



LONDON BOROUGH OF ENFIELD

**AGENDA FOR THE COUNCIL MEETING
TO BE HELD ON WEDNESDAY, 30TH
SEPTEMBER, 2020 AT 7.00 PM**

MEETINGS THAT HAVE TAKEN PLACE SINCE THE LAST COUNCIL (1 July 2020)

Set out below is a list of meetings that will have taken place since the last Council Meeting: The contact names for the relevant officers are included.

Name of Meeting	Date	Officer	Contact Telephone
Planning Committee	7 July 2020	Metin Halil	020 8132 1296
Licensing Sub Committee	8 July 2020	Jane Creer	020 8132 1211
Overview and Scrutiny Committee	9 July 2020	Elaine Huckell	020 8132 1178
Schools Forum	15 July 2020	Sangeeta Brown	020 8132 0450
Cabinet	15 July 2020	Jacqui Hurst	020 8132 1207
Health and Wellbeing Board	16 July 2020	Jane Creer	020 8132 1211
Planning Committee	21 July 2020	Jane Creer	020 8132 1211
Safer Neighbourhood Board	22 July 2020	Susan O'Connell	020 8132 1399
Pension Policy and Investment Committee	23 July 2020	Elaine Huckell	020 8132 1178
General Purposes Committee	23 July 2020	Susan O'Connell	020 8132 1399
Overview and Scrutiny Committee	30 July 2020	Andy Ellis	020 8132 1111
Planning Committee	4 August 2020	Metin Halil	020 8132 1296
Overview and Scrutiny Committee	11 August 2020	Andy Ellis	020 8132 1111
Environment Forum	18 August 2020	Penelope Williams	020 8132 1330
Planning Committee	1 September 2020	Metin Halil	020 8132 1296
Crime Scrutiny Panel	2 September 2020	Susan O'Connell	020 8132 1399
Housing Scrutiny Panel	3 September 2020	Andy Ellis	020 8132 1111
Environment and Climate Action Scrutiny Panel	8 September 2020	Andy Ellis	020 8132 1111
Finance and Performance Scrutiny Panel	8 September 2020	Jacqui Hurst	020 8132 1207
Health and Social Care Scrutiny Panel	9 September 2020	Andy Ellis	020 8132 1111

Name of Meeting	Date	Officer	Contact Telephone
Regeneration and Economic Development Scrutiny Panel	10 September 2020	Penelope Williams	020 8132 1330
Children and Young People Scrutiny Panel	10 September 2020	Susan O'Connell	020 8132 1399
Overview and Scrutiny Committee	15 September 2020	Andy Ellis	020 8132 1111
Cabinet	16 September 2020	Penelope Williams	020 8132 1330
Pension Policy and Investment Committee	17 September 2020	Jane Creer	020 8132 1211
Planning Committee	22 September 2020	Metin Halil	020 8132 1296
Licensing Sub Committee	23 September 2020	Jane Creer	020 8132 1211
Councillor Conduct Committee	23 September 2020	Metin Halil	020 8132 1296
Equalities Board	23 September 2020	Susan O'Connell	020 8132 1399
Planning Committee	29 September 2020	Jane Creer	020 8132 1211
Local Pensions Board	30 September 2020	Susan O'Connell	020 8132 1399

**THE WORSHIPFUL THE MAYOR
AND COUNCILLORS OF THE
LONDON BOROUGH OF ENFIELD**

**Please
Reply to:** Penelope Williams

Phone: (020) 8379 4098

E-mail: Penelope.Williams@enfield.gov.uk
My Ref: DST/PW

Date: 25 September 2020

Dear Councillor,

You are summoned to attend the meeting of the Council of the London Borough of Enfield to be held virtually on Wednesday, 30th September, 2020 at 7.00 pm for the purpose of transacting the business set out below.

[Virtual Council Meeting Link](#)

Yours sincerely

Jeremy Chambers

Director Law & Governance

ITEMS 1-5 (15 MINUTES)

- 1. THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**
- 2. MAYOR'S ANNOUNCEMENTS IN CONNECTION WITH THE ORDINARY BUSINESS OF THE COUNCIL**
- 3. MINUTES OF THE MEETING HELD ON 1 JULY 2020** (Pages 1 - 16)

To approve the minutes of the meeting held on 1 July 2020 as a correct record.
- 4. APOLOGIES**
- 5. DECLARATION OF INTERESTS**

Members of the Council are invited to identify any disclosable pecuniary, other pecuniary or non pecuniary interests relating to items on the agenda.

ITEM 6 (45 MINUTES)

6. OPPOSITION PRIORITY BUSINESS - ENFIELD COUNCIL OPEN FOR BUSINESS (Pages 17 - 24)

An issues paper prepared by the Opposition Group is attached for information.

The Council rules relating to Opposition Business are also attached for information.

ITEMS 7-10 (60 MINUTES)

7. HOMELESSNESS IN ENFIELD (Pages 25 - 92)

To receive a report from the Executive Director Place on Homelessness in Enfield. Key Decision Number: 4682

Council is asked to approve the Housing Allocations Policy.

This report was considered at Cabinet on 15 July 2020 and recommended onto Council for final approval.

8. TREASURY MANAGEMENT OUTTURN REPORT 2019/20 (Pages 93 - 108)

To receive a report from the Executive Director of Resources presenting the Council's Annual Treasury Management Report for 2019 - 20 in accordance with Treasury Management Practices.

Council is asked to approve the recommendations in the report.

It is a regulatory requirement for Council to receive this report by 30 September each year. (Key Decision Reference Number: KD: 5152)

9. OVERVIEW AND SCRUTINY WORK PROGRAMME 2020/21 (Pages 109 - 128)

To receive a report from the Overview & Scrutiny Committee setting out the Scrutiny Annual Work Programme and Workstreams identified for 2020/21.

Council is asked to approve the scrutiny work programme for 2020/21.

This report was agreed for recommendation to Council by the Overview and Scrutiny Committee on 15 September 2020 and by Cabinet on 16 September 2020.

10. REARDON COURT EXTRA CARE HOUSING SCHEME - ADJUSTMENT TO THE CAPITAL PROGRAMME (Pages 129 - 140)

To receive the report of the Executive Director Place on an adjustment to the Capital Programme for the Reardon Court Extra Care Housing Scheme.

Council is asked to approve an adjustment to the capital programme.

ITEM 11 (20 MINUTES)

11. COUNCILLOR QUESTION TIME

12.1 Urgent Questions (Part 4 - Paragraph 9.2.(b) of Constitution – Page 4-9)

With the permission of the Mayor, questions on urgent issues may be tabled with the proviso of a subsequent written response if the issue requires research or is considered by the Mayor to be minor.

Please note that the Mayor will decide whether a question is urgent or not.

The definition of an urgent question is “An issue which could not reasonably have been foreseen or anticipated prior to the deadline for the submission of questions and which needs to be considered before the next meeting of the Council.”

Submission of urgent questions to Council requires the Member when submitting the question to specify why the issue could not have been reasonably foreseen prior to the deadline and why it has to be considered before the next meeting.

12.2 Councillors’ Questions (Part 4 – Paragraph 9.2(a) of Constitution – Page 4 - 8)

The list of questions and their written responses will be published on Tuesday 29 September 2020.

ITEM 12 (50 MINUTES)

12. MOTIONS

Motion 1 in the name of Councillor Edward Smith

This Council agrees to resist residential developments on Tube Station car parks in Enfield that are not in conformity with the existing local plan on the grounds that these car parks encourage commuters to use public transport.

Motion 2 in the name of Councillor Maria Alexandrou

Cervical screening is a way for women to protect themselves from cancer.

The sad reality is that fewer women are now having cervical screening. Last year 1.3m women didn't attend NHS screenings. There are 3,200 new cases of cervical cancer every year and of those 870 women die from it.

According to CANCER RESEARCH UK 99.8% of cases are preventable. When Jade Goody fought her cancer battle, nearly 80% of women went for smear tests. 10 years later, only 72% of women go. If this rate falls any lower, the rise in deaths will shoot up. In the case of Jade Goody, she ignored letters about her abnormal cells. She needed to go to hospital for surgery to remove those abnormal cells, surgery which most probably would have saved her life.

Many young women in their 20s and 30s are dying from cervical cancer and the tragedy is they are leaving behind their partners and young children. We need to encourage everyone to look after their health and have regular check-ups.

Enfield Council therefore agrees to work together with other agencies for a local campaign on cervical cancer awareness and encourage women to attend that important screening test. It only takes 5 minutes at the doctor's surgery and this test can save your life.

Motion 3 in the name of Councillor Aramaz

Enfield Council recognises that the Covid 19 Pandemic has disrupted the economy significantly. Lockdown measures have meant that the UK economy had shrunk over 20% by the end of August 2020 in comparison to the previous three months.

This will inevitably mean that certain reforms must be made to the economy in order to avoid exacerbating the economic crisis.

Since 2010, austerity measures were introduced and quantitative easing was used to stimulate the economy unsuccessfully. By 2016, up to £445 billion was created and given to the financial markets whereby a minuscule 8% of the wealth trickled down to the real economy, toppling the trickle-down economics argument. In June 2020, this figure now stood at a total of £745 billion.

Realistically, quantitative easing should be used not to aid the financial markets but to aid the real economy by investing into building homes, developing infrastructure and creating jobs.

Currently, Enfield Council finds itself at breaking point because of austerity measures introduced by the government. Since 2010, the Council has lost more than 60% of its budget in real terms and cannot survive anymore.

Therefore, Enfield Council demands that the government does not reintroduce austerity measures post-pandemic and instead embraces the opportunity to change society for the better by investing in the real economy.

Motion 4 in the name of Councillor Aramaz

The Council recognises that there are a huge number of Alevi and Kurdish people in the borough. It is acknowledged by the British Alevi Federation that the London Borough of Enfield has the highest amount of Alevis and Kurdish people living in one area in the United Kingdom.

Enfield public bodies do not currently have enough information about Alevis. More data would help inform the approach of the education, health, local government and general support towards the Alevi community. Lack of inclusion in the census indicates an underestimation and insufficient recognition of the Alevi community as well as inadequate resources directed towards them.

Enfield Council supports the campaign by the British Alevi Federation to include Alevism in the census. Data about minority groups is vital because underreporting could allow discrimination to go unnoticed.

Therefore, in order to not disenfranchise those that identify themselves as Alevi or Kurdish, Enfield Council will ask officers to explore the possibility to select Alevism as an independent faith option and Kurdish as an independent ethnicity option, when compiling council forms. Enfield Council should also explore the possibility of including other ethnic group as a category on council forms.

Motion 5 in the name of Councillor Hamilton

UNIONS and health professionals have condemned the government's abolition of Public Health England (PHE) to replace it with an NHS management body.

The government's decision followed Public Health England's criticism of the government's handling of the coronavirus pandemic and other issues.

They are replacing PHE with a National Institute for Health Protection. The institute has been created without consultation and with no clear plans for the future of the NHS. It raises the risk of further private-sector encroachment on the service.

We are in the middle of a pandemic which is having a devastating effect on the economy and the nation's health and instead of dealing with it the government is abolishing the very body responsible for public health.

We, the London Borough of Enfield urge the government to reverse this decision, to maintain Public Health England to ensure that we have a binding commitment to resource the national public health system with sufficient capacity, resilience and access to data, research and analysis over the long term to address all domains of public health effectively.

The decision to abolish PHE and set up the National Institute for Health Protection without consulting unions and considering the staff is another

reckless move by this incompetent government.

Motion 6 in the name of Councillor Maguire

This Council notes the huge financial impact of the cost of dealing with the Covid 19 pandemic and statements from Government ministers that they would reimburse councils for those additional costs. Additional expenditure, loss of income and the impact on the savings programme is forecast to cost us a total of £64.3m. Funding received from the Government so far does not meet those additional costs.

This Council further notes that in the 10 years since 2010, funding from the Government has been cut by 60%, while demand for services has been increasing. Despite that, Enfield council had set a budget in February that was resilient and sustainable. The Council and Enfield residents should not be expected to shoulder the burden of the extra costs of dealing with Covid. A large number of our residents and businesses have been adversely affected by the lockdown and it will take them a long time to recover.

In this period of economic uncertainty, what we need is the certainty of funding from the Government on a long-term, sustainable basis so that we can plan and budget with confidence. It is alarming, therefore, to hear rumours that the comprehensive spending review later this year will just cover one year. That will only add to the uncertainty. We call on the Government, therefore, to commit to funding the costs of Covid and to delivering long-term funding stability for this and other councils.

Motion 7 in the name of Councillor Savva

Enfield condemns in the strongest possible way the unlawful killing and continued unfair treatment of Black lives. Racism has no place in Enfield or elsewhere in this Country and the World.

Those found to exercise or practice racism, if found guilty, should be punished with jail and or fines.

Motion 8 in the name of Councillor Uddin

London Borough of Enfield is concerned about the impact of COVID-19 virus on all communities. However, we recognise that COVID-19 had disproportionately impacted our black, Asian and minority ethnic (BAME) communities.

Early on in the pandemic the Public Health team at Enfield Council was one of the first London Boroughs that carried out local data analysis to better understand who in our borough was being impacted by the virus.

1. Death certificate data obtained from Enfield Registry demonstrated that people whose origin is from Somalia, Muslim, Caribbean, Bangladeshi, Ghana and Turkey had a high proportion of COVID-19

deaths.

2. Local Enfield analysis observed that, 674 deaths of Enfield residents were reported between 15th March and 5th May 2020 and 299 excess deaths (relative to previous years) were related to COVID-19.
3. A high proportion of people who died from COVID-19 in Enfield were born in Turkey, Greece, Cyprus, Asian (South Asian, East Asian) and African-Caribbean countries.
4. Furthermore, certain occupational groups including drivers (bus, taxi), carpenters, health and social care professionals, childminders and careers had a higher risk of death due to COVID-19. People from black, Asian and minority ethnic (BAME) backgrounds are more likely to work in these roles.

The impact on black, Asian and minority ethnic (BAME) communities across the country has become increasingly clear with statistics from the Institute of Fiscal Studies and the Office for National Statistics (ONS) showing clear disproportionality. ONS figures show that black men and women are nearly twice as likely to die from COVID-19 than white men and women, after taking into account age and socio-demographic factors.

Enfield Council welcomes Public Health England's recently published seven-point plan on how to better protect black, Asian and minority ethnic (BAME) communities from COVID-19. The Council urges / calls on the government to urgently implement the recommendations, before any future waves.

Motion 9 in the name of Councillor Caliskan

As of the 16th September 2020, according to the Office for National Statistics (ONS), the number of Covid-19 related deaths in Enfield was 392. According to NHS Digital, the number of Covid-19 cases in Enfield between 31st August and 13th September was 169. The real figures may well be a lot higher.

National and local data is indicating that the country may well be heading towards a second wave.

Enfield Council is concerned that the national testing system is not working fully and that Enfield residents have struggled to secure a test in recent weeks. The country desperately needs a functioning test, trace and isolate system if we are to prevent a devastating second wave.

Enfield Council calls on the Government to urgently fix the testing system and ensure that there is both testing and laboratory capacity to ensure everyone in our community, including those in care homes, are able to access a test and receive the results quickly.

The impact on black, Asian and minority ethnic (BAME) communities across the country has become increasingly clear with statistics from the Institute of

Fiscal Studies and the Office for National Statistics (ONS) showing clear disproportionality. ONS figures show that black men and women are nearly twice as likely to die from COVID-19 than white men and women, after taking into account age and socio-demographic factors.

Enfield Council welcomes Public Health England's recently published seven-point plan on how to better protect black, Asian and minority ethnic (BAME) communities from COVID-19. The Council urges / calls on the government to urgently implement the recommendations, before any future waves.

Motion 10 in the name of Councillor Joanne Laban

The chamber gives heartfelt thanks to the Enfield Council staff involved in the response to the Covid19 pandemic.

Motion 11 in the name of Councillor Joanne Laban

The Council supports the provision of meat options at its events and to exclude them is discriminatory against meat eaters. This chamber agrees that all Enfield Council events where catering is provided should include meat, vegetarian and vegan options to show its commitment to inclusivity.

Motion 12 in the name of Councillor Edward Smith

This Council agrees to review its recently published Climate Change Action Plan which set a target for the Council achieving carbon neutrality by 2030 because it is flawed and was not subject to adequate consultation for such an important and far reaching project.

REMAINING ITEMS (5 MINUTES)

13. COMMITTEE MEMBERSHIP (Pages 141 - 146)

To confirm changes to Committee memberships agreed since the last meeting.

Revised list attached.

Any changes received once the agenda has been published will be tabled on the Council update sheet at the meeting.

14. NOMINATIONS TO OUTSIDE BODIES (To Follow)

To confirm any changes to the nominations on outside bodies agreed since the last meeting.

Revised list to follow.

Any changes notified after the agenda has been published will be reported to Council on the update sheet tabled at the meeting.

15. DATE OF NEXT MEETING

To note the date agreed for the next Council meeting:

- Wednesday 18 November 2020 at 7pm.

COUNCIL - 1.7.2020

**MINUTES OF THE MEETING OF THE COUNCIL
HELD ON WEDNESDAY, 1 JULY 2020**

COUNCILLORS**PRESENT**

Sabri Ozaydin (Mayor), Christine Hamilton (Deputy Mayor), Huseyin Akpinar, Mahmut Aksanoglu, Maria Alexandrou, Daniel Anderson, Kate Anolue, Tolga Aramaz, Guner Aydin, Dinah Barry, Ian Barnes, Mahym Bedekova, Sinan Boztas, Yasemin Brett, Anne Brown, Alev Cazimoglu, Nesil Caliskan, Mustafa Cetinkaya, Katherine Chibah, Will Coleshill, Lee David-Sanders, Birsen Demirel, Clare De Silva, Chris Dey, Guney Dogan, Elif Erbil, Ergin Erbil, Susan Erbil, Ergun Eren, Achilleas Georgiou, Alessandro Georgiou, Margaret Greer, Charith Gunawardena, Ahmet Hasan, Elaine Hayward, James Hockney, Stephanos Ioannou, Rick Jewell, Saray Karakus, Nneka Keazor, Joanne Laban, Bernadette Lappage, Dino Lemonides, Tim Leaver, Derek Levy, Mary Maguire, Andy Milne, Gina Needs, Terence Neville OBE JP, Ayfer Orhan, Ahmet Oykener, Vicki Pite, Lindsay Rawlings, Michael Rye OBE, George Savva MBE, Edward Smith, Jim Steven, Claire Stewart, Doug Taylor, Mahtab Uddin, Glynis Vince and Hass Yusuf

ABSENT

Chris Bond

1**MAYOR'S CHAPLAIN TO GIVE A BLESSING**

Councillor Kate Anolue, in her last action as Mayor, began the meeting by asking for a minute silence in memory of all the people who have been lost in Enfield and across the world as a consequence of the Coronavirus.

Members observed a minute silence.

The Mayor's chaplains gave four separate blessings, representing four of Enfield's religious communities:

Rabbi Daniel Epstein - Cockfosters & North Southgate Synagogue

Father John Hookway – St Demetrious Greek Church, Edmonton

Kazim Yildirim – Alevi Cultural Centre

Mehmet Arslan from Mosque (in Arabic) and translated into English by Ismail Sik

Councillor Kate Anolue thanked the chaplains for their blessings and expressed pleasure for her time as Mayor of Enfield. She also thanked everyone in Democratic Services for their support over the past year.

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**2
DECLARATION OF INTERESTS**

There were no declarations of interest.

**3
ELECTION OF MAYOR**

Councillor Caliskan moved and Councillor Laban seconded the nomination of Councillor Sabri Ozaydin as Mayor of the London Borough of Enfield for the 2020/21 municipal year.

Councillor Caliskan thanked Councillor Kate Anolue, known affectionately as Auntie Kate, for her work over the past year. She had made Enfield proud, raising a large amount of money at local events for local charities. A standout moment was the poignant speech she had given, in March 2020, about her life and achievements, to the Council's Women's Network. Staff had been genuinely inspired by what she had achieved. Councillor Caliskan also praised Councillor Anolue for the successful introduction of the role of young mayor and deputy mayor and for her supportive and calm leadership, especially in this time of crisis.

In nominating Councillor Ozaydin, Councillor Caliskan said that she was sure he would work well with local communities to promote the borough and was looking forward to working with him in the year ahead.

Councillor Laban in seconding the nomination of Councillor Ozaydin endorsed all the Leader had said about Councillor Anolue adding that she had particularly valued the way she had included the Opposition in debate.

Councillor Laban supported the nomination of Councillor Ozaydin, who had shown such commitment to the borough, even offering to change his company over to the production of Personal Protective Equipment (PPE) to provide for local health and social care services.

Councillor Barry, in her role as leader of the new independent and non-aligned councillor group, Community First, thanked Councillor Anolue for her year as Mayor and welcomed Councillor Ozaydin as the new Mayor.

AGREED that Councillor Sabri Ozaydin be elected Mayor of the London Borough of Enfield, for the 2020/21 municipal year.

Councillor Ozaydin then made and signed a declaration of acceptance of office and was invested with the badge of office.

**4
MAYOR'S ACCEPTANCE SPEECH**

The Mayor made an acceptance speech as follows:

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“Honoured and distinguished guests, friends, colleagues and fellow councillors, I would like to welcome you and thank you for your interest and support in joining us today. It would have been much more pleasant if this ceremony was done as previously, but our borough is keen to remain protective and prudent of our safety during the pandemic.

I am deeply humbled to stand here as the elected Mayor of Enfield. Your hope and trust in me reflect the diversity and unity of our great Borough. I take the responsibility and trust you have shown me very seriously, as I commit to serving the people of our borough to the best of my ability with enthusiasm, compassion and devotion.

I would like to thank my family and friends for their abundant support and understanding over my political role as I prepared to become a councillor, and now the Mayor of Enfield.

I was born in Turkey in 1968 in a small village in Afsin, Maras. My family moved to Istanbul when I was 6 years old, where I attended primary school, secondary school and high school. I came to England to go to a University. When I came I did not even speak a word of English. I was the first person in my family to attend University, graduating from Glasgow Caledonian University, where I spent a year in the **U.S** for work experience.

After graduating in 1992, I entered the clothing industry, and have been in manufacturing since.

As the father of 2 Enfield-born children, I vow to serve our borough to my full capacity and promise to support and encourage all the agencies and voluntary sector units that work tirelessly. I am hoping to work closely with those involved with the community safety in our borough, and the Police. I am dedicated to support or local NHS workers who are doing a wonderful job during the pandemic, as well as the schools in our borough in their plight to provide an invaluable service despite limited resources.

Furthermore, I am hoping to gain the utmost support through my charity, by working diligently with as many voluntary sector groups, ensuring that those who are “hard to reach” are reached and supported.

I give my thanks to Jeremy Chambers, Director of Law & Governance and the officers in Democratic Services and the Mayor’s Office for their invaluable guidance in the run-up to tonight’s ceremony. I sincerely thank you again for your valued support. I hope you all enjoy the rest of your evening.”

**5
ELECTION OF DEPUTY MAYOR**

Councillor Nesil Caliskan proposed and Councillor Dinah Barry seconded the nomination of Councillor Christine Hamilton as the new deputy mayor.

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Councillor Nesil Caliskan was pleased to nominate Councillor Christine Hamilton, a councillor who had served the people of Enfield for many years, had a strong track record and was a good friend.

Councillor Joanne Laban stated that she could not nominate Christine Hamilton as she felt that she had too recently been Mayor and that someone else should have had the opportunity.

Councillor Barry added that, although she shared some of Councillor Laban's reservations, she was happy to second the nomination, as she felt that Christine Hamilton would make an excellent Deputy Mayor.

AGREED that Councillor Christine Hamilton be elected as the Deputy Mayor of the London Borough of Enfield, for the 2020/21 municipal year.

The nomination was agreed, after a vote, with the following result:

For: 45
Against: 0
Abstentions: 17

6

APPOINTMENT OF MAYOR'S AND DEPUTY MAYOR'S CONSORTS

1. Appointment of Mayor's Consorts

The Mayor thanked members for nominating him and announced the appointment of Ozlem Ozaydin and Emre Ozaydin as his consorts for the 2020/21 Municipal Year.

2. Appointment of Deputy Mayor's Consorts

The Deputy Mayor announced the appointment of Ian Hamilton and Joanne Hamilton as her consorts for the 2020/21 Municipal year.

7

ANNOUNCEMENT OF YOUNG MAYOR AND YOUNG DEPUTY MAYOR

The Mayor said that it gave him great pleasure to be able to introduce Kayhan Ali as Enfield's new Young Mayor, and Nevaeh West-Lawson as the Young Deputy Mayor.

The Young Mayor, Kayhan Ali, gave a brief speech introducing himself as a 16 year old, attending Kingsmead School, who had lived his whole life in Enfield. He said that he was aware of the many problems young people in Enfield face and that he welcomed the opportunity to work with the councillors to address some of these problems.

The Young Mayor felt that everyone, wherever they lived in the borough, should have access to the same opportunities. He felt that young people

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should have greater access to apprenticeships. He was particularly concerned about the recent government decision to suspend the free Under 18 Oyster cards and was keen to work with others to reverse this decision. Improving the environment was also a key issue.

The Young Mayor said that he had a passion for politics and hoped that this would be his first step on a journey to becoming Prime Minister. He was proud to represent the young people of Enfield and to be their Young Mayor.

**8
APOLOGIES**

Apologies for absence were received from Councillor Chris Bond.

**9
MINUTES**

The minutes of the meeting held on 26 February 2020 were agreed as a correct record.

**10
MAYOR'S ANNOUNCEMENTS IN CONNECTION WITH THE ORDINARY
COUNCIL BUSINESS**

The Mayor announced that he would be informing members about his preferred charities at the next meeting.

**11
NOTIFICATION OF CABINET MEMBERSHIP**

Councillor Nesil Caliskan asked members to note the Cabinet appointments as set out below and as detailed on the list circulated before the meeting.

1. Cabinet Members

Deputy Leader: Councillor Ian Barnes

Cabinet Member for Children's Services: Councillor Rick Jewell

Cabinet Member for Environment and Sustainability: Councillor Guney Dogan

Cabinet Member for Finance & Procurement: Councillor Mary Maguire

Cabinet Member for Health and Social Care: Councillor Alev Cazimoglu

Cabinet Member for Licensing and Regulatory Services: Councillor George Savva

Cabinet Member for Community Safety & Cohesion: Councillor Nneka Keazor

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Cabinet Member for Public Health: Councillor Mahtab Uddin

Cabinet Member for Social Housing: Councillor Gina Needs

2. Associate Cabinet Members

Enfield North: Councillor Ahmet Hasan

Enfield South East: Councillor Mustapha Cetinkaya

Enfield West: Councillor Katherine Chibah

Non Geographical: Councillor Ergin Erbil

12

COUNCIL PLAN 2020-22

Councillor Caliskan moved and Councillor Barnes seconded the report of the Chief Executive presenting the new Council Plan 2020/22: A Lifetime of Opportunities in Enfield, for agreement and adoption.

NOTED

1. The Leader, Councillor Caliskan's presentation of the updated plan highlighting that:
 - During the last two years the Labour administration had pushed ahead with bold and ambitious plans for the borough.
 - Their considerable achievements were detailed in the plan. Now was a good time to reflect.
 - The new agenda of improvements and investments would be pursued with energy and determination
 - The plan acknowledged the state of continued uncertainty and reiterated the need to support the vulnerable.
 - It contains clear and transparent information about the current financial situation.
 - It was hoped that the Government would honour its commitment to cover Covid 19 related expenditure.
 - Local government had responded to the pandemic needs in a way above and beyond the normal, working with partners to ensure needs were met and that those who were shielding and needed extra support received it. She praised the efforts of the officers and members involved.
 - The Council was ambitious for the borough. It was determined to provide housing for those in need and would intervene in the markets when necessary.
 - The administration was looking to create a new leadership role for the Council to facilitate the necessary changes to cope with new demands.

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- The Council would be standing up for those that the Government would not.
2. Councillor Laban, Leader of the Opposition, endorsed the Leader's words which related to the officers who had done outstanding work to ensure those in need received support, but could not endorse the plan itself. She felt that it needed clear measurable targets and that the Council should listen and learn from residents and work with them.
 3. Councillor Barry thanked officer for the excellent work carried out as part of the pandemic response.
 4. The comments from the majority group
 - There was focus in the plan was on providing good homes in well-connected neighbourhoods and on the money to be invested in the housing stock, improving the quality of homes and the lives of residents.
 - The plan would help the Council meet the goals to address climate change issues.
 5. The comments from the Opposition Group:
 - Concern that the plan was too much about aspiration and not enough about when and how things would be achieved.
 - The view that it would not be a success.
 - That Council tax was rising at a time when services were being reduced.
 - That the Government had provided large amounts of funding to support the extra costs of Covid 19 and to pay the wages of furloughed staff.
 - That the Opposition shared the desire to improve housing in the borough but felt that the administration was not doing enough. Only 551 homes had been built last year, half the amount required and not enough of these were affordable. The key issue was a lack of delivery - shown by the delays to work on the small housing sites and at Meridian Water.
 - Concern about the increasing density of housing proposed on the Alma and New Avenue estates which was felt would reduce residents' quality of life.
 6. The summing up by the Leader, Councillor Nesil Caliskan, that the plan set out the Council's vision and priorities and that this would be underpinned by action plans. The Local Government Association had acknowledged that local authorities were chronically underfunded. The Council would deliver the homes needed, safe and healthy neighbourhoods and an economy which worked for everyone in a fairer Enfield. The administration was proud to present a Council Plan that was ambitious and aspirational for the whole borough.

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After the debate, the report was put to the vote and agreed with the following result:

For: 41
Against: 17
Abstentions: 3

AGREED:

1. To adopt the new Council Plan: A Lifetime of Opportunities 2020/22.

13

COUNCIL'S COMMITTEE STRUCTURE AND REVIEW OF SCRUTINY

Councillor Nesil Caliskan moved and Councillor Tim Leaver seconded the report of the Director of Law and Governance setting out proposals for a revised streamlined committee structure and for an enhancement of the Council's scrutiny function.

NOTED

1. The report had been considered and agreed for recommendation to Council by the Member and Democratic Services Group at their meeting on 30 June 2020.
2. The Leader, Councillor Nesil Caliskan, presented the report highlighting the following:
 - A review of the Council's committee structure had been carried out and a revised streamlined structure proposed.
 - The Centre for Public Scrutiny had reviewed the scrutiny function and its findings were noted as part of the report.
 - Following the review, this was a proposal to enhance the Committee and Scrutiny Structure. The changes would enable councillors to dedicate more time and efforts to new and emerging priority areas, including Environment and Climate Change, Young People, Equalities and Economic Development, as well as vulnerable children as part of the work of the Fostering Panel.
 - The Environment Forum will include membership from local community environment groups.
 - The changes brought about are in response to calls to bolster and improve scrutiny and extra accountability and transparency in additional formal Committees of the Council. Enfield Council believes that the level of responsibility, work and scrutiny of these new key priorities are as important as the existing roles that have a Special Responsibility Allowance attached.
 - Councillors can only claim one Special Responsibility Allowance (SRA) and no Councillor has ever been forced to take either their basic allowance or their Special Responsibility Allowance that they are entitled to. It was down to individual Councillors to make a judgement on their own personal circumstances about

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whether they need to draw down their allowance. The report also proposed that there should be an additional associate cabinet member with a focus on young people.

3. Councillor Laban, the Leader of the Opposition, said that the Opposition although in favour of creating standing scrutiny panels, would not be supporting this report as they had concerns about the creation of a General Purposes Committee subsuming the work of the audit and electoral services, the proposal to merge the transport, green belt and conservation advisory committees into an Environment Forum and the creating of an additional Associate Cabinet Member post. Many of the various stakeholders in these groups also had concerns about the proposals.
4. The comments of Councillor Levy as a member of the Community First group who while not objecting to the proposed changes to the scrutiny structure, felt that the real problem was the culture of the organisation and the scrutiny function's lack of integrity and independence. This had caused reputational damage. He was looking for assurances that the function was independent and impartial.
5. The comments from majority group members:
 - Welcome for the new structure and the view that it would help councillors play a greater role in shaping policy in areas such as housing.
 - Support from the Chair of the Overview and Scrutiny Committee, Councillor Susan Erbil asserting the impartiality of the scrutiny function and expressing the view that many members had been calling for changes. The new proposals would enhance policy development and would enable all members, not just those involved in scrutiny, to make more of a difference to residents.
 - Support for the Environment Forum which would enable a wider focus on environment issues across the borough, not just in the more prosperous areas to the west. It was felt that it would allow more attention to be paid to the Eastern side of the borough and on other environmental issues such as air pollution.
 - The view that the new structure would improve democratic accountability and would enable greater input from members and community groups.
6. The comments from Opposition group members:
 - Concern about the lack of consultation with the groups involved and in the wider community. For instance the Overview and Scrutiny Committee had not had an opportunity to discuss the Centre for Public Scrutiny findings or to feed into the proposals for the new committee structure.

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- Whilst there was agreement that significant improvement was needed, there was some concern about some of the assertions in the Centre for Public Scrutiny report.
- Concern about the inconsistencies in the report and the ability of the new Environment Forum to address all the matters previously covered by the Green Belt Forum, Conservation Advisory Group and Public Transport Consultative Group. Some of the groups listed in the terms of reference no longer existed.
- Concern that the creation of the General Purposes Committee would dilute the effectiveness of the audit committee function.
- Concern about the possibility of an attack on the green belt.
- Concern about the growth in the number of paid positions for members of the administration.
- Concern about a lack of value for money and lack of accountability from the Associate Cabinet Members. The view that they did nothing more than could be achieved by a cabinet member.

7. Comments from the Community First group

- Concern that abolishing groups such as the Public Transport Users Group which had been instrumental in bringing about real change, for example at Winchmore Hill Train Station would prevent meaningful outcomes.
- Concern about the lack of accountability of the Associate Cabinet members.

8. The Leader summed up by saying that the proposals were not a waste of money, they had been subject to through consultation and had been discussed by both the main political groups. The scrutiny function would be enhanced with the return to thematic panels and that these changes would enable members to better feed into the thinking of the authority. The other groups would still be able to meet informally.

At the end of the debate the proposals were put to the vote and agreed with the following result:

For: 40
Against: 20
Abstentions: 1

AGREED

1. To approve the revised streamlined Council's committee structure to take immediate effect.
2. To note the review of the Council's scrutiny function carried out by the Centre for Public Scrutiny and agree proposed Scrutiny Panels

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3. To agree an additional Associate Cabinet Members focusing on children and young people in the borough.
4. To instruct the Monitoring Officer to make any necessary amendments to the Constitution as a result of these decisions.

14

MEMBERS ALLOWANCES 2020/21

Councillor Caliskan moved and Councillor Maguire seconded the report of the Director of Law and Governance on the Members Allowances Scheme.

NOTED

1. The report recommended that the basic allowance should not be raised to take account of inflation but that there should be an increase in the number of special responsibility allowances. This was the tenth year in a row that the allowance had been frozen. Enfield Council has one of the lowest councillor allowances in London.
2. The view of the Leader of the Opposition, Councillor Joanne Laban, that there should be no increase in either of the basic allowance or the special responsibility allowances. She felt that in a time of increasing unemployment and uncertainty, it was not appropriate for the Council to increase members' allowances.
3. The view of the Leader of the Community First Group that as the Council's finances were not in a good state, it was not appropriate to raise special responsibility allowances. She felt that the allowances could have been redistributed without increasing costs. Increasing allowances, in the gift of the Leader, could be seen as undemocratic patronage.
4. The comments from the majority group:
 - It was not unreasonable that members taking on additional work such as the new Environment Forum should receive extra recompense in the form of a Special Responsibility Allowance.
 - It would not be fair to give allowances to some but not all of the members who had taken on extra responsibilities. Some of the roles such as that on the fostering panel were dealing with difficult and complex issues involving vulnerable people and should be valued and recompensed.
 - The amount of money involved was a relatively small amount and was being taken from previous underspends.
5. The comments from the main opposition group:
 - The view that it was unacceptable to raise Council taxes and pay councillors more.
 - That an allowance for sitting on the fostering panel was unnecessary.
 - That those who are being paid to chair scrutiny panels should have excellent chairing skills.

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- That there was a case to look at the basic allowance which had been frozen for ten years, but not to increase the responsibility allowances.
 - The concern that the creation of extra allowances for the members of the majority administration was being used to create a payroll vote.
 - The view that giving additional allowances at a time when many families were struggling gave the wrong message.
6. The summing up by the Leader, Councillor Nesil Caliskan, rejecting the arguments of the Opposition. It was only fair that everyone who took on a responsibility should receive an allowance reflective of their responsibilities. No-one was forced to claim an allowance. They could be returned. £36,000 was a maximum estimate of the total cost. It could be less and no-one would be able to claim more than one allowance

After the debate the recommendations in the report were put to the vote and agreed with the following result:

For: 41
Against: 18
Abstentions: 2

AGREED

1. That the current Members Allowances Scheme is re-approved as set out in Part 6 of the Constitution, with the amendments set out in the report.
2. That the automatic increase in allowances by the average earnings as at March 2020 not be implemented for 2020/21 financial year.

15

MEMBERSHIP OF COMMITTEES AND PANELS

Councillor Nesil Caliskan moved and Councillor Claire Stewart seconded the report of the Director of Law and Governance seeking Council approval to determine the constitution and political balance of the committees, joint committees and panels that had been set up for the discharge of the Council's functions.

NOTED

1. The request that in future this report and the following on committee memberships and other bodies be published more promptly.

AGREED

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1. That the seats allocated to each political party on the committees and boards to which section 15 of the Local Government and Housing Act 1989 apply, be approved as set out in Appendix A to the report.
2. That in accordance with paragraph 3.3 of the report, the Council resolves (without dissent) that the rules of political proportionality should not apply to those bodies marked with an * in Appendix A.

16

APPOINTMENT TO COUNCIL BODIES FOR 2020/21

1. Appointment of Council Bodies 2020/21: Committee Membership List

Councillor Nesil Caliskan moved and Councillor Claire Stewart seconded the list of Council bodies to be established and membership appointments for the 2020/21 municipal year.

NOTED the following changes to the list circulated at the meeting:

- Councillor Ergin Erbil would not sit on the Environment Forum or the Planning Committee. These positions would be vacant until new nominations were received.
- Councillor Maria Alexandrou would not sit on the Environment Forum or the Licensing Committee. These positions would be vacant until new nominations were received.

AGREED to the establishment of the Council bodies for the 2020/21 Municipal Year and the appointment of their memberships as set out on the list circulated during the meeting with the amendments set out above.

This was agreed unanimously.

2. Appointment of Council Bodies 2020/21 Terms of Reference

Councillor Nesil Caliskan moved and Councillor Claire Stewart seconded the motion to approve the terms of reference as set out in Part 2 of the Council's Constitution.

AGREED to confirm the terms of reference of those bodies as agreed in the report on changes to the committee structure above and as set out in Part 2 of the Council's Constitution.

This was agreed unanimously.

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17

REPRESENTATION ON OTHER BODIES AND ORGANISATIONS 2020/21

Councillor Nesil Caliskan moved and Councillor Claire Stewart seconded the list of nominations to outside bodies for the 2020/21 Municipal Year as circulated during the meeting.

AGREED the Council's representation on outside bodies, as detailed on the green list circulated during the meeting.

This was agreed unanimously.

18

COUNCIL SCHEME OF DELEGATION

Councillor Nesil Caliskan moved and Councillor Michael Rye seconded the authority's scheme of delegation.

AGREED the authority's scheme of delegation, as set out in Part 3 (pages 3-3 to 3-5) of the Constitution.

This was agreed unanimously.

19

DELEGATION OF ENFORCEMENT POWERS

Councillor George Savva moved and Councillor Guney Dogan seconded the report of the Executive Director Place setting out the delegated authority arrangements for approval within the Place and other directorates.

NOTED

1. The report updates the delegation powers in line with recent legislation to enable officers to effectively and legally take enforcement actions required. They were last updated 6 years ago.
2. The report covers a wide range of activities from abandoned vehicles to zoo licences.
3. The support of the Opposition for the report including a brief account of the interesting history behind the various licences.

AGREED:

1. To approve the delegated authorities outlined in this report and set out in detail in appendices A-J.
2. To note that these appendices will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area will need to enforce.

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20

CALENDAR OF MEETINGS

AGREED

1. The calendar of meetings of the Council for 2020/21 and 2021/22, including the next Council meeting which was scheduled for Wednesday 30 September 2020.
2. That approval of any further amendments to the calendar be delegated to the Director of Law and Governance in consultation with all groups.

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DATE OF NEXT MEETING

NOTED that the next meeting of the Council will be held at 7pm on Wednesday 30 September 2020.

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Open for Business
During COVID-19

Opposition Priority Business Paper

1.0 Executive Summary

- The Opposition is concerned that despite the fact we may face new restrictions that the Administration missed the opportunity to provide as full a service as possible within COVID-19 regulations when the national lockdown was eased.
- The Civic Centre front doors have remained closed since March.
- Since July only four libraries have been open.
- The Barrowell Green, Household Waste and Recycling Centre was closed in March and was reopened on 11th May but has not moved on from an appointment only service.
- The slow reopening of Council services has had a detrimental effect on the local economy, especially retail outlets.
- Enfield Council needs to ensure that if restrictions are re-imposed it is flexible and efficient in responding when easing occurs so that it provides as full a service as possible within the necessary COVID-19 guidelines.

2.0 Recommendations

- Announce a set date for the reopening of the Civic Centre front doors if lockdown restrictions are not re-imposed and if they are a new date.
- Review the appointment system for Barrowell Green, HWRC to deliver at the very least a no appointment necessary service for some days of the week in line with COVID-19 regulations.
- Establish COVID secure advice/help points as soon as possible in Ordnance Unity and Palmers Green Libraries and a timeline for all libraries to reopen.
- Abolish the requirement to book to browse, and control numbers in the libraries in line with COVID-19 like other boroughs have done.
- If another lockdown occurs and front facing services have to stop a review needs to take place during that time to learn why some boroughs and industries were able to reopen services quicker and more comprehensively when restrictions were lifted the first time than Enfield Council.
- Create an action plan so if another lockdown is implemented Enfield Council can be quicker and more flexible with reopening affected services when restrictions are lifted.

Open for Business
During COVID-19

3.0 Background

- The United Kingdom has been experiencing the worst pandemic in a century.
- We thank all staff who have contributed to Enfield Council's response to COVID-19.
- The Prime Minister announced initial lockdown measures on 23rd March.
- On 15th June retail owners were given permission to reopen.
- On 4 July, the following premises were allowed to reopen provided they are COVID-Secure:
 - hotels, bed and breakfasts and self-contained holiday accommodation;
 - caravan parks and campsites;
 - places of worship and libraries;
 - restaurants and cafes;
 - bars, pubs and social clubs;
 - cinemas and bingo halls;
 - museums and galleries;
 - hair salons and barbers;
 - outdoor playgrounds and outdoor gyms.

4.0 Civic Centre

- The Civic Centre closed its door to residents and visitors in March.
- Staff were advised to work from home if possible, via an email from CEO on 20th March.
- The Civic Centre at the time of writing remains closed to visitors' months after retail, eateries, museums and libraries first reopened after COVID-19 rules were lifted.
- Residents have visited daily for months only to find the Civic Centre doors locked to the very people who pay for it to be open.
- The signage at the Civic Centre informing residents of this has been inadequate. The result being that people ended up banging on the entrance doors with conversations through the window if they were lucky enough to do so when someone was in reception.
- Advice has been available at two out of the four libraries that have been open. However, there are not any help points at either Ordnance Unity or Palmers Green libraries leaving large parts of the borough some distance away from socially distanced Covid secure face to face customer advice.

Open for Business
During COVID-19

- There have been works in the reception of the Civic Centre during September that might not be complete until October. These improvements should have been completed sooner so the front doors were open prior to when local lockdowns started to happen. The Civic Centre has lost weeks of front facing business opening time.
- The closed doors have given the impression that the council has been closed for business since March. The Civic Centre is the flagship building of the authority and the fact its front doors have been locked with cones outside for months when other places were able to open has given a negative impression of the council. Enfield Council has looked closed for business when it should have been open.
- If the country goes into lockdown again or strict local restrictions are imposed Enfield Council needs to be speedier than it was the first time at opening its Civic Centre front doors and presenting an open for business vision. Enfield Council needs to ensure that when the rules ease it does not miss valuable opening time again to serve our community.

5.0 Libraries

- The Government removed the restrictions on libraries on 4th July.
- Enfield Council announced that it would be reopening libraries from 13th July. Over a week after they could have been open.
- Enfield Town and Edmonton Green hub libraries would be the first to reopen.
- Ordnance Unity and Palmers Green hub libraries reopened on the week beginning 14th September leaving the residents of Southgate and North East Enfield for months without access to a local library when they should have been able to.
- Ordnance Unity and Palmers Green libraries opened without an advice/help facility.
- Enfield Town and Edmonton Green libraries for weeks just provided a click and collect service with no opportunity to browse.
- At the time of writing visitors are able to browse but you must make a prior appointment.
- Essex, Wandsworth, Bexley and Norfolk's libraries managed to open libraries for browsing without the requirement to book.
- The libraries that have opened in Hertfordshire have allowed each person to browse for 15 minutes without needing to book an appointment.

Open for Business
During COVID-19

- If we need to close our libraries again due to COVID-19, we need to ensure that we reopen all our four hub libraries sooner and as comprehensively as possible within the guidelines set.

6.0 Leisure centres

- The delay in opening Enfield Council owned leisure centres caused inconvenience to residents.
- The Government lifted restrictions on leisure centres on 4th July.
- Enfield's leisure centres partially reopened for business on the week beginning 17th August meaning our centres were not open for business for over 6 weeks. During that six weeks residents visited the sites expecting them to be open only to find them closed for business.
- Albany and Southgate Leisure Centres would initially only be for dry-side activities e.g. gym.
- The swimming pools at Edmonton and Southbury Leisure Centre would be opened as well as other activities.
- Southbury Leisure Centre's pool reopening was delayed for 24 hours due to an unforeseen issue.
- Staff found a problem with Edmonton Leisure Centre's swimming pool boiler so it could not open on the original date publicised.
- Arnos Pool has not reopened.
- There was a dispute between Enfield Council and its contractor Fusion which was one of the reasons given for the delays, but any problems should have been dealt with as soon as the Government announced the date when restrictions would be lifted.
- Barnet had all its leisure centres open on 4th July.
- It is essential that Enfield Council's contractor Fusion is left in no doubt that if restrictions are re-imposed on the leisure industry again that it expects it to be quicker at being open for business when they are lifted than it was before.

7.0 Barrowell Green – Household Waste and Recycling Centre [HWRC]

- Barrowell Green was reopened on 11th May with an appointment only system.

Open for Business
During COVID-19

- Bromley opened its sites on 4th May with an appointment system similar to Enfield. However, within weeks the requirement to book was removed.
- Essex and Hertfordshire did not require visitors to book an appointment to use its recycling centres.
- The Barrowell Green appointment system over the last few months experienced over 100 cancellations per week (sometimes more) and that does not take into account the number of people who did not turn up.
- Enfield Council failed during this time to work with its contractor towards removing the appointment system like Bromley even a few days a week prior to the COVID-19 infection rate increasing to where it is now.

8.0 Concerns

- Enfield Council's key priority is to serve the needs of residents. However, as an organisation it was slower than other sectors to open customer facing services within COVID-19 guidelines when lockdown was first eased.
- The Opposition acknowledges the complexities with COVID-19 restrictions, but other boroughs were quicker than Enfield in being open for business delivering as normal as service as possible within the rules.
- Council staff are an important driver for the local economy and so many buildings being closed during a time when they could have been open has not encouraged residents to use our high streets and as one of the largest employers in the Borough our staff contribute a lot to the local economy.
- We are now facing potential restrictions being placed again. If these occur Enfield Council needs to be flexible and work at pace to ensure it is ready to respond when restrictions are lifted with the reopening of buildings and services again to support our local economy.

9.0 Conclusion

- Enfield Council currently has looked closed for business even though officers are working over the last few months.
- Residents cannot understand why services such as libraries, the front desk at the Civic Centre and Barrowell Green have been closed or appointment only when so much of the economy has been open for business even with the recent announcement regarding six people meeting.
- Enfield Council has failed in its duty to support the local economy over the last few months due its delay in encouraging staff back to office buildings within COVID-19 rules even on a flexible working basis.

Open for Business
During COVID-19

- The Opposition fully recognises that infections have risen and that we could face further lockdowns either local or national by the time councillors discuss this paper.
- The Opposition hopes this is not the case but if another lockdown occurs and front facing services have to stop a review needs to take place during that time to learn why some boroughs and industries were able to reopen services quicker and more comprehensively when restrictions were lifted the first time than Enfield Council.
- A plan of action needs to be drafted taking into account things learnt in the review so that we can be ready and agile to be open for business when restrictions are lifted.

15. OPPOSITION BUSINESS

- 15.1 The Council will, at four meetings a year, give time on its agenda to issues raised by the Official Opposition Party (second largest party). A minimum of 45 minutes will be set aside at each of the four meetings.
- 15.2 All Council meetings will also provide opportunities for all parties and individual councillors to raise issues either through Question Time, motions or through policy and other debates.
- 15.3 The procedure for the submission and processing of such business is as follows:
- (a) The second largest party shall submit to the Monitoring Officer a topic for discussion no later than 21 calendar days prior to the Council meeting. This is to enable the topic to be fed into the Council agenda planning process and included in the public notice placed in the local press, Council publications, plus other outlets such as the Council's web site.
 - (b) The Monitoring Officer will notify the Mayor, Leader of the Council, the Chief Executive and the relevant Corporate Management Board member(s) of the selected topic(s).
 - (c) Opposition business must relate to the business of the Council, or be in the interests of the local community generally.
 - (d) If requested, briefings on the specific topic(s) identified will be available to the second largest party from the relevant Corporate Management Board member(s) before the Council meeting.
 - (e) No later than 9 calendar days (deadline time 9.00 am) prior to the meeting, the second largest party must provide the Monitoring Officer with an issues paper for inclusion within the Council agenda. This paper should set out the purpose of the business and any recommendations for consideration by Council. The order in which the business will be placed on the agenda will be in accordance with Council Procedure Rule 2.2 relating to the order of business at Council meetings.
 - (f) The discussion will be subject to the usual rules of debate for Council meetings, except as set out below. The Opposition Business will be conducted as follows:
 - (i) The debate will be opened by the Leader of the Opposition (or nominated representative) who may speak for no more than 10 minutes.
 - (ii) A nominated councillor of the Majority Group will be given the opportunity to respond, again taking no more than 10 minutes.
 - (iii) The Mayor will then open the discussion to the remainder of the Council. Each councillor may speak for no more than 5 minutes but, with the agreement of the Mayor, may do so more than once in the debate.

- (iv) At the discretion of the Mayor the debate may take different forms including presentations by councillors, officers or speakers at the invitation of the second largest party.
- (v) Where officers are required to make a presentation this shall be confined to background, factual or professional information. All such requests for officer involvement should be made through the Chief Executive or the relevant Director.
- (vi) The issue paper should contain details of any specific actions or recommendations being put forward for consideration as an outcome of the debate on Opposition Business.
- (vii) Amendments to the recommendations within the Opposition Business paper may be proposed by the Opposition Group. They must be seconded. The Opposition will state whether the amendment(s) is/are to replace the recommendations within the paper or be an addition to them.
- (viii) Before the Majority party concludes the debate, the Leader of the Opposition will be allowed no more than 5 minutes to sum up the discussion.
- (ix) The Majority Group will then be given the opportunity to say if, and how, the matter will be progressed.
- (x) If requested by the Leader of the Opposition or a nominated representative, a vote will be taken on whether to approve the Majority Group's response.

London Borough of Enfield**Full Council****30 September 2020**

Subject: Homelessness in Enfield
Cabinet Member: Cllr Needs
Executive Director: Sarah Cary, Executive Director Place

Key Decision: KD4682

Purpose of Report

1. This report sets out our approach to ensuring that social housing is prioritised for those who need it most. We are determined to enable everyone to access a stable, secure and decent home regardless of tenure. Our strategy is therefore to:
 - Step in to prevent people from becoming homeless at the earliest possible stage, rather than waiting until they have a crisis
 - Equip people with the skills to manage a tenancy in the PRS through training and support
 - Reshape the housing market to improve access to housing in the private rented sector for residents whilst improving quality
2. Cabinet considered the Allocations Scheme in July 2020 and have recommended approval of the Scheme to the Council.
3. The Allocations Scheme incentivises residents to work with us to prevent homelessness. We want everyone to have a safe and secure home but there is simply not enough social housing to meet the needs of everyone in the borough. This means that solutions need to be rooted in the private rented sector. The Allocations Scheme supports this approach by rewarding residents who make a success of living in the private rented sector.
4. The draft Allocations Scheme was subject to a consultation with residents and stakeholders. The consultation ran from December 2019 to April 2020. This report sets out the results of consultation and the proposed Allocations Scheme for approval having regard to an equality impact assessment which is included as an appendix to this report. As a result of the consultation we are amending our plans as follows:
 - The proposal to count living rooms as bedroom for properties in the private rented sector has been removed.
 - Lowering the threshold for minimum points to be able to bid from 150 points to 100 points
 - Removing the greater priority given to households in employment

5. The impact of Covid has led to a reappraisal of our plans for the service and how services will be delivered in future. We have re-evaluated the impact for residents of the new allocations scheme in the light of the issues highlighted by the pandemic and the measures taken to prevent the spread of the virus.
6. We are conscious of the role that overcrowding plays in both the sustainability of the lockdown measures and in the ability of residents to be able to self-isolate where necessary. Recent figures on mortality from Covid for residents from BAME communities have added physical risk to the dangers of overcrowding. This has resulted in our changed approach to the rooms counted as bedrooms in the private rented sector for the Allocations Scheme and in the level of priority given to overcrowded households.
7. Government policy on social housing allocations is continuing to evolve. New statutory guidance has been issued on the prioritisation of members of the armed forces and their partners or spouses. This has been incorporated into the new allocations scheme.
8. We are aware of forthcoming legislation on domestic abuse. This will impact on the Allocations Scheme; however, the legislation has not been finalised. We are therefore requesting that authority be delegated to the Cabinet Member for Social Housing to approve amendments to the scheme.
9. The new policy will see the following benefits for residents:
 - Increased transparency in the allocation of social rented homes based on enduring housing needs such as disabilities and long-term health conditions
 - Increased priority for those that are overcrowded
 - Increased access to a range of properties, both existing and in development
 - Local letting schemes for new build properties to enable residents to directly benefit from regeneration activity
 - Increased priority for homeless households who move into the private rented sector rather than remaining in temporary accommodation
 - Fewer households living in temporary accommodation

Proposal(s)

10. Council is requested to:
 - Approval the Allocations Scheme, set out in Appendix 1
 - Delegate authority to the Cabinet Member for Social Housing to approve minor amendments to the Allocations Scheme

Reason for Proposal(s)

11. The human cost of homelessness and households spending years in temporary accommodation is enormous. At the same time the financial cost to the council of an ever-increasing number of households in temporary accommodation is growing from its current level of £6.9M per year. The proposals outlined represent a shift in focus and investment in the prevention of homelessness and support for residents to proactively reduce the number of households reaching crisis point.

12. Our current allocations scheme is focused on immediate housing need. This means that households who have an enduring need for support and services other than housing itself cannot be prioritised. The principle behind the new scheme is that those households who have an enduring need should be given greater priority for housing. This means that we will take a coordinated approach to the prioritisation of households, working with Adult Social Care and Children and Family Services to ensure that we are prioritising those households who have a long term need rather than a short term crisis where the household's situation may improve with time. We anticipate that this will also help to reduce the pressures on other Council services.
13. The impact of Covid has meant that we have had a sudden rise in the number of single people approaching us for help and who we have accommodated on the basis of their risk of rough sleeping as required by Government. This has led to us accommodating over 200 people in short term emergency housing. The step down and move on for this group is covered in our Local Delivery Plan elsewhere on this agenda. The current Allocations Scheme includes provision for rehousing rough sleepers on a 'housing first' basis alongside a package of support.
14. The pandemic has also highlighted the role that overcrowding plays in the sustainability of the lockdown for many of our poorest households. Recent figures on mortality from Covid for residents from BAME communities have also added physical risk to the dangers of overcrowding for these communities. The Allocations Scheme gives additional priority to social housing tenants who are overcrowded. For private rented tenants, we are working to improve access to the private rented sector to make it easier for them to move to a more suitable home. The Placement Policy sets out our approach to this.

Relevance to the Council's Corporate Plan

15. Good homes in well-connected neighbourhoods

The policy is intended to ensure that the Council and residents can make the best use of existing housing, across a wide range of tenures and links to our wider Housing and Good Growth Strategy.

16. Sustain strong and healthy communities

The allocations scheme gives far greater priority to households who have disabilities or health needs. This will be of particular benefit to families with disabled children.

17. Build our local economy to create a thriving place

The policy is an intrinsic part of our Homelessness and Rough Sleeping Prevention Strategy. We aim to improve access to safe and affordable housing for all residents through a range of initiatives and strengthen residents' ability to sustain the housing through support and training.

Background

18. Enfield Council's Housing and Good Growth Strategy to 2030 sets out the vision and housing policy to help more people realise their aspirations.

19. The Allocations Scheme sets out our approach to the allocation of social rented housing across both Council owned and registered provider (housing association) owned properties.
20. The last few months have placed residents and services under extreme pressure. The full impact of the Covid pandemic has yet to be felt but the short-term impacts have been profound. The immediate impact was a halt to evictions in the private rented sector, but also to our ability to let social rented properties. This meant that we stopped new social housing lets to focus on the provision of short-term emergency housing. Revised government guidance in early May enabled us to resume social housing lettings.
21. The lockdown has also seen unprecedented numbers of single homeless people and childless couples approaching us for help. In line with government guidance, we have been providing emergency accommodation although we may not have a statutory responsibility towards this group. As approved by Cabinet in January, we are mobilising the contract with the Single Homelessness Prevention Service. This will enable us to provide support and permanent housing to around 500 single homeless people each year, regardless of government policy in this area. In advance of the start of the contract we are working to ensure that we can secure permanent homes for all those who are currently in emergency accommodation.
22. In response to this we have launched the Landlord Advice Line. This provides advice to landlords as a way of de-escalating situations and as an early intervention tool to prevent homelessness in the future. This complements the Housing Advice Line which is now open for any resident concerned about their housing situation.
23. As the lockdown is progressively lifted, we expect to see a surge in the number of people approaching us for help, driven by both the economic and social pressures of the pandemic. We are expecting to see large increases in request for help from people fleeing domestic abuse and from those losing their tenancy.
24. Because of this, we are moving forwards with the establishment of the Housing Advisory Service as outlined in the January Cabinet paper. We are working closely with other services to ensure that we can maximise the benefits to residents through the colocation of services including the Domestic Abuse Hub and Children and Family Services. The service model has been adapted as we apply learning from providing services during the pandemic. In moving the service to being telephony based we have managed to improve access for residents. Initially this was part of our emergency response but has now been incorporated into a longer-term plan to channel shift the service to being telephone and internet based. The intention is to improve the accessibility of the service by ensuring that residents can contact us without needing to travel to a set location.
25. A key theme of the draft Equality, Diversity and Inclusion Policy (A Fairer Enfield) is to reduce the number of households living in temporary accommodation. The implementation of the new Allocations Scheme is a critical part of our approach to reducing the number of households

living in temporary accommodation. The Placement Policy sets out our approach to securing suitable, affordable housing for them to move on to.

26. As outlined in our Homelessness Prevention Strategy, the Council is committed to using all its resources and creativity to make the experience of homelessness rare, brief and non-recurring. We are determined to enable everyone to access a stable, secure and decent home regardless of tenure.

Main Considerations for the Council

27. By law, the Council must publish how it intends to make sure that social housing goes to those who need it most. This is set out in an allocations scheme. We allocate accommodation when we:
- select people to be a secure, flexible or introductory tenant of the Council;
 - nominate people to be a secure, flexible or introductory tenant of another council;
 - nominate a person to be an assured, flexible or introductory tenant of a housing association (legally known as a Registered Provider).
28. The allocations scheme is designed to give priority for housing to those people that are most in need of help. In looking at need, we want to ensure that we look at the lifetime needs of a household rather than just looking at their immediate situation. In developing the approach, we have two aims:
- To allocate council homes according to the lifetime needs of a household
 - To support residents to improve their housing situation without social housing
29. The allocations scheme is an integral part of the Homelessness Transformation Programme as it provides the service with the necessary tools and incentives to support residents to adopt behaviours that will support positive housing outcomes. Above all we want to ensure that the route into a Council or housing association home for those without additional needs is to be a successful tenant in private rented sector. We want to end the use of temporary accommodation as a long-term solution to people's housing needs and to ensure that all residents have access to a stable, secure and decent home.

Key Changes

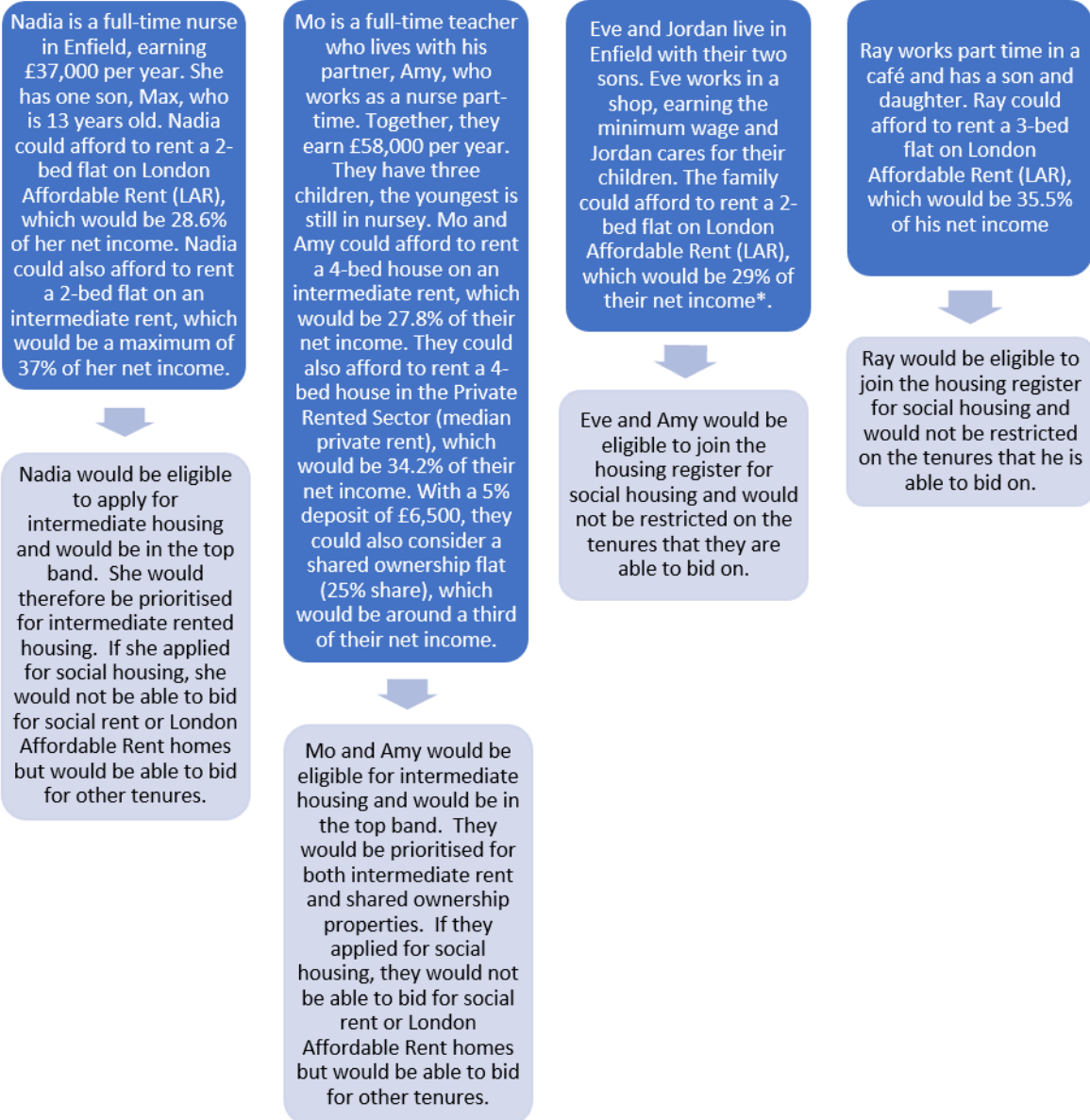
Who is Housing for?

30. The Council has different obligations to homeless households depending on when they became homeless. We want to ensure that the Council's policies support residents to make the most of the opportunities open to them. Under the current allocations scheme residents who move out of temporary accommodation lose their points of the housing register. The new scheme is intended to reward residents who move out of temporary accommodation into the private rented sector and to give them an annual increase in points for sustaining the tenancy.

31. Changes to the way in which the Council undertakes regeneration will also have an impact as roughly a third of allocations currently go to people being decanted as part of a regeneration scheme. Under the new plans decants will not commonly be required prior to regeneration. This means that under the new scheme, there will far fewer homeless applicants and fewer decants. This prompts the wider question of who social housing is for.
32. The proposed scheme is intended to take a more holistic view of need and to prioritise those household who have an enduring need for social housing rather than looking at a specific point in time. Key to this will be ensuring a coordinated approach between Housing, Children's Services and Adult Social Care. The new allocations scheme enshrines this approach by prioritising those who need or receive care services.
33. This is a new approach and will be reviewed once the scheme has been operating for twelve months. We are therefore seeking delegated authority for the Cabinet Member for Social Housing to amend the scheme.
34. The implementation of the new scheme is dependent on the implementation of new software. This is due to be in place by December 2020, but the exact timing of the implementation is therefore subject to change.

Case Studies

The Housing and Growth Strategy set out some case studies of different households and what types of tenure they would be able to afford. The examples below illustrate how the proposed policies would impact on these households.



Income Thresholds

35. The old Allocations Scheme includes an income threshold of £40,000 for households without children or £70,000 for households with children. Households above the income threshold are not eligible to join the housing register.
36. The new Scheme has a more graduated approach. The new threshold is set at the minimum income required to be able to afford shared ownership properties in Enfield (currently £37,000). This will change as house prices in the borough change and the scheme sets out how this will be calculated. Households below the threshold would be able to bid on any properties that they are able to afford, including Council homes. Households above the threshold would not be able to bid for Council homes at social rent or London Affordable Rent levels but would be able to bid for housing association homes at higher rent levels.

Homeless Applicants (pre-November 2012)

37. Applicants who were accepted as homeless before November 2012 are entitled to an offer of social housing (either a council or housing association home). Under the new scheme a household in temporary accommodation will receive one suitable direct offer of a social rented home. However, if they move into the private rented sector, they can increase their points and retain the right to bid for properties through the choice-based lettings system.

Homeless Applicants (post 2012)

38. Applicants who were accepted as homeless after November 2012 can be offered a private rented home and are not entitled to social housing. Under the new scheme an applicant in temporary accommodation will be made an offer of private rented accommodation and this will discharge our duty towards them. However, if they work with the service to secure a privately rented home (found either by themselves or by the Council) then they can increase their points and receive an annual uplift. This means that they will be able to continue to bid for social housing after they have moved into a privately rented home.

Applicants with Disabilities

39. Government figures suggest that the number of people with disabilities and medical conditions on the housing waiting list in England has risen by almost 11,000 in two years. They show 119,621 disabled people or people with a medical condition were left waiting for an accessible home by their local authority in 2018/19, a rise of more than 10% since 2016/17
40. As a result, the new allocations scheme gives greater priority to households with disabilities. The current allocations scheme gives priority to applicants with disabilities for one-bedroom properties. The new allocations scheme broadens the scope to include all property sizes. This means that the new scheme enables the prioritisation of families with disabled children. There is also an emphasis on ensuring close coordination with health and care services. A new priority group is included:

- *Where a member of the household has been diagnosed with either a mental health illness; learning disability; physical disability, sensory impairment or long-term condition and they:*
 - *will receive support from social care services; or*
 - *could be in need of social care services in the absence of settled accommodation; and*
 - *have a significant need for a social tenancy because their current housing circumstances are having a severe negative impact on their health condition and wellbeing.*
41. Eligibility will be determined by multi agency panels to ensure the coordination of services. The terms of reference for the panels are set out at Appendix D of the Allocations Scheme.

Income Thresholds and Tenure

42. The new scheme introduces an income threshold. The threshold is based on the entry point for shared ownership in Enfield. The formula is based on the principle outlined in the Housing and Growth Strategy 2020 that no one should pay more than a third of their income on housing costs. There are also different thresholds for different tenures, reflecting both their affordability and the grant criteria for building these homes.

Supported and Sheltered Housing

43. The new allocations scheme simplifies the criteria for allocating sheltered and supported housing. Priority is based on using the housing points from the main scheme multiplied by assessed support need.

Garden Rule

44. The garden rule preventing the allocation of properties to households without young children is removed. This will enable the allocation of properties to larger families without young children.

Flats above the ground floor

45. The new scheme gives priority to people living in high rise properties who would be unable to escape in the event of a fire. All council properties require people to be able to self-evacuate their homes, in the event of a fire. This means tenants must be able to leave their flat, without assistance. If an applicant is unable to do this, they must declare this on the application. If they have a mobility problem, under the new scheme, we will carry out an assessment known as a Personal Emergency Evacuation Plan. This will determine their suitability for housing according to their level of mobility and the support they require.
46. If an applicant is able to self-evacuate their flat unaided, but has mobility problems, which would mean that they would be unable to use a staircase to evacuate the building, they will not be able to bid for properties above ground floor level unless the building has a full sprinkler system. This is to ensure their safety.
47. This will impact on our existing tenants. As part of our new approach to Health and Wellbeing we have identified a small number of residents who may have difficulty in self-evacuating. We undertake person centred

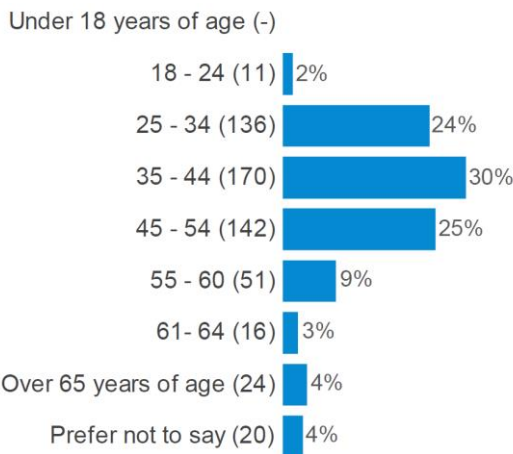
fire risk assessments such households and mitigation measures include fire prevention/suppression measures or potentially rehousing. The new scheme will enable us to prioritise these residents for a transfer to suitable accommodation.

Public Consultation on the Allocations Scheme

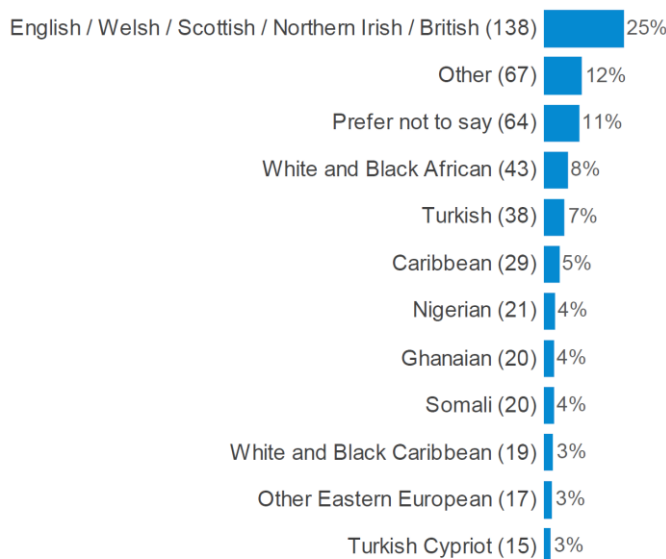
48. The public consultation ran from December to April. In addition to the usual channels we directly contacted all of those on the housing register or in temporary accommodation and leafletted current tenants.

The Response

49. This consultation produced a strong response with 577 responses. 59% of responses were from people who had been directly contacted by email or letter because they are directly affected by the proposals. 70% of respondents receive welfare benefits. Unusually, the consultation produced a strong response from younger residents with 26% being under 35 years old and another 30% aged between 35 and 44 years. The full breakdown was:



50. 74% of respondents were female and 37% had some form of illness or disability. There was a good spread in terms of ethnicity with most responses being from people from a minority background:



51. We are therefore confident that we have managed to capture the views of those who are most affected by the proposals. The full results of the feedback are shown at the annex and as a result we intend to amend our approach as follows:
52. Reduce the points threshold for bidding from 150 points to 100 points
53. Remove completely the proposal to count living areas as bedrooms in the private rented sector when calculating overcrowding

Who is Housing for?

54. There was strong support for limiting access to social housing to those with lower incomes with 78% of people supporting the proposals. Residents were also supportive of Key Workers being allowed to join the housing register (61%) for affordable housing but were split on whether they should receive priority (43% wanted greater priority whilst 41% were opposed). However, it does indicate support for keyworkers being prioritised for discount market rent products as part of Build to Rent schemes being addressed through the Intermediate Housing Policy. There was strong support for the minimum age for holding a tenancy being raised to 18, with 75% being in favour of the proposals.
55. The proposal to remove intentionally homeless applicants from the register had a lower level of support with 52% agreeing and 27% disagreeing with the proposal. Residents were more supportive of the New Generation scheme for the children of Council tenants with 67% agreeing with the proposals. This would enable the continuation of the scheme to allocate smaller properties to the children of Council tenants who are overcrowded whilst living with their parents.
56. Of those residents already on the housing register, only 22% believed that their current priority in the scheme reflects their current position. 44% believed that moving away from the quota system would better reflect housing need with 22% disagreeing.
57. The area that residents were opposed to was counting living areas as bedrooms for households in the private rented sector. 31% of residents supported the proposal whilst 52% disagreed. We have also considered the impact of Covid on residents living in overcrowded homes, and as a result have removed this from the proposed scheme.
58. There was a mixed response to the idea of preventing people with a low number of points (150) from bidding. 48% were supportive of the proposals whilst 40% disagreed. In order to take account of the range of opinion we propose reducing this threshold to 100 points.
59. The idea of looking at a household's long term needs to determine priority was supported by 83% with only 6% disagreeing with the proposals.

Homeless Households

60. 56% of residents agreed with the proposal to support residents in the private rented sector to sustain their tenancy with only 17% disagreeing. 64% of residents agreed with the proposal to make a single offer of a social rented tenancy to homeless households who are currently in temporary accommodation and applied before November 2012.

61. 47% of residents agreed with the proposal to reward households who move out of temporary accommodation into the private rented sector with additional points with only 24% disagreeing.

Applicants with health problems or disabilities

62. There was exceptionally strong support for the proposal to prioritise households receiving support from adult social care with 89% agreeing with the proposals. Only 2% disagreed with the proposals.
63. 70% of residents agreed with the proposals around additional rooms for carers with 74% agreeing with reserving wheelchair adapted homes for wheelchair users.

Flats above the ground floor

64. There were a number of comments within the survey from residents living in properties above the ground floor who said they were effectively housebound. They were very supportive of the proposal to prioritise vulnerable residents in high rise blocks. This area has also generated considerable interest from housing associations in the borough and we are discussing the implications with them.

Safeguarding Implications

65. Staff in homelessness services often work with adults and/or children and young people who are vulnerable to abuse. It is the responsibility of each member of staff to recognise the signs of potential abuse and to take action if they suspect that someone is being abused. Safeguarding is therefore an intrinsic part of any service working with those in housing need. The Housing Advisory Service includes provision for specialist support for officers supporting vulnerable households. As we implement the new service model, we will be providing staff with a new toolkit and training in order to ensure that we maintain effective processes in place to protect vulnerable residents.

Public Health Implications

66. Poor quality housing and homelessness have been identified as key factors in health inequality. Through reducing the number of households reaching crisis point and increasing the supply and quality of rented homes we will help to reduce the impact of homelessness and poor housing on the health and wellbeing of our residents.

Equalities Impact of the Proposal

67. The Enfield Poverty and Inequality Commission made a number of key recommendations on housing and homelessness, with a particular emphasis on early intervention to prevent housing problems and to ensure that the private rented sector works for residents. The proposals on the Allocations Scheme, Placement Policy and Intermediate Housing Policy are designed to help the Council to address these recommendations.
68. The Council will shortly be consulting on A Fairer Enfield which will set out our Equality, Diversity and Inclusion Policy. One of the key actions arising from this is the disproportionate number of BAME households living in temporary accommodation. The Allocations Scheme is designed

to assist residents in securing a permanent home without penalising them for moving out of temporary accommodation.

69. The Equality Impact Assessment identifies that the Allocations Scheme will impact the following protected groups:

Age

70. The revised housing allocations scheme may have an impact on young people aged 16 and 17, as they are not able to hold a social tenancy until they are 18 years of age. In the previous allocations scheme, 16 and 17 year olds may have been eligible to obtain a social tenancy from willing landlords if they had a guarantor, however this will now only apply in exceptional circumstances.
71. The purpose of this is that young people aged 16 and 17 should be supported into other more appropriate housing options, including where possible for children's services to work with the young person and their family so that they can remain in their family home. Alternatively, foster care or residential care would be considered the more appropriate option.
72. There is a positive differential impact on families with children over the age of 15. In the previous allocations policy, families with children under the age of 15 were the only group eligible for houses containing gardens. As houses with gardens tend to be larger properties and are in short supply, removing this limitation means that eligible families with children of all ages will have equal opportunity to obtain larger houses.

Disability

73. The revised housing allocations scheme will have a positive impact on people with disabilities.
74. The current housing allocations scheme looks to allocate homes based on quotas and points. Once a quota has been filled no further allocations can be made to this group. The revised scheme proposes to remove the quotas to focus solely on a points-based allocations system to better reflect the level of need and provide more transparency to the way in which we allocate homes.
75. The scheme proposes to change the way people are prioritised during the allocation process. This will have a positive impact on applicants with disabilities as their long-term needs will be met and take higher priority to make sure their home is suitable for them in the long run. We want to ensure people with disabilities can access a home that is suitable for their particular needs. Those with children who have a disability will be given a high priority under the new scheme.
76. The revised allocations scheme will have a positive impact on those with disabilities through changing how wheelchair adapted homes are allocated. In the current scheme, people with a disability who need access to a home that suits their needs are categorised as 'mobility applicants', however, homes in this group are specifically wheelchair-adapted. The revised scheme proposes to change this so that applicants who require a wheelchair-adapted home are the only ones chosen for these properties. People with mobility needs who are not wheelchair

users will be able to bid on level access homes and may be awarded health and wellbeing points, depending on their needs.

Ethnicity

77. The revised housing allocations scheme will have a positive impact on people from BAME backgrounds. There is a disproportionate number of people from BAME backgrounds on the housing register and/or living in temporary accommodation. There are approximately 1026 Black applicants (African, Caribbean and Other) on the housing register, in comparison to just 484 White UK applicants. From the 2612 housing register applicants with ethnicities data recorded, applicants with a black background make up 39.3% of applicants, whereas the White UK group make up 18.5%. When comparing the demographics with the borough of Enfield, the White UK group make up 40.5% of the total population.
78. For homeless applicants, the new points system will give greater priority to households moving out of temporary accommodation. This is part of a wider offer that includes pre tenancy training and on-going support to assist households in the private rented sector. All homeless households will benefit from firstly moving into a stable home rather than temporary housing, and then from getting greater priority through the points system for social housing which will increase over time. The emphasis on moving people into permanent homes in the private rented sector will therefore have a positive effect on BAME households as they are overrepresented in both the housing register and temporary accommodation.
79. BAME households may also benefit from the introduction of income thresholds for different tenures as they are more likely to have a lower socio-economic status. Therefore, the allocations scheme will have a significant impact as the scheme looks to benefit those with lower incomes.

Socio Economic Deprivation

80. The revised housing allocations scheme will have a positive impact on people who are socio-economically disadvantaged.
81. The new scheme proposes the introduction of income thresholds so that social housing is available for those who are unable to afford rent or buy privately. Household income is assessed and those earning under £37,000 are eligible to be on the housing register, unless eligible for reasonable preference. Those who are eligible for reasonable preference are able to go on the housing register but would not be considered for social rented homes or London Affordable Rented homes.
82. This will apply if their gross household income is more than 10.5% of the average house price in Enfield (as published by the Office for National Statistics). This calculation is based on the minimum entry level for shared ownership in the borough. The income threshold will be set annually based on the figures for March.

Environmental and Climate Change Considerations

83. None

Risks that may arise if the proposed decision and related work is not taken

84. The risk of not proceeding is that the number of households in long term temporary accommodation will continue to rise. This is currently costing the Council £7.9M per annum. The increase in numbers will drive an ongoing increase in cost.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

85. The key risks include the risk of producing a policy that is not legally sound. This risk is mitigated by receiving Legal support throughout the policy development process. The Allocations Scheme has been reviewed by Counsel to minimise the risk of legal challenge
86. Another risk of the policy is failing to prioritise households correctly. This has been mitigated by consulting internally and externally to create a priority cascade that targets households most in need whilst providing an incentive for residents to make best use of the available housing.

Financial Implications

87. There are no financial implications from the introduction of the new allocations scheme because the implementation will be delivered within existing resources. Any financial impact that results as an outcome of the new scheme should have a positive impact on the Homelessness service because it will reduce the number of people in TA thus reducing service costs. The effects of the policy will be monitored and reported as part of the overall monthly budget monitoring.

Legal Implications

Allocation Scheme

88. Section 166A(1) of the Housing Act 1996 (as amended) (“the Act”) says that every local authority must have a scheme (“Housing Allocation Scheme”) for determining priorities and the procedures to be followed in allocating housing accommodation. A local authority can only allocate housing in accordance with their housing allocation scheme (section 166A(14)) and must publish a statement of the authority’s policy on offering applicants a choice of accommodation or the opportunity to express preferences about the accommodation to be allocated to them. All aspects of the allocation process must be covered in the scheme, including the people by whom decisions are taken.
89. When preparing or modifying a housing allocation scheme a local authority must ensure that the scheme complies with the requirements of Part 6 of the Act and ensure that any major change of policy has been through a consultation. The proposed new scheme has been through a consultation process.
90. In framing the Housing Allocation Scheme the local authority must have regard to their duties under the Equality Act 2010 to ensure the scheme is free from unlawful discrimination. Similarly, the local authority must have regard to their duty pursuant to section 11 Children Act 2004. The duty obligates the local authority to ensure their functions (in this regard housing allocation functions and framing and implementing the allocation scheme) are discharged having regard to the need to safeguard and promote the welfare of children.

91. Where a local authority decides to alter its allocation scheme which will reflect a major change in policy, the authority must undertake a consultation exercise. However, where a minor alteration is required, a consultation is not necessary and the decision to alter the scheme can be taken by reference to the council's constitution.
92. Advice on the draft allocation scheme has been obtained from a QC who has advised that the scheme is lawful. Although it is important to state that no housing allocation scheme can ever be free from legal challenge.

Workforce Implications

93. None

Property Implications

94. None

Other Implications

95. None

Options Considered

96. The primary option considered is to continue with the current approach. This would see an increasing number of households staying in temporary accommodation for long periods. This would also prevent the Council from being able to assist other groups in need.

Conclusions

- 104 Council is requested to approve the implementation of the Allocations Scheme.

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Date of report 03/09/2020

Appendices

1. Allocations Scheme
2. Allocations Scheme EQIA

Background Papers

None

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1. Introduction

By law, the Council must publish how it intends to make sure that social housing goes to those who need it most. This is set out in an allocations scheme. We allocate accommodation when we:

- select people to be a secure, flexible or introductory tenant of the Council;
- nominate people to be a secure, flexible or introductory tenant of another council;
- nominate a person to be an assured, flexible or introductory tenant of a housing association (legally known as a Registered Providers).

It is designed to give priority for housing to those people that are most in need of help. In looking at need, we want to ensure that we look at the lifetime needs of a household rather than just looking at their immediate situation. In developing the approach, we have two aims:

- To allocate council homes according to the lifetime needs of a household
- To support residents to improve their housing situation without social housing

The allocations policy sets out how we will make sure that housing goes to those who can't meet their own needs. We also need to ensure that existing tenants can benefit from the opportunities created through our regeneration schemes and new housing. We want to make sure that the way in which we allocate homes is fair and transparent and that, as far as possible, we enable residents to have choices over where they live and in what type of housing. The allocations scheme does this in three ways:

- a) it sets out who is eligible to be considered for social housing
- b) it sets out the relative priority given to households with different needs
- c) it sets out how residents can choose which homes they want to live in

1.1. What to do if you disagree with our decisions

We aim to provide a high-quality housing assessment and allocation service.

However, we recognise that sometimes things go wrong. We are always looking to improve our services and we use complaints, along with other feedback, to help us to do this.

Complaints may be about delay, lack of response, rudeness, failure to consult or about the standard of service you have received. We encourage people to tell us if they feel we have not treated them fairly or politely, have not done something we should have done, or have done something badly. Making a complaint will not put someone at a disadvantage, now or in the future.

You can complain using any of the following methods:

By phone

- Enfield Council's Customer Services on 020 8379 1000 (Calls may be recorded)
- Textphone - 020 8379 4419

In writing

- Using the complaints form on Enfield Council's website or at a local library or the Enfield's Civic Centre
- E-mailing us at complaints@enfield.gov.uk
- By letter to: Enfield Council Housing, Civic Centre, Silver Street, Enfield, EN1 3XA

1.2. Amendments to this scheme

To make sure that the allocations scheme is operating fairly and within the law, minor amendments will be agreed by the Director of Housing and Regeneration in consultation with the Cabinet Member for Social Housing to address practical issues or changes made necessary due to further legislation or case law, or to refine the operation of the scheme.

1.3. Temporary Suspension of the scheme

There may be occasions where it becomes necessary to suspend the allocations scheme in order to comply with government guidance (both statutory and non-statutory) or to enable the Council to meet an urgent need. Any decision to suspend the allocations scheme will be taken in accordance with the Council's procedures and constitution. In these circumstance allocations will be made through the Emergency Panel.

2. Who can apply?

Because of the shortage of social rented housing, joining the housing register is only open to those people who can clearly demonstrate that they meet one of the criteria set out in Section 7.

Anyone aged sixteen or above can apply to join the housing list, unless you are ineligible or disqualified. Applicants will be ineligible if they are:

- A person that the Government says cannot be on the list (this includes people who are subject to immigration control and do not have permission to be in the UK, or whose immigration status does not allow them to benefit from government help). These rules are summarised below.
- Unsuitable to be a tenant because they, or a member of their household who lives with them, have engaged in unacceptable behaviour. This is defined below.

Applicants aged under eighteen will normally be subject to a maximum of 50 points unless they are awarded points by one of the Housing Panels.

2.1. Immigration Status

The Government says that in general we cannot allocate housing to persons who need leave to enter or remain in the UK – and this applies to all persons except British citizens and persons with a right to reside in the UK under European law.

This means that if an applicant is not entitled to access public funds because of their immigration status they will not be able to register for housing. This includes households who:

- are subject to immigration control

- only have a right to reside in the UK because they (or a member of their household) are a jobseeker
- are not habitually resident in the UK
- are not eligible if they are subject to immigration **control** or they are a person from abroad which the Secretary of State has prescribed as ineligible

This includes people from abroad who are subject to immigration control under the Asylum and Immigration Act 1996, and people prescribed as ineligible for an allocation in any regulations made by the Secretary of State unless they are:

- already a secure or introductory tenant of the Council or an assured tenant of housing allocated to them by a Council; or
- in a class prescribed by regulations made by the Secretary of State

2.2. Behaviour

If an applicant, or a member of their household has been involved in unacceptable behaviour, and they have reasonable preference, then they will be restricted to a maximum of 30 points. Applicants without reasonable preference will be removed from the Housing Register. Unacceptable behaviour means behaviour serious enough to make you an unsuitable tenant of the Council or other housing provider.

This includes:

- supplying false or misleading information on their housing application
- paying money or attempting to pay money, to obtain a tenancy with either a Council or a housing association
- deliberately damaging or allowing someone else to damage their home
- subletting any Council or housing association tenancy
- being convicted of, or had legal action taken against them for violence, racial harassment, threatening behaviour, any physical or verbal abuse towards staff and residents in their neighbourhood.

Legal action includes unspent convictions, serving of injunctions, notice of intention to seek possession, court order, or revocation of licence to occupy.

Decisions on unacceptable behaviour will be taken by the Manager of the Allocations Team following recommendations from officers. Appeals will be considered by the Head of Housing Services.

This does not apply to people who suffer from a mental illness, if the behaviour was directly caused by their mental illness. In these circumstances the Council will usually require medical evidence which will be assessed by the Medical Assessment Team.

You will need to demonstrate a positive change in behaviour if you want your application to be reconsidered. We will review your application:

- after 12 months if you supplied false or misleading information on your housing application
- after five years in the other circumstances, provided there has been no repeat occurrence
- or once a conviction becomes spent.

Earlier reviews may be considered on a case by case basis by the Manager of the Allocations Team following recommendations from officers.

2.3. Income and Savings

Applicants will not be eligible to apply if their household income is high enough to afford to rent or buy privately and they are not eligible for reasonable preference.

This will apply if their gross household income is more than 10.5% of the average house price in Enfield (as published by the Office for National Statistics). This calculation is based on the minimum entry level for shared ownership in the borough.¹ The income threshold will be set annually based on the figures for March.

Applicants will not be eligible if they have savings or assets over £10,500 and are not entitled to reasonable preference. This is based on the average amount needed for a deposit for a shared ownership property in Enfield. Assets include property or an interest in a property in the UK or elsewhere. If they have recently owned a home, they will be asked for evidence of the sale and details of any capital gained to help decide whether they qualify to be placed on the housing register. We will disregard any lump sum received by a member of the Armed Forces as compensation for an injury or disability sustained on active service.

Applicants who are eligible for reasonable preference and who are subject to the income and savings criteria will not be allocated social rented or London Affordable Rented homes but will be eligible for other tenures. More detail on the types of tenancies available can be found at 3.1.

The following people will be exempt from the income and savings criteria:

- Care leavers
- People who have more bedrooms than you need and are seeking to move to a smaller property
- Existing Council or Housing Association tenants who need to move because their circumstances put either your own or other people's lives or health at risk (for instance living in a high-rise block but being unable to manage stairs in an emergency)

Applicants will also be exempt if they are an Enfield Council or housing association tenant and have either:

- been awarded Decant Status
- are under-occupying (have more bedrooms than they need)

¹ The affordability calculation is based on taking a 25% share of a shared ownership property as the cheapest option after affordable and social rent. Shared ownership properties are around 75% of the average house price in Enfield (currently £388,000) giving an average cost for shared ownership of £291,000. A 25% share is therefore worth £72750. Including the rental element of shared ownership, a household would need to have gross earnings of £37,000 pa to be able to afford a shared ownership property. This equates to 10.5% of the average house price in the borough. This takes into account the Council's view that households should not have to spend more than 33% of their income on housing.

Any specific grounds for waiving the income and savings threshold can be considered by the Exceptions and Special Applications Housing Panel.

2.4. Local Connection

Applicants need to have a local connection with Enfield to be considered for housing. A local connection is where they:

- Have lived in Enfield for 3 of the last 5 years; or
- Have been in permanent employment (16 hours or more per week) in Enfield for the previous 3 years; or
- Have a close family member (mother, father, brother, sister, son or daughter) who has lived in Enfield for the previous 3 years; or
- Need to move to Enfield as a registered carer to give care or support to someone who has lived in Enfield for the previous 3 years; or to receive care or support from someone who has lived in Enfield for the previous 3 years. We will require evidence to support your application, normally either that you are in receipt of Carers Allowance or a copy of your Carers Assessment from Enfield Council's social care services.
- Any other case as determined by the Exceptions and Special Applications Housing Panel

There are some people who do not need to meet this requirement. They are people who:

- Are Enfield Care Leavers (who may have been placed in care outside the borough)
- Are living in a refuge or other form of safe temporary accommodation in Enfield
- Have been placed by Enfield Council in a refuge or other form of safe temporary accommodation outside of Enfield and had been living in Enfield continuously for at least 3 years immediately prior to moving into the refuge or other form of safe temporary accommodation
- Are receiving care in Enfield who have been referred by Enfield Council into a hospital or residential care home outside of Enfield
- Were placed in supported housing by Enfield Council or the Enfield Primary Care NHS Trust, are continuing to receive services from the Council and/or the Enfield Primary Care NHS Trust and who have been assessed as ready to move on to independent housing
- have an exceptional reason for needing to live in Enfield, because they need medical treatment which is vital to their long-term health and this is only available in Enfield (as determined by the Council's Medical Assessment Service as part of a health and wellbeing assessment)
- are currently serving in the Regular Armed Forces or who were serving in the Regular Forces at any time in the 5 years preceding their application for an allocation of social housing
- bereaved spouses or civil partners of those serving in the Regular Forces where (i) the bereaved spouse or civil partner has recently ceased, or will cease, to be entitled to reside in Ministry of Defence accommodation following

the death of their Service spouse or civil partner, and (ii) the death was wholly or partly attributable to their service. have a serious injury, illness or disability resulting (wholly or in part) from service in the reserve forces

- divorced or separated spouses or civil partners of Service personnel who need to move out of accommodation provided by the Ministry of Defence
- have been assessed and recommended for housing by Enfield Council's Fostering or Adoption Panels as an approved Foster Parent, an approved family or friend's foster carer or an approved adoptive parent
- are under-occupiers (existing tenants in Enfield Council housing with more bedrooms than they need).
- Are existing Enfield Council tenants needing to move because the home they are currently living in is affected by estate regeneration work.
- moved outside the borough into private rented accommodation arranged through Enfield Council's homelessness prevention scheme within the last five years.
- are within one or other of the reasonable preference groups, as set out in Appendix A
- are likely as a result of some personal characteristic to suffer unlawful discrimination if required to establish the full residency requirement. In such a case the Council may, depending on the circumstances, reduce the period of necessary residence or disapply it altogether to avoid any discriminatory effect.

For people placed in accommodation outside of the borough by the Council in meeting its statutory homelessness duties, the time spent in temporary accommodation outside the borough will count towards time spent in Enfield.

2.5. Who can be included in the application?

Applicants can only include people who normally live with them as a member of their household on the application. Applicants and any members of their household can only be on one housing application.

Applicants can include the following people on their application if they normally live with them or could reasonably be expected to do so:

- their partner or spouse,
- children (people under 18 years old) dependent on them and/or their partner who live with them more than half of the time (51% or more of the time)
- siblings
- adult sons and daughters
- other adults who are dependent on them

Other adults who give or receive substantial long-term care from the applicant or other members of their household can be included. The person cared for must have care needs confirmed by assessment of adult social care, which cannot be provided by visiting carers. The care needs must be substantial, that is a need for personal care with basic daily activities (dressing, feeding, bathing, toileting), or an inability to live independently as assessed by Enfield Council's Medical Assessment Service.

Applicants cannot include anyone else (other than the above list) who lives with them on the application for rehousing, although they can make their own housing applications. We recommend that applicants carefully consider how many people to include on the application.

Where a household qualifies for the housing register because they are **homeless**, the application can include anyone who we accepted as part of the original homelessness application. For families with children aged 22 or older, we will encourage them to seek alternative independent housing if possible, in order for the household to be able to bid for smaller properties, and so increase the chance of the being rehoused in a reasonable timeframe.

If the applicant is a current Enfield Council or Housing Association tenant in Enfield applying for a transfer, all tenants should be included in the application.

3. Properties

3.1. Tenure and Rent Levels

The allocations policy covers a range of different tenures and rent levels. The majority of properties are either Social Rent secure tenancies (from the Council) or Affordable Rent assured tenancies at up to 80% of market rent levels (from housing associations). An increasing number of homes are either London Affordable Rent (at similar levels to Social Rent) or London Living Rent (set at a third of median income for the borough).

Different tenure types are aimed at different income levels and there are restrictions in place through the grant regime used to build the homes. Applicants with incomes over 10.5% of the average house price in Enfield will not be allocated Social Rented or London Affordable Rent homes. The income thresholds for different tenure types are set out below:

Tenure	Minimum Income	Maximum Income
Social Rent	N/A	10.5% of the average house price in Enfield
London Affordable Rent	N/A	
London Living Rent	£25,000	£60,000
Intermediate Rent	£18,100	£90,000
Affordable Rent	N/A	£85,000
Market Rent	N/A	N/A

3.2. Size of home

We will work out the size of home suitable for the applicant and their household. Applicants will be able to bid for properties smaller than this (by one bedroom) but not larger. Where an applicant has been awarded points for overcrowding, they will be unable to bid for the same size property as they currently occupy. We calculate the number of bedrooms that a household will need by following the steps below **in order**

Step 1: One bedroom for the applicant, and partner/spouse (*if any*)

Step 2: One bedroom for any additional adult couple

Step 3: One bedroom for any two additional people of the same sex

Step 4: One bedroom for any two additional people of the opposite sex aged nine and under

Step 5: One bedroom for any additional person

This calculation will not be used where there are safeguarding concerns. In these circumstances the size of property will be determined by the Manager of the allocations team following a case conference and recommendations from Adult Social Care or Childrens Services.

3.3. Additional Bedrooms

Additional bedrooms will be allowed in the following circumstances (unless the bedroom standard already allows a separate room for the relevant individual):

- sharing with another family member whose care needs or behavioural problems severely affect the applicant's ability to sleep, which in turn negatively impacts on their employment or mental health. In the case of children, this may also apply to schoolchildren whose ability to study and complete homework is negatively impacted. Supporting evidence would need to be provided from the Council's Adult Social Care or Children's Services.
- where grandparents and grandchildren would otherwise be sharing,
- the applicant, or a member of their household (adult or child), need overnight care (and they do not have a carer in your household). This will need to be confirmed as part of an assessment for Health and Wellbeing. Applicants will need a Community Care Assessment to show that they need permanent and substantial overnight care on a regular basis. This would include assistance to turn in bed because they cannot do this themselves to reduce the risk of pressure areas, changing of incontinence aids, liquid feeds. Applicants will be asked to provide occupational therapy and community care reports to support their request for an additional bedroom.
- the applicant, or a member of their household (adult or child), need major medical equipment for the long term, such as home dialysis, equipment for percutaneous external gastrostomy feeding, long term large assistive. This will need to be confirmed as part of their assessment for Health and Wellbeing.

People who are in receipt of formal overnight care (provided by NHS continuing care nurses, visiting agency carers, etc) cannot be considered for an additional bedroom.

Applicants must also be able to demonstrate to the Council they can afford the rent from earned income and/or benefits.

3.4. Under Occupiers

Council and housing association tenants under-occupying their home, who would normally qualify for one bedroom and are giving up a 3, 4 or 5 bedroom house or flat, may be offered a 2 bedroom home.

3.5. Flats above the ground floor

All council properties require people to be able to self-evacuate their homes, in the event of a fire. This means tenants must be able to leave their flat, without assistance. If an applicant is unable to do this, they must declare this on the application. If they have a mobility problem, we will carry out an assessment known

as a Personal Emergency Evacuation Plan. This will determine their suitability for housing according to their level of mobility and the support they require.

If an applicant is able to self-evacuate their flat unaided, but has mobility problems, which would mean that they may not be able to use a staircase to evacuate the building, we will carry out a person centred risk assessment to determine the types of property they are suitable for. This is to ensure their safety and the safety of other residents.

We are currently in the process of replacing all of our lifts. Until this programme is completed it is not sensible to allocate properties above the ground floor in some particularly affected blocks to people who cannot manage stairs.

3.6. Wheelchair-adapted properties

These properties are for people who have been assessed as requiring a wheelchair adapted home and have been awarded a health and wellbeing need to move following an assessment with the Medical Assessment Officer. The homes we reserve for this group are specifically those which have been adapted to cater for a tenant who requires a wheelchair. All wheelchair-adapted homes are allocated by making a direct offer.

We will carry out a health and wellbeing assessment, which includes an assessment by an Occupational Therapist, to confirm the need for a wheelchair-adapted home.

All wheelchair-adapted homes are allocated by making a direct offer. When an adapted property becomes available, we will consider whether it is appropriate for applicants in the following order of preference:

- a) Applicants with a high health and wellbeing need
- b) Former Armed Services or Reserved Services personnel who have a serious injury, medical condition or disability sustained as a result of their service and need a home which is wheelchair-adapted
- c) Existing social or affordable rented tenants who need a transfer or need to be housed because they are currently living on an estate which is to be rebuilt/regenerated and who are a wheelchair-user
- d) All other applicants assessed as having a health and wellbeing need to move and requiring a wheelchair-adapted home.

Within each of these three categories, the household with the earliest health and wellbeing assessment which concluded a wheelchair-adapted home was needed will be given highest priority and first considered for the direct offer. The applicant with the highest level of priority will not always be the applicant offered the property that has become available, as an adapted property will only be offered to an applicant for whom the property meets their requirements.

3.7. Specialised Housing

This covers housing for specific groups either provided or commissioned by the Council. It includes retirement housing (sheltered) and extra care schemes as well as schemes developed for people with specific needs. Applicants will be assessed

for both their housing and support needs. The decision to award points rests with the Joint Assessment Panel. Full details of how priority is calculated are detailed at Appendix F.

3.7.1. Retirement Living

To be eligible for retirement homes, applicants or their partner must be over 60 years of age, or over 55 if registered disabled, and in need of housing support. Applicants should be able to live independently, with the provision of housing support, but not be in need of 24 hour care. They should be able, and prepared, to live within a close community without presenting unmanageable risks to themselves and others.

All homes to people in this group are allocated by making a direct offer.

3.7.2. Extra Care Housing

Extra care housing is specialist assisted living designed for people aged over 65. These schemes have a dedicated care and support team available 24 hours a day for help with personal care and housing support. To qualify, in addition to the criteria set out in this Scheme generally, applicants must be aged 65 or over; have substantial or critical community care needs; and be assessed by adult social care as needing of the extra care services provided by the scheme.

All homes to people in this group are allocated by making a direct offer following a nomination from Adult Social Care.

3.7.3. Specialised Housing

The Council provides specialised housing for residents with specific needs. This accommodation is provided both in partnership with local housing associations and through the Council's new build programme. All homes to people requiring Specialised Housing are by direct offer following a nomination from Adult Social Care.

3.8. What happens if I don't bid?

We expect everyone who has been given priority to bid, to make bids for a home when suitable homes become available. If an applicant does not place any bids, we will contact them to find out why.

If they are eligible for a 1 or 2 bedroom home, we will contact them if they have not placed any bids over the last three months. If they are eligible for a larger property, we will contact them if they have not placed any bids over the last six months. This reflects the fact that there are few larger properties available.

If an applicant is not bidding, they will be offered help and support by the Council which includes:

- help with finding out whether a home being advertised is suitable for their needs
- help with placing a bid
- understanding their expectations about the kind of council or housing association home they are looking for and the availability of these homes

- advice on alternative housing options

If they still do not place any bids, we will remove them from the register after six months and cancel the application.

For homeless households who applied before November 2012 and are living in temporary accommodation, we will make one direct offer of accommodation. Households choosing to move into the private rented sector will be able to continue to bid through Home Connections. This is because we need to minimise the amount of time households spend in temporary accommodation and minimise the cost of temporary accommodation to the Council.

If we cancel an application because an applicant has not been bidding, they will be unable to apply again for 2 years.

4. What happens next?

The Housing Allocations Team will start shortlisting successful bidders after the deadline for bidding has closed.

We will contact the bidder who has the highest level of points to invite them to view the property. Where two or more people bid who have the same level of points, the offer will be made to the household who has been longest on the Housing Register and/or for existing tenants, the length of their tenancy.

The viewing must take place within the timescale given. Viewings may be offered either in person or virtually through pre-recorded video or via a real time video link. If an applicant is not able access any of these, or needs help to view a property, they must let the Allocations Team know. If they do not do this, they will be treated as having refused the property.

If an applicant accepts the property, they will be given advice on moving in and their application on the housing register will be closed. If the property is refused it will be offered to the next bidder with the highest priority.

All offers will be conditional on providing further information or supporting evidence in order that we can then check the points awarded. Applicants should gather all documents required in advance to avoid losing an offer of a home.

We will confirm:

- the property meets the applicant's needs in terms of size and assessed need
- they are eligible to be made an offer
- their priority for housing.

To do this, we may contact individuals or organisations whose details have been provided on the application, as well as any other relevant parties whose details come to light during our enquiries.

If you do not provide the information required within the timeframes requested, then the offer may be withdrawn, and the application may be cancelled. If this happens, the household would need to reapply to join the housing register.

Where appropriate, any information provided may be shared with partner housing associations (registered housing providers or registered social landlords).

An offer will be withdrawn if fraudulent information is uncovered.

4.1. Sensitive Lettings

We will sometimes use a sensitive lettings approach to decide how to let properties. Examples of where this approach could be applied to the allocation of properties are set out below:

- a. an outgoing tenant has caused a serious nuisance
- b. there has been a high level of recorded incidents of harassment/nuisance in a block or part of an estate.
- c. there is a high concentration of vulnerable households in a block, estate or area who may be susceptible to exploitation

Where a vacant property has been identified as being covered by the sensitive lettings approach applicants will not be considered if:

- they have a history of causing nuisance or anti-social behaviour.
- there is a risk that your health or social needs could have a serious negative impact on the local community.

We will conduct regular reviews of our approach to sensitive lettings to ensure that it is being used effectively and fairly.

4.2. Local Lettings Policies

The Council may also decide to apply a local lettings policy to a particular area or development.

Local lettings policies will be reviewed regularly to make sure that we continue to give priority in our allocations to the groups the law says we must give priority to.

4.3. Estate Regeneration & Development Schemes

As part of our commitment to ensure that local residents are able to benefit from our new build and estate regeneration programmes priority for new properties may be given to existing Council secure tenants living within a defined local area in the following order:

- a. Secure tenants of Enfield Council who have been awarded Decant Status
- b. Secure tenants of Enfield Council who are under occupying their home and are seeking to move to a smaller property
- c. Secure tenants of Enfield Council with housing need
- d. Secure tenants of Enfield Council without housing need
- e. Secure tenants of Enfield Council from elsewhere

The policy will apply to all new build properties let for the first time. Subsequent lets will be through the normal allocations scheme.

4.4. Sustainable Neighbourhoods

The Director of Housing and Regeneration can set up local lettings plans to help the Council deliver on its priorities, tackle social issues and create sustainable neighbourhoods. To do this, it may give priority to different groups of applicants who may not have priority in the wider allocation scheme, give additional priority to certain

groups of applicants that are already owed some priority or vary how the Council assesses bedroom need.

5. Direct Offers

A direct offer is where we match a household to a suitable home and make an offer without anyone bidding for that property. Direct Offers are designed to help people to find a home if they need to do so urgently or have been unable to find a home themselves. The Council is only able to make a direct offer if a suitable home, which meets the household's need, becomes available.

The following households will be made a direct offer to support them to move into their new home more quickly. These households will be made one reasonable offer:

- Households who applied as homeless before 9th November 2012 and are living in temporary accommodation.
- People who have been assessed by the rough sleeper's panel
- People with a high health and wellbeing need or an urgent need to move
- People referred through Multi Agency Public Protection Arrangements

The following people will be made up to two direct offers of a suitable home:

- People applying for older persons housing
- People who have been diagnosed with a mental health illness; a learning disability; or a physical disability and have been assessed by the relevant Enfield housing panel as requiring a social or affordable rented tenancy

There is no limit on the number of offers that the following people will be made because it is in the Council's (and other residents') interest that they move.

- Existing Council or Housing Association tenants who are under-occupying their home
- Individuals who are unable to self-evacuate their home, without assistance or utilise stairs to evacuate a building

Exceptions to the Allocation Policy, and appeals against decisions made, will be decided by the Exceptions and Special Applications Housing Panel. Exceptional reasons include:

- the lease of the home currently occupied is about to come to an end and no other housing options are available
- the household has assessed disability needs requiring an urgent move
- financial hardship.

When making a direct offer, we will take into account any recommendations made in a health and wellbeing assessment and occupational therapy assessment, and the area and type of home the applicant has expressed a preference to live in. However, offers will be made based on the housing that becomes available, and it is not always possible to meet all the preferences that the applicant has. Refusing a direct offer of a home on the grounds that it is not in the area of preference will not be accepted as a reason.

6. Reciprocal arrangements with housing associations on direct offers

In exceptional circumstances the Council may agree to assist housing association tenants on a reciprocal basis by making the housing association tenant one direct offer of suitable alternative accommodation. If the direct offer is unreasonably refused the reciprocal arrangement concerned will be cancelled.

Enfield Council expects housing associations to respond to the exceptional and emergency needs of their tenants by using their own housing stock. All reciprocal arrangements are agreed on a discretionary basis and the Council retains the right to decline a request.

Reciprocal arrangements are only agreed when there is no material loss to the Council in terms of available housing stock. A reciprocal offer in most cases means that the Council will expect back a property of equal or larger size than the home offered. The home must also be comparable in terms of quality and type.

In exceptional circumstances, the Council may agree to accept two smaller homes in exchange for a larger home of the same number of bedrooms. This will only be considered where there is no other re-housing option available to the applicant and where there is a strong welfare reason to support the request.

The Council expects to receive back the replacement home within twelve months of the housing association tenant's start date for their new tenancy.

The housing association concerned will be required to provide a written commitment to the terms of the reciprocal, as agreed by Enfield Council.

7. Other Arrangements

Enfield Council works with a range of other housing providers to meet the needs of residents. As part of this we participate in schemes where we are able to nominate Enfield residents for housing in other boroughs. In exchange, Enfield Council will accept nominations from other boroughs for accommodation in Enfield who are signatories to the reciprocal arrangements. An example of a scheme of this nature is housingmoves – the Pan-London Mobility Scheme for London. Approval for Enfield Council joining reciprocal schemes will rest with the Director of Housing and Regeneration, in consultation with the Cabinet Member for Housing.

8. What happens if I refuse an offer of a home?

In most circumstances, we will cancel the application and will not make any further offers of accommodation if an applicant refuses, or are deemed to have refused, two offers of a home allocated through either the choice-based lettings website or through a direct offer.

In some circumstances, the action will be taken after one offer of accommodation is made and refused. This includes the following circumstances:

- Where we have agreed a transfer of an existing social or affordable rented tenant for Exceptional and Emergency reasons
- Enfield New Generation Scheme applicants
- Applicants have been awarded a high or medium health and wellbeing priority (and no other housing circumstances apply)

- The applicants are living in the private rented sector or with family or friends lacking 3+ bedrooms or lacking 2 bedrooms
- Applicants living in temporary accommodation

For applicants with Decant Status who refuse two offers of a social or affordable rented home, if those 2 offers were made through bidding, we will make a direct offer of accommodation as a third and final offer. Following the final offer of accommodation, they will be given the option of moving into one of the new properties on the existing estate once the regeneration work is complete. As a last resort, a Possession Order will be sought to protect the Council's and other tenants' interests in ensuring the estate regeneration programme is not held up.

For people needing an adapted home, the Council will try to meet all needs possible through assisting with adaptations to suitable homes. However, we may require applicants to make compromises. For example, a suitable home may not always be in the area of the borough which the applicant would prefer to live in. We will not cancel applications after two refusals, if they are demonstrating flexibility on the area of the borough in which they will live. If they do not compromise on the area of choice, then the application will be cancelled after 2 offers have been made.

If an application is cancelled, the applicant will have to make their own arrangements to find a suitable home. If we cancel an application after they have refused an offer of a home, they will be unable to apply again for 2 years.

9. The Points System

We use a points system for assessing applications for council and housing association homes. People who qualify for our housing register will be awarded points to measure their housing priority by their circumstances.

Due to the severe shortage of housing in Enfield, only applicants with 100 points or more are eligible to bid. This figure will be reviewed periodically and, depending on the supply of housing, may be increased or reduced. The maximum number of points within the scheme is 1000.

Full details how we determine the points awarded for different people are set out below. A summary table can be found in Appendix A.

9.1. Homeless or Threatened with Homelessness

Given the extreme shortage of social rented housing, the immediate solution for households becoming homeless is the private rented sector. The allocation scheme reflects this and is intended to improve the opportunities for households in the private rented sector to access social housing. The Council is committed to ensuring that residents have access to a high quality, affordable private rented sector. We will work with households at risk of becoming homeless to try and prevent them from losing their home and assist residents to access the private rented sector and support them in sustaining their tenancies.

Points are only given to those people who are (or would have been) owed the main homelessness duty under homelessness law. This means that they are:

- eligible for housing assistance, and

- became homeless through no fault of their own (unintentionally homeless), and
- are in one of the priority-need groups

If they do not have a local connection to Enfield (see Section 2.4) and are not one of the people exempt we will assess their situation and refer them to the relevant local authority.

Households who chose to move into a private rented sector tenancy outside the borough will not be subject to the local connection criteria and will therefore retain their priority for five years.

9.1.1. If you are threatened with homelessness

Applicants who have been assessed as being threatened with homelessness are eligible for 200 points if they sustain their existing home for 6 months. An additional 100 points will be awarded if they sustain the tenancy for a further 6 months and they will increase their points by 10% each year on the anniversary of the application to the Housing Register.

9.1.2. If you became homeless before 9th November 2012

Households who became homeless before 9th November 2012 are entitled to be made an offer of social housing. This will be through one direct offer of suitable accommodation. However, if the household moves into the private rented sector, they will increase their points to 750 and be able to choose which properties to bid on through the choice-based lettings system.

9.1.3. If you became homeless after 9th November 2012

Households who became homeless after 9th November 2012 are not entitled to an offer of social housing and will be given 200 points. They can increase their points by choosing to move into a private rented sector tenancy and sustaining this for six months. They will gain 50 points at the start of the tenancy and after six months in their new home will gain an additional 50 points. They will also increase their points by 10% each year on the anniversary of the start of the tenancy. We will help applicants to identify suitable properties to rent and offer training and support to help them to sustain your tenancy.

For applicants who choose to remain in temporary accommodation the Council will make a suitable offer of private rented accommodation. This will end our duty towards them, and they will no longer qualify for social rented housing.

Reference will be made as appropriate to the Council's Placement policy for temporary accommodation and private rented sector offers.

9.2. Applicants Living in Insanitary or Unsuitable Housing

When determining whether a private rented sector home is unsuitable, we will use the Housing Health and Safety Rating System (HHSRS) and Part X (10) Housing Act 1985 when assessing eligibility for this priority. We will consider whether the private rented sector property could be made suitable through repairs or adaptations, and

whether or not the household could afford alternative suitable accommodation in the private rented sector.

9.3. Overcrowded Applicants

We will assess the number of bedrooms a household needs, and we will compare this with the number of rooms that are currently available for the sole use of the household and which could be used as bedrooms in their existing accommodation. We will count any rooms other than bathrooms, toilets, kitchens and utility rooms as a bedroom. This will exclude one living room per property. This means any additional rooms such as a second living room/ dining room will be counted as a bedroom. We use this information to determine whether the household is overcrowded, and the level of overcrowding. The Council reserves the right to decide how households can make best use of the rooms available to them and to change their application accordingly.

9.4. Health and Wellbeing

Health and wellbeing priority will be considered where the applicant, or a member of their household, has a long-term health and wellbeing issue which is being affected by their current housing. Health and wellbeing priority will not be considered where this is a temporary health or common wellbeing issue, such as pregnancy; asthma, a common cold; flu; cough; or a medical condition which would be resolved such as a broken leg. People who need to recover from the effects of violence or threats of violence, or physical, emotional or sexual abuse will be considered under the wellbeing category.

If an applicant wants to be assessed for health and wellbeing points they need to complete a health and wellbeing self-assessment. We will carry out a health and well-being assessment based on the medical evidence provided. This will be done by either the Council's Medical Assessment Officer, or we will arrange for an approved medical professional to review the information. We may request supporting evidence from professionals involved in any treatment. Applicants should not ask their GP or anyone else to write to us. We will use the information provided by relevant professionals as part of our holistic assessment. The Medical Officer will make the final recommendation on health and wellbeing priority for housing allocation.

We will reassess health and wellbeing need if an applicant's circumstances have changed significantly since they were last assessed, for example if they have been diagnosed with a new health problem, or their independence has reduced.

Details of how we assess health and wellbeing needs is set out in Appendix B.

9.5. Need to move to a particular locality

9.5.1. Under Occupation

The Council is committed to making the best use of our housing stock to meet the needs of as many of our residents as possible. Residents who want to move to a smaller property will therefore get a high priority for a transfer. The Council offers a range of incentives to encourage people to move to a smaller home.

9.6. Regeneration Programme

The Council has an extensive regeneration programme. Wherever possible replacement homes will be built before the demolition of existing homes. This means that in principle tenants should not need to move more than once. However, we recognise that the disruption and inconvenience caused may mean that residents want to move before construction of the new homes is complete.

Where there is a need to move to enable demolition or major works, residents will be awarded Decant Status. This status will give tenants 800 points. Where they are looking to move to a replacement block this will be by direct offer. Where they are looking to move off the estate, allocations will be through choice-based lettings.

Tenants required to move off the estate whilst works are ongoing will retain the right to return at the point where properties are being let for the first time.

9.7. Panel Assessments and Referrals

Applicants may be awarded points by one of the specialist panels. Details of these panels can be found in Appendix B.

The specific areas considered by Panels are:

Care leavers

Single people who are under 25 and leaving Enfield Council's care will be awarded 800 points.

Households and people with disabilities or health needs

Where a member of the household has been diagnosed with either a mental health illness; learning disability; physical disability, sensory impairment or long-term condition and they:

- will receive support from social care services; or
- could be in need of social care services in the absence of settled accommodation; and

have a significant need for a social tenancy because their current housing circumstances are having a severe negative impact on their health condition and wellbeing.

These households will be awarded 700 points

Moving on from supported housing

People with support needs currently living in supported accommodation who have been assessed as needing an independent home.

These people will be awarded 650 points

Emergency and Exceptional need to move

This is where someone has an emergency and exceptional priority and requires an urgent move. This could include households under the National Witness Mobility Scheme; Council Tenants needing to move because where they are living puts their own or others lives at risk; Enfield child protection cases; or households fleeing

domestic violence who have been referred by Enfield MARRAC as being at the highest levels of risk, who are assessed as having an exceptional reason for requiring a social or affordable rented home and no other housing solutions are available.

These applicants will be awarded 1000 points and are made a direct offer because of the urgency of their circumstances.

People referred through Enfield's established Multi Agency Public Protection Arrangements (MAPPA)

These people will be awarded 650 points and will be made a direct offer.

9.8. Council Transfers for Exceptional and Emergency Reasons

Council tenants may be considered for an Exceptional or Emergency Transfer known internally as 'Management Transfers') in the following circumstances:

- Child abuse from within the family or within the neighbourhood
- Threat of violence or actual violence
- Rape or assault within the home or immediate locality
- Unnatural death (suicide or murder within the home)
- Irretrievable breakdown in the relationship with neighbours
- Threat of or actual gang violence where this is confirmed after a full investigation with police reports and all available legal remedies have been exhausted.
- Where the tenant's circumstances put either their own or other people's lives or health at risk (for instance living in a high-rise block but being unable to manage stairs in an emergency)

Urgent moves in these circumstances will be considered and agreed by the Head of Housing Services or the Principle Housing Neighbourhood Manager. The decision will be based on an investigation undertaken by housing management staff to gather evidence of the reason for needing to move urgently and any health and well-being assessment available.

We will usually make one offer of a similar type of home to that currently occupied to applicants approved for a transfer for an exceptional or emergency reason unless moving from the type of accommodation is the reason for the move. For example, a tenant who is living in a high-rise flat will be offered an alternative high-rise flat. The senior officer agreeing the move should their discretion to alleviate severe overcrowding at the same time.

9.9. Additional Preference Groups

Applicants will be entitled to additional points if they meet the requirements set out below. Additional preference points are not available to homeless applicants.

9.9.1. Armed Forces

An additional 50 points will be awarded to people who are either:

- a former member of the regular armed forces;
- a member of the regular or reserve forces who is suffering from a serious injury, illness or disability related to their service; or
- a bereaved spouse or civil partner who must leave forces accommodation following their partner's death in service.

9.9.2. Exceptions and Special Applications

There may be exceptional circumstances giving rise to a housing need not described or anticipated by this scheme. The Exceptions and Special Applications Housing Panel (ESAHP) will consider these cases. The panel is chaired by the manager of Enfield Council's Assessments and Allocations Team. Appeals against Panel decisions will be heard by a Head of Service from within Housing and Regeneration who has not been previously involved.

The Panel has the powers to take the following action in exceptional circumstances regarding an applicant, where the applicant's housing needs justify this course of action:

- Increase the points awarded to applicants
- Award a direct offer to an applicant

9.10. Reducing the level of housing priority

Health and Well-being priority can be reduced if there is evidence that your health has improved substantially.

People on the housing register will have their priority for housing reduced to zero points if they have rent arrears and owe more than eight times the weekly accommodation charge; or they have not maintained a repayment agreement for 6 months. Their application will become inactive until the arrears are cleared or an agreement to repay them has been maintained for 6 months.

Exceptions to this will be considered on a case by case basis, for example where the case for housing is urgent or it is in the Council's interest for the applicant to move from their current home (for example, households whose Council home they are currently living in is affected by estate regeneration work, households under occupying their existing Enfield Council home who are moving to a smaller property, or tenants who's circumstances put either their own or others' lives at risk) or where an applicant has suffered unavoidable debt, such as having to pay for funeral costs. This decision will be taken by the Exceptions and Special Applications Housing Panel (ESAP).

9.11. Removing People from the Housing Register

We will remove applicants from the housing register if:

- they have been housed in a council or housing association property since making their application
- they are a homeless applicant who became homeless after November 2012 and have been made an offer of a private rented home
- their circumstances have changed, and a new application needs to be completed

- they no longer require housing
- they had a change in their immigration status and are no longer eligible to be on the housing register
- they are not eligible because they are a person prescribed by the Secretary

Applicants will qualify for the housing register if they meet one of the criteria set out below. Applicants may meet more than one of the criteria set out under each of the groups, in which case, they will be put in whichever category would award them the highest level of points. Applicants will not be awarded points from more than one of the below boxes at any one time. The maximum number of points available is 1000.

of State in regulations as ineligible, as set out in Section 2.1

- they have not been bidding on properties (see Section 5.4)
- they have refused direct offers of suitable accommodation (see Section 5.5)

Appendix A: Points Summary Table

		Who is eligible?				
		Council Tenants	Housing Association Tenants	Private rent tenants	Applicants owed the main homelessness duty	Other applicants
	Reasonable Preference Group					
1.	Homeless or threatened with homelessness The main homelessness duty means that applicants are: <ul style="list-style-type: none"> • Eligible for housing assistance and • Became homeless through no fault of their own (unintentionally homeless) and • In one of the priority-need groups and • Have a local connection to Enfield or no local connection elsewhere 					
1.1	Applicants who are homeless or threatened with homelessness are eligible for points for up to 56 days prior to losing their accommodation and for four months afterwards (no longer than six months in total). Applicants will be eligible for these points if they have no accommodation that they can reasonably occupy. During this period applicants are offered advice on how best to meet their housing needs.		50	50	50	50
1.2	Homeless applicant who was, or would have been, owed a main homelessness duty under the homelessness legislation, and has been assisted by the Council to retain their home and has sustained their existing tenancy for six months.			200	200	
1.3	Homeless applicant who was, or would have been, owed a main homelessness duty under the homelessness legislation, has been assisted by the Council to retain their home and has sustained their existing tenancy for twelve months. These applicants are entitled to a 10% uplift in points on each anniversary of the application.			300	300	
1.4	Homeless applicant living in accommodation provided by Enfield Council owed a full homelessness duty who became homeless prior to November 2012. These applicants are given one direct offer of accommodation.				650	
1.5	Homeless applicant owed a full homelessness duty who became homeless prior to November 2012 and has moved into private rented accommodation. These applicants can bid through the choice-based lettings system.			750		
1.6	Homeless applicant living in accommodation provided by Enfield Council owed a main homelessness duty under the homelessness legislation, who became homeless after November 2012 and is living in temporary accommodation.				200	
1.7	Homeless applicant who was, or would have been, owed a main homelessness duty under the homelessness legislation, who became homeless after November 2012 and has moved into private rented accommodation.			250		
1.8	Homeless applicant who was, or would have been, owed a main homelessness duty under the homelessness legislation, who applied after November 2012, has moved into private rented accommodation and sustained the tenancy for 6 months These applicants are entitled to a 10% uplift in points on each anniversary of the application			300		
1.9	Applicant is intentionally homeless but in priority need and the Council is		50	50	50	50

	providing temporary accommodation for a set period to give the applicant a reasonable opportunity of securing alternative accommodation. Applicant is removed from the register at the end of this period.					
1.10	Non- priority-need applicants		50	50	50	50
1.11	Homeless applicants who are owed a homelessness duty by another borough but have been placed in temporary accommodation in Enfield		50	50	50	50
1.12	Applicant is sleeping rough and been assessed by the Rough Sleepers Panel as being able to sustain permanent accommodation. These applicants are made direct offers					650
2.	Insanitary of unsuitable housing					
2.1	Applicant who shares facilities (including bath/shower, toilet and food storage/preparation area if they are not provided with meals) with other people who are not on the housing application and they have dependent children or a pregnant woman living as part of the household (these points are not available for tenants, or in some cases owners, of homes with self-contained facilities)	50	50	50		
2.2	Applicant is a private sector tenant renting a property where a move is desirable as their housing situation could seriously affect their health and wellbeing. The Council will assess the case and determine whether: <ul style="list-style-type: none"> there are significant hazards in your property, and/or the property is uninhabitable, and/or they are living in conditions that the Council should be able to improve through informal or formal enforcement activity 			50		
2.3	Applicant is a private sector tenant renting a property and they have an urgent need to move because there is an immediate threat to their health and wellbeing. The Council will assess the case and determine whether: <ul style="list-style-type: none"> there are significant hazards in the property, and/or the property is uninhabitable, and/or they are living in conditions that the Council is unable to improve through informal or formal enforcement activity 			300		
3.	Overcrowding Applicants current home is too small for them					
3.1	1 bedroom lacking	200	200			
3.2	2 bedrooms lacking	550	550	150		150
3.3	3 or more bedrooms lacking	600	600	250		250
4.	Health and Wellbeing					
4.1	Applicant has a high health and wellbeing need These applicants are made one direct offer	1000	1000	1000		1000
5	Need to move to a particular locality					
5.1	Applicant is an existing Council or housing association tenant and their current home is too big for them: <ul style="list-style-type: none"> 3+ bedrooms too big 2 bedrooms too big 1 bedroom too big These applicants are made direct offers.	800 700 550	800 700 550			
5.2	Applicants in an existing Council Tenant whose home is part of an agreed estate regeneration scheme and/or who have been awarded Decant Status.	800				
5.3	Applicant has a legal right to succeed to an Enfield-owned social or affordable rented home which is larger than required; or has no legal right but we would owe them a full homelessness duty if they were evicted. We require the applicant to move to smaller accommodation <ul style="list-style-type: none"> Applicant is releasing a home with 3 or more bedrooms Applicant is releasing a 2-bedroom home These applicants are made direct offers.	800 700				
5.4	Applicant is a single person under 25 leaving Enfield Council's care					800

5.5	Applicant is approved by Enfield's Fostering and Adoption Panel to be a foster parent, family or friend's foster carer or adoptive parent (for a home of 3 or more bedrooms)	800	800	800		
5.6	Applicant or member of the household has been diagnosed with either a mental health illness; learning disability; physical disability, sensory impairment or long-term condition. The individual: <ul style="list-style-type: none"> will receive support from social care services; or could be in need of social care services in the absence of settled accommodation; and has a significant need for a social tenancy because their current housing circumstances are having a severe negative impact on their health condition and wellbeing. 	700	700	700		700
5.7	Enfield Council employee whose social or affordable rented home goes with their job and the Council has agreed to move them to an alternative social or affordable rented home because of ill health or retirement <ul style="list-style-type: none"> if releasing a 3-bedroom home or home occupied is needed for another employee otherwise 	750 650				
5.8	Applicants with support needs currently living in supported accommodation who have been assessed as needing an independent home.	650	650	650		650
5.9	Applicants referred through Enfield's established Multi Agency Public Protection Arrangements (MAPPA) <i>These applicants are made a direct offer.</i>	650	650	650		650
5.10	New Generation Scheme applicants for studio or one-bedroom homes: Single people and couples without children living with their parents in an Enfield Council home meeting the following criteria: <ul style="list-style-type: none"> aged between 25 and 60 have lived with parent(s) continuously for at least 3 years and the parent(s) has lived in a council property owned by Enfield for at least 3 years the accommodation in which the applicant is living is overcrowded. 	450				
5.11	Key workers Enfield's Key Workers are people in professions that are important to maintaining local services, particularly in health, education and community safety. Enfield uses the Government's definition of Key Worker that is set out in its Homebuy literature. This can be found on the Homebuy website: http://www.homebuy.co.uk/key_worker_eligibility.aspx Key Workers can purchase homes at a below market level price. A key worker can apply for Council or housing association homes in Enfield provided their main place of work is in Enfield. Applicants who have sufficient finances to resolve their housing need by renting or buying in the intermediate housing sector (e.g. below market rent or shared ownership) or the private sector will be given information and advice on alternative housing options.	300	300	300		300
6.	Emergency and Exceptional					
6.1	Applicant has an emergency and exceptional priority and requires an urgent move. This could include households under the National Witness Mobility Scheme; Council Tenants; Enfield child protection cases; or households fleeing domestic violence who have been referred by Enfield MARRAC as being at the highest levels of risk, who are assessed as having an exceptional reason for requiring a social or affordable rented home and no other housing solutions are available. These applicants are made a direct offer.	1000	1000	1000		1000

Additional Preference Groups

Applicants are eligible for additional points dependent on their circumstances. Additional preference points will only be awarded in addition to points gained	Who is eligible?
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through the Reasonable Preference categories. Health and Wellbeing points are not available to applicants who have points awarded as being Homeless or Threatened with Homelessness.						
		Council Tenants	Housing Association Tenants	Private rent tenants	Applicants owed the main homelessness duty	Other applicants
	Additional Preference Group					
7.	Health and Wellbeing					
7.1	Medium Health and Wellbeing need	150	150	150		150
7.2	Low Health and Wellbeing need	50	50	50		50
8.	Armed Forces					
8.1	The applicant is either: <ul style="list-style-type: none"> • A former member of the regular armed forces • A member of the regular or reserve forces who is suffering from serious injury, illness or disability related to their service • A bereaved spouse or civil partner who has had to leave forces accommodation following their partners death in service 	50	50	50		50

Appendix B – Health and Wellbeing Assessments

Detail considered as part of a health and wellbeing assessment

During the assessment, the Medical Assessment Officer will consider:

- how and to what extent the applicant's current living conditions may affect their illness, disability or wellbeing;
- the applicant's housing need;
- how the health or wellbeing issue affects the applicant or member of the household;
- the severity of the health or wellbeing issue and how long it has lasted;
- the cumulative effect on the whole household where there is more than one person in the applicant's household with a severe illness or disability;
- past health issues and the extent to which the applicant's symptoms have been controlled or improved by treatment;
- the availability of 'in-situ' solutions such as aids and adaptations to enable the applicant to continue living in their present home;
- the need for 'in-situ' solutions such as aids and adaptations in any future home;
- Nil health and wellbeing points will be given if the applicant or a member of their household is waiting for the outcome of a medical condition if it's unclear how they will be affected in the long term.
- the applicant's financial and other resources, including whether they are entitled to disability benefits. Applicants will not receive an automatic award of health and wellbeing priority if they are receiving disability benefits.

The Medical Assessment Officer may recommend a particular type of home that is suitable for the applicant based on the assessment.

We will inform the applicant of the outcome of their health and wellbeing assessment in writing. If no health and wellbeing points are awarded, we will inform the applicant to refer to the Council's website for other housing options available to them.

Poor quality homes and disrepair

Where there is disrepair and the applicant states that the health and wellbeing issue is related to the poor state of repair of the property then we will expect the property owner, landlord or Agent to remedy the disrepair.

We are committed to improving poor quality housing, whatever the tenure. Our Private Sector Housing Team can arrange property inspections, and the council website offers advice and support to owners and landlords on how to make homes safer. Where necessary, we will take enforcement action. This may include issuing a statutory notice ordering the landlord to undertake the work to repair the home. Where the landlord does not carry out the repairs, we may carry out the works in default or take action to prosecute the landlord.

Applicants who move into unsuitable housing and request housing assistance from Enfield Council

Applicants with a pre-existing medical condition who move from suitable housing into accommodation that does not meet their needs will be expected to find their own longer-term housing solution, including in the private rented sector. The provision in this Allocations Scheme is designed to prevent applicants from deliberately worsening their housing conditions to take advantage of the health and wellbeing criteria to enhance their housing priority. In these cases, no health and wellbeing priority will be awarded. Applicants are expected to refer to the Council's website for help and advice in finding somewhere else to live.

Level of health and wellbeing priority

Where we assess that the applicant does have a health and wellbeing need, we will award either high, medium or low health and wellbeing priority, depending on their circumstances.

High	<p>This is where the applicant has an urgent need to move, because current living conditions:</p> <ul style="list-style-type: none"> • put the applicant's life at risk if they do not move, or • cause the applicant to be completely housebound and they would regain substantial independence if an alternative property were made available, including needing a wheelchair-adapted home because the applicant is a wheelchair user, or • put the lives of others at risk (for instance they are unable to self-evacuate from a building in the event of a fire) <p>In some circumstances, applicants will also be awarded a high level of points if medical treatment vital to the long-term or life-long health of the applicant is only available in Enfield.</p> <p>Applicants with high health and wellbeing priority do not need to meet the requirements of the Reasonable Preference criteria.</p>
Medium	<p>An applicant's need to move is less urgent and not life threatening but their living conditions are unsuitable and if left unresolved, their quality of life will deteriorate. Applicants assessed as having a medium level of priority are eligible for additional points provided that they meet one of the other Reasonable Preference criteria.</p>
Low	<p>The applicant's living conditions cause them difficulty in carrying out their daily activities, but this is neither life threatening nor would greater harm or progression of the illness be caused if they did not move. Applicants assessed as having a low level of priority are eligible for additional points provided that they meet one of the other Reasonable Preference criteria.</p>

No award	<ul style="list-style-type: none">• The applicant's current housing situation has no adverse impact on the health issues presented, or• a move would offer no improvement; or a solution, other than moving into a social or affordable rented home is available, such as the adaptation of their current home, or a move to an appropriate private rented home.
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Appendix C – Who makes decisions?

Type of decision and / or assessment	Who makes the decision
Determining eligibility and qualification for a Council or housing association home	Enfield's Housing Assessment and Allocations Service: Officer level
Deciding that an application should be cancelled	Enfield's Housing Assessment and Allocations Service: Officer level
Assessing and prioritising housing applications	Enfield's Housing Assessment and Allocations Service: Officer level
Assessing the size of home needed by an applicant	Enfield's Housing Assessment and Allocations Service: Officer level
Agreeing an extra bedroom for an applicant based on their assessed need.	Enfield's Housing Assessment and Allocations Service: Manager level (PO grade and above)
Deciding to accept someone not in the immediate family on an application	Enfield's Housing Assessment and Allocations Service: Manager level (PO grade and above)
Awarding health and wellbeing priority based on assessed need	Enfield's Housing Assessment and Allocations Service: Manager level (PO grade and above) following advice from the medical assessment team
Decision that an applicant has an emergency and exceptional priority and requires an urgent move (excluding management transfers for existing Council tenants)	Enfield's Housing Assessment and Allocations Service: Manager level (PO grade and above)
Decision that an applicant has an emergency and exceptional priority (for existing Council tenants)	Enfield's Housing Assessment and Allocations Service: Manager level (PO grade and above)

Requires an urgent move - management transfers for existing Council tenants	Head of Housing Services or Principal Neighbourhood Manager
Assessing housing and support needs – people with mental health problems	Medical Assessment Team will assess and make a decision as to whether the case is referred to the Adult Social Care Panel
Assessing housing and support needs – people with learning difficulties	Adult Social Care Panel
Deciding which Council and housing association homes are to be let by direct offer or through the choice-based lettings scheme	Enfield's Housing Assessment and Allocations Service: Manager level (PO grade and above)
Shortlisting applicants who have bid for vacant Council or housing association homes via the choice based letting system	Enfield's Housing Assessment and Allocations Service: Officer level
Conducting a review of a decision we have made on an applicant's case The council will usually deal with reviews of homelessness and housing allocation decisions internally. However, we may sometimes ask an external organisation to conduct the review on our behalf. The council will ensure that any contractual arrangements with an outside organisation is taken in accordance with the council's constitution and applicable law.	Enfield's Housing Assessment and Allocations Service: Review Officer or Manager level (PO grade and above) will approve where the review has been carried out by an external party.
Deciding where and when local lettings plans will be put in place and agreeing the content of letting plans	Director of Housing and Regeneration with the approval of Cabinet Member for Housing
Determining the points threshold for applicants to be able to bid on homes	Director of Housing and Regeneration with the approval of Cabinet Member for Housing
Appeals against Panel decisions.	A Head of Service (HOS1 or above) will determine appeals against Panel decisions.

Appendix D – Enfield’s Housing Panels

Some Allocations points are awarded by a Housing Panel. There are several Housing Panels covering different types of referral route. The Panels are:

1. Adult Social Care

Considers referrals where the household is receiving, or may be in need of, support from Adult Social Care. The Criteria for the award of points are set out in Appendix A, sections 5.6 and 5.8.

2. Children and Family Services

Considers referrals where the household is receiving, or may be in need of, support from Children and Family Services, or where a referral has been made from the Fostering and Adoption Panel. The Criteria for the award of points are set out in Appendix A, sections 5.5, and 5.6.

3. Specialist Housing

Considers referrals from Adult Social Care for Extra Care or Specialist Housing to assess suitability for an offer.

4. Rough Sleepers

Considers referrals from the Enfield Council’s Rough Sleepers Team. The Criteria for the award of points are set out in Appendix A, sections 1.12 and 5.8.

5. Housing Options Transfer Panel

Considers referrals from the Neighbourhoods Team for transfers. The Criteria for the award of points are set out in Appendix A sections 2.1, 3, 4.1, 5.1, 5.2, 5.3, 5.10, 6.1.

6. Emergency and Exceptions Panel

No Allocations Policy can cover every eventuality. The Emergency and Exceptions Panel considers whether the nature of the application is so exceptional or urgent that the existing scheme should not be applied. In these circumstances the Panel has the power to award points to enable a direct offer to be made.

Terms of Reference

Each Panel will consist of one chair and at least two other Senior Officers. The Exceptions and Special Applications Panel must be Chaired by one of the Heads of Service set out below. Attendance at Panels may vary according to the nature of the cases being considered. Additional sub Panels may be set up to consider specialist areas, but all Panels must comply with the terms of reference set out below.

Chair

Head of Housing Advisory Service or
Assessments and Allocations Team Leader or
Head of Outreach, Head of Sustainable Housing or Head of Service Development or
Head of Housing Services

Panel Members

Representatives from the nominating service as appropriate
Representatives from Housing Services as appropriate
Representatives from the Housing Advisory Service

Quoracy and Meetings

To be quorate the Panel must include a chair and two other officers. Panel meetings may be held in person or remotely. Meetings will be minuted and decisions recorded in the minutes.

Criteria

Apart from the Emergency and Exceptions Panel, the criteria for the award of points is set out in the allocations scheme. The role of each panel is to ensure that the criteria is being correctly applied to applicants.

Referrals

The Panels will consider referrals directly from an applicant, or from any support agency, any statutory agency, any voluntary agency, a Housing Officer, any Officer from the Homelessness and Housing Options team, and/or, from the customer's medical representatives. Referrals must be in writing.

Meetings

At the Panel meeting, the Panel will consider the referral letter and the customer's file, plus a printout of an applicant's records to ensure a transparent and equitable decision is made on all cases. It is important that written material is considered at the meeting but the applicant and or their representative can be asked to attend. If further information or clarification is required, then no decision on that case will be made and the case will be deferred, and additional written material sought to allow a correct decision to be made.

Decisions

Minutes will be produced of each Panel meeting and the outcome of the Panel decision will be recorded onto an applicant's account within 24 hours. The applicant will be advised within 48 hours in writing of the outcome of the Panel's decision.

Where a Panel believes that although the applicant does not meet the criteria for awarding points, they should still be awarded priority, a referral should be made to the Emergency and Exceptional Panel for consideration.

An applicant will have a statutory right to review the decision made by the Panel and this statutory review will be undertaken by a Review Officer within the Housing Advisory Service.

Emergency and Exceptions Panel Criteria

The criteria (one or more must apply) for emergency awards are:

- a) Likelihood of admission to residential care of a family member if re-housing is not made
- b) Likelihood of a child being accommodated by the local authority if re-housing is not made
- c) Discharge from hospital or residential care is required and is prevented by the housing situation
- d) A child experiencing abuse needs to be moved away from the perpetrator
- e) The applicant, or member of their household, is at serious risk of harm either to themselves or to other people in their present accommodation
- f) The housing application does not fall within a single priority need group and could possibly fall into two priority needs groups.

In addition, the one or more of the following conditions also must be met:

- a) The applicant has severe financial hardship

- b) The applicant's wellbeing is seriously affected by their housing situation
- c) The applicant cannot reasonably be expected to find accommodation for him or herself.

The Panel has discretion to award points outside of the above criteria in the following circumstances:

- a) Households under the National Witness Mobility Scheme
- b) Enfield child protection cases
- c) Households fleeing domestic violence who have been referred by Enfield MARRAC as being at the highest levels of risk

Appendix E – Specialised Housing

All allocations to specialised housing are by direct offer.

Retirement Homes (Sheltered Housing)

To be eligible for retirement homes, you or your partner must be over 60 years of age, or over 55 if registered disabled, and in need of housing support. You should be able to live independently, with the provision of housing support, but not be in need of 24-hour care. You should be able, and prepared, to live within a close community without presenting unmanageable risks to yourself or others.

If you express an interest in sheltered housing whilst making or updating an application for housing, this information will be passed to our Older Persons Team.

They will:

- Contact you to find out some more information about you and may visit you at home to complete a questionnaire with you.
- Present a report to the Joint Assessment Panel; the report will include details of any person(s) or agency providing you with support.
- Take account of the Panel's recommendation and decide if you are eligible to bid for retirement housing and can be awarded retirement housing points from the table below.
- If you are not accepted by the Sheltered Housing Panel, then you will be given details on how to appeal that decision in the outcome letter, though you may still be able to bid for general needs housing.

Your assessed housing need will be used in the same way as for general needs housing, but we will also consider your need for support.

Your support needs will be assessed against the following table. You can be awarded support points for more than one criterion.

Criteria	Support Points	How do we assess?
Social inclusion	3	We will consider how difficult it is for you to be involved or get out and about in your local community.
Age over 75 years or 80 years plus	3 4	We will award additional points relating to your age
Being in receipt of a care package	4	We will consider any formal care package you are receiving.
Safeguarding risk	5	We will consider any identified safeguarding concerns

Your overall priority for retirement housing is a combination of your housing need and your support need and is calculated by multiplying your housing needs points by your support points.

Extra Care Schemes

Extra care housing is specialist assisted living designed for people aged over 65. These schemes have a dedicated care and support team available 24 hours a day for help with personal care and housing support. To qualify, in addition to the criteria set out in this Scheme generally, you must be aged 65 or over; have substantial or critical community care needs; and be assessed by adult social care as needing of the extra care services provided by the scheme.

Other Specialised Housing

The Council provides a range of specialised housing for residents with specific needs. This accommodation is provided both in partnership with local housing associations and through the Council's new build programme. All homes to people requiring Specialised Housing are by direct offer following a nomination from Adult Social Care.

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Section 1 – Equality Analysis Details

Title of service change / policy or budget change/project plan that you are assessing	Revised Housing Allocations Scheme
Team/ Department	Housing
Lead officer(s) name(s) and contact details	Richard Sorensen, Homelessness Transformation Programme Manager Richard.Sorensen@enfield.gov.uk
Project sponsor	Joanne Drew
Date of EQIA completion	12/05/2

Section 2 – Summary of Proposal

Please give a brief summary of the proposed project plan or change to service / policy/ budget.

Please summarise briefly:

What is the proposed project or change?

What are the reasons for the proposal or change?

What outcomes are you hoping to achieve from this change?

Enfield's Housing Register is a local register of housing need. All applicants seeking social housing in Enfield must apply through its Housing Register. The demand for housing exceeds supply and the Housing Register exists to enable the Housing Allocations Policy to prioritise those households that are in greatest need and to maximise their opportunities for rehousing.

There are two primary routes onto the Housing Register:

- Homeless applicants to whom the Council has accepted a main housing duty are automatically entered onto the register
- Other residents can apply to join the Housing Register via an online portal

The Current Scheme – Homeless applicants

Homeless applicants make up the majority (roughly 75%) of households on the register. There are currently just under 3,300 households in temporary accommodation awaiting rehousing, with an average length of stay of 2.5 years in nightly paid accommodation. Currently 2800 households (86% of the total) have been in temporary accommodation more than 6 months with 1500 households having been there for three or more years.

Homeless applicants are awarded 200 points on the register, which although low is sufficient for a small number of households (150) to be successful each year in securing social rented housing. Where a household moves out of temporary accommodation the existing scheme penalises them by removing their priority for housing.

Roughly 50% of homeless applicants have become homeless due to the loss of a tenancy in the private rented sector. Temporary accommodation is therefore seen as a more secure option for residents due to their previous experience.

This combination of factors is driving a year on year increase in the number of households living in temporary accommodation.

The Current Scheme – other applicants

The current scheme is based on a quota system. Applicants are categorised into six groups:

1. Tenants living in Council and Housing Association Homes
2. Estate Regeneration Tenants with Decant Status
3. Special Applications and Quotas
4. Households in temporary accommodation
5. Mobility applicants (direct offers)
6. Sheltered Housing applicants (direct offers)

Applicants are also awarded points to reflect their assessed needs. Each year the council published a lettings plan setting out the number of homes expected to become vacant and the proportion of these to be let to each group. Once the quota is reached for a group, applicants within this group are unable to bid for homes. Taking 2019-20 as an example, this meant:

1. Tenants living in Council and Housing Association Homes - 96 homes
2. Estate Regeneration Tenants with Decant Status – 188 homes
3. Special Applications and Quotas – 168 homes
4. Households in temporary accommodation – 150 homes

Changes to the estate regeneration programme will mean a reduced need for existing tenants to be decanted.

Proposed Changes

Our revised Housing Allocations Scheme is the Council's response to the challenge of addressing the housing needs of a wide range of different households whilst recognising that for most people, the private rented sector is the only option currently available.

It is designed to give priority for social housing to those people that are most in need of help. In looking at need we want to ensure that we look at the lifetime needs of a household rather than just looking at their immediate situation. In developing the new approach, we have two aims:

- To allocate council homes according to the lifetime needs of a household
- To support residents to improve their housing situation without social housing

Quota System

The largest single change to the Allocations Policy is the removal of the quota system. This means that the allocations system will be driven by the assessed needs of applicants rather than the quota system.

Homeless applicants

For homeless applicants, the new points system will give greater priority to households moving out of temporary accommodation. We recognise that for many applicants this will feel more risky than remaining in temporary accommodation and it is therefore right that these households should be rewarded.

Other applicants

The proposed changes are designed to give greater priority to those households who's needs extend beyond a point in time. The scheme places greater emphasis on the overall needs of a household and their need for other support.

Section 3 – Equality Analysis

This section asks you to consider the potential differential impact of the proposed project plan or change to service/policy/budget on different groups with a 'protected characteristic', and what mitigating actions should be taken to avoid or counteract any negative impact.

"Differential impact" means that a particular group will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect the following protected characteristics:

Age

This can refer to people of a specific age e.g. 18 year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The revised housing allocations scheme will have a positive differential impact on families with children over the age of 15. In the previous allocations scheme, families with children under the age of 15 were the only group eligible for houses containing gardens. As houses with gardens tend to be larger properties and are in short supply, removing this limitation means that eligible families with children of all ages will have equal opportunities to obtain larger houses.

The new scheme limits the ability of 16 and 17 year old to bid for properties,

although they are still able to join the housing register. This is because they would normally be housed under the provisions in the Children Act. The Exceptions Panel has the ability to award points in exceptional circumstances.

Mitigating actions to be taken

The service will work closely with Childrens Services to ensure that there is a joined up approach to the provision of accommodation to young people through co-location of services and case conferences.

We will monitor the impact of removing the 'garden rule'.

We will monitor the provisions for 16 and 17 year olds.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

The revised housing allocations scheme will have a positive impact on households with disabilities.

Government figures suggest that the number of people with disabilities and medical conditions on the housing waiting list in England has risen by almost 11,000 in two years. They show 119,621 disabled people or people with a medical condition were left waiting for an accessible home by their local authority in 2018/19, a rise of more than 10% since 2016/17. The public consultation produced a strong response with 577 responses, and 37% of responses indicating that they had some form of illness or disability.

The Current Scheme

The current scheme is driven by the quota system. This means that for households who do not require a wheelchair adapted property there is an upper limit beyond which residents are unable to bid. In 2019-20, the limit was reached in February for applicants with medium medical priority. This meant that applicants were unable to bid until April 2020.

There is no provision within the existing scheme for residents with limited mobility living in high rise buildings.

There is provision within the scheme for applicants with disabilities or health needs, but this is limited to households needing one bedroom. Larger households cannot be prioritised for housing. This means that households with children who have disabilities cannot be prioritised for housing.

The quota system includes a single category for applicants with limited mobility. This encompasses a range of needs from fully wheelchair accessible properties through to level access properties. This means that applicants needing a wheelchair adapted property are competing against those with a lower need for adaptations.

Proposed Changes

The new scheme removes the quotas to focus solely on a points-based allocations system. This will better reflect the level of need and provide more transparency to the way in which we allocate homes. This also means that there is no upper limit on the number or proportion of homes that are available to disabled applicants.

The new scheme gives priority to residents with limited mobility living in high rise buildings.

Households who include someone who has been diagnosed with either a mental health illness; learning disability; physical disability, sensory impairment or long-term condition can be prioritised regardless of the size of property they require.

The new scheme differentiates between wheelchair adapted properties and other adaptations. Wheelchair adapted properties will be reserved for households who specifically need them.

The new scheme is based on the assessment of a household's lifetime need rather than a specific point in time. This will therefore give higher priority to those who have an urgent need to move due to health or disability reasons. Those with an urgent need to move on grounds of illness or disability will therefore have relatively higher priority than they do under the current scheme.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

There is a lack of available data in this area. However, we do not believe that the revised housing allocations scheme will have a differential impact (positive or negative) on transgender people. Properties will be allocated on the basis of need rather than household characteristics.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected

The revised housing allocations scheme will not have a differential impact (positive or negative) on people in a marriage or civil partnership. Properties will be allocated according to assessed need rather than household characteristics.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or**

negative] on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected

The revised housing allocations scheme will not have a differential impact (positive or negative) on pregnancy and maternity. Properties will be allocated according to assessed need rather than household characteristics.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

Ethnicity

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected

The revised housing allocations scheme will have a positive impact on people from minority ethnic backgrounds.

The Current Scheme

The Housing Register

There is a disproportionate number of people from BAME backgrounds on the housing register. There are approximately 1026 Black applicants (African, Caribbean and Other) on the housing register, in comparison to just 484 White UK applicants. There are 2612 housing register applicants with ethnicities data recorded. Applicants with a black background make up 39.3% of applicants, whereas White UK group make up 18.5%. When comparing the demographics with the borough of Enfield, White UK group make up 40.5% of the total population.

Homeless Applicants

People from BAME backgrounds are more likely to approach our homelessness service for help. During 2018-19, we assessed 2918 households under the Homelessness legislation.

Applicants identifying as black make up the largest single group with 33% with 57% of applicants identifying as being from a non-white background. A full breakdown is set out below:

Ethnicity	%
White	30
Black / African / Caribbean / Black British	33
Asian / Asian British	4
Mixed / Multiple ethnic groups	3
Other ethnic groups	17
Not known	13

This means that the allocation policy will have a disproportionately positive impact on people from BAME backgrounds.

Overcrowding and Covid

The impact of the Covid pandemic on BAME communities has been profound. Research by UCL into mortality rates from Covid has demonstrated that there is an increased risk of death with BAME communities being nearly twice as likely to die than the white population. Many of the overcrowded households in the borough are from BAME communities. For BAME households this has meant an increased risk as it is far more difficult to maintain lockdown measures when the household do not have enough space to live in.

Proposed Changes

The Housing Register

The new scheme is based on the assessment of a household's needs over an extended period. This will increase the level of transparency in the allocation of properties. Overall, we expect the proposals to have a positive impact on households from BAME backgrounds. This is primarily because of their overrepresentation on the Housing Register, driven by wider socio-economic factors. The proposed changes should benefit all households equally regardless of their background.

Homeless Applicants

For homeless applicants, the new points system will give greater priority to households moving out of temporary accommodation. This is part of a wider offer that includes pre tenancy training and on-going support to assist households in the private rented sector. All homeless households will benefit from firstly moving into a stable home rather than temporary housing, and then from getting greater priority through the points system for social housing which will increase over time.

Overcrowding and Covid

The Allocations Scheme gives priority to social rented tenants living in overcrowded households, with the level of priority rising according to the level of overcrowding. The draft Allocations Scheme and the Placement Policy have been amended to prevent overcrowding when assessing the needs of a household and in the allocation of properties regardless of tenure. This will have a disproportionately positive impact on BAME households.

Local Connection

The introduction of a local connection requirement may have a negative impact on travellers, Gypsies and refugees who may find it harder to establish a local

connection with Enfield. This is mitigated by the exception granted to those groups who may be discriminated against by the provision. Under these circumstances the local connection requirements may be reduced or removed. Local connection requirements do not apply to those who are entitled to reasonable preference.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

The proportion of households on the housing register for whom we hold monitoring data is relatively low, with around 2600 applicants with ethnicities data recorded out of nearly 4500. As part of the implementation of the new scheme we will seek to increase the proportion of households for whom we hold monitoring data.

A number of measures will be taken to ensure that applicants are not disadvantaged including:

- Providing appropriate advice and assistance
- Translating documents on request
- Providing information in other formats on request
- Partnership working with support agencies
- Undertaking monitoring and regular reviews of the allocations policy

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

The revised housing allocations strategy will not have a differential impact (positive or negative) on people who follow a religion or belief, including lack of belief as allocations will be made on the basis of need rather than protected characteristics.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

The proportion of households on the housing register for whom we hold monitoring data is low, and equalities data is not currently collated on religion, sexual orientation or gender reassignment. As part of the implementation of the new scheme we will seek to increase the proportion of households for whom we hold monitoring data.

Sex

Sex refers to whether you are a man or woman.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on men or women?

Please provide evidence to explain why this group may be particularly affected.

The revised housing allocations strategy will have a differential impact (positive or negative) on women.

Women applying for housing are more likely to have dependent children and therefore require family-sized homes whilst men applying for housing more likely to require studio or 1-bedroom home. The gender split therefore relates to the profile of different property sizes. The proposed Housing Allocation Scheme, like the current scheme, gives priority to council tenants at risk of violence and to referrals from women’s refuges and therefore meets the needs of those at risk of violence against women and girls

The current policy includes provision for greater priority for those in employment. The new scheme removes this provision. Because of parenting responsibilities, proportionately fewer women may be able to work than men, or work the same hours, or earn as much. In removing the greater priority given to working households, the scheme will have a disproportionately positive impact on women.

Mitigating actions to be taken

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

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Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The revised housing allocations strategy will not have a differential impact (positive or negative) on people with a particular sexual orientation as allocations will be made on the basis of need rather than protected characteristics.

Mitigating actions to be taken

The proportion of households on the housing register for whom we hold monitoring data is low, and equalities data is not currently collated on religion, sexual orientation or gender reassignment. As part of the implementation of the new scheme we will seek to increase the proportion of households for whom we hold monitoring data.

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

Socio-economic Deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, poor health, lone parents, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The revised housing allocations strategy will have a positive impact on people who are socio-economically disadvantaged.

The new scheme proposes the introduction of income thresholds so that social housing is available for those who are unable to afford rent or buy privately. Household income is assessed and those earning under £37,000 are eligible to be on the housing register, unless eligible for reasonable preference. Those who are eligible for reasonable preference can bid for some properties but not for those with rents at Social Rent or London Affordable Rent levels.

The calculation is based on the entry level to shared ownership and will apply if their gross household income is more than 10.5% of the average house price in Enfield (as published by the Office for National Statistics). This calculation is based on the minimum entry level for shared ownership in the borough. The income threshold will be set annually based on the figures for March.

The revised scheme has the effect of reserving the properties with the lowest rent levels for those with the lowest incomes.

Mitigating actions to be taken.

There is very little data held in this area. As part of the implementation of the new scheme we will seek to increase the proportion of households for whom we hold monitoring data.

We will monitor the implementation of the revised scheme to ensure that the scheme is not having a differential impact on people or households with protected characteristics.

Section 4 – Monitoring and Review

How do you intend to monitor and review the effects of this proposal?
 Who will be responsible for assessing the effects of this proposal?

Equalities data on ethnicity and disability is currently captured for some applicants but is not comprehensive. Equalities data is not currently collated on religion, sexual orientation or gender reassignment.

In future, applicants will be asked the Council’s standard monitoring questions in relation to religion, sexuality and gender reassignment, as well as the standard Council equalities questions on age, gender, ethnicity and whether the applicant or household has a disability.

The Head of the Housing Advisory Service will have overall responsibility for the implementation of the mitigating actions. A full review of the impact of the revised allocations scheme will be carried out once the scheme has been in operation for twelve months.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
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Approval by

Name: Joanne Drew

Signature

Section 5 – Action Plan for Mitigating Actions.

London Borough of Enfield

Council

Meeting Date: 30 September 2020

Subject: ANNUAL TREASURY MANAGEMENT OUTTURN REPORT 2019/20

Cabinet Member: Cllr Maguire, Cabinet Member Finance and Procurement

Executive Director: Fay Hammond, Executive Director - Resources

Key Decision: 5152

Purpose of Report

- To report the activities of the Council's Treasury Management function during the 2019/20 financial year. The key points of the report are highlighted below:

		See section:
Borrowing Outstanding at 31st March 2020	£986.9m - an increase of £142.1m Since 31 st March 2019. £240m long-term PWLB borrowing was raised for the reporting financial year 2019/20.	19 & 21
Capital Financing Requirement (CFR) at 31 March 2020	The borrowing CFR stood at £1,047.1m, an increase of £94.9m Since 31 st March 2019. HRA CFR increased by £43.6m and GF by £51.3m over the year.	25
Average interest on total debt outstanding and Interest paid on external borrowing	The average interest rate reduced to 2.69% over the year. This was due to some high coupon loans maturing during the year and very low coupon PWLB raised. Cost of borrowing for the year was £23.9m.	21 & 28
Investments & Net Borrowing	Interest earned on investments was £0.486m. Investments stood at £95.4m for the reporting period. Net Borrowing has increased by £84.4m to £891.5m.	34 & 41
Compliance with Treasury Management & Prudential Indicators	No breaches. The Director of Finance increased individual banks and MMFs money limits in March 2020 from £15m to £25m to ensure deposits could be placed with quality counterparties.	44 - 55
Debt Re-scheduling	None undertaken.	42
Minimum Revenue Provision (MRP)	MRP chargeable to the General Fund (GF) for 2019/20 is £8.0m	56 & 57

Proposal(s)

2. Council is recommended following agreement at Cabinet on 15 July 2020:
 - a) To note the contents of the report;
 - b) To approve the removal of 75% cap on total aggregate investments in money market funds (MMFs); and
 - c) To approve new money limit of £25m for each eligible counter party (Bank and MMF) meeting the Council's current criteria for high quality institution.

Reason for Proposal(s)

3. To inform Council of the Treasury Management performance for financial year 2019/20.

Relevance to the Council's Corporate Plan

4. Good homes in well-connected neighbourhoods
5. Build our Economy to create a thriving place
6. Sustain Strong and healthy Communities

Background

7. The Council adopted the Chartered Institute of Public Finance and Accountancy's Treasury Management in the Public Services: Code of Practice (the CIPFA Code) which requires the Council to approve treasury management half yearly and annual reports.
8. The Council's Treasury Management Strategy for 2019/20 was approved at the Council's meeting on the 27th February 2019. The Council has invested and borrowed substantial sums of money and is therefore exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates.

Economic Background

9. The Bank of England, which had held policy rates steady at 0.75% through most of 2019/20, moved in March to cut rates to 0.25% from 0.75% and then swiftly thereafter brought them down further to the record low of 0.1%. In conjunction with these cuts, the UK Government introduced a number of measures to help businesses and households impacted by a series of ever-tightening social restrictions, culminating in pretty much the entire lockdown of the UK.
10. The UK's exit from the European Union and future trading arrangements, had remained one of major influences on the UK economy and sentiment during 2019/20. The 29th March 2019 Brexit deadline was extended to 12th April, then to 31st October and finally to 31st January 2020. Politics played a major role in financial markets over the period as the UK's tenuous progress negotiating its exit from the European Union together with its future trading arrangements drove volatility, particularly in foreign exchange markets. The outcome of December's General Election

removed a lot of the uncertainty and looked set to provide a ‘bounce’ to confidence and activity.

11. The headline rate of UK Consumer Price Inflation UK Consumer Price Inflation fell to 1.7% y/y in February, below the Bank of England’s target of 2%. Labour market data remained positive. The average annual growth rate for pay excluding bonuses was 3.1% in January 2020 and the same when bonuses were included, providing some evidence that a shortage of labour had been supporting wages.
12. GDP growth in Q4 2019 was reported as flat by the Office for National Statistics and service sector growth slowed and production and construction activity contracted on the back of what at the time were concerns over the impact of global trade tensions on economic activity. The annual rate of GDP growth remained below-trend at 1.1%.
13. **Financial markets** sold off sharply as the impact from the coronavirus worsened. After starting positively in 2020, the FTSE 100 fell over 30% at its worst point with stock markets in other countries seeing similar huge falls. In March sterling touch its lowest level against the dollar since 1985.
14. The measures implemented by central banks and governments helped restore some confidence and financial markets have rebounded in recent weeks but remain extremely volatile.
15. The flight to quality caused gilts yields to fall substantially. The 5 year benchmark falling from 0.75% in April 2019 to 0.26% on 31st March. The 10 year benchmark yield fell from 1% to 0.4%, the 20-year benchmark yield from 1.47% to 0.76% over the same period.

Treasury Management Position

16. The Council started the financial year 2019/20 with the closing position as at 31st March 2019 where the Council had net borrowing of £807.1m arising from its revenue and capital income and expenditure.
17. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. The starting position for financial year 2019/20 are summarised in Table 1 below.

Table 1: Balance Sheet Summary

	31 March 2019 Actual £m
General Fund CFR	835.0
HRA CFR	157.7
Total CFR	992.7
Less: *Other debt liabilities	40.5
Borrowing CFR	952.2
External borrowing	844.8
Internal borrowing	108.0
Less: Usable reserves	(147.8)

Less: Working capital	110.1
Net investments	(37.7)

*finance leases, PFI liabilities and transferred debt that form part of the Council's total debt

18. The Council pursued its strategy of keeping borrowing and investments below their underlying levels, sometimes known as internal borrowing, in order to reduce risk and keep interest costs low.
19. The treasury management position at 31st March 2020 and the change during the year is shown in Table 2 below. The Council had no short term or long term investments but investments in money market funds categorised as cash equivalent for this financial year.

Table 2: Treasury Management Summary

	31.3.19 Balance £m	Movement £m	31.3.20 Balance £m	31.3.20 Rate %
Long-term borrowing	686.8	224.1	910.9	2.94
Short-term borrowing	158.0	(82.0)	76.0	0.96
Total borrowing	844.8	142.1	986.9	2.69
Total investments	(37.7)	(57.7)	(95.4)	0.53
Net borrowing	807.1	84.4	891.5	

Main Considerations for the Council

2019/20 Borrowing Update

20. The main objective when borrowing has been to strike an appropriately low risk balance between securing low interest costs and achieving cost certainty over the period for which funds are required, with flexibility to renegotiate loans should the Council's long-term plans change being a secondary objective.
21. At 31st March 2020 the Council held £986.9m of loans, an increase of £142.1m to previous year closing balance and this is due to the Council's funding strategy for its capital programme. Outstanding loans on 31st March 2020 are summarised in Table 3 below and include loans that have been made to the LB Enfield's companies (further summarised in Table 6).

Table 3: Treasury Management Borrowing Summary

Type of Loan	31.3.19 Balance £m	New Borrowing £m	Repaid Borrowing £m	31.3.20 Balance £m	Average Interest %
PWLB	673.8	240.0	(16.5)	897.3	2.95
European Investment Bank	8.9	-	(0.3)	8.6	2.31
LEEF	4.0	-	(0.6)	3.4	1.71
Local Authority	158.0	89.0	(171.0)	76.0	0.96

SALIX	0.1	1.6	(0.1)	1.6	-
Total	844.8	330.6	(188.5)	986.9	2.69

22. In keeping with these objectives, new borrowing was kept to a minimum of £330.6m, while £188.5m of existing loans were allowed to mature without replacement. This strategy enabled the Council to reduce net borrowing costs (despite foregone investment income) and reduce overall treasury risk.
23. During the reported period the Council raised £240 million of new PWLB long term loans for capital expenditure of which £160 million was raised for the General Fund; and £80 million was raised for the HRA.

The Capital Financing Requirement (CFR)

24. The Council has an increasing CFR due to the capital programme and an increasing estimated borrowing requirement which takes into account usable reserves and working capital which are the underlying resources available for investment as shown in Table 4.
25. The Council's current strategy is to maintain borrowing and investments below their underlying levels, sometimes known as internal borrowing. This has been achieved in 2019/20 but with the Council's internal borrowing now exhausted we will move closer to the CFR limit in future years.

Table 4: Capital Financing Requirement (CFR)

Capital Financing Requirement (CFR)	31 March 2019 £m	31 March 2020 £m
General Fund	835.0	883.1
Housing Revenue Account	157.7	201.3
Total CFR	992.7	1,084.4
Less: *Other debt liabilities	40.5	37.3
Borrowing CFR	952.2	1,047.1
External Borrowing	844.8	986.9
Under Borrowing	148.8	60.2
Authorised Limit	1,148.0	1,400.0

*Total CFR includes finance leases, PFI liabilities and transferred debt that form part of the Council's total debt

26. As PWLB funding margins have pitched quite substantially, there remains a strong argument for diversifying source of funding, particularly if lower rate borrowing can be achieved from alternative sources at rates below gilt yields plus 0.80%, for General Fund capital expenditure. The Council will evaluate and pursue these lower cost solutions and opportunities when available.

Other Debt Activity

27. After £3.2m repayment of prior years' Private Finance Initiative/finance leases liabilities, total debt other than borrowing stood at £37.3m for this financial year end.

Cost of Borrowing

28. The average interest rate paid on total external debt in 2019/20 was 2.69% (3.05% in 2018/19). Table 6 shows the Council total cost of maintaining its debt portfolio, as well as how the debt cost has been recharged to the HRA and to LBE Companies. The overall cost to the General Fund was £4.69 million.

Table 5: Cost of Borrowing

	2018/19	2019/20
	£m	£m
Public Works Loan Board	19.5	22.5
Commercial	1.9	-
Local Authority	0.3	0.1
FIB	0.2	0.2
KEEF	0.1	0.1
Salix	-	-
Total Interest on Long Term Debt	21.9	22.9
Short term Loans	0.9	1.1
Commission on loans	0.1	(0.1)
Total Interest Paid	23.0	23.9
Interest Income Receipts from:		
Housing Revenue Account	8.2	8.9
Capitalised Interest on Meridian Water	7.2	7.7
HGL	2.8	2.8
BIL	0.8	0.7
Energetik	0.4	0.5
Enfield Enterprise	0.0	0.0
General Fund	3.5	3.2
Total Cost of Debt	23.0	23.9

their interest rate to meet the State Aid regulations set by the European Union.

Debt Maturity

30. The Council has 90 loans spread over 50 years with the average maturity being 27 years. The maturity profile allows the Council to spread the risk of high interest rates when debt matures in any one year.

31. Table 6 shows the maturity structure of the Council's debt portfolio as at 31 March 2020:

Table 6: Profile of Maturing Debt

	Loans Outstanding as at 31 March 19	Loans Outstanding as at 31 March 20
	£m	£m
Under 1 year	164.6	98.6
1-5	67.1	67.8
5-10	85.0	124.7
10-15	151.8	126.1
15-25	67.6	181.0
25-30	58.5	58.5
30-40	141.4	141.4
40+	108.8	188.8
	844.8	986.9

Treasury Investment Activity

32. Total cash balances over the year varied considerably, predominantly because of the significant peaks and troughs arising from payment profiles of business rate collections, capital expenditure, DWP payments and housing benefit payments.
33. During the year the Council's investment balance ranged between £5 million and £147 million due to timing differences between income and expenditure.
34. The investment position at the year end is shown in table 7 below.:

Table 7: Treasury Investments

Counterparties	31.3.19 Balance £m	Cumulativ e Sums Invested £m	Cumulativ e Sums Repaid £m	31.3.20 Balance £m
Money Market Funds				
Goldman Sachs	-	173.5	(164.9)	8.5
Deutsche	-	162.7	(150.7)	12.0
Aberdeen (Ignis)	-	73.5	(59.5)	14.0
Federated	10.0	48.4	(44.4)	14.0
CCLA	-	38.6	(27.6)	11.0

HSBC Liquidity	-	106.5	(106.5)	0
Invesco	-	45.5	(34.5)	11.0
Call Accounts				
Santander	-	30.4	(30.4)	0
HSBC	12.7	215.5	(203.3)	24.9
Handelsbanken	15.0	21.0	(36.0)	0
	37.7	915.5	(857.8)	95.3

35. The Council generated investment income of £0.486m on cash balances held in call accounts and money market funds during this financial year. On average the Council's cash investment portfolio had a risk weighting equivalent to AA+ credit rating.

Investment Benchmarking

36. Both the CIPFA Code and Government guidance require the Council to invest its funds prudently, and to have regard to the security and liquidity of its treasury investments before seeking the optimum rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.
37. The progression of risk and return metrics are shown in the extracts from Arlingclose's quarterly investment benchmarking in Table 8 below.

Table 8 – Treasury investments managed in-house

	Credit Score	Credit Rating	Bail-in Exposure	Weighted Average Maturity (days)	Rate of Return %
31.03.2019	3.76	AA-	100%	1	0.57%
31.03.2020	4.25	AA-	100%	1	0.30%
Similar LAs	4.16	AA-	57%	89	0.59%
All Las	4.03	AA-	56%	20	0.64%

Non-Treasury Investments

38. The definition of investments in CIPFA's revised Treasury Management Code now covers all the financial assets of the Council as well as other non-financial assets which the Council holds primarily for financial return.
39. This is replicated in the Investment Guidance issued by Ministry of Housing, Communities and Local Government's (MHCLG) and Welsh Government, in which the definition of investments is further broadened to also include all such assets held partially for financial return.
40. The Council held £131.1m of such investments. A list of the Council's non-treasury investments is shown in below table 9:

Table 9: Non-Treasury Investments

Loans made to LBE Companies	31.3.19 Balance £m	New Borrowing £m	Repaid Borrowing £m	31.3.20 Balance £m
HGL	113.9	5.5	(1.0)	118.4
Energetik	6.3	2.7	(0.1)	8.9
EIL	12.2	-	(8.6)	3.6
EEA	0.8	-	(0.8)	0
Total	133.2	8.2	(11.4)	131.1

41. It is worth noting that £2.5m of accounting impairment charges were applied to the Energetik investment as at 31 March 2019.

Net Debt

42. The Council's net borrowing increased from £807.1m to £929.1m in 2019/20 as demonstrated in Table 10. This recognises that future capital expenditure will need to be financed from external borrowing and will create pressure on the revenue budget, however this impact has been recognised in the Council's Medium Term financial plan.

Table 10: Net Debt

	Actual £m	Budget £m	Actual interest £m	Budget interest £m
Companies	133.9	131.1	4.1	4.1
Meridian Water	292.1	308.1	7.7	10.1
Other GF*	359.2	406.9	3.2	6.8
HRA	201.7	206.6	8.9	9.0
Total borrowing	986.9	1,052.8	23.9	30.1
PFI & Finance leases	37.3	42.9	3.6	4.1
Total debt	1,024.2	1,095.7	(27.5)	(34.2)
Total treasury investments	(95.4)	(50.0)	(0.5)	(0.3)
Net Debt	928.9	1,045.7	-	-

Debt Restructuring

43. Debt restructuring normally involves prematurely replacing existing debt (at a premium or discount) with new loans to secure net savings in interest payable or a smoother maturity profile. Restructuring can involve the conversion of fixed rate interest loans to variable rate loans and vice versa.
44. No rescheduling was done during the year as the new PWLB borrowing rates and premature repayment rates made rescheduling unviable. The Council will continue to actively seek opportunities to restructure debt, if viable.

Compliance with Treasury Management Indicators

45. Within the prudential indicators there are several key indicators to ensure that the Council operates its activities within well defined limits. For example, the operational borrowing limit set by the Council, determines the external debt levels which are not normally expected to be exceeded, whereas the authorised borrowing limit represents a control on the maximum level of borrowing. This represents a limit beyond which external debt is prohibited, and this limit needs full council to approve any increase.
46. Throughout 2019/20 the total loan debt was kept within the limits approved by the Council against an authorised limit of £1,400 million. The authorised limit (as defined by the Prudential Code) was set as a precaution against the failure, to receive a source of income or a major unexpected expenditure. In the unlikely event of this happening, the Council would need to borrow on a temporary basis to cover the shortfall in cash receipts. Any significant breach must be reported to the Council.
47. Officers reports that all treasury management activities undertaken during the year complied fully with the CIPFA Code of Practice and the Council's approved Treasury Management Strategy or explain the areas of non-compliance. Compliance with specific investment limits is demonstrated in tables below.
48. Compliance with the authorised limit and operational boundary for external debt is demonstrated in table 11 below.

Table 11: Prudential Indicators

Debt Limits	2019/20 Maximum £m	31.3.20 Actual £m	2019/20 Operational Boundary £m	2019/20 Authorised Limit £m	Complied? Yes/No
Borrowing	995.6	986.9	1,200	1,300.0	Yes
PFI and Finance Leases	40.5	37.3	75.0	100.0	Yes
Total debt	1,036.1	1,024.2	1,275.0	1,400.0	Yes

49. Since the operational boundary is a management tool for in-year monitoring it is not significant if the operational boundary is breached on occasions due to variations in cash flow, and this is not counted as a compliance failure. Although total debt was not above the operational boundary during this reporting financial year.

Treasury Management Indicators

50. The Council measures and manages its exposures to treasury management risks using the following indicators.
51. **Security:** The Council has adopted a voluntary measure of its exposure to credit risk by monitoring the value weighted average credit rating and credit score of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

Table 12: Credit Risk

	31.3.20 Actual	2019/20 Target	Complied?
Portfolio average credit rating	AA-	A-	Yes
Portfolio average credit score	4.25	4.75	Yes

52. **Liquidity:** The Council has adopted a voluntary measure of its exposure to liquidity risk by monitoring the amount of cash available to meet unexpected payments within a rolling three-month period, without additional borrowing.

Table 13: Liquidity Risk Indicator

	31.3.20 Actual	2019/20 Target	Complied?
Total cash available within 3 months	£95.35m	£25m	Yes

53. **Interest Rate Exposures:** This indicator is set to control the Council's exposure to interest rate risk. The Council held no variable interest rate debt during 2019/20. However, the Council's Treasury Management Strategy does permit variable interest rate loans.

Table 14: Interest Rate Risk Indicator

	31.3.20 Actual	2019/20 Limit	Complied?
Upper limit on one-year revenue impact of a 1% <u>rise</u> in interest rates	Nil	+£4m	Yes
Upper limit on one-year revenue impact of a 1% <u>fall</u> in interest rates	Nil	+£4m	Yes

54. The impact of a change in interest rates is calculated on the assumption that maturing loans and investment will be replaced at current rates.
55. **Maturity Structure of Borrowing:** This indicator is set to control the Council's exposure to refinancing risk. The upper and lower limits on the maturity structure of all borrowing were:

Table 15: Maturity Structure

	31.3.20 Actual	Upper Limit	Lower Limit	Complied?
Under 12 months	10.55%	30%	0%	Yes
12 months & within 24 months	1.33%	35%	0%	Yes
24 months and within 5 years	5.50%	40%	0%	Yes
5 years and within 10 years	12.55%	45%	0%	Yes
10 years and above	70.07%	100%	0%	Yes

56. Principal Sums Invested for Periods Longer than a year: The purpose of this indicator is to control the Council's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long-term principal sum invested to final maturities beyond the period end were:

Table 16: Sum Invested Over One Year

	2019/20	2020/21	2021/22
Actual principal invested beyond year end	Nil	Nil	Nil
Limit on principal invested beyond year end	£15m	£15m	£15m
Complied?	Yes	Yes	Yes

Minimum Revenue Provision

57. In accordance with the Local Government Act 2003, the Council is required to pay off an element of the accumulated General Fund capital expenditure, which was funded from borrowing, through an annual revenue charge known as the Minimum Revenue Provision (MRP).
58. The MRP budget for 2019/20 has been adjusted to £8m. In the 2020/21 TMSS that was approved by the Council at its meeting in February 2020 had MRP budget for 2019/20 as £10.8m with chargeable value of £1m to the General Fund, due to £9.8m overprovision set aside in the MRP Reserve used to offset the full annual charge.

Change of Margin to PWLB Borrowing Rate

59. On 9th October 2019 the PWLB raised the cost of certainty rate borrowing by 1% to 1.8% above UK gilt yields as HM Treasury was concerned about the overall level of local authority debt. PWLB borrowing remains available but the margin of 180bp above gilt yields appears relatively very expensive. Market alternatives are available and new products will be developed; however, the financial strength of individual councils will be scrutinised by investors and commercial lenders.
60. The Chancellor's March 2020 Budget statement included significant changes to Public Works Loan Board (PWLB) policy and launched a wide-ranging consultation on the PWLB's future direction. Announcements included a reduction in the margin on new HRA loans to 0.80% above equivalent gilt yields available from 12th March 2020 and £1.15bn of additional "infrastructure rate" funding at gilt yields plus 0.60% to support

specific local authority infrastructure projects for England, Scotland and Wales for which there is a bidding process.

61. The consultation titled “Future Lending Terms” represents a frank, open and inclusive invitation, allowing key stakeholders to contribute to developing a system whereby PWLB loans can be made available at improved margins to support qualifying projects. It contains proposals on allowing authorities that are not involved in “debt for yield” activity to borrow at lower rates as well as stopping local authorities using PWLB loans to buy commercial assets primarily for yield without impeding their ability to pursue their core policy objectives of service delivery, housing, and regeneration. The consultation also broaches the possibility of slowing, or stopping, individual authorities from borrowing large sums in specific circumstances.

Safeguarding Implications

62. The report provides clear evidence of sound financial management, efficient use of resources, promotion of income generation and adherence to Best Value and good performance management

Public Health Implications

63. The Council’s Treasury Management indirectly contributes to the delivery of Public Health priorities in the borough.

Equalities Impact of the Proposal

64. The Council is committed to Fairness for All to apply throughout all work and decisions made. The Council serves the whole borough fairly, tackling inequality through the provision of excellent services for all, targeted to meet the needs of each area. The Council will listen to and understand the needs of all its communities.

Environmental and Climate Change Considerations

65. There are no environmental and climate change considerations arising from this report.

Risks that may arise if the proposed decision and related work is not taken

66. Lack of robust governance inevitably involves a degree of risk. The successful identification, monitoring and control of risk are therefore central to the Council’s treasury management strategy.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

67. Not approving the report recommendations and not adhering to the overriding legal requirements could impact on meeting the ongoing objectives of the Council’s treasury activities.

68. Removing the 75% cap on MMFs and increasing the money limit of deposits from £15m to £25m for eligible counterparty will allow the officers the ability to place deposits with quality counterparty thereby reducing the risk of default of the council's investment portfolio.

Financial Implications

69. This is a noting report which fulfils the requirement to report annually the performance of the Council's treasury management activities. Financial implications are set out in the body of the report.

Legal Implications

70. This report sets out the lawful basis for the recommendation to approve the 2019/20 Treasury Outturn Report. The Council has duties within an existing legal and regulatory framework to produce an annual Treasury Management review of activities and the actual prudential and Treasury indicators for 2018/19.

Workforce Implications

71. The employer's contribution is a significant element of the Council's budget and consequently any improvement in investment performance and having a significant reduction in cost of borrowing will allow the Council to meet this obligation easily and could also make resources available for other corporate priorities.
72. This report helps in addressing value for money through benchmarking the Council's performance against other Local Authority and London Boroughs.

Property Implications

73. None

Other Implications

74. None

Options Considered

75. The CIPFA TM code require that the Council establishes arrangements for monitoring its investments and borrowing activities hence the performance and activities of the Council's treasury operations is being reported to this Committee on a regular basis.
76. This report is required to comply with the Council's Treasury Management Policy statement, agreed by Council.

Conclusions

77. The Council held outstanding investments of £95.4m as at 31st March 2020. This portfolio earned interest of £0.486m for the year.

78. During the year the HM Treasury increased PWLB rate by 100 basis points (1%) to 180 basis points (1.8%).
79. The actual borrowing CFR increased by £94.9m to £1,047.1m from last year closing position of £952.2m. Comparing the borrowing CFR forecast for 2019/20 of £1,096m with the actual borrowing CFR, this gives a variance of £48.9m for the year, which is due to some capital expenditure slippage.
80. The actual debt at year end stood at £1,024m, an increase of £142.1m over 2018/19 closing balance. The total debt forecast for 2019/20 was £1,095m and this is £60m more than the actual gross debt for the year.
81. In March 2020 £80m PWLB borrowing was raised with an average rate of 1.45%, with all loans maturing in 50 years. This borrowing was raised for HRA capital expenditure projects, taken advantage of the available ultra low PWLB rate for HRA projects.
82. The gross interest paid for financing external borrowing for the year were £23.9m and the proportion of interest charged to the General Fund for the year was £3.2m. Although gross interest forecast for 2019/20 was £30m with chargeable budget of £6.8m to the General Fund. The favourable variance is due to the ability of officers being able to obtain lower than expected long term borrowing rates facility to fund the Council's capital expenditures.
83. Over the reporting year all treasury management (TM) activities have been carried out in accordance with the approved limits and the prudential indicators (PI) set out in the Council's Treasury Management Strategy statement.

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Date of report 21 September 2020

Appendices

None

Background Papers

The following documents have been relied on in the preparation of this report:

- I. Treasury Management Strategy Statement 2018/19 (Approved by Council February 2019)
- II. Treasury Management Strategy Statement 2019/20 (Approved by Council February 2020)
- III. Arlingclose – Treasury Outturn Template for 2019/20
- IV. Arlingclose – Enfield Benchmarking-credit-scores for March 2020

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London Borough of Enfield**Council 30 September 2020**

Subject: Scrutiny Annual Work programmes 2020/21
CE.20.002

Cabinet Member: Councillor Barnes

Director: Jeremy Chambers

Key Decision: N/A

Purpose of Report

1. This report and Appendices set out the draft work programmes for OSC and the standing panels for 2020/21.

Proposal(s)

2. Council is asked to approve the annual scrutiny work programmes for 2020/21 for the Overview & Scrutiny Committee and Standing Panels.

Reason for Proposal(s)

3. The Council's Constitution requires that the scrutiny work programmes are adopted by Council on the recommendation of the Overview & Scrutiny Committee, following consultation with the Cabinet and the Executive Management Team (EMT).

Relevance to the Council Plan

4. The newly formed scrutiny panels are more focussed and are better aligned to areas where they can add most value to the council's priorities.

Background

5. The Overview and Scrutiny Committee and Panels set out their own work programmes for the year, taking into consideration wider consultation with Cabinet and EMT.
6. A revised committee structure was approved at Council on the 1st July 2020, as part of this report, changes were proposed to make scrutiny more effective, and the following Panels were agreed:

The seven scrutiny Panels are:

- (i) Crime;

- (ii) Health & Adult Social Care;
 - (iii) Children, Young People & Education;
 - (iv) Regeneration & economic Development;
 - (v) Finance & Performance;
 - (vi) Environment & Climate Action; and
 - (vii) Housing
7. Membership of the Overview and Scrutiny Committee and the Scrutiny Panels were approved by Council, including Chair and Vice Chair nominations.
 8. Each of the Panels held a work planning meeting with the Cabinet member and Executive Director invited to attend and present their priorities.
 9. Co-ordinating the Panels work programmes and ensuring there is no duplication across the panels is part of the function of OSC.
 10. Covid-19 is listed on 4 out of the 8 panels. However, as the panels are looking at different aspects of the effect of covid 19, OSC felt that there isn't any duplication. Areas covered by panels under this heading include the impact on council services, Councils finances, Care Homes, and the mental health and wellbeing of older people, and children and young people.
 11. OSC and the Scrutiny Panels are scheduled to meet a minimum of 4 times per year, however, it's likely OSC will meet more often to deal with call-ins and pre-decision Scrutiny.
 12. The Scrutiny work programmes will be sent to key stakeholders such as Health, Police, EVA.
 13. Cabinet are asked to comment on the work programmes, and these comments will be incorporated into the report to be considered by Council on the 30th September.

Main Considerations for the Council

14. Members are asked to approve the Overview & Scrutiny and Panel work programmes.

Safeguarding Implications

15. None identified.

Public Health Implications

16. There are no direct public health implications linked to this report, but rather what happens as a result of scrutiny

Equalities Impact of the Proposal

17. Equalities impact assessments relating to recommendations that scrutiny may make will be assessed through the scrutiny process.

Environmental and Climate Change Considerations

18. None identified.

Risks that may arise if the proposed decision and related work is not taken

19. To comply with the requirements of the Council's Constitution, the work programme must be formally adopted by Council. Scrutiny is essential to good governance and enables the voice and concerns of residents and communities to be heard and provides positive challenge and accountability.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

20. There are no risks associated with this report.

Financial Implications

21. Any cost implications of recommendations made from scrutiny must be contained within budgeted resources.

Legal Implications

22. The recommendations within this report for adoption of the annual Scrutiny Workstream Programme are lawful and will help support the Council in meeting its statutory obligations for effective overview and scrutiny.
23. The Council has statutory duties within an existing legal framework to make arrangements for the scrutiny of its decisions and service delivery, including the areas of crime and health, which are covered within these recommendations.
24. The setting of the annual scrutiny work programme is a matter for the Council, following consultation with EMT, members and key stakeholders within an agreed protocol. These requirements are set out in the Council's Constitution.

Workforce Implications

25. None identified.

Property Implications

26. None identified

Other Implications

27. None identified

Options Considered

28. The Overview & Scrutiny Committee is required, under the Council's Constitution, to present an annual scrutiny work programme to Council for adoption

Conclusions

29. Council is asked to approve the work programmes for OSC and the standing panels.

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Date of report September 2020

Appendices

A – Draft OSC work programme

Background Papers

None

DRAFT OVERVIEW & SCRUTINY COMMITTEE WORK PROGRAMME 2020/21

WORK	30 July – Planning session	15 September 2020	21 October 2020	17 December 2020 – Budget Meeting	17 February 2012	1 April 2021
Specific Topics						
Budget Consultation 2021/22				Report and Presentation		
Council Priorities 2020/21	Verbal update					
Meridian Water Scrutiny Workstream Report		Update on future scrutiny				
Procurement					Report	
ICT and Digital Services – The Customer Experience			Report			

WORK	30 July – Planning session	15 September 2020	21 October 2020	17 December 2020 – Budget Meeting	17 February 2012	1 April 2021
Building the Change – The Council's real estate					Report	
Corporate Performance Dashboard						
Public Health – Outcomes of the Covic-19 pandemic					Report	
Partnerships and Businesses						Report
Standing Items						
Updates from Scrutiny Panel Chairs						Report from Chairs
Monitoring/ update						
					Update	

WORK	30 July – Planning session	15 September 2020	21 October 2020	17 December 2020 – Budget Meeting	17 February 2012	1 April 2021
Equality and Diversity						
HR Issues, staffing and sickness levels						Update
Complaints, MEQs and FOIs					Update	
Work Programme						
Setting the Overview & Scrutiny and Panel Annual Work Programmes 2020/21		Agree OSC Work Programme for 2020/21				

DRAFT CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY PANEL WORK PROGRAMME 2020/21

WORK	September (Work Planning)	Thursday 10 December 2020	Wednesday 3 February 2021	Tuesday 9 March 2021
Panel Work Programme 2020/21 – To consider the Local Priorities 2020-21 and set the Panel work programme	Verbal Update			
Specific Topics:				
Fostering			Report	
Mental Health			Report	
Exclusions		Report		
Covid 19 (opening of schools and working in a Covid 19 environment)		Report		
Supporting schools and the Heads of schools		Report		
Poverty & Inequality Commission				Report
Special Educational Needs			Report	
Vulnerable Children & Young People youth provision and environment				Report

DRAFT CRIME SCRUTINY PANEL WORK PROGRAMME 2020/21

WORK	Thurs 2 Sep (Work Planning)	Wed 4 Nov	Tues 26 Jan	Tue 16 Mar
Panel Work Programme 2020/21 – To consider the Panel work programme	Agree work programme			
Standing Items				
SSCB Partnership Plan & Strategic Priorities			Report	
SSCB Performance Management – provide a monitoring overview on performance of SSCB		Monitoring Update	Monitoring Update	Monitoring Update
Briefings, Monitoring & Updates:				
Prostitution		Report		Update
Burglary		Report		
Serious Youth Violence			Report	
London Fire Brigade			Report	
Reoffending, including youth reoffending				Report
Human Trafficking- the role of charities				Report

DRAFT ENVIRONMENT & CLIMATE ACTION SCRUTINY PANEL WORK PROGRAMME 2020/21

WORK	8 September 2020- Planning Session	16 December 2020	9 February 2021	29 April 2021
Specific Topics				
Local Priorities 2020-21	Verbal update			
Meridian Water Environment Strategy	Presentation			Update Report
Parks and Green Infrastructure Strategy		Report		
Waste Service Changes and Fly-tipping		Report		
Climate Action Plan Implementation			Report	

DRAFT FINANCE & PERFORMANCE SCRUTINY PANEL WORK PROGRAMME 2020/21

ITEM	8 SEPTEMBER 2020	5 NOVEMBER 2020	6 JANUARY 2021	11 MARCH 2021
Annual Items				
Setting the Panel's Work Programme 2020/21	Agree work programme			
Budget 2021/22 and Medium-Term Financial Plan 2021/22 to 2025/26		To consider draft proposals and report onto Overview and Scrutiny Committee		
Specific Items				
Local Priorities for 2020/21 including the Council's response to the financial challenges of Covid 19	Verbal presentation			
Impact of Covid 19 <ul style="list-style-type: none"> • Finance • Performance 		Report		
Grants – including Council's strategy and approach for grant applications				Report
Debts – including income and debt recovery; supporting residents in financial hardship			Report	

Housing Revenue Account – updated business plan			Report	
Dedicated Schools Grant				
Monitoring/Updates				
Quarterly Monitoring Reports: <ul style="list-style-type: none"> • Revenue • Capital • Performance 		Review	Review	Review

DRAFT HEALTH & ADULT SOCIAL CARE SCRUTINY PANEL WORK PROGRAMME 2020/21

WORK	9 September 2020- Planning Session	3 November 2020	21 January 2021	24 March 2021
Specific Topics				
Local Priorities 2020-21	Verbal update			
Older People's Assessment Unit at Chase Farm Hospital		Report		
Reconfiguration of the NHS				Report -*see note below
North Middlesex Hospital Trust			Follow up on CQC Inspection	
Immunisation Take-up			Report	
Standing Items				
Covid-19		Report - Care Homes	Report – Mental Health	Report - TBC
Monitoring/ update				
Adult Safeguarding Report				Annual Report
Reardon Court		Progress		

WORK	9 September 2020- Planning Session	3 November 2020	21 January 2021	24 March 2021
		Report		
Work Programme				
Setting the Health and Adult Social Care Scrutiny Work Programme	Agree Work Programme			

DRAFT HOUSING SCRUTINY PANEL WORK PROGRAMME 2020/21

WORK	3 September 2020- Planning Session	1 December 2020	11 February 2021	15 April 2021
Specific Topics				
Local Priorities 2020-21	Presentation			
Building Safety and Capital Works		Report		
Housing White Paper		Report		
Housing Advice Service/ Temporary Accommodation/Homelessness			Report	
Responsive Repairs			Report	
Allocations Policy				Report

WORK	3 September 2020- Planning Session	1 December 2020	11 February 2021	15 April 2021
The Role of Housing Associations				Report
Work Programme				
Setting the Housing Scrutiny Work Programme 2020-21	Agree Work Programme			

DRAFT REGENERATION & ECONOMIC DEVELOPMENT SCRUTINY PANEL 2020/21

	10 Sept 2020	13 Oct 2020	8 Dec 2020	3 Feb 2021	17 March 2021
Topics					
Work Programme 2020/21	To agree	To review	To review	To review	To review and suggest items for next year
Planning Reform	Presentation				
Culture Strategy		Discussion/ Workshop on draft			
Economic Development Strategy		Discussion/ Workshop on draft			
Local Plan including housing needs and delivery			Discussion		
Skills and Training			Discussion		
Estate Regeneration Alma, Ladderswood, New Avenue and Electric Quarter				Discussion	
Local Plan – Emerging Policies				Discussion	
Joyce and Snells					Review of Regeneration Project

	10 Sept 2020	13 Oct 2020	8 Dec 2020	3 Feb 2021	17 March 2021
Meridian Water – supporting economic development			Review		
Meridian Water – addressing local needs					Discussion
Meridian Water Workstream Review Recommendations			Monitor review		Monitor Review
Improving Town Centres Workstream Review					

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London Borough of Enfield

Council
30th September 2020

Subject: Reardon Court Extra Care Housing Development

Cabinet Members: Cllr Alev Cazimoglu – Health & Social Care
Cllr Nesil Caliskan - Regeneration and Housing Supply

Executive Director: Tony Theodoulou, Executive Director People

Purpose of Report

This report provides an update on the Reardon Court project approved by Cabinet (KD4898) in July 2019 and seeks authority for the full allocation of funding required from the Council's Capital Programme, to deliver a specialised housing scheme for 91 new homes for older people with support needs.

Proposal(s)

1. To approve an increase of £2.611m to the approved allocation of capital funding in the Council's Capital Programme.
2. Note the additional borrowing requirement of £400k against the approved budget in KD 4898.
3. To note the GLA's Care and Support Specialist Housing capital grant of £9,443,161 is time limited to 12 March 2020 by which date contractually the main works must commence. The grant funding will be paid in full on entering into the build contract.
4. To note the use of funds from the Kingsdown Charitable Trust as previously referenced in the July 2019 Cabinet report (KD 4898), and as detailed at para 22.
5. To delegate all other necessary approvals and consents required to deliver the project to the Executive Director of Place in consultation with the Executive Director of People.

Reason for Proposal(s)

6. The proposal delivers on the Good Growth Housing Strategy and furthers the corporate priority for safe, healthy and confident communities. The Covid-19 crisis has highlighted how important it is for the Council to design and deliver accommodation which helps the most vulnerable to live independently.
7. Reardon Court will deliver on the vision set out in the Market Position Statement (2019-2022), enabling people to maximise their potential, delivering joined-up, efficient and high quality services, which focus on the whole person and bridging the gap between our vision and people's own personal experience.

8. The cost of provision is higher for these types of scheme resulting in an overall requirement of £0.40m of additional borrowing against the allocated capital budget. The building is a 4 storey building which will provide extra care accommodation in the form of 91 flats (81x1 bed and 10x2 bed) with courtyard, communal facilities including lounge, multi-use room, laundry, hairdressing room, mobility scooter store, library/IT room, guest room together with staff room/office and associated parking.
9. Further costs have been incurred and identified during the procurement process. A procurement strategy for the selection and appointment of services to deliver this project was agreed at the Council's Procurement and Commissioning Board (February 2019). Following an OJEU procurement process, two bids were received for the main works, of which the lowest tender exceeded the budget estimate approved in July 2019, by 15.8%.
10. Prior to commencing procurement in February 2020 our cost consultants, STACE, evaluated pre-tender costs based on the design and build costs in the market at that point. This figure was also exceeded, which is an indicator that the market has significantly changed due to Covid-19 and continuing uncertainty around Brexit.
11. This is reflected in the low number of bids and the increase in the main contractor costs accounting for the risk associated with Covid-19 and the social distancing measures required to deliver safely, for operatives and residents in adjacency to the site. The construction market is required to work within Public Health guidelines for social distancing. Site operating procedures require additional welfare facilities and staggered breaks to manage the risk of Covid-19. The cost of Covid-systems including providing Personal Protective Equipment and need for additional social distancing marshals has also impacted on cost.
12. If the project is delayed any further, the Council will have to incur additional costs and risk losing the grant which is time limited. Without the grant the scheme is not viable for the Council to deliver. With the grant, however, the project is cash positive over 40 years

Cost uplifts

13. The overall budget variation is £2.611m against the Cabinet approved allocation. This is a 9.5% increase which includes the risk adjusted for contractor costs and the delay of over 12 months to commence procurement, in which time the impact of Brexit and Covid-19 build cost inflation rose to 4.4%
14. The project was significantly delayed due to a combination of issues including delays in securing approval from Natural England for a bat licence, obtaining GLA consent to the measure proposed to meet energy efficiency standards and developing the scheme to respond to planning consultation and design review.
15. Due to being a protected species, the statutory requirement for a bat licence impacted on the programme. Initially the application was submitted in September 2019. In December 2019 Natural England advised that works could not commence until planning consent had been granted. This meant planned works for the demolition and site preparation were delayed by a year. Full planning consent was granted in May 2020 and the bat licence issued thereafter.
16. The other cost increases relate to:-

- Design changes made to comply with planning requirements and the service users' needs, which include hoists, assisted window openers and localised air conditioning.
- Specification of a future connection to the Decentralised Energy Network, which is an upfront project cost but improves energy efficiency for older residents at risk of fuel poverty during colder months.
- Site incursions, vandalism, fires and fly tipping resulting in significantly increased security costs and remediation to secure the site and manage health & safety liabilities.

GLA grant provision

17. The grant condition required a high design specification. To achieve this level of quality the Council has incurred professional fees for design, project management and planning related surveys and fees.
18. If the increase in budget is not approved, the programme to achieve a start by 12th March 2021 will not be achieved and the grant will not be received. The impact of this is that the Council will be fully liable for spend to date.
19. Within the total budget approval being sought, there is a project contingency of £1.03m of which £750k is contained within the fixed price tender and £280k by the council for any unknown eventualities.
20. The Council's investment of £18.5m will therefore deliver a £30m scheme. The Council will be the sole owner of the assets developed, benefiting from the income it generates. Over the lifetime of the asset, the quantified benefits to adult social care in the borough mean the project will pay for itself and remain beneficial to the Council.
21. The previous approval KD4898 noted the potential for a capital contribution from the Kingsdown Trust. This is now confirmed, reducing the additional capital borrowing requirement.

Relevance to the Council's Corporate Plan

22. The development of Extra Care Housing at Reardon Court contributes to the Council's Corporate Plan by providing a vibrant inclusive living environment for older people with support and care needs, that fosters connection with the wider community through shared activity and social space. It supports work on reducing inequalities through the provision of accessible and affordable housing in later life.
23. The development of Extra Care Housing at Reardon Court will enable the provision of good quality, affordable housing for those most in need, supporting older people to maintain independent and full lives in the community. It will also support the improvement of public health and wellbeing, through the promotion of healthy, active ageing, that supports social inclusion and reduces the likelihood of social isolation and loneliness.

Background

24. Reardon Court is the site of a former in-house residential care home; the site is Council owned and vacant and has carried ongoing security costs since late 2015 until September 2020 when the Demolition contractor took possession of the site.
25. In July 2018 Cabinet approved (KD 4710) a Council-led demolition, design and redevelopment of the Reardon Court Site for provision of 69 fully accessible self-contained extra care homes with provision for flexible site based care and communal facilities to promote healthy, active and inclusive ageing, for older people with care and support needs in the borough.
26. In July 2019, Cabinet approved (KD 4898) indicative borrowing requirements of £18,073,170 and the allocation of £27,516,331 to the Council's Capital programme for the overall scheme cost based on an improved business case to design 91 units and delegated authority to the Executive Director Place in consultation with the Cabinet Member for Finance and Efficiency, the Cabinet Member for Health & Social Care and Director of Health & Adult Social Care to award the Construction works contracts for demolition and redevelopment of the site.
27. Since this time the Council have worked with consultants to:-
 - Progress design and achieve full planning consent
 - develop a solution for a resident-focussed energy strategy with Energetik, resulting in a formal agreement to connect to their decentralised energy network
 - obtain a bat licence from Natural England,
 - award the demolition contract, which commenced in September and completes in November 2020,
 - procure the Main Contract via an EU compliant OJEU notice for a Design & Build contract incorporating a two stage award process.

Main Considerations for the Council

28. If the project does not commence this financial year the GLA have advised that the allocation for grant funding of £9,443,161 will be withdrawn. The Department of Health were also advised in September that the Council is on track to commence on site.
29. The development of Extra Care Housing on the Reardon Court site will support cost reduction for Adult Social Care in respect of funding care and support. Local evidence indicates that the average cost to Adult Social Care of supporting an individual in Extra Care Housing is less than high cost residential placements or community packages.
30. The current cost of supporting an individual within one of the Council's directly commissioned extra care services is £178.51 per week. The average cost to adult social care of an intensive package within extra care housing is £304 per week (£264 average net cost per week). The average weekly cost of a residential care placement for older people with physical frailty is £670 per week (£420 average net cost per week).
31. On this basis, the development of 91 homes on the Reardon Court site holds potential to support cost avoidance of more than £740,000 per annum.
32. Additional cross departmental efficiencies linked with the development of Extra Care Housing on the Reardon Court site may also be realised through:

- the reduction of hospital discharge delays and cost associated with delayed discharge;
- a reduction in costs relating to carer breakdown – by providing a supportive environment whereby partners can remain living together;
- a reduction in costs relating to the adaptation of inaccessible properties that are not suited to the often-complex needs of older people with care and support needs;
- a potential reduction in temporary accommodation costs, realised through the increase in local housing supply, and in some instances, release of Council and Housing Association properties.
- a potential reduction in levels of social isolation and loneliness, and costs associated with this, given the identified links between loneliness and mental/physical ill health.
- a reduction in falls, injuries and subsequent hospitalisation caused by housing design that does not suit the needs of people with disabilities.
- a potential reduction in care package costs for people with dementia, who require 24-hour support in a community setting due to risk factors of living alone, but have minimal support and care needs

33. A decision to approve the building contract award will be taken separately by the Executive Director, Place as an operational key decision (KD 5182) subject to the Council's approval of the capital allocation.

Housing Development and Council Housing

34. The project management will be transferred to Housing Development who will client the employer's agent STACE and manage the construction to completion. Proactive risk management and monthly cashflow issues will be resolved in a timely manner and risks escalated where appropriate to the Client Project Manager /Project Board.
35. The properties will be managed by council housing under the sheltered housing service. A working group has been established to agree the structure and how nominations will apply.

Connection to decentralised energy network

36. A requirement of grant was the project needed to achieve Code for Sustainable Homes Level 5 sustainability performance. Throughout design development and the pre-application process the planning policy on energy efficiency changed. To meet Building Regulations energy standards, the strategy changed to connect to the Decentralised Energy Network which still complies with the council's current adopted planning policies and is supported by the GLA. The return on cost is better for residents and as Energetik are wholly owned by the Council, this change has positive benefits for their business plan on connection.
37. Following a review of options, the residential connection tariff was the most cost-efficient option in use. Energetik will provide the connection to the property and the heat exchanger substation. They will also be responsible for its operation, maintenance, repair and component replacement.
38. This option has a higher initial cost but the additional capital investment will avoid these ongoing revenue costs.

Safeguarding Implications

39. The Enfield Safeguarding Adults Strategy 2018-2023 sets out the need to reduce social isolation, engage with our community to promote a culture where abuse and neglect are not tolerated and people are supported to protect themselves from harm. There is a link between social isolation and the increased risk of vulnerability and abuse.
40. This accommodation will encourage community cohesion, reduce isolation for those that may have been living alone, and support people to protect themselves from harm by providing both peer and professional support.

Public Health Implications

41. There are no changes to the Public Health Implications set out in the earlier Cabinet report on Reardon Court (ref. KD4898) and they remain extant.

Equalities Impact of the Proposal

42. There are no changes to the Equalities Implications set out in the earlier Cabinet report on Reardon Court (ref. KD4898) and they remain extant.

Environmental and Climate Change Considerations

43. The tender process required each bidder to provide three case studies that demonstrated their organisation's experience of delivering sustainable construction.
44. The building is to have a thermally efficient building fabric exceeding both the minimum Part L standards and the building fabric performance within the Part L 2013 Notional Building. A 'best practice' air permeability figure has also been targeted to reduce fabric energy losses. The building fabric design aims to maximise internal daylight levels to occupied areas, thereby reducing the reliance on artificial lighting.
45. The Decentralised Energy Network offers a low-carbon heat source which will significantly reduce the carbon emissions of the building when a connection can be made. The contract with Energetik means that the building will initially be provided with temporary gas-fired boilers for the provision of space heating and domestic hot water pending extension of the network to the site. The development will also include photovoltaic panel array for on-site generation of renewable electrical energy. Energy-efficient LED lighting shall be provided throughout. Each new dwelling will also be provided with a smart meter to inform tenants on energy usage and encourage them to use energy more efficiently.

Risks that may arise if the proposed decision and related work is not taken

46. As set out above the GLA have advised that if a building contract is not signed and main works commence by March, then the grant allocation will be withdrawn. This will result in a c.£9m increase to the capital programme which would render the scheme unaffordable for the General Fund to deliver in the next two years.
47. If the Council does not agree to approve the variation of £2.6m, the project will stall and costs will revert to revenue which adds to the existing pressures incurred as a result of Covid-19 systems being put in place for residents.

48. To date the Council has already committed £2.5m to this project which would be absorbed as a revenue cost to the council if this project does not go ahead. This will result in reputational risk to the Council and financial risk for the General Fund.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

49. The main risk is that if market conditions change the project could overrun and result in a further increase in costs. The Employer's Agent will ensure that all necessary legislative and client requirements are met and oversee all aspects of the construction and budget monitoring which will help the Council identify impacts early. Based on the advice provided, however, the known risk items have been costed and the project contingency is sufficient to absorb any variations to the scheme post contract. The risk of external factors such as the end of the Brexit transitional period in January 2020 and Covid-19 on the supply chain are currently unknown. The contractor will have assumed risk for cost increases to material and sub-contracting trades which will absorb some of that risk and the contract provisions will help to de-risk the Council's exposure.

Financial Implications

50. On the 12th Feb 2020, Cabinet recommended that Council approve the 10-Year Capital Programme (KD5026). This included £27.5m for the development of Reardon Court (KD4898).
51. This report is seeking Cabinet approval to allocate an additional £2.6m. The total budget required now is £30.1m funded by GLA grant of £9.4m, Kingsdowne charity funding of £2.1m and the remaining from borrowing. Despite an increase in costs of £2.6m this will only lead to additional borrowing of £0.4m to £18.5m (previously £18.1m), due to the charity funding. In total the Council will be investing £18.5m into this £30m scheme, where it will own the asset and benefit from the all the income it generates.
52. The contingency allowance is £750k in the tender and £280k for the Council contingency. This has been reduced from the original value as having now been through the design phase, completed the planning approval process and market testing through a competitive tender process for a build contractor. Several of the risks highlighted in the original register have been mitigated; our quantity surveyors, STACE, have advised that this is now an appropriate level of contingency for this stage of the development. As we move forward with the contract negotiation, we will continually be reviewing the design specification with the contractor with an eye on reducing costs where practicable.
53. In view of the ongoing uncertainty around Covid 19 and the possibility of further lockdowns or a second wave, it is recommended that the Council review corporate contingency for capital projects. This is in line with professional advice and reflects the prudent approach being taken by other Local Authorities.

54. The recommended increase to the budget is £2,610,997 as follows:

	Approved Budget / Provision in 10 Year Capital Programme	Revised Budget / Recommendation for Approval
Included within Capital Programme	£27.5m	£30.1m
<i>Funded by:</i>		
GLA Grant	(£9.4m)	(£9.4m)
Kingsdowne Charity Funding		(£2.1m)
Borrowing	£18.1m	£18.5m
Asset Life (Years)	40	40
NPV	£5.5m	(£0.4m)
Net Cash over Asset Life	£21.1m	£13.3m
Annual Income	(£1.0m)	(£1.0m)
Payback Period	29 Years	35
Potential cost avoidance to Adult Social Care (per annum)	£0.7m	£0.7m
Funds committed to date		£2.5m
		<i>Note: if project is stopped cost would be moved to revenue</i>

55. NPV in the table is calculated based on the annuity loan repayment method. NPV can also be calculated using the MRP method by which the Council notionally sets aside revenue to pay off loans which gives a slightly better NPV.

56. The additional development costs are partly offset by the project securing funding from the Kingsdowne charity of £2.1m

57. Kingsdowne Residential Care Home Limited, is subject to a Charity Trust, The Kingsdowne Society. It was identified by administrators that the successor to the trust is Enfield Council.

58. The Kingsdowne Residential Home Limited, Barnet, was closed a number of years ago and administrators sought to sell the building and release the remaining capital assets in Trust to the successor organisation, identified now as Enfield Council. It is the Council's understanding that the Charity Commission require the funds (Capital) to be used for the purposes of the object of the charity which is "the relief of sickness and the preservation of health among people residing in the London Borough of Enfield and surrounding areas." It is felt that a capital project such a Reardon Court would meet the objectives of the charity and permission is being sort from the Charity Commission to proceed on this basis. It is the Council's understanding that the resources cannot be converted to revenue expenditure.

59. The Kingsdowne Residential Home sold for circa £2.8 million; the funds remaining following deductions (circa £2.1m) are to be used to contribute to the capital cost of Reardon Court and reduce the Council's borrowing proportionately.
60. There are also increased operating costs arising from the connection of the Energetik heat network. The project continues to benefit from £9.4m of GLA grant funding, and overall it is cash positive over 40 years.
61. The reduced financial performance leaves little leeway for any further increases in costs and for voids and bad debt to exceed the current assumptions. It should be noted that as a matter of standard practice, a contingency allowance has been built into the budget of £1.3m to mitigate against future cost increases.
62. The project will impact the Councils revenue budget which is set out in this table:

	£m
<i>Revenue:</i>	
Rental Income	(£1.0m)
Operational Exp	£0.3m
<i>Financing costs:</i>	
Interest	£0.7m
Repayments	£0.3m
Net Revenue Impact	£0.3m
Cost Avoidance	(£0.7m)
Net Revenue including cost avoidance	(£0.5m)
Total borrowing	£18.5m

63. The additional borrowing of £0.4m will result in finance costs of £21k a year funded from the revenue budget.
64. The Reardon Court Extra Housing report approved by Council in September 2018 (KD4710) sets out the need for Extra Care Housing within the borough with increasing demand for care for older people and adults with disabilities.
65. By developing this site as an Extra Care facility, it provides additional capacity to manage the increasing demand in adult social services. Without the additional capacity the service will be reliant on more costly options to provide services to those who require them. It is estimated the Council will reduce its social care costs by £0.7m as a result of this facility. Taking this in account results in a positive contribution to the revenue budget of £0.5m.
66. The increase in borrowing will need to be met by reviewing the council wide 10 year programme; this will be incorporated into the annual refresh of the Ten Year Capital programme in February 2021.

Legal Implications

67. **Legal Implications provided by MP and SR on 21st August 2020 based on report version circulated on 15th August 2020 timed at 14:05 hrs.**

68. S.111 Local Government Act (1972) gives a local authority power to do anything (whether or not involving the expenditure, borrowing or lending of money or the acquisition or disposal of any property or rights) which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions. The request under cover of this report for additional funding is in accordance with this power.
69. The Council also has a general power of competence in s.1(1) Localism Act (2011) which states that a local authority has the power to do anything that individuals generally may do provided it is not prohibited by legislation.
70. The Council has a statutory duty to arrange for the proper administration of its financial affairs and a fiduciary duty to taxpayers with regards to its use of and accounting for public monies. This report assists in the discharge of those duties.
71. The Council must ensure compliance at all times with its Constitution. As this is a Key Decision the Council must comply with the Key Decision procedure.
72. The Council has carried out all procurement exercises in accordance with its Contract Procedure Rules ("CPRs") and the Public Contracts Regulations (2015) ("PCRs (2015)"). In awarding any contracts the Council must continue to adhere to the PCRs (2015), its CPRs and in particular the requirement of CPR 4.2 which states that no contract may be awarded unless there is sufficient budget available for the goods, supplies, services or works being procured and appropriate delegated authority to award the contract has been provided.
73. The Council will need to ensure that the development at Reardon Court progresses in a timely manner. This will enable the Council to evidence meaningful commencement on site in order to then draw down the full amount of grant funding from the GLA within the stipulated timescale.
74. Any legal agreements (and ancillary documents where relevant) arising from the matters described in this report must be approved in advance of contract commencement by Legal Services on behalf of the Director of Law and Governance.
75. The Care Act (2014) provides for a general duty on a local authority to promote an individual's well-being. In doing so, local authorities must (s.2) provide or arrange for the provision of services, facilities, resources or any other steps it considers will contribute towards the prevention or delay the development by adults and carers in its area of needs for care and support.
76. When exercising these functions, the authority must do so (s.3) with a view to ensuring the integration of care and support with health and health related provisions where it considers that this would promote the well-being of adults with care and support needs and the well-being of carers that contributes to the prevention or delay of the development by adults in its area of needs for care and support or improve the quality of care and support for adults & support for carers.
77. The development of Extra Care housing contributes to the Council achieving the objectives and exercise of its statutory duties in line with its Corporate Plan.

Workforce Implications

78. See Equalities Impact of the Proposal (para 43 above)

Property Implications

79. There are no changes to the Property Implications set out in the earlier relevant report on Reardon Court (KD5034) and they remain extant.

Other Implications

80. Procurement implications: Rule 1.3 of the CPR's states that all procurement must demonstrate Value for money, through a compliant procurement. Rule 1.3 (ii) states that no procurement must be entered into without sufficient budget.

Options Considered

81. Redesign building to and reduce number of units and reduce cost, the consequence of this is we would lose GLA funding and the project would be less financially beneficial to the Council.

82. Do nothing - This option is not recommended as it does not address the strategic requirement for additional accommodation of this nature, resulting in avoidable and costly placements to residential care. Over £9.4m capital funding to support the redevelopment of this site would be lost, as would opportunities for cost avoidance to the value of circa £740,000 per annum.

Conclusions

83. The development of Extra Care Housing at Reardon Court will attract investment from the GLA and support the creation of thriving, affordable neighbourhoods, through the provision of good quality, accessible and affordable housing options for older people with support and care needs.

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Appendices

None.

Background Papers

None.

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2020/21**CABINET (10 MEMBERS) – PORTFOLIOS**

Leader	Nesil Caliskan
Deputy Leader	Ian Barnes
Children’s Services	Rick Jewell
Community Safety & Cohesion	Nneka Keazor
Environment and Sustainability	Guney Dogan
Finance & Procurement	Mary Maguire
Health and Social Care	Alev Cazimoglu
Licensing & Regulatory Services	George Savva
Social Housing	Gina Needs
Public Health	Mahtab Uddin

ASSOCIATE CABINET MEMBERS

Enfield North	Ahmet Hasan
Enfield South East	Mustafa Cetinkaya
Enfield West	Katherine Chibah
Non-geographical	Ergin Erbil

SCRUTINY	COUNCILLORS		COMMUNITY FIRST
	LABOUR	CONSERVATIVE	
OVERVIEW & SCRUTINY (8 Members) (Cannot be Cabinet Members) (Chair & Vice Chair appointed by Council) Plus 5 statutory co-optees (3 religious representatives: plus 2 parent governor representatives)	Susan Erbil (Chair) Margaret Greer (Vice Chair) Elif Erbil Birsen Demirel Achilleas Georgiou Hass Yusuf	Edward Smith Lee David-Sanders	
	Religious representatives - Parent governor representatives		

SCRUTINY COMMITTEES	COUNCILLORS		
	LABOUR	CONSERVATIVE	COMMUNITY FIRST
CRIME SCRUTINY PANEL (Chair & Vice Chair appointed by Council)	Kate Anolue Sinan Boztas Yasemin Brett Vicky Pite Ayfer Orhan	Lee David-Sanders (Chair) Joanne Laban (Vice Chair)	Derek Levy
CHILDREN, YOUNG PEOPLE & EDUCATION SCRUTINY PANEL (Chair & Vice Chair appointed by Council)	Achilleas Georgiou (Chair) Ergun Eren Ahmet Oykener Birsen Demirel Bernie Lappage	Glynis Vince James Hockney	Derek Levy
HEALTH & ADULT SOCIAL CARE SCRUTINY PANEL (Chair & Vice Chair appointed by Council)	Kate Anolue Christine Hamilton Huseyin Akpinar Saray Karakus Doug Taylor	Edward Smith (Chair) Chris Dey (Vice Chair)	Dinah Barry
ENVIRONMENT & CLIMATE ACTION SCRUTINY PANEL (Chair & Vice Chair appointed by Council)	Hass Yusuf (Chair) Mahmut Aksanoglu (Vice Chair) Charith Gunawardena Tolga Aramaz Elif Erbil	Lindsay Rawlings Maria Alexandrou	Daniel Anderson
HOUSING SCRUTINY PANEL (Chair & Vice Chair appointed by Council)	Elif Erbil (Chair) Hass Yusuf (Vice Chair) Margaret Greer Guner Aydin Susan Erbil Saray Karakus	Edward Smith Alessandro Georgiou	
FINANCE & PERFORMANCE SCRUTINY PANEL (Chair & Vice Chair appointed by Council)	Birsen Demirel (Chair) Tim Leaver (Vice Chair) Mahym Bedekova Christine Hamilton Yasemin Brett Anne Brown	Lee David-Sanders James Hockney	

<p>REGENERATION & ECONOMIC DEVELOPMENT SCRUTINY PANEL</p> <p>(Chair & Vice Chair appointed by Council)</p>	<p>Margaret Greer (Chair) Claire Stewart (Vice Chair) Mahmut Aksanoglu Tim Leaver Susan Erbil Huseyin Akpinar</p>	<p>Edward Smith Maria Alexandrou</p>	
<p>QUASI JUDICIAL COMMITTEES</p>	COUNCILLORS		COUNCILLORS
	LABOUR	CONSERVATIVE	COMMUNITY FIRST
<p>GENERAL PURPOSES COMMITTEE (9 Members. Cannot be Cabinet Members Chair + Vice Chair appointed by Council)</p>	<p>Mahym Bedekova (Chair) Tim Leaver (Vice Chair) Claire Stewart Yasemin Brett Katherine Chibah Bernadette Lappage</p>	<p>Lee David Sanders Joanne Laban</p>	<p>Dino Lemonides</p>
<p>LICENSING COMMITTEE (15 Members. Chair + Vice Chair appointed by Council)</p> <p>LICENSING SUB COMMITTEE 3 Members)</p>	<p>Mahmut Aksanoglu (Chair) Vacancy (Vice Chair) Sinan Boztas Christine Hamilton Anne Brown Huseyin Akpinar Bernie Lappage Guner Aydin Achilleas Georgiou Vicki Pite Vacancy</p> <p>To be drawn from Licensing Committee - 2</p>	<p>Maria Alexandrou Chris Dey Jim Steven</p> <p>To be drawn from Licensing Committee – 1</p>	<p>Derek Levy</p>
<p>PLANNING COMMITTEE (12 Members)</p> <p>(Shall not be Cabinet members or members of the Environment Forum).</p> <p>(Chair appointed by Council, Vice Chair by Planning Cttee)</p> <p>PLANNING PANEL (up to 7 Members)</p>	<p>Sinan Boztas (Chair) Mahym Bedekova Ahmet Hasan Hass Yusuf Elif Erbil Kate Anolue Doug Taylor Susan Erbil</p> <p>To be drawn from Planning Committee – up to 5</p>	<p>Mike Rye Jim Steven Maria Alexandrou</p> <p>To be drawn from Planning Committee – up to 2</p>	<p>Daniel Anderson</p>

<p>EQUALITIES BOARD (9 members)</p> <p>(Chair and Vice Chair appointed by Council)</p>	<p>Ergin Erbil (Chair) Margaret Greer (Vice Chair) Charith Gunawardena Bernie Lappage Guner Aydin Ayfer Orhan</p> <p style="text-align: center;">7</p>	<p>Jim Steven Lee David-Sanders</p>	<p>Dino Lemonides</p>
<p>PENSION POLICY & INVESTMENT COMMITTEE (6 Members) (Chair & Vice Chair appointed by the PPIC)</p> <p>LOCAL PENSION BOARD (3 Members) (Chair appointed by the Board)</p>	<p>Tim Leaver (Chair) Claire Stewart (Vice Chair) Doug Taylor Ergun Eren</p> <p>Sinan Boztas Ahmet Oykenner</p>	<p>Terry Neville Edward Smith</p> <p>Andy Milne</p>	
<p>CHILDREN'S SERVICES COMMITTEES/PANELS</p>	<p>COUNCILLORS</p>		<p>COUNCILLORS COMMUNITY FIRST</p>
<p>CORPORATE PARENTING GROUP (4 Members – 2 majority and 2 opposition, including Cabinet Member for Children's Services and Shadow Cabinet Member for Children's Services)</p>	<p>(Chair – Cabinet Member for Children's Services) Rick Jewell Charith Gunawardena</p>	<p>Elaine Hayward Glynis Vince</p>	
<p>FOSTERING PANEL (2 Members – 1 majority and 1 opposition) (The Chair must be independent)</p>	<p>Ergun Eren</p>	<p>Glynis Vince</p>	

<p>LEARNING DIFFICULTIES PARTNERSHIP BOARD (3 Members – 2 majority and 1 opposition)</p> <p>Director of Housing, Health & Adult Social Care (Chair)</p>	<p>Vicki Pite Anne Brown</p>	<p>Clare de Silva</p>	
<p>STAFF FORUM AND JOINT CONSULTATIVE GROUP FOR TEACHERS (5 Members, including Cabinet Member for Children’s Services. Chair and Vice Chair appointed by JCGT)</p>	<p>Rick Jewell Saray Karakus Doug Taylor</p>	<p>Mike Rye</p>	<p>Daniel Anderson</p>
<p>MEMBER GOVERNOR FORUM (5 Members plus 3 co-opted, including Cabinet Member with responsibilities for Education) (Chair and Vice Chair appointed by MGF)</p>	<p>Rick Jewell Ahmet Oykener Vacancy</p>	<p>Stephanos Ioannou</p>	<p>Dino Lemonides</p>
<p>SCHOOLS FORUM (1 member - Chair of Overview and Scrutiny Committee) (Chair and Vice Chair appointed by Schools Forum)</p>	<p>Susan Erbil</p>		
<p>STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE) (4 Members – 2 majority and 2 opposition) (Chair and Vice Chair appointed by SACRE)</p>	<p>Ergin Erbil Charith Gunawardena</p>	<p>Mike Rye James Hockney</p>	