

Haringey Fairness Commission

Implementation Update and Next Steps Report

July 2021

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Executive Summary

The Haringey Fairness Commission was established in July 2018, with the aim of better understanding the causes of unfairness and inequality 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.

The Commission published its [final report and recommendations](#) on February 27th, 2020, shortly before the start of the Covid-19 pandemic. This report set 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.

At the time, it was anticipated that the Council would publish a full Cabinet report in summer 2020 detailing in full how Commission recommendations would be implemented. This report had to be temporarily delayed due to the resource pressures of responding to the pandemic.

Work to implement recommendations has continued during the pandemic – and in some cases has been accelerated in response to it. A [progress report](#) on implementation went to Cabinet, 9th March 2021.

The purpose of this appendix is to:

1. **For recommendations to the Council and its partners:** provide a detailed overview of (a) what has been implemented to date and (b) what will be implemented in the future. As the main report indicates, Cabinet members will be asked to agree the approach to implementing recommendations based on this detail.
2. **For the recommendations directed at others, namely National Government, Schools and the Mayor:** provide commentary about progress in the areas addressed by recommendations, including actions taken by the Council and partners which relate to these.

Recommendations to the Council

Cross-Cutting Recommendations

Rec no.	Commission Recommendation	Actions proposed by the Commission	What We Have Done	What We Will Do
2	Introduce an ethical approach to debt, including introducing ethical debt collections in the borough	N/A	<p>In February, the Cabinet passed a new <u>Debt Strategy</u> and <u>Ethical Debt Reduction Policy</u> with a focus on an ethical approach to its collection, including ending the use of bailiffs for vulnerable residents and those on low incomes. The strategy notes that debt disproportionately impacts Black and Minority Ethnic Groups, Women and Disabled people. The strategy aims to treat debt as a social and health issue in and of itself, not as a secondary consequence or moral failing, and to deal with residents who fall into debt with the according humanity.</p> <p>The strategy outlines key steps we will take with our partners to prevent and tackle debt. We have developed the Four-S model to underpin the work. This means focusing on Support, Safeguarding, Systems and Setting the Agenda.</p>	As part of the Debt Strategy, we have a delivery plan and programme in place to implement and monitor the strategy. The debt programme is also exploring wider opportunities to support residents facing problematic debt.
3a	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	N/A	<p>The Council is preparing to introduce low income and socio-economic status as a 'local' protected characteristic alongside those characteristics protected in the 2010 Equality Act.</p> <p>Work is underway to better understand the scale, nature and causes of poverty in the borough and identify the levers available to us to address these. This will include a round-table session with partners in the summer of 2021.</p>	<p>A new Equality Impact Assessment template including socio-economic status as a 'local' protected characteristic will be made available shortly following June Cabinet 2021, supported by a programme of activity to ensure that this change is reflected in our decision making.</p> <p>Analysis will be used to inform future policy and strategy work, including the next Borough Plan.</p>

3b	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	N/A	<p>We have developed a new Equalities Monitoring Policy and Guidance to support more robust data collection on protected characteristics and this will be going out to consultation in Summer 2021. This has been developed in collaboration with colleagues at North Central London Clinical Commissioning Group, recognising the links to the objectives set out in the <u>Borough Partnership's programme of work to address racism and racial discrimination</u>.</p>	<p>Based on feedback from the consultation, we will finalise the Equality Monitoring Policy and Guidance and undertake a programme of training and capacity building to support its implementation within the Council. This will commence in Summer 2021.</p> <p>We know that there is more we can do to ensure that equality monitoring data is collected as part of what we do, including service delivery and consultations, and used to assess reach, access and quality of outcomes. Work is planned to develop our practice and ensure that pursuit of our strategic equality objectives and obligations under the Public Sector Equality Duty (PSED) are at the centre of everything we do.</p>
4	Ensure parity of esteem in mental and physical health when designing and implementing eligibility criteria and policies	N/A	<p>We are committed to designing policies which consider mental health outcomes and promote mental wellbeing. We have:</p> <ul style="list-style-type: none"> - During COVID-19, taken advantage of the increased visibility and profile of mental and emotional wellbeing to raise awareness of available digital mental health services. This has helped us to focus our resources on ensuring that in-person therapies and support have remained available for residents in need. - Worked with partners to deliver positive and healthy activities for all children and young people across the borough, particularly ensuring we have a holiday and after-school offer - Developed our multi-agency approach to mental health services for children and young people at all levels of need, ensuring pathways to support are clear and accessible - Worked with partners to develop our commissioning approach to ensure a pathway to prevent escalation to complex and acute mental health placements - Put in place eligibility criteria for funding and 	<p>We will:</p> <ul style="list-style-type: none"> - Publish a new Health and Wellbeing strategy, which will give parity of esteem to mental and physical health - Provide youth services that help young people feel safe and confident, build healthy relationships, and raise their aspirations for their futures including through our Bruce Grove Youth Space and a new Wood Green Youth Hub supported by Haringey Community Gold youth outreach work - Develop therapeutic support for families affected by domestic violence and all forms of Violence Against Women and Girls - Design policies across all services which consider the impact on residents with mental health issues

			schemes which are inclusive and do not discriminate against those with mental health issues	
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5	<p>Work with other public sector employees, partners and businesses in Haringey towards introducing the London Living Wage for their employees.</p>	<p>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.</p>	<p>In November 2018 we became an accredited London Living Wage (LLW) Employer, based on commitments given over a three-year period.</p> <ul style="list-style-type: none"> - Year 1 – all employees (excluding apprentices/graduates) are paid a minimum of LLW - Year 2 – we introduce requirements for its supply chain to pay LLW to qualifying contractors on new contracts - Year 3 – qualifying sub-contractors and low value contracts to pay workers LLW <p>All Council employees are now paid London Living Wage including graduate trainees. Apprentices are paid at least the upper age range NMW per hour for the first 6 months and increase to the London Living wage of £10.75 per hour thereafter.</p> <p>The main area of challenge has been introducing LLW into our contracts and sub-contractors.</p> <p>In 2020 we introduced contract conditions requiring the payment of LLW to our standard forms of contract. Large long-term contractors (i.e., Veolia, Fusion, etc.) adopted LLW for staff working on Council contracts. Care workers working through agencies are now paid the LLW.</p> <p>New contracts that are tendered or frameworks that are established, now have a requirement to pay LLW.</p> <p>We champion the London Living Wage across the borough.</p>	<p>We will:</p> <ul style="list-style-type: none"> - Work to ensure all our sub-contractors pay London Living Wage, by going through senior management down to services to make sure they are checking their contracts and tendering to companies that pay London Living Wage where possible - Encourage all businesses in the borough to pay London Living Wage - Consider ways to incentivise businesses to pay the London Living Wage <p>The Public Contract Regulations 2015 require fair, equal and transparent treatment of all bidders. This can prove somewhat challenging when trying to implement some of the recommendations contained within the Fairness Commission Report, especially where we may adopt an incentivisation approach to London Living Wage (LLW). However, it should be noted Strategic Procurement have already made significant progress to date as set out in this report in embedding LLW within the contracts and we will continue to work with colleagues and the business community to further embed LLW throughout local businesses and supply chains where appropriate and within the constraints of the regulatory frameworks.</p>
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Public Service Delivery

6	<p>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</p>	<ul style="list-style-type: none"> • 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 	<p>We acknowledge that some residents have negative experiences when interacting with council staff and council services. This recommendation has been fed into and is helping to shape the Community Enablement Transformation Workstream and our customer services and IT transformation, as well as the Debt Strategy and Housing teams (see recommendations 2, 8, 9 and 10).</p> <p>We have been implementing a robust training programme for our teams, and many frontline staff have already undergone Unconscious Bias training and Emotional Intelligence training, and we are organising specialist training in Dementia awareness. We are currently working with HR to commission a new training provider who will deliver a range of customer service skills (that will be available to the whole council) and will cover:</p> <ul style="list-style-type: none"> • Customer service skills • Learning from complaints • Difficult customer conversations • Negotiation skills • Maintaining professional boundaries • Emotional intelligence <p>We also recognise that during Covid-19 our frontline staff have faced increased pressure due to the demands on our services. Therefore, in addition to the above measures, we are also putting in place further measures to support staff health and wellbeing. This includes:</p> <ul style="list-style-type: none"> • Bi-weekly 121 wellbeing checks; • Adapting call centres opening hours; 	<p>We are in the process of developing an 'apply once' principle for our residents. An early example of this request is the new permit system so that the application process is more straight forward. The system will automatically check Council Tax records and the Electoral register to confirm residency, so proofs will not be required.</p> <p>As part of the Debt strategy work, we will be training advisors to look for signs of vulnerability.</p> <p>We are developing locality teams which bring expertise from across the council and partners together to ensure we are working together to address people's needs.</p>
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			<ul style="list-style-type: none"> • Increasing the management support for floor walkers, especially in handling difficult circumstances; • Weekly dedicated team and training times; • Stress management sessions within the professional boundaries training; • Regular signposting to Employee Assistance scheme; and, • Security review/improvement. 	
7	<p>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</p>	<ul style="list-style-type: none"> • 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 	<p>We adopt the social model of disability and that is reflected in service delivery, policy making and equalities monitoring.</p> <p>Disability Action Haringey gained charity status in 2020 with support from the Council. This pan-disability user-led organisation will offer information and advice to disabled people and be the voice for disability rights in Haringey, understood in social model terms. We have committed to partner with DAH and continue to work closely with them.</p> <p>We have worked in partnership with Govia Thameslink Railway (GTR) and Network Rail to prepare, and submit this Summer, a bid under the Government's <u>Levelling up Funding</u> to deliver station access improvements. This could include the three Great Northern stations Bowes Park, Hornsey and Haringay.</p> <p>Alexandra Palace Station was awarded Access for All funding and this project is in process.</p>	<p>We will continue to work closely with disability groups to remove disabling barriers across our buildings, service delivery, policy making and communications.</p> <p>We will continue to raise the issue of station accessibility with TfL and National Rail.</p>

8	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	N/A	<p>We have now launched and expanded our Connected Communities programme to better connect residents to support they need. During the last 12 months we have continued to integrate our Customer Services and the Connected Communities teams, with Connected Communities staff now co-located in Customer Service Centres, in order to deliver more in-depth conversation and support for those in need/most vulnerable.</p> <p>We have introduced an appointment system enabling residents to book by phone or online and not experience long waits. We have also increased our floor walkers who triage residents that come into the centres and support with the introduction of self-serve scanning devices for evidence/document submissions.</p>	<p>We still have a way to go to ensure that our customer-facing environments are fully welcoming and accessible, but accessibility (including for neurodiverse people) is a core principle that will inform the design of spaces where frontline services will be delivered, including in the refurbished Civic Centre.</p> <p>We are in the process of developing an ‘apply once’ principle for our residents (see recommendation 6).</p> <p>We will look to develop an accessibility audit tool, to be designed with the disability reference group.</p> <p>There is more on specifically accessibility in the response to recommendation 11.</p>
9	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	N/A	<p>We accept and promote these core values and are committed to cultural change. The actions taken in response to recommendation 9, and many of the other recommendations, represent our commitment to this, and these core values are woven through our borough plan.</p>	<p>We will continue to prioritise embedding dignity and respect in our delivery of public services, ensuring it continues be a central part of council culture.</p>
10	Ensure that the highest standards of safe, inclusive and accessible design are secured in all new developments, recognising the frustration that disabled people and	N/A	<p>Our Council Housing Delivery Programme will deliver 1000 new Council homes on site by March 2022 and a total of 3,000 homes by 2031. All of those homes are designed through an iterative process of consultation with the community and guided by clear, explicit design principles focused on safe, inclusive and accessible design.</p>	<p>We will continue to develop the new Local Plan, reaching out to groups less likely to participate in consultation, through primary schools and the Bridge Renewal Trust, in order to make sure everyone is inputting into this crucial plan for the borough.</p>

	other residents feel when new local developments and businesses are inaccessible		<p>At least 10% of homes in the programme are accessible with some homes specifically designed to a bespoke standard for households with needs. Wherever possible buildings will have level access throughout all communal parts including accessible public realm areas.</p> <p>The New Local Plan First Steps Engagement document (published for consultation from 16 Nov 2020 to 1 Feb 2021) specifically referenced recommendations 10 and 17 and set out that the New Local Plan will include accessibility and space standards for new homes to ensure new homes are of a suitable quality and reflect specific housing needs of residents.</p> <p>We have confirmed a new Article 4 Direction removing permitted development rights for office-to-residential conversions in the borough's Growth Areas, as well as its Metropolitan and District Centres. This will enable the council to better control the quality of such conversions and secure affordable housing where applicable.</p>	We will be adopting a new Parks and Green Spaces strategy, with emphasis on making our green spaces welcome to all members of the community.
11	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	N/A	<p>We recognise that disabled people are disabled by barriers in society. Haringey and its partners such as the Winkfield Resource Centre, Haringey Phoenix Group and Disability Action Haringey are committed to removing these disabling barriers.</p> <p>We have dedicated resources to support disabled people in the borough and ensure they have the information required to access services. This includes support in BSL and links to AccessAble, a website/app that is a guide for accessibility in the borough.</p>	We will continue to work with disabled residents and disability organisations to improve the accessibility of our information and services, and those across the borough. We will champion the voices of disabled residents and our disability groups to make sure they are leading in designing the services they use.

	able to access the information they need			
12	When tendering new social care contracts, 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”	N/A	The Ethical Care Charter has been implemented by moving to a new model of home care. We have implemented London Living Wage for all care workers. We are commissioning for outcomes rather than by time and we have worked to ensure all care workers are on appropriate employment care contracts. Career progression, training and support are all key elements of the new approach which will embed home care into wider locality working. We also instituted paid travel time for care workers.	We will monitor the implementation of this Charter to ensure it is delivering as intended.
13	Ensure that all local communities are offered a voice in service design and decision making, and that their views have a genuine impact	The council and partners review 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.	<p>We consult on service design and its policy development. We are building our approach to active consultation - reaching out to those groups we know might be less likely to respond to make sure we are hearing everybody's voice. This includes targeted communications, publication in a range of community languages, and multi-media contact.</p> <p>We have established a Citizen's Panel, made up of over 1000 residents representing the diversity of Haringey, who have fed into the Climate Change Action Plan amongst other strategic documents.</p>	<p>The Council is committed to putting co-design and co-production at the heart of our approach.</p> <p>The Citizen's Panel represents significant progress in the way we engage with residents and is an important tool both for insight gathering, but also for recruitment to other participation activities. We will build on this progress, by using the panel to invite residents into a wider range of participation opportunities, including service co-design and production opportunities. We will also seek to deepen our relationships with other residents representation groups including the Disability</p>

			<p>We are also focusing on co-producing services and initiatives with our residents and partners where we can. For example, when we designed our Mulberry Junction centre in 2019, we worked with residents who had experienced homelessness to create an innovative homelessness support service, offering short-term supported housing and access to information, advice and guidance, as well as creating employment opportunities for those involved. We have also created an adult social care redesign group with users, carers, officers, councillors and other stakeholders – and co-designed key projects such as our new Autism Hub in Tottenham to better meet the needs of those who use it</p> <p>We have made use of technologies such as the Commonplace tool to make consultation easier and more intuitive.</p>	<p>Action Haringey, with focus on hearing from ‘lesser heard’ voices.</p> <p>We can also do more to reach more people in our consultations and make residents feel like they have a say in decisions.</p> <p>As we begin our work on the next Borough Plan we will put resident participation at the heart of the process.</p>
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A Safe and Secure Home for All

15	<p>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</p>	<ul style="list-style-type: none"> • 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. 	<p>We are seeking to introduce selective licensing to apply to all privately-rented homes outside HMO Licensing in the 14 wards that our evidence base shows have a need for stronger regulation. This would include privately rented homes where the landlord is a leaseholder of the Council or a Registered Provider. This can be identified through data held by the council on all properties that are leased in the borough.</p> <p>In July and September 2020, courts ruled in separate cases that it is an unlawful breach of the Equality Act for landlords and agents to operate blanket bans on letting to households claiming benefits. We will promote this to landlords in Haringey through our regular communications and forums. Similarly, we will write to all landlords engaged with the Council to summarise their tenants' legal rights and remind them that we require those rights to be respected.</p> <p>To ensure that the most vulnerable private renters are able to enforce their rights, we have entered into partnership with Safer Renting who will provide specialist advice, advocacy and support to tenants who are victimised by criminal landlords.</p>	<p>We will continue to review what more we can do to drive improvements in the quality and security of housing for residents in the private rental sector.</p>
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16	Take action to address the quality and appropriateness of housing for residents currently reliant on temporary accommodation	<p>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</p> <ul style="list-style-type: none"> • 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 	<p>We currently have just less than 3,000 households living in Temporary Accommodation (TA). Only 6% of these households - 196 households - live in accommodation that is not in either Haringey or a neighbouring borough. A proportion of those 196 households need to live further away due to safety and risk issues. Where households in TA need to live nearer to the borough, we work hard to achieve this through either an offer of alternative TA or the offer of an assured shorthold tenancy. 1,577 homeless households are living in TA in Haringey, and the remainder (1,154 households) are placed in neighbouring boroughs. The percentage of households living in accommodation that is not in either Haringey or a neighbouring borough has remained at 6% since 2018/2019</p> <p>In October 2019, we joined and provided significant capacity to Capital Letters as a founder member in a collaboration between sixteen London boroughs to improve housing options for homeless households. Capital Letters procures accommodation on behalf of its member boroughs for homeless Londoners and those at risk of homelessness. Covid has slowed progress, but since that date Capital Letters has provided high quality and local homes for more than 200 homeless households nominated by Haringey Council and we are targeting 400 households a year from 2021-22.</p> <p>All the Council's TA is sourced to set standards and with all required certificates in place. Inspections have proven more difficult during Covid, but we do intend to return to a programme of regular visits to ensure standards in TA.</p> <p>In November 2019, the Council established the Haringey Community Benefit Society (CBS) as an independent organisation in which the Council has a minority shareholding. This project has allowed the</p>	<p>We will continue to take action to provide temporary accommodation, which is of a high standard and size, as well as working to permanently house those residents in temporary accommodation through our substantial council house building programme.</p>
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			<p>Council to purchase high quality homes for use as TA including five residential blocks of 92 family-sized homes of an extremely high quality. A total of 169 homes have now been acquired and leased to the CBS with another 22 expected in early May. All have been let to homeless households. Over time this project will reduce reliance on private landlords and should allow the council to raise the bar and expect higher standards.</p> <p>In response to the need to ensure that no one in TA is placed in Nightly Paid Annexes that haven't been inspected by environmental health officers: The Council has been working with other Boroughs and are part of the 'Setting the Standards' (STS) project. The Project is up and running with a central (STS) data base for studios and Houses in Multiple Occupation (HMO). Details of accommodation covered by the project is being uploaded onto the system by Homes for Haringey officers. Environmental Health Officers (EHOs) employed by 'Setting the Standards' will then visit/inspect the properties for the areas they (the EHOs) cover, including Haringey.</p>	
17	Do more to recognise and respond to the specific housing issues affecting disabled people	<ul style="list-style-type: none"> 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 	<p>10% of the homes delivered directly by the Council under the council housing delivery programme are fully accessible with many being designed to a bespoke standard.</p> <p>We have reviewed all the cases we hold in priority bands on the housing register where the household includes a disabled person to ensure we understand their needs and requirements and are able to match them to suitable properties as they become available.</p> <p>As part of our Housing Delivery Programme, we are designing homes specifically to meet the needs of the 90 households on the Housing Register that</p>	<p>Our Housing Strategy and Housing Allocations Policy will be reviewed through extensive consultation between late 2021 and mid-2022 and will include proposals that follow EHRC guidance on housing and disabled people. The creation of an accessible housing register will be considered in this process. The intention is to create a register of previously adapted (or adaptable) properties so that when they become available to let, they can be matched to potential new occupants.</p>

		<p>ensure they comply with relevant regulations and standards</p>	<p>require homes that would not be met through standard adaptable properties. This involves early engagement with the household, understanding the requirements for the home and then building this into the scheme.</p> <p>We have recently changed contractors to ensure that we have a greater pool of contractors that understand delivery of adaptations within existing properties. We are also seeking to strengthen our advisory service so that we can get designs for bespoke properties completed during the construction process to avoid void time or having adaptations completed after the resident has occupied the home.</p> <p>We have implemented almost all of the 2017 Support Housing Review recommendations; put a Supported Accommodation Development Team in place, alongside new supported accommodation service and developing strategy.</p> <p>We are developing new accommodation at multiple sites including: Osborne Grove; Burgoyne Road; Canning Crescent; St Ann's Hospital; and, Ermine Road.</p>	
18	<p>Ensure 100% of council homes are at a decent standard by 2022</p>	N/A	<p>We will not meet the target of 100% by this date. Our current realistic target for 2022 is 95% minimum. To take account of the failure to make required progress in meeting decent homes targets, the Asset Management Strategy 2020-25 was agreed by Cabinet on 19 January 2021. This will enable us to deliver 'holistic' investment programmes with a revised target for all homes to be brought up to the Decent Homes Standard by March 2025.</p> <p>A high priority focus for 2021-22 will be the 975 residents homes that have been listed as non-decent since 2015-16. These have been allocated into</p>	<p>We will work to deliver the revised target for Decent Homes by March 2025.</p>

			<p>programmes for delivery this financial year (up to March 31 2022) as follows (as of July 2021):</p> <ul style="list-style-type: none"> - 243 are on-site, with 125 estimated to be completed by December 2021 - 151 are included in the Noel Park Major Works Programme - 77 properties have recently finished tender evaluations ahead of contract awards - 280 properties are currently in design stage with external packages - 119 properties from Broadwater Farm are within FRA packages currently under remobilisation negotiations - 105 omitted because residents will be receiving new homes as a result of the redevelopment of the Love Lane estate 	
19	<p>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</p>	N/A	<p>A New housing allocations policy (Neighbourhood Moves) has been 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.</p> <p>We are currently developing the new 2022-2027 Housing Strategy through a process of engagement with partners before embarking on extensive consultation and engagement across the borough from autumn 2021. This consultation will drive the development of the new Housing Allocations policy flowing from the Housing Strategy.</p>	<p>Once the Housing Strategy is approved, a draft Housing Allocations Policy will be presented to the Cabinet seeking permission for formal consultation on that during early 2022. That consultation will begin the process of clearly communicating the strategy and its rationale.</p>

A fair start in life for children and young people: education and play

21	Put children's rights into practice across all its policy making, service design and delivery	<ul style="list-style-type: none"> • 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 	<p>We recognise the rights of children and seek the outcome that all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities. This includes the rights to be free from racist, sexist, homophobic and ableist discrimination, the right to mental wellbeing, the right to a life free from violence and fear, the right to digital access, and the right to food.</p> <p>To achieve this, we have:</p> <ul style="list-style-type: none"> - Increased investment in the provision of free school meals in Haringey, expanding entitlement to target groups of children that are most in need, including those in social housing with a parent on Universal Credit (and legacy benefits), those in private housing receiving Discretionary Housing Payments and those with No Recourse to Public Funds (NRPF) status. We are also creating an emergency fund to cover the cost of school meals for children whose parents fall into short-term financial distress. The provision of school meals for children in families with no recourse to public funds (NRPF) and families on low income but above the eligibility threshold for free school meals is estimated to cost £285,000 over the school year. The discretionary provision for temporary need is estimated to cost £65,000. Taken together, the expanded eligibility and the discretionary fund can be expected to support 790 children per day - Supported schools to deliver on commitments they made as part of the Raising Black Caribbean and BAME achievement pledge in order to close the gap in attainment compared to the wider population - Developed our multi-agency approach to mental health services for children and young people at all levels of need ensuring pathways to support are clear and accessible 	<p>We will:</p> <ul style="list-style-type: none"> - Continue to support schools to deliver on commitments they made as part of the Raising Black Caribbean and BAME achievement pledge in order to close the gap in attainment compared to the wider population - Improving the attainment of looked after children or those from deprived households and close the attainment gap relative to the wider population - Work with partners and parents/carers to develop a SEND Strategy to improve outcomes for these children and young people - Work with partners to raise awareness of child exploitation and ensure that everyone can recognise it and children and young people get the help they need as early as possible - Establish and invest in a programme of works to ensure that the condition of schools and their grounds are maintained and improved where necessary - Provide youth services that help young people feel safe and confident, build healthy relationships, and raise their aspirations for their futures including through our Bruce Grove Youth Space and a new Wood Green Youth Hub supported by Haringey Community Gold youth outreach work - Further develop our multi-agency approach to mental health services for children and young people at all levels of need ensuring pathways to support are clear and accessible - Collaborate with partners to deliver our Young People at Risk Strategy, providing targeted support that addresses the vulnerabilities of young people who are most at risk of serious youth violence, and their peers
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		<ul style="list-style-type: none"> - Developed therapeutic support for families affected by domestic violence and all forms of Violence Against Women and Girls - Worked with partners to develop our commissioning approach to ensure a pathway to prevent escalation to complex and acute mental health placements - Begun the process necessary to pursue UNICEF Child-Friendly borough recognition. <p>On awareness of rights in care: Children in care have a set of right defined in law and enshrined within the Convention on the Rights of the Child. The Council's children's service:</p> <ul style="list-style-type: none"> - Has developed the VOICE of a Child strategy for all children known to children's services - Shares with children in care as standard an age-appropriate fact sheet regarding what to expect and what their rights are as a looked-after child - Provides school-age children with the MIND OF MY OWN APP to facilitate their ability to share their experience in COVID with trusted professionals - Provides children with the details of an advocate from the National Charity Barnardo's & NYAS (National Youth Advocacy Services) - Children in care with more complex issues are afforded separate legal advice and access to a Children's Guardian - Provides access to CSC ASPIRE Council, a group of young people who represent the issues for looked after children, to make representations to senior council staff and the Cabinet Member for Children and Families - Supports children to access Language line and interpreters including specialist communication services like BSL, Makaton and PECS. 	<ul style="list-style-type: none"> - Reduce the number of young people and children entering the criminal justice system <p>We're undertaking a programme of preparatory work to inform the Expression of interest to join the UNICEF Child Friendly Cities and Communities Initiative. Conversations with other local authorities are ongoing to understand more about the tangible benefits and practicalities of implementing a child-rights based framework within the borough. Engagement activities across groups of young people, VCS partners and service areas are being arranged to take place between now and July with the purpose of generating insights and buy in. The timescales are subject to change, although we have made a commitment to submit the Expression of Interest by Spring 2022.</p>
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22	<p>Actively pursue opportunities to provide more play and leisure for children and young people and ensure that they are accessible to all</p>	<ul style="list-style-type: none"> • 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 	<p>We have delivered the following projects:</p> <ul style="list-style-type: none"> • New outdoor gym in White Hart Lane Recreation Ground – co designed with local residents and children and young people as part of the master plan for the site. • New 3g 7 aside flood lit pitch in Down Lane Park – was subject to consultation but not codesign • Richard Hope Play Space – Inclusive new play area being delivered in phases in Finsbury Park – Children, parents and schools involved in selecting equipment and overall design. • Changing Places Toilet – Inclusive changing / toilet space improving access for those with additional needs to access the park and the new play facilities. <p>We have refurbished the Bruce Grove Youth Space. This is an accessible space. Specific groups and activities are on offer for targeted vulnerable groups including Young Carers, young people with Autism and a martial arts class for young people with Special Educational Needs and Disabilities.</p>	<p>In the forward plan for Parks and Leisure running into 2022 the following schemes are marked out to be delivered.</p> <ul style="list-style-type: none"> • Changing Places Toilet – Lordship Recreation Ground • Priory Park – Sport and Play upgrade • Woodside Park – Play area upgrade – Co design commenced • White Hart Lane Recreation Ground New Play Area – Co design commenced • Chapman's Green – New Play space – Co design commenced • Bruce Castle Park Multi-Use Area • Downhills Park Tennis Court • Highgate BMX Track – Co design commence • Parkland Walk Play Area Highgate – Co design commenced • Tower Gardens – Play Upgrade • Hartington Park – Outdoor Gym <p>The total investment between 2019 and 2022 will be £1.7m</p> <p>In Wood Green a temporary youth hub will now launch in 2021 – to be followed by a permanent hub in the years after. We are connecting it into adjacent work on youth education, youth violence, and youth employment. This hub will be an accessible space, and the project's Co-Design programme involves young people, representative of the borough as a focal part of the design process. The hub will provide a welcoming entrance sequence, sensory room, one on one counselling services, prayer facility and other facilities for community use including support for teenage parents. A Young People's Steering Group has been central to the development of this hub.</p> <p>The Council's decision to bring New River</p>
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				<p>Leisure Centre back in-house will increase our ability to provide more physical activity and sport opportunities for young people</p> <p>Play and leisure and their accessibility for children and young people will be crucial pillars of the upcoming Parks and Green Spaces Strategy and New Local Plan.</p>
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23	Work with partners to secure continued funding for tackling youth violence building on the Haringey Community Gold programme	N/A	<p>We have a Young People at Risk Strategy which works to achieve this and other related strategic goals. The Young People at Risk Strategic Operational Group meets regularly and is monitoring the implementation of the strategy. A new alternative provision strategy has been agreed as part of this work.</p> <p>Haringey Community Gold's outreach youth programme has engaged with 1800 young in the first year (2019/20). The profile of those engaged is consistent with the profile of those most at risk of serious youth violence. Approximately 70% of Exploitation Panel cases are young people being supported by the programme and 39% of young people are known to Children's Social Care.</p> <p>We have secured funding from The MOPAC Violence Reduction Unit until 31st March 2022 covering a range of important projects aimed at young people at risk.</p>	<p>We know that too many of our young people are at risk of youth violence. We will continue to do everything we can to secure funding for the programmes we know work, and which can be developed with the Community Gold Programme.</p>
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24	<p>Accelerate a systems-wide approach to identifying and responding to the most urgent risks affecting our children and young people</p>	<ul style="list-style-type: none"> • 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 	<p>We have responded to the most urgent risks affecting our children and young people. We agree that this requires a systems-wide approach, involving the whole of the Council and all our partners, in order to reach every child and young person at risk. We have:</p> <ul style="list-style-type: none"> - Developed a Child Exploitation Panel, jointly chaired by Children's and Community Safety which has the capacity to meet daily if required and involves colleagues from across the Council, police, Community Safety, Integrated Gang Unit children's, mental health services etc. The group meets to discuss and develop action plans around the most at-risk children. - Developed and implemented our Young People at Risk Strategy, as explained under recommendation 23. - Worked 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. Clinical Psychologists from Project Future are embedded in the local Youth Centre, delivering Mental Health outreach in a universal setting via youth-led activities, group workshops and 1-1 intervention, targeting young men at risk of involvement in youth violence and offending. - Worked together with partners 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. - Launched two new targeted Youth Teams in the Early Help Service, designed to reduce the risk of 	<p>We know there are still at-risk children and young people in our borough who aren't being identified. We will continue our systems-wide approach to try and identify these children and young people, using all our partners and stakeholders, from VCS to Schools, and provide them with bespoke and excellent care.</p>
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			<p>young people being exploited and preventing their involvement in youth offending, working broadly across council partners.</p> <p>- Facilitated the Ether Programme, aimed towards Black Asian, and Minority Ethnic young men involved with the youth justice system. The course was run last summer over 8 sessions and included discussions around stereotypes, breaking barriers and perceptions of masculinity. The programme has been re-commissioned for a further two programmes to run again in May – July 2021 with the Autumn programme is due to go ahead September – November 2021.</p>	
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25	<p>Prioritise work to address the issue of school exclusion</p>	<ul style="list-style-type: none"> • 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 interventions • 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 <p>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</p> <ul style="list-style-type: none"> • In instances where fixed-term exclusions are unavoidable, schools 	<p>We recognise the issue of school exclusion as vital from an educational and equalities perspective.</p> <p>In 2020 we reported that secondary school fixed term exclusion data was showing a reduction in the number of young people being excluded (0.17) and this is better than statistical neighbours (0.23), inner London (0.21) and England (0.20). This is second quartile performance and Haringey are ranked 56 out of all authorities. Following a review of exclusions in the borough, we have been working with partners to review our approach to Alternative Provision and have developed a whole systems Change Plan for implementation.</p> <p>Our work to tackle this includes:</p> <p>Schools have a 'Vulnerable to Underachievement' checklist tool that they use to identify and track those young people who are less likely to achieve to their potential and ensure that there is targeted support to help them overcome any obstacles.</p> <p>In addition, our youth service help identify and support young people who are at risk with the following support teams:</p> <ul style="list-style-type: none"> - RPA Progression Advisor and tracking team collate the September guarantee data which is an indicator to identify if students in yr11 and 12 are offered a place of learning after their current academic year. - The Prevention Team engage and support young people who are at risk of, or starting to, become involved in the Criminal Justice System and those at risk of exclusions and who are NEET. - The Contextual Safeguarding Team work with young people who have been identified showing indicators of early onset exploitative behaviours. 	<p>Regarding schools making every effort to report the main reason for exclusion from the descriptions provided by DfE, we will remind our schools of this, but we are not aware that our schools have not been providing the right codes as needed.</p> <p>We know that exclusion rates continue to be too high and to disproportionately impacted children from BAME communities. We will prioritise tackling this across our children's services and community safety/young people at risk work.</p>
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		<p>working towards creating a welcoming 'return to school' atmosphere – e.g. emphasising the strengths that the pupil brings to the school</p> <ul style="list-style-type: none">• Schools making every effort to report the main reason for exclusion from the descriptions provided by DfE	<p>We have implemented the suggested actions on vocational offers, transitions to secondary, and return to school. This work is of course ongoing.</p>	
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26	<p>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</p>	N/A	<p>Within the Good Economy Recovery Plan stream, we published last year an <u>Employment & Skills Recovery Action Plan</u>, outlining a series of interventions designed with local partners to support employment and skills opportunities in Haringey in response to the pandemic. The first of the plan's four pillars is a Targeted Approach, which specifically targets action at those who experience labour market disadvantage, i.e., disabled people, BAME people, young people, care leavers, women, low-earners, and those who are digitally excluded.</p> <p>Policies which will specifically benefit young residents and neurodivergent residents include:</p> <ul style="list-style-type: none"> - A new youth unemployment service has been set up in Haringey Works to respond to the sharp increase in youth unemployment and this includes a Care Leavers employment support post, Young People at Risk post and an apprenticeship co-ordinator - Introduction to Technology short course delivery with Ada agreed to commence May 2021 for up to 45 young people and recently unemployed career switchers to find job or apprenticeship opportunities in the digital technology sector. - Launching of #ActuallyHaringey, a new autism hub that is designed to deliver early help provision to address the needs of autistic adults and those approaching adulthood and their support networks. Providing digital, online and telephone support across the borough, within a safe online community space. The service will be co-produced with autistic residents and community groups, so that they are active participants in the design, development, delivery and evaluation of the service. 	<p>We are awaiting decision from Department for Work and Pensions on community budget bids for Autism/Learning Disability Employment Advisor Post and expansion of Drive Forward Care Leavers provision.</p> <p>Our economic programmes under the Good Economy response to the current crises will target those who experience labour market disadvantage.</p>
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Valuing the contribution of communities and the voluntary and community sector

29	Redress the balance in access to opportunities for growth for Haringey's voluntary and community sector	<p>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</p> <ul style="list-style-type: none"> • 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. <p>This will require public sector commissioners to embed a genuine partnership approach in their structures,</p>	<p>We are committed to developing a Community Framework with partners which comprises three elements: Data and insight into our communities; our approach to co-production; the development of a VCS Strategy. We are co-producing this work with a strong focus on addressing inequalities and ensuring we have sustainable approaches in place.</p>	<p>The recommendations above are being included in the co-production of the VCS Strategy which will map out our relationship through a number of priority areas.</p>
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		<p>processes, contracts and cultures to ensure that the best possible results are achieved.</p> <ul style="list-style-type: none">• 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.		
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Building safer and more inclusive communities

30	Use collective influence and relationships to further improve relationships between the police and local communities	<p>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)</p> <ul style="list-style-type: none"> • 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 	<p>In July 2020 the Council passed a motion on Black Lives Matter which resolved:</p> <p>That we will call on the Metropolitan Police Service to rise to the challenge of recognising the inherent dignity of all Londoners and eschewing any tactics which have a discriminatory impact. To further this, Councils asks the Cabinet Member for Communities and Equalities to write a joint letter with their Liberal Democrat Shadow to the Home Secretary, the Mayor of London and the Commissioner of the Metropolitan Police asking them to ensure that no stops-and-searches are conducted in Haringey under S.60 Criminal Justice and Public Order Act 1994 and that live facial recognition technology is not deployed in the borough.</p> <p>We have instituted a number of measures to improve relationships between the police and local communities. We are currently working with the MPS Neighbourhoods Senior Leadership Team to explore ways in which we can improve the local ward meetings to include the addition of workshops/presentations around the use of police powers, how to complain, potential use of third-party reporting schemes to encourage young people to come forward when they have had a negative interaction with the police. Our work is joined up with voluntary and grassroots organisations and gives a voice to the people themselves who are affected and have been affected.</p> <p>The North Area BCU and Haringey Children's Services has undertaken a study to consider stop and search from a safeguarding perspective, with the purpose of considering the information obtained by the police in using their power of stop and search and to ensure the development of a process where</p>	<p>We will continue to use our funding to institute measures to improve relationships between the police and local communities, as well as helping our communities have the resources to report and oppose police malpractice. This will be in partnership with the Mayor's Transparency, Accountability and Trust in Policing Action Plan, published in November 2020.</p>
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		<p>engagement</p> <ul style="list-style-type: none"> • 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. 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 	<p>the information, if necessary, was acted on to safeguard young people. The initial phase of this research has been completed and the next steps will look at extending the data analysis to young people aged 14 and younger. The North Area BCU and Haringey Council are committed to continuing work together to safeguard children and young people.</p>	
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32a	Create a shared equality and diversity action plan for the borough to celebrate our many different cultures and experiences together	N/A	<p>We are committed to ensuring that the equality and diversity is actively celebrated and that our borough is one where there is no place for discrimination, victimisation, or harassment.</p> <p>Work is underway to develop a corporate equality calendar for the Council, the purpose of which is to recognise and celebrate our diverse resident groups and cultures.</p>	<p>Further work will be undertaken to identify the levers available to the Council to recognise and celebrate our diverse communities, promote good relations and community cohesion.</p>
32b	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	N/A	<p>In our COVID response, we have:</p> <ul style="list-style-type: none"> - Prioritised hardship payments for children from households with No Recourse to Public Funds - Supported the creation of the Haringey Food Network and providing more funding to food banks - Funded an expansion in eligibility for who can access Free School Meals 	<p>The implementation of the Welcome Strategy is being taken forward by the multi-agency Welcome Advisory Board. This includes a number of key actions to provide better and more co-ordinated support for refugees, asylum seekers, migrants and people with NRPF across all areas of activity. We have been working with partners to support GP registration, access to vaccination, provision of emergency and move-on accommodation and immigration advice within the framework of the Strategy.</p>

Recommendations to external bodies

1a	<p>(to Government)</p> <p>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.</p>		<p>We have lobbied national government to change their economic thinking and prioritise economic inequalities and environmental sustainability. In the meantime, we have led by example in our own work. We have put Community Wealth Building at the heart of our economic recovery. Community Wealth Building represents a different approach to local economic development, emphasising local spend, employment and investment.</p> <p>Haringey has been one of the worst affected boroughs by the COVID-induced economic crisis of 2020. It has had the largest increase in unemployed claimants in central London. It has exacerbated existing inequalities in the borough - economic, racial, gender, and other inequalities and injustices are inextricably linked. In response, we developed the Good Economy Recovery Plan. The Plan begins by acknowledging that COVID has worsened economic inequalities in the borough and committing the Council to reversing this trend.</p> <p>We have declared a Climate Emergency. The Climate Change Action Plan was passed by Cabinet in March 2020 and prioritises sustainability and tackling the inequalities resulting from climate change above short-term carbon-based growth. See below.</p> <p>We are a London Living Wage employer and champion London Living Wage across the borough (see recommendation 5). We are also greatly expanding our apprenticeship</p>	<p>Even as lockdown restrictions ease, the economic picture for the UK and Haringey remains concerning. The Government must prioritise tackling economic inequality, and reorient its economic model around eliminating poverty, achieving environmental sustainability and empowering local people.</p> <p>We will continue to pursue a Community Wealth Building model as a Council, prioritising local spend, insourcing services where possible, and championing and expanding the skills of our residents.</p> <p>We will continue to deliver on the Good Economy Recovery Plan and Employment and Skills Recovery Plan. We will consult on a broader Economic Development Strategy, which will be based on a “Good Economy” model – good jobs, greater fairness, a recognition of the link between economic development and health and wellbeing, business resilience and environmental sustainability.</p> <p>We will become zero-carbon as a Council by 2027 and as a borough by 2041.</p>
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			numbers through apprenticeship levy and career development program.	
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1b	<p>(to Government) Provide funding to local authorities so that they can respond to the immediate needs of people in crisis</p>		<p>We have made the case to central government for more funding for local authorities. In the meantime, we again have led by example, responding to meet the immediate needs of people in crises both COVID-related and not. We have:</p> <ul style="list-style-type: none"> - Launched a Local Welfare Assistance Scheme to get funds to residents who require emergency help - Delivered fresh and ambient food parcels to thousands of households across the borough at the height of the pandemic - Worked with Food Banks to develop the Haringey Food Network, currently comprising 18 members. The Network is currently working on a number of activities including: data collection to map trends in borough-wide supply and demand, a Hot Food working group looking at 'meals on wheels' and community meal provision, upskilling volunteers to direct residents to further support particularly with regard to maximising income and dealing with wider financial insecurity and poverty. - Established a long-term base for the Haringey Food Hub in Northumberland Park. This was previously a vacant property which the Council is bringing up to a suitable standard and specification before occupancy by the Food Network. The establishment of this hub will help us to make best use of surplus food and helped to increase the fresh food offer available through Haringey's crisis food provision. There is an ongoing challenge of available space across Haringey's voluntary and community sector which the Council is working with the sector to address. - Made over £100k available to food banks in the borough to meet need. 	<p>We will continue to make the case for more funding to local government, based on the belief that Local authorities are best placed to understand and meet the needs of their residents.</p> <p>We will develop a Food Security Strategy and Action Plan with partners which seeks to reduce reliance on food banks and to ensure that no household in the borough is in food poverty.</p> <p>We recognise that while responding to residents in crisis is important, we are also committed to addressing structural inequalities and unfairness.</p>
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			<ul style="list-style-type: none"> - Launched a Council-led 'Here to Help' campaign to connect our residents to the urgent support they need - Allocated over £70 million in government funds to over 5000 local businesses - Delivered direct mental health, public health and social services support to residents in crisis 	
1c	<p>(to Government)</p> <p>In line with the TUC's response to the Taylor review, legislate to require companies to publish data on pay and working condition indicators</p>		<p>We support this recommendation to central government. Our pay is set in line with national negotiations, so is transparent. All our HR policies – i.e., conditions – are approved by the Staffing and Remuneration Committee, sitting in public.</p>	
1d	<p>(to Government)</p> <p>d. Reform Universal Credit to address the well evidenced issues with it by, for example:</p> <ul style="list-style-type: none"> 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 		<p>We submitted consultation feedback on the government's proposals, highlighting the extremely concerning issues with Universal Credit.</p> <p>We have supported residents with accessing Universal Credit, with a dedicated webpage. We have also supported residents who don't qualify through a number of direct services. recently introduced an in-house Benefits Maximisation team. The staff will work with residents to ensure they are accessing all the benefits they are entitled to including</p>	<p>Our Welfare Assistance Scheme is one of a number of policies to tackle low income and support residents both eligible for UC and not. We will continue to make the case to central government for a more just and equitable benefits system.</p>

	<p>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</p> <p>iv. Allowing housing support staff and agencies, such as Citizens Advice, to negotiate UC claims for vulnerable individuals</p>		<p>healthy start vouchers and pension credit, that too often go unclaimed.</p>	
14	<p>(to Government)</p> <p>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</p>	<p>Following the approach in Scotland and Wales and devolve the Right to Buy scheme to the London Mayor</p> <ul style="list-style-type: none"> • 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 	<p>We continue to lobby regional and national government to address the supply of social housing and the cost, security and quality of private rented housing.</p> <p>There are 70 sites included in the housing delivery programme, sufficient for more than the initial 1,000 council homes for council rent and a pipeline of sites with an estimated capacity of 2,300 homes. In November 2020, the GLA approved the revised Haringey Building Council Homes for Londoners programme in full for £58.2m.</p> <p>In addition we have:</p> <ul style="list-style-type: none"> - Published our Housing Delivery Test Action Plan in Autumn 2020 - Worked in close partnership with housing associations and developers to secure investment in the new homes Haringey needs <p>Confirmed a new Article 4 Direction removing permitted development rights for office-to-residential conversions in the borough's Growth Areas, as well as its</p>	<p>We will deliver as many new, good quality homes of all kinds as we can, in good quality neighbourhoods, getting as close as possible to the Mayor's target for Haringey of 1,592 new homes per year.</p> <p>We will ensure that new developments provide affordable homes with the right mix of tenures to meet the wide range of needs across the borough, prioritising new social rented homes.</p> <p>We will continue to seek to drive up standards in the private rented sector through HMO licensing and other measures.</p> <p>We have committed significant additional resources to tackling long-term empty homes and will take all action necessary up to compulsory purchase to bring these properties back into use for our residents.</p>

		<p>enable access to better quality accommodation</p> <ul style="list-style-type: none"> • 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 	<p>Metropolitan and District Centres. This will enable the council to better control the quality of such conversions and secure affordable housing where applicable.</p> <ul style="list-style-type: none"> - Negotiated Planning applications and enforcing Planning Policy to ensure the right quality and mix of home - Begun delivering a wide range of high-quality homes through our Tottenham and Wood Green programmes - Begun delivering estate renewal where estate ballots show clear resident support for the proposals. <p>The Housing Revenue Account Business Plan adopted by the Council in February 2020 identified a budget of £1.08 bn over 10 years for building new homes.</p>	
20	(to Government) Make schools responsible for the children they exclude and accountable	N/A	<p>We support this recommendation and will continue to lobby central government to see it implemented. We are doing our own work on reducing school exclusions (see recommendation 25 below)</p>	-

	for their educational outcomes			
27	(to Schools) Consider how they can create LGBTQ+ inclusive environments, to foster positive attitudes to diversity and signal a zero-tolerance approach to homophobic hate crime	N/A	<p>The introduction of Relationships Education, Relationships and Sex Education in September 2020, means schools must ensure that all pupils understand the importance of equality and respect. Schools must ensure that they comply with the relevant provisions of the Equality Act 2010 under which sexual orientation and gender reassignment are amongst the protected characteristics.</p> <p>Schools should ensure that their teaching is sensitive and age appropriate in approach and content and consider if appropriate to teach their pupils about LGBTQ+ issues. They should ensure that this content is fully integrated into their programmes of study for this area of the curriculum rather than delivered as a stand-alone unit or lesson. Haringey Public Health have commissioned an RSE advisor to support schools to prepare and deliver the RSE curriculum and help with parental consultation. Officers with relevant expertise have been supporting individual schools to tackle LGBTQ+ issues that have arisen for pupils, staff and parents.</p>	-
28	(to Government) Accelerate the delivery of its commitment to increase provision for mental health staff in schools, set out in the NHS Long Term Plan	N/A	We support this recommendation to Central Government.	

31	<p>(to the Mayor of London) 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</p>	N/A	<p>We support this recommendation to the Mayor and have led with Restorative Justice practices in our own Youth Justice Service:</p> <ul style="list-style-type: none"> - Fifty-two young people have successfully achieved formal accreditation for 131 units across a range of learning and development topics. - The following reparation projects are delivered in partnership with Haringey Parks Service the reparations include maintenance and gardening activities such as, painting fences, litter picking, clearing shrubs, raking leaves, spring seed sowing, lawn mowing, trimming and general maintenance. <ul style="list-style-type: none"> • Gardens at 4 Pulford Road • Harris Primary School • Chapman’s Park • Bruce Castle Park • Bruce Grove Youth Club <p>The other reparation projects that were in place pre-lock-down were:</p> <ul style="list-style-type: none"> • Alexandra Palace- virtual creative project, cultural activities for the community • Arca Football activities-Community outreach programme – participate in football and help keep the area tidy and help out with the project <p>There are also further projects in delivery as part of this workstream.</p>	<p>There is ongoing discussion about making use of Probation Funding as part of the local commissioning framework which is due to be implemented once the reintegration of the probation service takes place in July 2021.</p> <p>The Probation service previously commissioned RJ prior to the break-up of the service in 2015 and there is a keen interest in this due to the positive impact outcomes for prolific offenders.</p>
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