

Appendix A

Fairness Commission recommendations: progress so far

Economic inequality: unemployment and low pay

The Fairness Commission proposed a series of recommendations on economic inequalities, to support excluded groups into jobs, raise wages (at least to London Living Wage), improve job security and improve working conditions. It also called for a fairer and stronger welfare safety net that prevents families from slipping into poverty and debt – and the self-propelling cycles of financial hardship that very often follow.

The impact of Covid-19 on Haringey's economy and resident employment has already been significant, and in the next phase of the pandemic, when many workers will need to self-isolate at short notice, when the furlough scheme is due to end, when businesses fold or cut back on staff, the impact of low wages and insecure work will be magnified.

The Council has invested heavily in recent years to pay all staff at least London Living Wage and to ensure London Living Wage is paid by our suppliers. Some of the key steps we've taken to raise local wages are:

- Introduced the **London Living Wage** for **home care** workers
- **Council contracts** ask suppliers to pay staff London Living Wage
- **Paid travel time** for **care workers** is now required in contracts, called for in Fairness Commission recommendation #12 and the Ethical Care Charter. Contracts also require payment for transport costs and waiting time.
- **Socioeconomic status** has been made a protected characteristic. From June 2021 Haringey will test each policy decision for its impact on its most deprived residents, alongside other protected groups. This will implement Fairness Commission recommendation #3.
- Significantly expanded the council's **apprenticeship scheme**, hiring young people from the borough, paid at least at London Living Wage.
- **Community wealth-building** policy: steering more council spending into local suppliers, including ensuring that local not-for-profit businesses and SMEs are able to participate in homecare tenders – creating more and better-paid jobs in the local economy.

The fabric of our welfare safety net has weakened in the last decade, making our residents more vulnerable to economic shocks – or to the combined health and economic crisis posed by a pandemic. Haringey has acted in recent months to strengthen local welfare provision. This includes:

- **A Local Welfare Assistance Scheme:** strengthened the safety net available for our residents by introducing a local welfare assistance scheme for people in emergency need.

- **Debt Reduction Policy:** focuses on benefits maximisation and ensures that bailiffs are not used for council tax where people are on very low incomes, facing mental health challenges or have other vulnerabilities. This progresses Fairness Commission recommendation #2 to introduce an ethical approach to debt.
- **Debt Strategy:** aims to identify residents with the most urgent need and unmanageable or 'problem' debt, provide them with debt management support and prevent a cycle of debt.
- **Free School Meals:** expansion of eligibility to Haringey children in families living in council or social housing or temporary accommodation whose parents receive Universal Credit and children in families living in private rented homes whose parents receive Discretionary Housing Payments.
- The creation of a **Haringey Food Network** and increase in **funding to food banks**.
- New help for residents to reduce **personal debts** (and help prevent accrual of further debts).
- More proactive advertisement of **Discretionary Housing Payments** and a new system in place to direct DHPs where they are needed most – to prevent rent arrears, prevent evictions and prevent homelessness.
- Introduced an **Employment & Skills** Recovery action plan to roll out a series of job training projects in Haringey (digital reskilling, health and care work, construction and other areas), including a project to support care leavers.
- Children from households with **No Recourse to Public Funds** have been prioritised for hardship payments during the pandemic.

Alongside increased subsistence payments, the expansion of Free School Meals will cover children from families with No Recourse to Public Funds, proposed by Fairness Commission recommendation #32. Our Welcome Strategy for migrants and Council-funded project to register residents for the EU settlement scheme contributes to implementation of this recommendation too.

In the medium term we also plan to simplify applications for financial help from the council – offering a single initial form to access the range of different funds (the Council Tax Reduction Scheme, Discretionary Housing Payments, Welfare Assistance, and others).

Haringey Works, our local jobs support service, is currently expanding – allowing us to support more residents from excluded groups into work and to bring more local residents into jobs at the Council. This will now be accelerated to as part of our implementation of Fairness Commission recommendation #26.

Haringey has fast-tracked some of the work to support Fairness Commission recommendation #29, setting up an emergency fund for community groups to draw on and offering 6 months of rent relief in council-owned buildings. Many of these groups have been critical to the delivery of food to residents in recent months. We are prioritising the publication of a Voluntary and Community Sector (VCS) strategy in the coming months, through which we will continue to support and work with the VCS to increase community capacity, cohesion and resilience. Our Community

Enablement Response continues to grow too – with more Local Area Coordinators hired to join up local people with local groups and networks that can support them.

Housing inequality: affordability and overcrowding

Fairness Commission recommendations #16, #17, #18 and #19 focused on housing inequalities. London's housing crisis has pushed many of our residents into poverty with high rents, low quality and persistent overcrowding.

Overcrowding has deepened the mental health impacts of the pandemic, as well as the impacts on physical health, education and employment. The disparity in space standards – and outdoor space in properties – has been all too clear during periods of lockdown. As domestic abuse has risen during the pandemic, the need for temporary accommodation, shelters and refuges has grown even more urgent.

In February 2021, Haringey handed over keys to the tenants of its first new council homes. More new council homes will start to be occupied over the coming months. There are hundreds of starts on site and hundreds more sites with planning permission in the pipeline. The Council now has one of the most ambitious council house-building programmes anywhere in the country.

At the same time, we are building bespoke council homes for disabled residents and creating more 2, 3 and 4 bedroom council homes for families, responding to Fairness Commission recommendations #10 and #17.

Key actions include:

- **Council house-building:** hundreds of starts on site and hundreds more with planning permission.
- **Renegotiated housing schemes:** 131 council homes at the Welbourne site and 500 council homes secured at the High Road West site in Tottenham.
- **Empty Homes Policy:** introduced a new empty homes policy, expanding the Council's use of CPO to acquire empty properties and making use of EDMOs (Empty Dwelling Management Orders) where we can to make empty homes available to residents who need them.
- **Temporary accommodation:** created the Community Benefit Society and acquired a 92-home high-quality block – which is now occupied – for temporary accommodation.
- **A new women's refuge:** acquired the former NHS site at Burgoyne Road to build a women's refuge. During the pandemic the site has offered temporary accommodation to homeless families.
- **New housing allocations policy** (Neighbourhood Moves) introduced. More than 15,000 people were emailed, 11,000 were written to and a live virtual Q&A was held (recorded and published online), responding to the call for an expansive consultation in Fairness Commission recommendation #19. Almost 600 residents replied to the survey.
- Introduced an expansive **landlord licensing** scheme. This takes a major step towards Fairness Commission recommendation #15 to drive improvements in

privately rented housing. Housing improvement officers will also be trained in how to recognise signs of modern slavery during inspections of properties.

In response to the pandemic Haringey's Public Health team have:

- Initiated a review of how overcrowding can increase vulnerability.
- Conducted an analysis of overlap between people in overcrowded conditions and people on the shielded list.
- Conducted analysis on the distribution of overcrowding and HMOs (Houses in multiple occupation).

Young people: tackling the impact of Covid-19 on our children and young people

Fairness Commission recommendations #20-25 focused on children and young people. To improve outcomes for young people the council has:

- Hired new **youth outreach workers** to support Haringey Community Gold.
- Begun the process necessary to pursue **Unicef Child-Friendly borough** recognition.
- Introduced the **Haringey Fairer Education Fund**, offering bursary grants for university and other higher education courses, as well as paid placements with the council to support Haringey graduates into their first job and a major programme of mentoring to support young people into higher education (and with their studies once they get there). This is helping to implement Fairness Commission recommendation #26 on employment support for people who experience labour market disadvantage.
- Refurbished the **Bruce Grove Youth Space**.
- **Youth Hub:** accelerated set up of a youth space in Wood Green. A temporary youth hub will now launch in 2021 – to be followed by a permanent hub in the years after.
- **Youth grants** secured from the Mayor of London's **Young Londoners** scheme, a major contribution to Fairness Commission recommendation #23
- £0.25m in additional **youth service funding** every year since 2018.
- Expanded **summer programme** of activities in 2018 and 2019, contributing to Fairness Commission recommendation #22.
- **Young people's mental health** will be at the heart of the upcoming Health and Wellbeing strategy – which will give parity of esteem to mental and physical health, in response to Fairness Commission recommendation #4.

Adult Social Care: responding to long-standing needs compounded by the Covid-19 pandemic

The impact of health inequality has been all too clear during the Covid-19 pandemic. Life expectancy is deeply inconsistent across Haringey – a child born in Highgate can expect to live 6 years longer than a child born in Tottenham.

Haringey's Adult Social Care service has programme in place to expand accessibility of our services, particularly for disabled and other disadvantaged residents, who have been disproportionately impacted by Covid-19.

We have focused on improving access to health services (including mental health, care and autism services, recognising the wholesale impact the pandemic has had on mental health), social inclusion, and working with carers. Some examples have already been set out above in relation to other Fairness Commission themes. Other key examples have included:

- Prioritised the need to achieve 'parity of esteem' between mental and physical health (Fairness Commission recommendation #4) by promoting a **digital wellbeing hub** with NHS partners and providing a range of digital mental health tools as part of the Improving Access to Psychological Therapies initiative.
- Making **culturally-informed counselling** available in a range of languages for **ESOL (English as a Second Language) residents** in partnership with Nafsiyat, a specialist intercultural therapy charity (supporting Fairness Commission recommendations #4, #8 and #9).
- In partnership with MIND's Haringey Wellbeing Network, providing **targeted support to people living with mental health conditions**.
- Planning work to **open a new mental wellbeing and recover service** at Canning Crescent, including an in-house 'safe haven' for those in crisis (but not requiring medical care).
- **Expanding** and developing the **Connected Communities initiative**, for example by increasing numbers of Local Area Coordinators in the east of the borough where inequalities are particularly prevalent.
- **A 'whole-life' approach to autism and ADHD**: joining up services across the council (and our partners), so that the care people receive is designed to meet multiple needs. This is helping us to progress Fairness Commission recommendation #6 that different parts of the council work together to meet residents' needs.
- Commissioning a multi-disciplinary team to provide professional support to autistic people in crisis or at risk and working with carers to provide advice beyond health and social care-related matters.

Democratic participation: bringing residents into service design

The Fairness Commission itself was established to bring more residents into local decision-making. To expand participation for the long-term and build up trust with residents, the council has also:

- Introduced the **Citizens Panel**: almost 1,200 Haringey residents have been recruited to date, representing the diversity of Haringey, who are regularly engaged on policy issues.
- Created a collaborative **Adult Social Care redesign group**, with users, carers, Council officers, councillors and other stakeholders.
- **Co-designed an Autism Hub** in Tottenham with autistic residents – due to open in March 2021. The design is deliberately conducive to greater wellbeing and meets the needs of the individuals who use it - implementing Fairness Commission recommendations #8, #10 and #13 centred on key concepts of accessibility and co-design.

- Introducing the **Customer First** transformation programme to make residents' dealings with the council as quick and simple as possible.
- Created a Haringey **Disability Rights Organisation** that advocates for the social model of disability called for under Fairness Commission recommendation #7.

The Council recognises the need to move away from the concept of 'hard to reach' groups to an approach that places the onus on the Council and its partners to reach out in better ways – replacing 'hard to reach' with 'seldom heard'. This will be all the more important as Covid-19 vaccinations roll out to groups who have concerns about the safety of these.

Tackling racial inequality: Haringey's Borough Partnership

The Fairness Commission recognised that structural inequalities, in areas from healthcare to employment, differentially impact Black, Asian and Minority Ethnicity (BAME) residents, combining to increase the likelihood of these residents falling into poverty.

It is well-documented that, in addition, BAME groups have disproportionately felt the effects of Covid-19, with structural inequalities lying at the heart of this. These profound impacts have been compounded for BAME residents with other protected characteristics, such as disability.

A number of Fairness Commission recommendations aim to address these structural inequalities, in particular labour market disadvantage (recommendation #26) and stimulating growth of the local VCS (recommendation #29), given that many such organisations provide vital support to BAME communities.

The Borough Partnership's work demonstrates progress being made to address pervasive racial inequality running across all Fairness Commission themes, while acknowledging that issues are entrenched and will require a long-term vision if they are to be eradicated. Work has included:

- Developing and delivering work under the **Partnership Programme Plan Addressing Racism and Racial Discrimination**, drawing on the Partnership's 9 Point Action Plan to bring together a range of areas where racism and racial discrimination are being tackled and overseeing, initiating and adding momentum and focus to relevant activity being undertaken across the borough.
- **Improving data collection on different ethnic groups and using it better** by establishing a Reference Group aiming to make practical improvements across different areas as part of a wider programme of work around data collection on ethnicity (going specifically to Fairness Commission recommendation #3b).
- **Providing emergency funding to local community organisations** enabling a range of black-led organisations to continue working effectively at a time of increased demand for services, helping address inequalities for those with whom the organisations work.

- **Increasing visibility of mental health issues for BAME and faith communities** by working with partners to encourage parity of esteem between mental and physical wellbeing (as envisioned by Fairness Commission recommendation #4).
- Providing funding for **Community Protect**, an initiative led by and working across the VCS to engage with and deliver vital public health messaging to BAME communities about Covid-related matters, including testing and vaccination (stimulating VCS growth in line with Fairness Commission recommendation #29).
- Working with Whittington Health NHS Trust to **set up an academy aimed at recruiting local people** to the Trust, addressing labour market disadvantage (Fairness Commission recommendation #26) by reaching out to graduates from local colleges and setting up mentoring schemes with team members.
- Partnering with a range of partners **to deliver holistic, joined up support and care to individuals that meets specific needs**, including extending support to those more vulnerable to Covid-19 impacts (including BAME communities), even if not in the formal 'shielded' group.
- **Listening to BAME families and communities** to understand how to best meet their needs and build long-term resilience to economic shocks and national policy changes, including through extending the Connected Communities initiative (providing joined-up service delivery as envisioned by Fairness Commission recommendation #6).
- **Delivering digital devices to those most in need**, including 850 laptops and 270 WiFi devices to children and young people, to help ensure that those who are digitally excluded, such as children from lower-income households – among whom BAME groups are overrepresented, are able to continue learning remotely.

The Borough Partnership will continue to work across a range of areas to address issues of race, racism and racial discrimination in the borough, taking a flexible and responsive approach as new issues and challenges arise.