

**Report for:** Cabinet, 10th March 2020

**Title:** Council response to Haringey Fairness Commission

**Report authorised by:** Zina Etheridge, Chief Executive

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**Ward(s) affected:** All

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

## **1. Describe the issue under consideration**

- 1.1 The Haringey Fairness Commission ‘the Commission’ was established in July 2018, with the aim of better understanding the causes of unfairness in the borough through conversations with residents and other local stakeholders and developing practical recommendations for how the council and partners can tackle inequality and work to better support residents, communities and businesses in Haringey.
- 1.2 The Commission was made up of twenty Commissioners and two Co-Chairs (Cllr Kaushika Amin and Professor Paul Watt), drawn from a range of sectors and partner organisations including: the police, education, youth provision, faith groups and the voluntary community sector (VCS).
- 1.3 Over the course of its work, the Commission heard from over 1,500 residents at public events and focus groups and received written submissions from individuals, schools and voluntary sector groups. This evidence, grounded in the lived experience of Haringey’s residents, has been used to inform the Commission’s work, alongside wider data and analysis.
- 1.4 Evidence from the Commission has been shared with relevant officers across the council as the work has progressed, and so has already positively influenced thinking on a number of organisational agendas, including work to inform thinking about the future of libraries and on the council’s approach to consultation and engagement.
- 1.5 The Commission published its final report and recommendations on (February 27th). This report sets out a series of recommendations for the council, Mayor, national government and partners; including the police, voluntary community sector (VCS) and schools, designed to affect change and increase equality and fairness across the borough.

## **2. Cabinet Member Introduction**

‘Progress with humanity: a fairer way forward’ is the final report of the Haringey Fairness Commission. It sets out the Commission’s recommendations to

national government, the Council and other partners, about what they should do to tackle inequality and unfairness in Haringey (and elsewhere).

The report marks the culmination of an intensive process as part of which we have spoken to more than 1,500 residents, partners and stakeholders about their perceptions and lived experience of inequality and unfairness. I would like to take this opportunity to thank, on behalf of my co-chair, Paul Watt and the other Commissioners, all the people who shared their views in meetings, focus groups or in written submissions. I would also like to take this opportunity to thank all the Commissioners who contributed their valuable time and expertise, and who have helped to shape the final report.

The scale and the complexity of some of the issues we are seeking to tackle means that work to address them will take time, and that it sustained effort will be needed for us to see the progress we aspire to. But we are confident, based on the conversations and commitments we have heard as part of the Commission, that if we can pull together and pool our resources and energies, then we will start to chip away at the causes of unfairness in our borough.

### **3. Recommendations**

3.1 To receive the Haringey Fairness Commission Report (attached as Appendix 1) and to publicly thank Commissioners for all their hard work and everyone who contributed to the Report.

3.2 To agree to receive an officer report in the summer setting out the Council's proposed response to the Haringey Fairness Commission's recommendations.

3.3 To note the recommendations to partners, the Mayor and national government set out in the Haringey Fairness Commission report (Appendix A).

### **4 Reasons for decision**

4.1 The Commission's final report sets out a series of recommendations to the council (some of which are also directed at partners, the Mayor and national government). The council now needs to consider these recommendations, including assessing the resource that would be needed to implement them. This assessment is important in ensuring that implementation plans set out a meaningful set of actions which will help to address the issues of unfairness identified by the Commission, making the best possible use of the Council's levers, resources, and partnerships.

4.2 It is proposed that the resulting assessment should come back to Cabinet (in summer) including timescales on which key milestones will be achieved and proposing key performance indicators (KPIs) which can be used to assess progress.

4.3 The Commission's final report also sets out a series of recommendations aimed at partners, the Mayor and national government. This report recommends that Cabinet notes these and gives approval for officers to put in place plans for lobbying, campaigning and influencing work related to them which will be set out in the next Cabinet report.

## 5 Alternative options considered

### 5.1 Accept the Commission's recommendations without a process of assessing implications and strategic opportunities

The council needs to respond to the Commission's recommendations with a meaningful programme of activity that is reflected in the organisation's strategic priorities and corporate delivery plans. Time is therefore needed to assess the recommendations and develop deliverable plans of action that will result in progress, help to build residents' trust in the council and generate ongoing interest in, and commitment to, activity to tackle unfairness in the borough amongst residents, partners and other stakeholders.

### 5.2 Reject the Commission's report

The council shares the Commission's commitment to urgently addressing the causes of unfairness and inequality in the borough and appreciates that the Commission's work is based on intensive process of engagement with a wide range of residents and partners. It understands that recommendations are firmly grounded in the lived experience of Haringey's residents and the recommendations developed by Commissioners with significant knowledge and expertise.

On this basis rejecting the Commission's report is not viewed as being a credible or desirable option.

## 6 Background information

- 6.1 Cabinet established the Haringey Fairness Commission (the 'Commission') in [July 2018](#). It is important to note that the Commission is a cross-party undertaking and continues to include councillors from all of Haringey's political parties.
- 6.2 The Commission was made up of twenty Commissioners and two Co-Chairs (Cllr Kaushika Amin and Professor Paul Watt) from a range of partner organisations and sectors including: the police, education, youth provision, faith groups and the voluntary community sector (VCS).
- 6.3 The Commission is a separate entity from the council; and its independent status was important to ensuring its role in proving external challenge. However, the Commission was supported by one dedicated full-time officer based at the council.

- 6.4 The Commission was formally launched in July 2018, with the aim of better understanding the causes of unfairness in the borough through conversations with residents and other local stakeholders and developing practical recommendations for how the council and partners can tackle inequality and work to better support residents, communities and businesses in Haringey.
- 6.5 The Commission's Terms of Reference indicate that this will be achieved by:
- Focusing on hearing about the priorities, lived experiences and ideas of residents, community groups and businesses.
  - Reviewing evidence from a range of sources, including local, regional and national data.
  - Using this evidence to identify key areas of inequality and the reasons why these inequalities exist and persist - recognising that they are complex and often interconnected; and focusing on inequalities where action at a local level can make an impact.
  - Exploring a broad range of options for addressing the key issues, learning from the ideas of local people and evidence of what has worked elsewhere.
  - Recommending practical and strategic actions that the Council and partners can take to tackle inequality
- 6.6 The Commission has drawn on a range of evidence sources and insight to develop actionable recommendations. This includes data and policy analysis, as well as qualitative research with residents through a wide range of engagement activities. Between November 2018 and March 2019, the Commission heard from over 1,500 residents at public events and focus groups and through written submissions from individuals, schools and voluntary sector groups.
- 6.7 Using their combined personal and professional expertise, the Commissioners guided the focus of the final report and developed recommendations based on an assessment of where the council and its partners could have the greatest impact on the causes of unfairness in the borough.
- 6.8 The Commission's final report focuses on five key themes: public services, housing, children and young people (CYP), community safety and developing the voluntary community sector (VCS). The themes were developed in response to what the Commission heard in the first phase of engagement, based on discussions with and submissions from residents, community groups, voluntary sector organisations, schools, and businesses, alongside feedback during three public events (and a series of smaller engagements). Additional engagement activity was undertaken as part of the second phase of the Commission's work to understand fairness and inequality issues related to each of these themes. The five priority themes represent areas where there are significant inequalities for Haringey's diverse communities, with it felt that council and partners had the ability to address directly or influence at a local level.

- 6.9 Recommendations are not exclusively for the council, there are also recommendations for local partners (including schools and the VCS), the Mayor and national government, reflecting the different roles that each must play in working to address inequality.
- 6.10 The council needs to respond to the Commission's recommendations with a meaningful programme of activity that is reflected in the organisation's strategic priorities and corporate delivery plans. Time is therefore needed to assess the recommendations and develop deliverable plans of action that will result in progress, help to build residents' trust in the council and generate ongoing interest in, and commitment to, activity to tackle unfairness in the borough amongst residents, partners and other stakeholders.

## **7 Contribution to strategic outcomes**

There is a clear link between the recommendations made by the Commission and the council's strategic objectives set out in the Haringey Borough Plan 2019-2023. The theme of reducing inequality and making Haringey a fairer place cuts across the five recommendations of housing, people, place, economy and your council and extends to specific pledges around resident engagement and partnership working with the voluntary community sector.

The Commission will help to refocus attention on specific borough plan outcomes, and it is proposed that detailed mapping of the relationships between recommendations and relevant borough plan outcomes takes place as part of the implementation phase and that this mapping is reflected in the year 3 delivery plan.

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

### **Finance**

There are no financial implications arising from the contents of this report. The recommendation in 3.2 is for a further report to be brought back to the Cabinet in the summer of 2020 which will include the Council's proposed response to the recommendations. This further report will include an assessment of any resource required to implement them. Therefore the financial implications of any of these proposals will be addressed in that future report.

### **Procurement**

Strategic Procurement notes the content of this report and confirms there are no procurement implications related to the recommendations stated in Section 3 of this report.

### **Legal**

There are no legal implications arising from the recommendations of this report. The Council at this stage is receiving the Fairness Commission Report. The next stage, the Council's response to the recommendations in the Report, may give rise to legal issues which will be addressed at that stage.

## **Equality**

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

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

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

The proposed decision is for Cabinet to note the recommendations to the council set out in the Haringey Fairness Commission report and agree to receive a report in the summer setting out the proposed response to the recommendations. The overall objective of the recommendations is to promote fairness and equality in Haringey and address inequalities that have been identified through research, consultation, and engagement with Haringey's communities and partner organisations.

The Fairness Commission's report makes recommendations to the Council, to partners, to the Mayor of London, and to national government. To the extent that the recommendations to are accepted, their implementation will represent steps to promote equality. Noting the recommendations therefore affords the Council an opportunity to consider steps to eliminate discrimination, promote equality of opportunity, and foster good relations between communities.

A report will be presented to Cabinet in July 2020 that sets out which recommendations the Council accepts and how it intends to implement them. When considering the recommendations and planning their implementation, the Council will have due regard for the three aims of the public sector equality duty. The July report will note the implications of the acceptance and implementation of the recommendations for the Council's public sector equality duty. Equalities Impact Assessments will be undertaken where appropriate.

## **9 Use of Appendices**

Appendix 1 is the Haringey Fairness Commission's final report.

## **10 Local Government (Access to Information) Act 1985**

17<sup>th</sup> of July 2018 Cabinet Fairness Commission Launch