

Welcome Strategy  
Haringey: A Welcoming Borough for All

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## Contents

|   |          |
|---|----------|
| Welcome Strategy.....                                       | 3        |
| Foreword – Cllr James.....                                  | 3        |
| <b>Introduction.....</b>                                    | <b>5</b> |
| <b>What will we do? Our objectives.....</b>                 | <b>6</b> |
| <b>Who will do it? Our governance .....</b>                 | <b>6</b> |
| <b>How will we work? Our approach .....</b>                 | <b>7</b> |
| <b>What barriers may we face? Our challenges.....</b>       | <b>8</b> |
| <b>Where shall we begin? Our strategic commitments.....</b> | <b>9</b> |
| Appendix 1: Migration in Haringey .....                     | 11       |
| Appendix 2: Community Assets .....                          | 14       |
| Appendix 3: Current Issues .....                            | 15       |

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# Welcome Strategy

## Foreword – Cllr James

In November 2018, Full Council adopted a motion to publicly reaffirm its commitment to be a borough that welcomes all residents, in particular migrant communities and those fleeing conflict abroad. In making this commitment to Haringey as a welcoming borough, this Labour administration undertook to develop and implement a 'Welcome Strategy', to ensure best practice in integration and inclusion within the borough and protection and support for Haringey residents including those targeted by the Hostile Environment policy.

In presenting this strategy, I wish to recognise the vital role community organisations have played in defending and advocating for migrant groups across the borough. We are committed to working with these organisations, communities and partner agencies to make Haringey a truly welcoming place to live.

I am particularly pleased to introduce this Welcome Strategy, which sets out our commitment to make Haringey a welcoming borough for everyone who wants to live and work here. It articulates our ambition to be an inclusive place: for people from all cultures, nationalities and backgrounds, establishing a framework to realise that ambition within the challenging financial and political context of austerity and the Hostile Environment. Successive Coalition and Conservative Governments have created an extremely challenging environment for local authorities and for migrant communities. In this context we commit to doing everything we can to work with our migrant communities to protect our residents' rights and to strive against inequality and injustice.

Haringey has a long and proud history of welcoming people from all over the world to make their home here. In the early 20th century Haringey became home to a Jewish community that had fled pogroms in the Russian Empire, and to other European communities. The Windrush generation made their home here in the 1950's, encouraged to migrate to the UK by the British government to fill shortages in the post-war labour market. In the 1970's and 80's we became home to people fleeing trouble and hardship due to the war in Cyprus and conflict in Turkey. And more recently still, we have welcomed people from countries across West Africa and Eastern Europe; refugees fleeing war in Syria; families from more than 75 different countries. We are proud that over the decades our communities have embraced and celebrated new neighbours from around the globe, in a way not seen in many places.

We do not pretend that life in Haringey is - or ever has been - straightforward for all communities living here. Discrimination, prejudice, and harmful public policies have prevented migrant residents accessing opportunities and achieving their aspirations. Chief amongst these in recent times is the avowedly hostile environment policy introduced in 2012. This set out a clear intention to make it harder for migrant residents to settle in the UK, restricting access to public services, private rented housing and other entitlements. The hostile environment has led to a number of Haringey's most vulnerable residents experiencing injustice and hardship, including the Windrush generation and their descendants, families with no recourse to public funds, people seeking asylum, EU migrants, and under-documented or undocumented migrants.

As well as government policy, social attitudes against migrant communities have hardened in recent years. Over the last five years in particular, there has been a well-documented rise in far-right extremism in the UK, which has resulted in increasing hate crime and incidents of violence. There is some evidence that, exacerbated by prominent political figures, this accelerated following the 2016 European Union referendum. While London has been resilient to this trend to some extent, we have by no means been immune.

It is these concerning trends that led to the development of the Welcome Strategy, and to our revitalised efforts to foster cohesive and welcoming communities in our borough. We believe that

the economic and political challenges we face are better faced together, by working alongside our communities and harnessing our many and diverse skills and talents, not by seeking out what sets us apart. This strategy represents our ongoing commitment to achieve this, and to demonstrate leadership in this area.

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## Introduction

Haringey is one of the most diverse boroughs in the UK. People from over 75 different countries live here and make up about half of all our residents. Over 100 languages are spoken locally. This diversity, entwined with our history, has fundamentally shaped the Haringey we live and work in today – inclusive, dynamic and unique – and forms the backdrop to this Welcome Strategy.

As a proportion of population, Haringey is home to more European, Caribbean, and African citizens than most other London boroughs and we are also proud to be home to well-established Asian communities. Haringey has the second largest non-UK European-born population of any London borough. [Figures](#) from the Office for National Statistics suggest that 53,000 Haringey residents were born in the EU, and half of these were born in Eastern European countries that joined the EU between 2004 and 2007. Approximately 61,000 Haringey residents come from non-EU European countries, Asia, Sub-Saharan Africa, and the Americas.

The [Haringey Residents Survey](#) 2018 found that:

- 91% of Haringey residents agree that their local area is a place where people from different backgrounds get on well, which is significantly higher than the Local Government Association's national benchmark of 81%. The figure is even higher in some of Haringey's most diverse neighbourhoods, including 95% in West Green and Bruce Grove, 93% in Wood Green, and 92% in South Tottenham
- 82% of Haringey residents agree that there are good relations between different ethnic and religious communities in their local area, 12% neither agree or disagree and only 4% disagree. There is no significant variation here between respondents from different ethnic or religious groups
- 78% of residents have good friendships in their local area
- 74% of residents feel like they belong in their local neighbourhood

Migration has been overwhelmingly positive for Haringey socially, culturally, historically and economically. Waves of new arrivals throughout our history, including African-Caribbean, Turkish, Kurdish, Somali, West African, and European migrants, have contributed to our economy through hard work, entrepreneurship and increased purchasing power – migrant communities have developed myriad new businesses, creating sustainable local employment and building the local economy. Migrants have fundamentally shaped our borough's cultural identity in many ways, and our local culture – what it means to live in Haringey – reflects the diversity of our population.

Our partners across the public sector and in the voluntary and community sector have worked with great determination to welcome migrant residents and advocate for their rights and welfare, especially since the introduction of more restrictive immigration policy under the Coalition government. Haringey schools have demonstrated genuine expertise in welcoming pupils from around the world, including those who speak English as a second language or not at all and those who have experienced significant hardship before arriving in the UK. Community organisations' advocacy, culminating in the Welcome Motion at Full Council in 2018, has drawn attention to how well we work with our partners and migrant communities to enable them to settle and thrive.

Haringey Council recognises we have an important part to play and we will continue to take positive steps to support migrant communities, both those already living here and those arriving here. We have made some progress, for example with our Connected Communities programme, our new approach to supporting non-British people sleeping rough and our help for those applying for settled status – and we recognise there is more to do.

As partners, we have worked together to develop this Strategy – and we want it both to reflect and to strengthen our current position. We are keen that this Strategy supports our aim that our

response to migration continues to build cohesion within our communities as well as trust between local residents and public services. Our ambition is for this Strategy to build on our work to date and to drive progress towards fostering an inclusive and welcoming borough – strengthening and embedding our approach to migrant communities in everything we do as partners, both strategically and operationally.

## What will we do? Our objectives

The Haringey Borough Plan outlines the shared outcomes for the borough we and partners want to achieve by 2023 and what we are setting out to do in this Strategy will support the fulfilment of these aspirations. Our objectives will shape what we do and are drawn from what migrant communities, residents from a range of backgrounds and community groups have told us are their ambitions and concerns, as well as an analysis of the duties, powers and resources available to the Council and partners.

### **Objective 1: Build cohesive communities where residents from all backgrounds get on well together**

- Priority 1: Tackling prejudice and discrimination
- Priority 2: Fostering good relations between communities
- Priority 3: Enabling participation in public life and civic activity

### **Objective 2: Develop and deliver welcoming services that treat everyone with dignity and respect**

- Priority 1: Responsive and accessible frontline public services
- Priority 2: Accessible immigration advice and support
- Priority 3: Access to services in the community including GPs, schools, libraries and community support

### **Objective 3: Enhance safety and security for migrant communities**

- Priority 1: Personal and community safety
- Priority 2: Housing security and homelessness prevention
- Priority 3: Tackling hate crime and violence against women and girls

### **Objective 4: Broaden economic opportunity for migrant communities**

- Priority 1: Prevention and relief of poverty and destitution
- Priority 2: Access to good quality employment
- Priority 3: Lifelong learning opportunities

Our aim in setting these objectives is to improve the quality of life for all, including migrant communities in Haringey, by addressing these four key areas which affect day to day life. We know that these objectives are set at a high level and we will work with partners to develop and deliver an action plan which will describe in detail the actions we propose to take, as a partnership, to meet these objectives.

## Who will do it? Our governance

We will seek to establish a Welcome Advisory Board consisting of local public services including the Council and community organisations, chaired by the responsible Council Cabinet Member, to steer and monitor the implementation of this Strategy. The Welcome Advisory Board will act in an advisory capacity to support the responsible Cabinet Member to provide regular updates to Haringey's Cabinet and to Full Council as appropriate.

The first task of the Welcome Advisory Board will be to co-produce a Welcome Action Plan in 2020. The Action Plan will set out how local agencies and civic society plan to implement this strategy and

make progress towards its objectives. The draft Action Plan will be reported to Cabinet by the responsible Cabinet Member in the event of any key decisions being required by the Council and the Welcome Advisory Board will take the lead in monitoring its progress and providing strategic leadership, advising the Cabinet Member responsible of further actions.

The Welcome Advisory Board will be responsible for embedding the approach articulated in the Welcome Strategy among local public services and community and voluntary sector organisations. Where the Welcome Strategy sets out a set of standards and values that migrant communities can expect in interactions with public services, the Welcome Advisory Board will be responsible for driving progress and promoting good practice in liaison with these services. The Welcome Advisory Board will monitor, review, and evaluate performance in relation to the Welcome Strategy's priorities and objectives and will have a role in helping to identify and address any delivery issues that may occur. It will adopt an actively inclusive ethos and enable a constructive dialogue between public agencies and communities.

### How will we work? Our approach

Our vision is for a welcoming and inclusive borough where strong communities nurture all residents to live well and achieve their potential and where every resident, whatever their background, has what they need to attain and maintain a good quality of life.

There are six parts to our strategic approach to achieving this vision with our migrant communities:

#### 1. Welcome

Welcome should be the spirit driving our approach to working with all residents, particularly vulnerable refugees and migrants, meaning that they are treated fairly and with dignity and respect. Together with local civil society we seek to ensure that the right policies, processes, and working practices are in place to enable Haringey to be a truly welcoming borough to all its residents, building on the strengths and assets which residents and communities bring to borough life. We are proud our schools and colleges are welcoming places for children and young people from all backgrounds, playing an important role in welcoming new migrant children and their families, enabling their integration and ensuring that the strong anti-bullying practice in place across all education settings keeps them safe – we are committed to keeping it this way for all.

#### 2. Early Intervention

We aim to foster cohesive communities where residents from all backgrounds get on well together. In order to do this, partners will work with communities to address the root causes of prejudice, discrimination, and isolation at the earliest opportunity. We will seek to enable inclusive practice to support communities to mix and learn from each other's strengths and skills. We will also design and deliver public services that work holistically with residents in order to identify and address their needs as early as possible.

#### 3. Strengths-Based

We will achieve our objectives in part by recognising that our communities and residents have enormous strengths and are the experts in their own lives. A strengths-based approach means building on this expertise and these strengths so that they can be used to help us work collectively towards our objectives. We will do this by working in partnership with VCS organisations, by engaging directly with migrant communities to ensure that the right support is in place, and by ensuring that public services are designed around communities' assets and strengths starting with establishing an effective Welcome Advisory Board and co-designing our Welcome Action Plan with a range of communities and stakeholders.

#### 4. Tackling Inequalities

We will seek to address the issues that disproportionately impact on migrant communities' quality of life. In line with our Public Sector Equality Duty, we will seek to eliminate discrimination, advance

equality of opportunity, and foster good relations among communities. This involves gathering data and understanding the views of residents so that we can make evidence-based decisions, working to close any gaps in outcomes or experiences that we identify, and taking steps to meet the needs of all residents equitably.

#### 5. Safeguarding

We are all responsible for safeguarding and as a local authority we have a leadership role in promoting safeguarding and exercising safeguarding duties. In certain circumstances it is necessary to take a safeguarding approach, and we will always ensure that we support the safeguarding needs of migrants, including those who have been victims of hate crime, those who have care needs, those who are the target of extreme political views, those who are sleeping rough, families who are facing destitution and those who may be trafficked or victims of modern slavery.

#### 6. Advocacy

We will use our public platform as a local authority to advocate for the rights and welfare of migrant communities. This means:

- Being open and public in our commitment to migrant communities
- Advocating for a welcoming approach across Haringey and beyond
- Listening to, supporting, and amplifying the voices of community advocacy organisations
- Offering support where we can for work that the Greater London Authority take forward under the Mayor of London's Equality, Diversity, and Inclusion Strategy 2018 and Strategy for Social Integration 2018, which seek to make London a welcoming city for everyone who lives and works here
- Advocate for the rights and welfare of migrant communities to London Councils, the GLA, and local MPs in order to achieve London-wide and national change
- Celebrating and building on expertise among local public and community services in working with diverse communities
- Working across the local partnership to develop and promote best practice in migrant and refugee support that is sustainable in its delivery and impact

### What barriers may we face? Our challenges

We are ambitious for our residents and our communities. We want Haringey to continue to be one of the best places in London for people of all backgrounds to live, work, raise families, and pursue their ambitions. Our Borough Plan 2019-23 outlines our aspirations for the borough and our determined approach to making it the place that all our residents, visitors, and businesses deserve. However, it is important for us to recognise the extremely challenging circumstances in which this Strategy will be implemented. We are clear that we are making a long-term commitment to our communities through this strategy, and one that will endure despite political turbulence and harmful policy at a national level.

#### National policy

We work within an extremely complex legislative and policy framework that is set by the UK government and is difficult to navigate for everyone affected by it. National policy puts severe restrictions on what we can do. Local agencies that deal in welfare and social protection are not legally able to respond to the needs of some migrants. This means, for instance, that new migrants from outside the EU aren't eligible for social housing except in very limited circumstances such as in cases of domestic violence. Additionally, the support public agencies are able to offer some households, for example those who have No Recourse to Public Funds, is legally restricted and cannot include welfare benefits or public housing. Aside from legal restrictions, a decade of austerity has had substantial impact on the abilities of all public agencies to provide services and support.

The UK government plans to reform national immigration policy following the UK's exit from the European Union. We are mindful of the impact changes to national immigration policy may have on Haringey residents. We will liaise and consult with migrant communities, representative organisations, and national experts in order to identify how best to mitigate any negative impacts resulting from changes in immigration legislation. We are similarly alert to government plans to consolidate the Vulnerable Persons' Resettlement Scheme and the Vulnerable Children's Resettlement Scheme. We will work with London Councils and the Mayor of London to ensure that the scheme works in the best interests of vulnerable people in the future. And we will ensure we respond to any consultation or lobbying opportunity on immigration policy to seek to ensure any policy change protects the rights and supports the welfare of all Haringey residents.

### Social trends

The UK, like much of Europe, has experienced a rise in the prevalence and prominence of far-right extremism, accompanied by a well-evidenced rise in hate crime and other expressions of intolerance. Haringey too has seen a rising number of hate crime incidents, across all categories, with profound impacts for victims and their friends and families. This demonstrates the continued need to seek ways of ensuring Haringey is a welcoming place for all residents – newly arrived or well established – and a borough where everyone has opportunities to pursue their ambitions and achieve their potential.

### Brexit

We are alert to imminent developments that will affect migrant communities in Haringey. The most notable of these is the UK's planned exit from the European Union, with key legislation taking effect throughout 2020. We know that Brexit will have far-reaching impacts. Among the most significant of these is on the status of EU citizens in the UK. Haringey residents who were born in EU member states and who may have lived here for many years will have to register for settled status in order to retain their current rights to live and work in the UK.

We are mindful that the UK as a whole is likely to see challenges in terms of community relations and the economy. While Haringey is proud to be home to cohesive communities, we are not immune to national trends. We are planning and taking action to mitigate the impact of an exit from the EU on Haringey and our communities. We are determined to protect and support our community, keeping it together, building cohesion and coming down hard on hate crime so that as many people as possible are supported to stay in Haringey.

### Where shall we begin? Our strategic commitments

This strategy is not an end point. Rather, it is the next stage in a continuing conversation with migrant communities. In this spirit, we make the following commitments:

#### Listening, Consultation, and Engagement

1. To work with migrant communities to support migrant residents to settle and thrive in Haringey
2. To listen to the voices of migrant communities and to make sure that they help shape our strategic decisions about policy and public services
3. To ensure that we design and deliver public services with diverse communities in mind, consulting and engaging with communities as we plan and deliver public services

#### Co-production, Planning and Action

4. To co-produce a Welcome Action Plan in 2020 that sets out in detail how the Council, partners, and communities will work together to achieve the objectives of the strategy
5. To work with partners and to use our powers and resources to address social issues that we know disproportionately affect migrant residents. As a first step we will work towards

ensuring assistance is available for people who need advice relating to immigration or who need to change their status

6. To plan for and take action to mitigate the negative consequences of likely national developments, such as Brexit and changes to immigration policy

#### Policy and Partnership

7. To embrace a welcome approach in all our policies, mitigating the impacts of policies hostile to migrants where we can and supporting migrant communities to access entitlements. Any organisation we continue to work with will be encouraged to share our position of welcome and support to migrants in Haringey
8. To cooperate with the Home Office and other central government departments, where it concerns individuals, only where we have their explicit informed consent, within the existing legislative framework

#### Monitoring and Evaluation

9. To review our current practice in how we support migrant residents; to make improvements where necessary, desirable, or possible; and to work with our partners to improve services for migrant communities
10. To monitor and evaluate our performance and progress in tackling inequalities that affect migrant residents and communities and to be transparent with what we find

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## Appendix 1: Migration in Haringey

Haringey is one of the most diverse boroughs in the UK. People from over 75 different countries live here and make up about half of all our residents. Over 100 languages are spoken locally. Among our neighbouring boroughs, only Barnet has a higher number of non-British residents.

As a proportion of population, Haringey is home to more European, Caribbean, and African citizens than most other London boroughs. While proportionately fewer people from India, Pakistan, Bangladesh, and Sri Lanka live here, we are still proud to be home to well-established Asian communities. Approximately 61,000 Haringey residents come from non-EU European countries, Asia, Sub-Saharan Africa, and the Americas.

Haringey has the second largest European-born population of any London borough. [Figures](#) from the Office for National Statistics suggest that 53,000 Haringey residents were born in the EU, and half of these were born in Eastern European countries that joined the EU between 2004 and 2007. The growth in the EU-born community in Haringey is visible in Census figures. The 2011 Census shows that the ‘White Other’ community has grown rapidly, from 16.1% of Haringey’s population in 2001 to 23.0% in 2011- a much greater increase than in London. This trend is likely to have continued as long-term international migration to Haringey increased from 2011 to 2015 before declining to 2011 levels in 2017.

Census data indicates that the highest number of non-British residents live in Tottenham Hale, Tottenham Green, and Bruce Grove wards. It is notable that the pattern of migrant residence across the borough is not uniform. Trends include larger communities of migrant residents from Eastern Europe in Tottenham and Wood Green, larger Western European communities in wards in the south of the borough, larger African and Turkish communities in North Tottenham, and larger American and Australian communities in Crouch End and Muswell Hill.

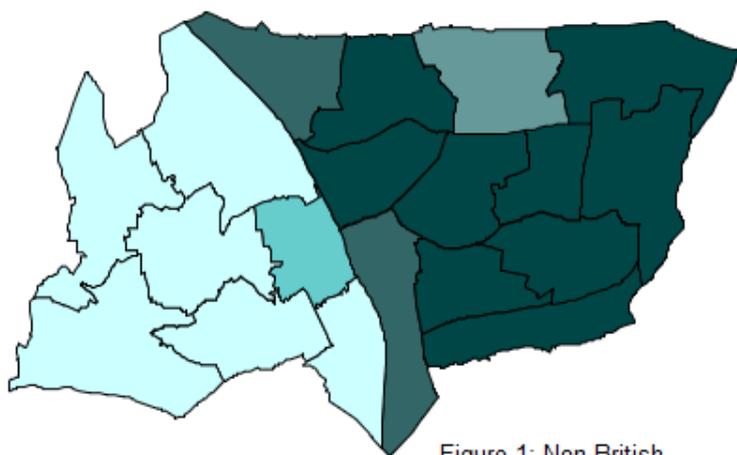


Figure 1: Non-British residents by ward

### Legend

| Quantiles | Low ( $\geq$ ) | (<) High | Occurrences |
|-----------|----------------|----------|-------------|
| 1         | 2,771          | 3,800    | (6)         |
| 2         | 3,800          | 4,800    | (1)         |
| 3         | 4,800          | 5,900    | (1)         |
| 4         | 5,900          | 6,900    | (2)         |
| 5         | 6,900          | 7,950    | (9)         |

Most migrants choose to live in London to work or study. We're able to tell how many people come to work in Haringey through National Insurance Number (NINO) registrations. Haringey has a high level of NINO registrations by overseas nationals compared to other London boroughs. However, this number has decreased since 2014-15, which indicates that Haringey is currently experiencing a slowdown in economic migration. While EU citizens are over-represented in lower-skilled roles, immigration rules mean that non-EU migrants are over-represented in professional jobs. Indeed, the Haringey Residents Survey 2018 found that newly arrived migrants are highly qualified, with over half holding a degree or professional qualification. [ONS data](#) indicates that, in London, migrant residents are over-represented in the construction, hospitality, and retail sectors as well as the public sector. Over 30% of all school staff in London and 24% of all NHS staff in North London are migrant workers. Migrants set up 1 in 7 UK companies currently trading in the UK and these companies are responsible for creating 14% of British jobs. These figures demonstrate the enormous contribution migrants make to our local economy and to our public services.

Over 60% of births in Haringey are to non-UK born mothers, which is higher than most of our neighbouring boroughs. 17% of school pupils in Haringey were born outside the UK, which is the seventh highest proportion in London and among the highest in the UK. Dozens of languages are spoken in our schools and young people in Haringey are fortunate to be able to have peers from a vast range of different backgrounds.

Haringey has also welcomed asylum seekers. As of March 2019, Haringey Council was supporting 158 asylum seekers who were destitute or about to become destitute with subsistence and/or accommodation. Overall, there are over 5,630 asylum seekers in London. The most common countries of origin are Albania, Pakistan, Nigeria, Iran and Afghanistan. Local authorities support asylum seekers directly or indirectly in a range of ways, the most substantial of which are safeguarding, social care, and preventing homelessness.

Unaccompanied Asylum-Seeking Children (UASC) are children who are seeking asylum in the UK who have been separated from their parents or carers. While their claim is processed, they are cared for by local authorities. The number of UASC in London has increased by 17% over the last two years. According to official statistics, as of March 2018, London boroughs were looking after 1,500 UASC – a third of UASC in England. The government's National Transfer Scheme (NTS) is designed to ensure an even distribution of UASC across England. Haringey currently accommodates 40 UASC, and this is equivalent to the maximum number of UASC Haringey should accommodate under the NTS. Government funding only covers around 60% of the cost of caring for UASC, meaning a shortfall of more than £25,000 per child per year, and this does not include the substantial costs of supporting UASC when they leave care. London boroughs had an estimated £32 million funding shortfall in their collective budgets for caring for UASC in 2018/19.

Under the Vulnerable Persons Resettlement Scheme (VPRS) and the Vulnerable Children Resettlement Scheme (VCRS), the UK committed to resettle 20,000 refugees fleeing the Syrian conflict and up to 3,000 children and their families from the Middle East and North Africa (MENA) by 2020. Haringey pledged to resettle 10 households when the schemes were launched and has resettled 12 households to date. Ten of these households were resettled directly by the Council and two were settled through community sponsorship by Muswell Hill Methodist Church.

Some migrants in the UK have no recourse to public funds (NRPF). NRPF is a condition imposed on someone if they are 'subject to immigration control', meaning if they are in the country on certain kinds of visas, such as spouse visas and student visas; are dependent relatives of a person with settled status; or have no leave to remain. A person with NRPF cannot access most welfare benefits or public housing. Adults with NRPF who have care needs may be entitled to support under the Care Act 2014. Section 17 of the Children Act 1989 governs local authority obligations to provide families with children with NRPF with support in order to prevent homelessness or destitution. For those not

subject to an exclusion under Schedule 3 of the Nationality, Immigration, and Asylum Act 2002, support may continue, subject to eligibility and assessment, for as long as the individual's status remains unresolved with the Home Office. As such, the amount of money spent by local authorities supporting individuals and families who have NRPF is determined by the speed with which the Home Office processes applications. As of September 2019, Haringey was supporting 54 families including 83 children with NRPF under Section 17 of the Children's Act 1989, more than most of our neighbouring boroughs, and 18 single adults with NRPF.

As a result of Brexit and the expected end to free movement of people that will accompany it at the end of the 'transition period', which is set to be December 2020 at the time of writing, all EU citizens (other than Irish citizens) living in the UK are required to register for a new type of "settled status". The EU Settlement Scheme (EUSS) is a process to register EU, EEA and Swiss nationals living in the UK and to assign them either with settled or pre-settled status. These are new immigration statuses that confer the right to live and work in the UK after it leaves the EU and the right of free movement is revoked. The EUSS exists because, in most cases, people residing in the UK based on rights derived from EU law will no longer have a legal right to reside in the UK once it leaves the EU.

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## Appendix 2: Community Assets

Haringey is an especially welcoming, inclusive, and cohesive borough. The [Haringey Residents Survey 2018](#) found that:

- 91% of Haringey residents agree that their local area is a place where people from different backgrounds get on well, which is significantly higher than the Local Government Association's national benchmark of 81%. The figure is even higher in some of Haringey's most diverse neighbourhoods, including 95% in West Green and Bruce Grove, 93% in Wood Green, and 92% in South Tottenham.
- 82% of Haringey residents agree that there are good relations between different and ethnic and religious communities in their local area. 12% neither agree or disagree and only 4% disagree. There is no significant variation here between respondents from different ethnic or religious groups.
- 78% of residents have good friendships in their local area.
- 74% of residents feel like they belong in their local neighbourhood

Moreover, Haringey is fortunate to have a diverse and well-developed community infrastructure:

- Nine libraries that are directly operated by Haringey Council across the borough, which provide spaces for residents to meet and which host events and exhibitions that celebrate our communities
- Community buildings across Haringey that help to bring communities together by providing a place where local groups can provide inclusive and accessible activities that promote equality
- Arts and cultural venues such as the Bernie Grant Arts Centre that celebrate the heritage and identities of Haringey's diverse communities
- A large number of community groups and voluntary sector organisations that come from migrant communities, provide services and activities for members of migrant communities, and advocate for the rights of migrant residents in Haringey
- Bridge Renewal trust and the Selby Trust are skilled in voluntary-sector capacity-building and work to enable community groups and voluntary sector organisations to thrive

Migration has been positive for Haringey socially, culturally, and economically. New arrivals through modern history, from the Windrush generation to Turkish, Kurdish, Somali, West African, and European migrants, have fundamentally shaped our borough's identity, contributed to our economy and cultural life through hard work and entrepreneurialism, and fostered caring and cohesive communities.

### Appendix 3: Current Issues

It is important to note that migrant residents in Haringey continue to experience injustices and inequalities. Haringey Council conducted an extensive research project into the lives and experiences of newly arrived migrant residents in 2017 in partnership with Bridge Renewal Trust and North London Partnership Consortium. More recently, the Haringey Fairness Commission has heard evidence and testimony about migrants' experiences in the borough. Combined with survey data, research, and public services data we are able to paint a picture of certain significant challenges:

- Language
  - Approximately 3,000 EU residents in Haringey experience language barriers. This is likely to be a minority of all Haringey residents who experience language barriers, noting that a minority of migrants in Haringey come from the EU.
  - Our research found that low levels of functional English can inhibit access to public services, engagement with established communities, and participation in public life
  - Access to English for Speakers of Other Languages courses (ESOL) was identified as a critical issue that affects quality of life for migrants at a roundtable session hosted by the Selby Trust. Moreover, attendees identified language barriers in accessing public services that severely affect individuals with low levels of functional English.
  - Low levels of English are [associated with](#) lower life satisfaction and social isolation
- Public Services and Welfare
  - Our research found that it is often the case that individual newly arrived migrant residents do not have a sufficient understanding of how to access services to be able to have needs addressed before they are critical, which unintentionally creates pressures on acute services such as Accident and Emergency departments
  - We found that migrant parents are more likely to keep their children at home until school age rather than taking advantage of free childcare, and so their children often need more help when starting school, particularly if they have little or no English
  - Participants at a roundtable session hosted by the Selby Trust noted that migrant residents have often had difficulty accessing public services in Haringey and experience numerous barriers to access. Significant barriers include low awareness of what is available, low awareness of rights and entitlements, language and technological barriers, and siloed public and community services
  - It has been [reported](#) that legally-entitled EU citizens have been unduly refused access to Universal Credit, resulting in stress, debt, and homelessness.
  - The [Haringey Fairness Commission](#) highlighted concerns that poverty is having a particularly negative effect on migrant groups. The Commission also found that mental health services are particularly difficult to access for migrants and residents with low levels of English.
- Democracy and Rights
  - The Windrush Scandal of British citizens who arrived in the UK as members of the Windrush generation being denied legal rights, denied access to public services, hindered from securing employment, and threatened with deportation has had catastrophic effects, including for Haringey residents, 600 of whom we estimate to be potentially affected
  - The [Haringey Fairness Commission](#) and the roundtable session at the Selby Trust found that prejudice, stereotyping, and discrimination are common aspects of everyday life for migrant residents
  - Knowledge and understanding of rights and entitlements were identified as important issues for migrants in Haringey at a Selby Trust roundtable session
  - The failure of the UK government to adequately plan for the 2019 European Elections led to some EU citizens living in Haringey being denied their right to vote

- Asylum seekers in the UK are denied the right to work by government policy
- Housing and Homelessness
  - Migrants are over-represented among tenants of Houses of Multiple Occupation (HMOs), which are associated with over-crowding, higher levels of fly-tipping, and lower outcomes for children who live in them due to disruption associated with short-term tenancies and frequent moves
  - Rogue landlords are known to target migrants and exploit them by imposing high rents, over-crowding HMOs, and keeping properties in sub-standard conditions
  - Attendees at a roundtable session hosted by the Selby Trust noted that poor quality accommodation affects families with no recourse to public funds and that housing advice can be hard to access
  - A disproportionately high number of individuals who are affected by homelessness in Haringey are from migrant communities, with Polish, Romanian, East African, and Latin Americans notably over-represented
- Employment
  - Nationally, the [rate of unemployment](#) is higher among working age non-EU citizens than UK citizens and EU citizens, which are roughly level
  - Our research found that migrants in Haringey may be more isolated and reliant on migrant networks for work, which in some cases heightens their risk of being drawn into work in the grey economy that does not afford employment rights and is not subject to the usual regulations that protect workers
  - [In-work poverty](#) affects migrants more than average and forces them to make benefit claims to support families. Those who can't make work pay are at greater risk of being further marginalised
  - Migrants are often highly educated and hardworking but are frequently employed in jobs that [do not match their qualification levels](#). A third of migrants in the UK are currently employed in jobs they are over-qualified for and so they are not reaching their full earning or economic potential
  - In contrast to family migration, labour migration is predominantly male, and men are more likely to be at the top of the labour migration hierarchy, as skilled migrants, than women who are more often 'domestic workers' or 'partners'. The British government's [plans for migration control after Brexit](#) may, if implemented, exacerbate existing sex discrimination in immigration law by reproducing and amplifying those parts of the current system that disadvantage women.
- Safety
  - Between June 2018 and June 2019 there were 675 recorded instances in Haringey of [hate crime](#) where victims were targeted on the basis of perceived race or religion. While these won't all involve migrant residents, it is likely that migrants will be overrepresented among victims. Haringey has six neighbouring boroughs and this number is lower than three and higher than three of our neighbours.
  - The [Haringey Residents Survey](#) found that perceptions of safety tend to be lower among BAME residents, and crime was a more important issue for these residents
  - Our research found that there are tensions between some migrant communities and among residents of particular nationalities. This is understood to be particularly acute for the Roma community
  - The [Haringey Fairness Commission](#) found significant concern among migrant groups about crime, community safety, and issues including drugs and youth violence
  - Recent research suggests that women in refugee households are known to be particularly vulnerable to [sexual and gender-based violence](#).

Our ambition is that this strategy will help to build the positive aspects of life in Haringey, tackle inequalities, and foster a borough that is welcoming for all.