (i) An Interim Highways Contract was awarded to Marlborough Highways Limited for a period of up to 9 months, value not exceeding £4 million. That contract expires on 30th June 2020.
 - (ii) A review is being undertaken by officers of the highways maintenance and contracting options for Haringey Council going forward, to improve the responsiveness of highways maintenance services. This includes an initial assessment of the feasibility of insourcing part or all of the maintenance works and establishing a team of directly employed staff in what is commonly referred to as a Direct Services Organisation (DSO).
 - (iii) The longer-term Highways contract was re-tendered under the London Construction Programme (LCP) Major Works Framework in a fashion that accommodates any outcomes of (ii) above.
- 1.2. Strategic Procurement were tasked to identify suitable economic operator(s) for the delivery of the Council's Highway Maintenance and Minor Improvement Works Contract under the LCP Framework to commence no later than 1st July 2020.
- 1.3. This report seeks the approval to award a Highway Maintenance and Minor Improvement Works Contract, in accordance with CSO 9.07.01(d) (All contracts valued

at £500,000 (five hundred thousand pounds) or more at the time of award may only be awarded by Cabinet), for an initial term of five years, with an option for a two year extension period; thereby the maximum term of the contract being seven years. The maximum value of the contract will be £84 million, if the contract remains in existence for the maximum seven-year term.

2. Cabinet Member Introduction

- 2.1. Transport plays a pivotal role in our daily lives and Haringey is one of London's best-connected boroughs and the transport network is used by our residents, businesses and by people from across the City and beyond; either passing through or interchanging at a station or bus stop.
- 2.2. Maintaining and improving our road network plays a key in enabling the achievement of our wider economic aspirations for the borough. This report recommends the award of a Highway Maintenance and Minor Improvement Works Contract to deliver the Council's planned and reactive works for the coming years.
- 2.3. The contract has been drafted in a flexible fashion which allows integration of a potential inhouse maintenance service or other alternative arrangement arising out of operational changes, throughout the contract period without penalty.

3. Recommendations

- 3.1. That Cabinet approves pursuant to Contract Standing Order 9.07.01(d) the award of a contract for Highway Maintenance and Minor Improvement Works to Bidder H1 (identified in the exempt part of the report), for an initial five (5) year term, commencing no later than 1st July 2020 with an option to extend (at the Council's absolute discretion as contained with the terms and conditions of the Contract) for a further two years.
- 3.2. That Cabinet notes that further work is being carried out to ascertain the level of future funding for highways maintenance and footways improvement works.
- 3.3. That Cabinet notes the development of a business cases to support the expansion of the maintenance programme and to consider the establishment of a Direct Services Organisation to provide part or all of the maintenance works in order to build resilience and increase responsiveness of the delivery.

4. Reasons for decision

- 4.1. Officers have undertaken a competitive tendering exercise, in accordance with the Public Contract Regulations 2015, in relation to Highway Maintenance and Minor Improvement Works Contract. Through this process Bidder H1 submitted the Most Economically Advantageous Tender, and therefore, in compliance with the Public Contract Regulations 2015, can be awarded the Highway Maintenance and Minor Improvement Works Contract.
- 4.2. The delivery of Highway Maintenance and Minor Improvement Works, both planned and reactive, contribute to the delivery of a number of Council priorities, as well as supporting the Council in complying with its statutory duties arising out of the Highways Act 1980 and Traffic Management Act 2004.

5. Alternative options considered

- 5.1. Haringey must continue to carry out its statutory duty to maintain the highway network so that they remain safe for road users whilst this review takes place. The tendered contract has been drafted in a flexible fashion which allows integration of a potential inhouse maintenance service or other alternative arrangement arising out of operational changes, throughout the contract period without penalty.

6. Background information

- 6.1. The Council currently delivers its highways works through the interim contract with Marlborough Highways awarded for nine months subsequent to the Cabinet decision of 10th September 2019. The contract expires on 30th June 2020 following which the Council will be unable to carry out statutory highway works unless an alternative contract or arrangements are in place.
- 6.2. The procurement exercise has made it clear that Haringey are reviewing highway services and the Contract to be awarded has been carefully drafted so as to avoid any penalties should Haringey conclude that it is beneficial to take an element of the service in-house or share the service with a neighbouring borough.
- 6.3. However, in parallel a review is being undertaken to consider the wider delivery of highways maintenance within Haringey, including the requisite levels of funding required to improve the condition of the road network. At present 16% of the carriageway network (mid quartile in Greater London) and 59% of the footway network (lower quartile in Greater London) requires planned maintenance.

- 6.4. This review is also considering options for building resilience and improving responsiveness. This includes an initial assessment of the feasibility of insourcing part or all of the highways maintenance works and establishing a team of directly employed staff in what is commonly referred to as a Direct Services Organisation (DSO). Any decision on additional investment and the establishment and the DSO is subject to the development of a business case for the additional investment.

The Procurement Process

- 6.5 The procurement process adopted for establishing a term contract was a mini-competition under Lot 5 (Pan London £1m+) of the LCP Framework Agreement using Haringey's e-Sourcing Portal, HPCS (Haringey Procurement and Contract System).
- 6.6 The Framework is OJEU compliant and has five (5) experienced and competent suppliers who are suitable to deliver the nature of works expected under the term contract for Highway Maintenance and Minor Improvement Works.
- 6.7 Strategic Procurement supported the business unit in the tendering process.
- 6.8 On 16th October 2019, expressions of Interest were sought from the five (5) suppliers under Lot 5 of the LCP Framework Agreement, on the basis of a brief description of the nature and scope of works. The five suppliers in alphabetical order were: -
- a. FM Conway Limited
 - b. Geoffrey Osborne Limited
 - c. Marlborough Highways Limited
 - d. McLaughlin & Harvey
 - e. Thomas Sinden Limited
- 6.9 On 15th November 2019, the mini-competition tender documents were issued to the above suppliers via Haringey Procurement and Contract System (HPCS) – e-procurement portal. The tender documents clearly stated the procedure each tenderer was to follow for communications with the Council regarding the procurement process and the procedure to be followed for the submission of bona fide tender.
- 6.10 The Instructions to Tender (ITT) document called for the return of tenders by 1300hrs GMT, Monday 6th January 2020.
- 6.11 A total of three (3) tender queries were raised and dealt with by the Council during the tender process.

- 6.12 Two (2) tender submissions were received by the submission deadline date and time set out in the tender pack.

The Evaluation Process

- 6.13 Tender submissions were checked for compliance and completeness by Strategic Procurement on 6th January 2020. All were found to be compliant and complete and were taken forward to evaluation.
- 6.14 The tender submissions were evaluated for Quality and Price as set out in the ITT document.
- 6.15 Evaluation of Quality was based on submitted Method Statements relating to key Contract requirements and was undertaken by a team of technically competent evaluators. Initially evaluators scored quality independently and scores were confirmed at a Consensus/ Moderation Meeting, chaired by the Procurement Lead on 21st January 2020.
- 6.16 Evaluation of Price was based on a Model developed to represent typical works that will be ordered under the Contract per annum. Tenderers individual priced rates were entered into the model and the total price for each calculated. The Price evaluation was undertaken by a competent Consultant brought in by the Council and was completed on 16th January 2020. A Quantity Surveyor from the business unit carried out a similar evaluation by 24th January 2020 to validate the initial assessment done by the Consultant.
- 6.17 Additionally, the overall price evaluation was checked by two officers from the Council's Finance Service.
- 6.18 Following the evaluation process, the total overall Quality and Price scores were combined to provide the ranking of the bidders in accordance with the Most Economically Advantageous Tender.
- 6.19 The information below summarise the overall tender scores achieved by each Bidder in line with the tender evaluation criteria of 40% Quality and 60% Price as set out in the Invitation to Tender document.

Bidder H1	[exempt information]
Bidder H2	[exempt information]
Bidder H3	Did not return a tender
Bidder H4	Did not return a tender
Bidder H5	Did not return a tender

6.20 A comparison of costs was made against our existing interim rates and historical LoHAC rates for the same works, to validate competitiveness. This demonstrated that efficiencies in the region of 2.3% would be made for highways.

7. Contribution to strategic outcomes

7.1 The Environment and Neighbourhoods Department will be commissioned during the contract period to deliver wide ranging services, as determined annually through the Local Implementation Plan (LiP) submission plan and Highways Works Plan. The physical delivery of a substantial element of these works will be through this contract

7.2 These works will support the delivery of the Borough Plan 2019-2023 Place priority. Helping to create a place with strong, resilient & connected communities where people can lead active and healthy lives in an environment that is safe, clean and green and well maintained

7.3 This will include projects that create healthier places, in line with the Mayor of London's Healthy Streets plan, to support people to be active by cycling and walking. Along with measures to reduce the impact of road vehicles on air pollution including through parking controls and public transport measures.

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

Finance

8.1. This report seeks approval to award the contract for the Highway Service to preferred bidder H1.

8.2. The length of the contract is initially a 5-year period with an option to extend for a further 2, therefore over a potential contract lifecycle of 7 years.

- 8.3. The maximum value of the contract is £84m. This translates to £12m per year. However, there is no legal obligation to spend to this level.
- 8.4. There is adequate provision in the 2020/21 Highways budget for these works in next year. Any works commissioned will need to be contained within budgetary limits.
- 8.5. There is potential for additional funding during the year from grant awards such as TfL and other government bodies. schemes.
- 8.6. The contract has flexibility to reduce the amount of work commissioned to the contractor which will enable the Council to create its own direct labour workforce.
- 8.7. The tender process followed ensures that value for money will be achieved through this contract as it is expected to realise a reduction in costs compared with the existing contract.
- 8.8. Contract delivery costs and monitoring procedures will be continuously reviewed to ensure expenditure remains within budgetary constraints and exceptions reported under the normal corporate governance arrangements.

Strategic Procurement

- 8.9. The recommendation to award the contract to Bidder H1 in accordance with CSO 7.01.(b) is supported by Strategic Procurement following a procurement process conducted under Lot 5 of the LCP Framework Agreement which is OJEU compliant.
- 8.10. The overall proposal submitted by Bidder H1 is considered to be the most economically advantageous tender and as such, does offer significant value for money to the Council.
- 8.11. The award of the contract will ensure the Council contribute to the delivery of a number of its priorities and additionally, it will ensure the Council's statutory obligations arising from the Highways Act 1980 and Traffic Management Act 2004 are fully met as highlighted under paragraph 4.2 of this report.

Legal

- 8.12. The Assistant Director of Corporate Governance notes the content of the report.

- 8.13. This procurement has been conducted in compliance with the Council's Contract Standing Orders and the Public Contracts Regulations 2015 (as amended).
- 8.14. Pursuant to Contract Standing Order 9.07.1(d) Cabinet has the power to award a contract where the value is £500,000 or more and as such Cabinet has the power to approve the award of the contract in this report.
- 8.15. The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet from approving of the recommendations in the report.

Equality

- 8.16. The Council has a Public Sector Equality Duty under the Equality Act 2010 to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act
 - Advance equality of opportunity between people who share those protected characteristics and people who do not
 - Foster good relationships between people who share those protected characteristics and people who do not
- 8.17. The three parts of the duty applies to the following characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status apply to the first part of the duty.
- 8.18. The decision is to award contracts for term services in relation to highway assets. The terms and conditions will require suppliers to comply with Council duties in any works they undertake under the contracts. Equalities formed a key element of the quality assessment process of the tender award to make sure that the successful tenderers will meet the requirements of the council.
- 8.19. Additionally, equality will be a key issue considered in undertaking the design of future schemes / works to be implemented under the contract.

9. Use of Appendices

None

10. Local Government (Access to Information) Act 1985

No supporting documents required.

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Report for: Cabinet 10 March 2020

Title: Delegated Decisions and Significant Actions

Report authorised by : Zina Etheridge, Chief Executive
Bernie Ryan AD Corporate Governance

Lead Officer: Ayshe Simsek

Ward(s) affected: Non applicable

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

1. Describe the issue under consideration

To inform the Cabinet of delegated decisions and significant actions taken by Directors.

The report details by number and type decisions taken by Directors under delegated powers. Significant actions (decisions involving expenditure of more than £100,000) taken during the same period are also detailed.

2. Cabinet Member Introduction

Not applicable

3. Recommendations

That the report be noted.

4. Reasons for decision

Part Three, Section E of the Constitution – Responsibility for Functions, Scheme of Delegations to Officers - contains an obligation on officers to keep Members properly informed of activity arising within the scope of these delegations, and to ensure a proper record of such activity is kept and available to Members and the public in accordance with legislation. Therefore, each Director must ensure that there is a system in place within his/her business unit which records any decisions made under delegated powers.

Paragraph 3.03 of the scheme requires that Regular reports (monthly or as near as possible) shall be presented to the Cabinet Meeting, in the case of executive functions, and to the responsible Member body, in the case of non executive functions, recording the number and type of all decisions taken under officers' delegated powers. Decisions of particular significance shall be reported individually.

Paragraph 3.04 of the scheme goes on to state that a decision of "particular significance", to be reported individually by officers, shall mean a matter not

within the scope of a decision previously agreed at Member level which falls within one or both of the following:

- (a) It is a spending or saving of £100,000 or more, or
- (b) It is significant or sensitive for any other reason and the Director and Cabinet Member have agreed to report it.

5. Alternative options considered

Not applicable

6. Background information

To inform the Cabinet of delegated decisions and significant actions taken by Directors.

The report details by number and type decisions taken by Directors under delegated powers. Significant actions) decisions involving expenditure of more than £100,000) taken during the same period are also detailed.

Officer Delegated decisions are published on the following web page <http://www.minutes.haringey.gov.uk/mgDelegatedDecisions.aspx?bcr=1>

7. Contribution to strategic outcomes

Apart from being a constitutional requirement, the recording and publishing of executive and non executive officer delegated decisions is in line with the Council's transparency agenda.

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

Where appropriate these are contained in the individual delegations.

9. Use of Appendices

The appendices to the report set out by number and type decisions taken by Directors under delegated powers. Significant actions (Decisions involving expenditure of more than £100,000) taken during the same period are also detailed.

10. Local Government (Access to Information) Act 1985

Background Papers

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

Delegated Decisions and Significant Action Forms

Those marked with ♦ contain exempt information and are not available for public inspection.

The background papers are located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect them or to discuss this report further, please contact Ayshe Simsek on 020 8489 2929.

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Housing, Regeneration and Planning

Significant decisions - Delegated Action - For Reporting to Cabinet on 10th March 2020

◆ denotes background papers are Exempt.

No	Date approved by Director	Title	Decision
1.	15-01-2020	SIP Workspace Intensification – Grant Agreement	Initial instalment of SIP funding GBP 500,000
2.	17-01-2020	DEN Programme – Letters of Intent	Approval of the issuing of three Letters of Intent to Technical, Legal and Financial Advisors as per Contract
3.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N15	Acquisition of Property as part of Council's Right to Buy acquisition programme at N15
4.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N17	Acquisition of Property as part of Council's Right to Buy acquisition programme at N17
5.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N17	Acquisition of Property as part of Council's Right to Buy acquisition programme at N17
6.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N22	Acquisition of Property as part of Council's Right to Buy acquisition programme at N22
7.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N22	Acquisition of Property as part of Council's Right to Buy acquisition programme at N22
8.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N22	Acquisition of Property as part of Council's Right to Buy acquisition programme at N22

Housing, Regeneration and Planning

Significant decisions - Delegated Action - For Reporting to Cabinet on 10th March 2020

◆ denotes background papers are Exempt.

No	Date approved by Director	Title	Decision
9.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N15	Acquisition of Property as part of Council's Right to Buy acquisition programme at N15
10.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N15	Acquisition of Property as part of Council's Right to Buy acquisition programme at N15
11.	24-01-2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N15	Acquisition of Property as part of Council's Right to Buy acquisition programme at N15
12.	30-01-2020	Acquisition of property N18 – agreement of final contract with vendor	Approval to agree final Heads of Terms and contract for the acquisition of the property, N18
13.	31-01-2020	Neighbourhood Community Infrastructure Levy (NCIL) Redistribution Consultation	Approval of a public consultation on the proposed amendments to the CIL Governance document
14.	03.02.2020	Sale of Shared Ownership home, N17	Approval of the disposal of residential new build home at N17 and N15
15.	07.02.2020	Approval of contract for the Travellers' sites refurbishment works at N22 and N15	Award of contract to Paragon Hi-Tech Ltd and approval of total fee
16.	14.02.2020	Approval for the award of a contract for the proposed renewal of communal flooring on four Council Housing estates	Approval of the costs of works and award of contract to A & T Flooring Ltd, and approval of total project fee.
17.	19.02.2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N4	Acquisition of Property as part of Council's Right to Buy acquisition programme at N4

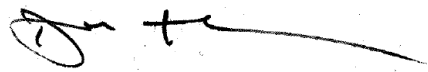
Housing, Regeneration and Planning

Significant decisions - Delegated Action - For Reporting to Cabinet on 10th March 2020

◆ denotes background papers are Exempt.

No	Date approved by Director	Title	Decision
18.	19.02.2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N4	Acquisition of Property as part of Council's Right to Buy acquisition programme at N4
19.	21.02.2020	Acquisition of ex LBH property as part of the HRW Regeneration scheme, N17	Acquisition of ex LBH property as part of the HRW Regeneration scheme, N17
20.	21.02.2020	Approval of contract for the refurbishment works at N11	Award of contract to Niblock Building Contractors Ltd and approval of total project fees
21.	26.02.2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N22	Acquisition of Property as part of Council's Right to Buy acquisition programme at N22
22.	26.02.2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N17	Acquisition of Property as part of Council's Right to Buy acquisition programme at N17
23.	26.02.2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N10	Acquisition of Property as part of Council's Right to Buy acquisition programme at N10
24.	26.02.2020	The acquisition of properties under the Council's Right to Buy acquisition programme for lease to the Haringey CBS, N10	Acquisition of Property as part of Council's Right to Buy acquisition programme at N10

Delegated Action	
Type	Number



SLT Officer/Assistant Director Signature Date.....28th February 2020.....

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of the Local Government Act 1972.

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