

Report for: Cabinet 21 January 2020

Title: Welcome Strategy

Report authorised by : Charlotte Pomery, Assistant Director for Commissioning

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Ward(s) affected: All

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

1. Describe the issue under consideration

1.1. This report seeks approval from Cabinet to adopt the Welcome Strategy

2. Cabinet Member Introduction

2.1. Nothing can be more important than feeling able to settle and thrive in one's local community – this Strategy reflects the range of factors which contributes to helping migrant communities to be able to do this in Haringey. I am proud to be presenting this paper, which marks the next stage in our work and which we will take forward through co-production of an Action Plan with partners.

2.2. We place a great emphasis on community engagement and I look forward to ongoing and challenging interaction from our local communities as we work together to develop an Action Plan to deliver this strategy.

3. Recommendations

3.1. It is recommended that Cabinet approve the Welcome Strategy at Appendix 1, which requires stakeholders to co-produce an Action Plan to be approved by Cabinet.

4. Reasons for decision

4.1. Haringey Council is committed to building a borough where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential. In November 2018, Full Council adopted a [motion](#) to publicly reaffirm this commitment, in particular to migrant communities and those fleeing conflict abroad.

4.2. The Welcome Strategy represents a step towards the fulfilment of the commitment expressed in the motion. It provides a framework and approach for taking developing and taking forward activity across partners to ensure that Haringey can continue to be a borough where migrant communities are able to settle and thrive, and where strong communities get on well together.

5. Alternative options considered

5.1. Do Nothing

5.2. The Welcome Strategy would not be adopted. This would compromise the capacity of the Council, partners, and the community to take forward action that supports migrant communities in Haringey to settle and thrive in the borough. It would also mean that the Council would not fulfil the commitment of the November 2018 Full Council motion referenced above. It is not mandatory to have a Welcome Strategy. However, not having one would fail to signal the Council's intent and commitment on this issue.

6. Background information

6.1. Migration in Haringey

- 6.1.1. Haringey is one of the most diverse boroughs in the UK. People from over 75 different countries live here and make up about half of all our residents. Over 100 languages are spoken locally. Among our neighbouring boroughs, only Barnet has a higher number of non-British residents.
- 6.1.2. As a proportion of population, Haringey is home to more European, Caribbean, and African citizens than most other London boroughs. While proportionately fewer people from India, Pakistan, Bangladesh, and Sri Lanka live here, we are still proud to be home to well-established Asian communities. Approximately 61,000 Haringey residents come from non-EU European countries, Asia, Sub-Saharan Africa, and the Americas.
- 6.1.3. Haringey has the second largest European-born population of any London borough. Figures from the Office for National Statistics suggest that 53,000 Haringey residents were born in the EU, and half of these were born in Eastern European countries that joined the EU between 2004 and 2007.
- 6.1.4. Census data indicates that the highest number of non-British residents live in Tottenham Hale, Tottenham Green, and Bruce Grove wards. It is notable that the pattern of migrant residence across the borough is not uniform. Trends include larger communities of migrant residents from Eastern Europe in Tottenham and Wood Green, larger Western European communities in wards in the south of the borough, larger African and Turkish communities in North Tottenham, and larger American and Australian communities in Crouch End and Muswell Hill.
- 6.1.5. Haringey has a long tradition of welcoming asylum seekers. As of March 2019, Haringey Council was supporting 158 asylum seekers who were destitute or about to become destitute with subsistence and/or accommodation. Haringey Council also supports 40 unaccompanied asylum-seeking children, the maximum number expected under the Government's National Transfer Scheme.
- 6.1.6. Some migrants in the UK have no recourse to public funds (NRPF). NRPF is a condition imposed on someone if they are 'subject to immigration control', meaning if they are in the country on certain kinds of visas, such as spouse visas and student visas; are dependent relatives of a person with settled status; or have no leave to remain. A person with NRPF cannot access most welfare

benefits or public housing. As of September 2019, Haringey was supporting 54 families including 83 children with NRPF under Section 17 of the Children's Act 1989, more than most of our neighbouring boroughs, and 18 single adults with NRPF.

6.2. Strategy Development

6.2.1. Findings from a wide range of research and evidence-gathering activity has informed the development of this strategy including:

- Evidence of best practice from other comparable local authorities
- Data from central and London government
- Local data from Council services and partners
- The Haringey Residents Survey 2018
- The Haringey Fairness Commission
- The perspectives of local VCS organisations that work directly with migrant residents, through 1:1 engagement, multilateral meetings, and a roundtable session at the Selby Centre
- A research project undertaken by the Policy Team in 2017 which explored perceptions of life in Haringey among newly-arrived Eastern European and Latin American migrant communities

6.3. Key issues for migrant communities in Haringey

6.3.1. Research and engagement have highlighted a number of important issues for migrant communities in Haringey, which are detailed in Appendix 2. In summary, these include:

- Language barriers
- Access to public services and welfare
- Discrimination and prejudice
- Housing insecurity and homelessness
- Unemployment and underemployment
- In-work poverty and destitution
- Fear or crime and victimisation

6.4. Objectives and Priorities

6.4.1. The strategy commits to achieving five key outcomes over the ten-year lifetime of the strategy. These are underpinned by medium-term priorities, which reflect the key issues that the partnership needs to address, which affect young people now.

6.4.2. Objective 1: Build cohesive communities where residents from all backgrounds get on well together

- Priority 1: Tackling prejudice and discrimination
- Priority 2: Fostering good relations between communities
- Priority 3: Participation in public life and civic activity
- Priority 4: Awareness and access to community provision

6.4.3. Objective 2: Develop and deliver welcoming services that treat everyone with dignity and respect

- Priority 1: Responsive and accessible frontline public services
- Priority 2: Immigration advice and support
- Priority 3: Access to community provision

- 6.4.4. Objective 3: Enhance safety and security for migrant communities
- Priority 1: Personal and community safety
 - Priority 2: Housing security and homelessness prevention
 - Priority 3: Tackling hate crime and violence against women and girls

- 6.4.5. Outcome 4: Broaden economic opportunity for migrant communities
- Priority 1: Prevention and relief of poverty
 - Priority 2: Access to good quality employment
 - Priority 3: Lifelong learning opportunities

6.5. Action Plan

- 6.5.1. It is proposed that a co-produced Action Plan that sets out how the Council, partners, and communities will work towards the identified objectives and priorities will be developed during 2020 under the leadership of the Cabinet Member for Adults and Health and presented to Cabinet for approval.

6.6. Governance

- 6.6.1. The Cabinet Member for Adults & Health will chair a Welcome Advisory Board comprising relevant Council officers, representatives of local public sector partners, and representatives of community organisations working with migrant communities in Haringey. The Advisory Board will have responsibility for co-producing the Action Plan described at para. 6.5, periodic review and refresh of the strategy, and ensuring all aspects of the Strategy continue to be supported in their delivery. Any decisions for individual organisations will continue to be made by those individual organisations as there is no delegation of functions to the structure described above.
- 6.6.2. The Welcome Advisory Board will be an informal working group chaired by the Cabinet Member for Adults and Health, who will report to Cabinet, where this is required.

7. Contribution to strategic outcomes

- 7.1. The Welcome Strategy supports the following Haringey Borough Plan (2019-23) outcomes:
- 7.1.1. Strong communities where people look out for and care for one another
 - 7.1.2. A proud, resilient, connected, and confident place
 - 7.1.3. All adults being able to live healthy and fulfilling lives, with dignity, staying active and connected with their communities
 - 7.1.4. A safer borough
- 7.2. This Strategy fully aligns with the Mayor of London's Equality, Diversity, and Inclusion Strategy 2018 and Strategy for Social Integration 2018.

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

Finance

Pending more definitive proposals, there are no financial implications to note at present.

Procurement

The contents of this report are noted. There are no procurement implications at this stage. If, and when external commissioning of services is required, procurement advice should be sought to ensure the most appropriate competitive process or route to market is employed

Legal

Migrant families are likely to share relevant protected characteristics of age, disability, race, religion or belief, sex and sexual orientation. Section 149 (public sector equality duty) of the Equality Act 2010 requires the Council in the exercise of its functions, to have due regard to the need to, amongst others, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The objectives in the Welcome Strategy will facilitate the discharge of the Council's equality duty towards its migrant communities.

An objective in the Strategy is the provision of immigration advice and support. Under Section 84 of the Immigration and Asylum Act 1999 (provision of immigration services), only a qualified person (i.e. a registered or authorised person) may provide immigration advice or immigration services. The Council is not required by law to provide or commission immigration advice and support services to migrant families. The Council would usually signpost migrant families to an immigration adviser.

Equality

- 8.1. 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.
- 8.2. 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.
- 8.3. The proposal is to approve the Welcome Strategy. Those most affected by this decision are non-British residents in Haringey. It is noted that these residents are protected by the Equality Act 2010 by virtue of sharing the race and ethnicity protected characteristic. It is also noted that these residents are likely

to be younger than other Haringey residents and to be members of minority faith or religious groups.

- 8.4. It can be anticipated that the Welcome Strategy will have a positive impact on residents in Haringey who share the protected characteristics noted above to the extent that the strategy's objectives are achieved. It is noted that an Action Plan is forthcoming, the equalities impact of which will be assessed while it is in development and at the time it is presented to Cabinet for approval.

9. Use of Appendices

Appendix 1: Welcome Strategy

10. Local Government (Access to Information) Act 1985

Background papers:

None