



Housing and Growth Committee

16 November 2021

Title	Thriving update
Report of	Chairman of Housing and Growth Committee
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix 1 – Work, Skills and Productivity Action Plan mid-year report
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Summary

Housing and Growth Committee is the lead committee for the Thriving theme of the Barnet Plan, approved by Policy and Resources Committee in February 2021.

This report provides an update to Committee on progress across the thriving workstreams:

Officers Recommendations

1. That the Committee notes the report
2. That the Committee notes the progress made in delivering the Work, Skills and Productivity Action Plan as set out in the update report in Appendix 1, as requested by the Committee when the Action Plan was approved in June 2021.

1. Why this report is needed

Background and context

- 1.1 The Barnet Plan was approved by Policy and Resources Committee on 8 February 2021 and sets out the council's vision and strategy for the next four years. The council and its partners will focus on four priorities to realise the vision:
- Clean, safe and well run: a place where our streets are clean and antisocial behaviour is dealt with so residents feel safe. Providing good quality, customer friendly services in all that we do.
 - Family Friendly: creating a Family Friendly Barnet, enabling opportunities for our children and young people to achieve their best.
 - Healthy: a place with fantastic facilities for all ages, enabling people to live happy and healthy lives.
 - Thriving: a place fit for the future, where all residents, businesses and visitors benefit from improved sustainable infrastructure & economic opportunity.
- 1.2 The priorities of the Thriving theme are:
- To support residents to improve their skills and get good jobs in the post-COVID economy
 - To enable town centres and our regeneration areas to thrive, and create an environment in which businesses can succeed, by implementing our growth strategy
 - To accelerate the borough-wide roll out of high-quality digital connectivity
- The report will provide an update on each of the above workstreams.
- 1.3 These priorities will be achieved through delivery of the following workstreams:
- Helping residents - especially young people - into work
 - Implementing our Growth Strategy
 - Building a park town for Barnet at Brent Cross Town
 - Creating an efficient, convenient and reliable transport network
 - Making Barnet a sustainable borough.
- 1.4 This report provides an update to the Committee on the delivery of the above workstreams.

Helping residents - especially young people into – work

- 1.5 The Work, Skills and Productivity Action Plan that was approved by Housing and Growth Committee at its meeting on 14 June 2021 contains a detailed delivery programme and is due to report back on progress twice per year, as requested by the Committee. The first of these reports is attached in appendix 1.

- 1.6 The pandemic has had far reaching impacts on Barnet's residents and employers, and as the furlough scheme and other business support schemes have come to an end, the council's Economic Development team is taking action to promote economic recovery and limit the long-term impacts of the pandemic.
- 1.7 As of September 2021, there were 14,790 Barnet residents (5.8% of the working age population) claiming Job Seekers' Allowance, down from a peak of 19,030 in February 2021, or 7.4% of the working age population. While this shows that unemployment is reducing, the numbers are still higher than those seen prior to the pandemic (e.g., there were 6,455 claimants in February 2020, 2.5% of the working population). This is lower than other London boroughs, but higher than the national average.
- 1.8 Furthermore, the Coronavirus Job Retention Scheme (CJRS) ended in September. At the time of the scheme ending there were 14,300 'furloughed employments' compared to 61,000 up to July 2020. The council is working with partners to ensure that Barnet residents are supported to minimise the risk of long-term unemployment, as set out in section 2 of Appendix 1.
- 1.9 Between April and October 2021, council-funded employment programmes successfully supported 429 residents into work. This includes the BOOST Project (employment, benefit advice, skills and wellbeing project), Barnet Education and Learning Service (BELS) projects (Care Leavers, Routes into Construction, Supported Internships and Risk of NEET (Not in Employment, Education or Training)) and SHAW Trust's delivery of the Work and Health Programme, but does not include other programmes such as those delivered by the DWP.
- 1.10 The council has been successful in securing £250,000 worth of additional funding from the GLA for provision to expand BOOST's services. This will help the council meet the demand following the end of the furlough scheme and delivers directly on the council's commitment to support those furthest from the labour market.
- 1.11 The council is committed to delivering the Department for Work and Pensions' Kickstart programme locally to help young people who are claiming universal credit gain valuable work experience. So far, 32 young people have started roles either in the council or in Barnet businesses that the council has acted as the gateway organisation for.
- 1.12 Employment and skills priorities going into the winter include:
- Planning and delivering the funding won through successful bid applications including the ESOL (English for Speakers of Other Languages) programme and expanding BOOST services
 - Working with partners to develop new approaches to careers in health and social care to deliver on our commitment to secure employment for residents in growing sectors
 - Strengthening partnerships and increasing links between youth providers to deliver better outcomes for Barnet's young residents
 - Maximising training and employment outcomes on development sites, particularly but not only, at Brent Cross Town.

Implementing our Growth Strategy

- 1.13 The council's Growth Strategy was approved by Housing and Growth Committee in January 2020. The aim of the strategy is to make Barnet a great place to live, work, do businesses and visit, whilst also maximising the benefits of growth for Barnet's residents. This is achieved through 5 themes:
- A growing borough – increasing housing supply and supporting our older population to stay independent for longer
 - A connected borough – improving transport connections, promoting walking and cycling and enhancing digital infrastructure in the borough
 - An Entrepreneurial borough – Supporting businesses and the local economy and improving jobs and skills opportunities for local people
 - A borough of thriving town centres – diversifying the offer of our town centres and providing a coordinated 'one council' approach to service deliver
 - A great borough to live in and visit – delivering the social infrastructure needed to support growth, improving parks and green spaces and growing our cultural and visitor offer

Housing and regeneration

- 1.14 Over £1.7m of funding has been secured from the Brownfield Land Release Fund from the Department for Levelling Up, Housing and Communities to support the delivery of 252 affordable homes in the borough.
- 1.15 Extra care schemes: Work is progressing onsite to deliver 51 extra care units at Stag House in Burnt Oak. These homes will help elderly residents to stay more independent for longer. A further 75 extra units are planned as part of the Upper and Lower Fosters regeneration scheme. Vacant possession of Cheshir House was achieved in October in support of this.
- 1.16 Colindale: Work to Colindale Park has partially completed. The play area and outdoor gym opened on Monday 25 October in time for half term. The rest of the park including all tree planting will be complete by 20 November. Landscape architects appointed in October 21 for design works for Heybourne Park Eight festive lights units have been secured for Colindale Avenue.

Homelessness reduction - Rough Sleepers

- 1.17 Barnet Homes has successfully moved 104 single homeless people into the private rented sector since the governments "Everyone In" directive. Homeless Action in Barnet (HAB) is now supporting a new 43-unit block in the borough with 17 residents in occupation and further referrals in the pipeline from the 82 rough sleepers still currently residing in temporary accommodation.
- 1.18 Whilst the easing of lock down measures continues, the pandemic is still considered to be ongoing and the council will continue to provide temporary accommodation to

vulnerable rough sleepers who do not have recourse to public funds via the COVID support grant received from government. Barnet Homes are working closely with Public Health colleagues to ensure that the approach to rough sleepers in the borough is appropriate and fully aligned with the public health situation as it transpires. Phase 3 planning is now focussed on booster vaccinations for vulnerable rough sleepers across the region.

- 1.19 Historically Together in Barnet (TiB) would provide accommodation for no recourse rough sleepers but currently they are unable to provide night shelters due to the restrictions on shared sleeping arrangements. They have however secured funding from the Winter Transformation Fund to pay for 16 hotel rooms which have been available from 18th October.

Homelessness reduction - Tenants in Private Rented Accommodation

- 1.20 It continues to be difficult to gauge the extent to which tenants in the private rented sector in Barnet have accrued rent arrears over the course of the pandemic. Data on court possession claims issued by private sector landlords in Barnet¹ show that 97 claims were issued in quarter 2 2020 compared to 28 claims in quarter 2 2021. Barnet Homes is closely monitoring demand and currently applications are stable with most temporary accommodation admissions coming from single person households.
- 1.21 The recently published Household Resilience Study² shows that in April-May 2021, 7% of private renters were currently in arrears, up from 3% in 2019-20 pre-pandemic, but slightly down from November-December 2020 when 9% were in arrears. A further 9% of private renters said they were very or fairly likely to fall behind with rent payments in the next three months.
- 1.22 Barnet Homes has developed contingency plans to increase homelessness prevention activities as and when required and a contingency budget is being held by the Council for this purpose. The additional resources will support staff to manage the homeless application process focusing on the prevention and relief duties and personalised housing plans. The budget will also provide for an increased homeless prevention fund to help resolve arrears and help families remain in their tenancies or support them into new accommodation that avoids temporary accommodation placements.
- 1.23 Barnet Homes provides a tenancy sustainment service and BOOST who deliver employment and benefit support services to help those households facing difficulties which will aim to reduce homeless demand. BOOST provides free and accessible support for any resident of Barnet across three key themes – Employment, Financials and Wellbeing. The team comprises staff from Barnet Homes, Barnet Council BELs, Discretionary Housing Payments and Future Path and historically has operated from outreach venues in the heart of communities – Burnt Oak, Cricklewood, Friern Barnet as well as job clubs at Probation and sessions with Care Leavers.

Homelessness reduction - Barnet Households in Temporary Accommodation

- 1.24 Households in temporary accommodation are reducing as more single homeless households are settled into the private rented sector and households are moved into longer term accommodation. At the end of September there were 2203 households in

¹ Mortgage and Landlord Possession Statistics: data visualisation tool (mojanalytics.xyz)

² Household Resilience Study, Wave 3 (publishing.service.gov.uk)

TA, which is the lowest number since quarter 1, 2010. According to the governments homeless data³ Barnet is one of only five London boroughs where TA numbers have decreased between June 2010 and March 2021.

Homelessness reduction - Barnet Homes/Council Tenants

- 1.25 We understand eviction should always be a last resort and as such always seek to engage as early as possible with tenants experiencing financial hardship to ensure they are properly supported to address any arrears which may be accruing. There are a variety of support arrangements in place aimed at benefit maximisation, agreeing sustainable payment plans, employment, training and education options, as well as referrals to other agencies for appropriate support.
- 1.26 Even prior to the pandemic Barnet Homes only evict a very small number of tenants each year for non-payment of rent and exhaustive action is always taken to engage with and support residents to sustain their tenancies wherever possible.

Digital infrastructure improvements

- 1.27 The three-year rollout programme with Community Fibre to deliver fibre broadband to almost 14,000 council properties (subject to technical surveys) has proceeded at pace, with over 2,000 properties connected to gigabit speed broadband services since February 2021. We expect to see this rise to 5,000 homes by March 2022.
- 1.28 Engagement with national network operators and new start-up companies in relation to investment in fibre broadband services across the borough the utilisation of 'code rights' that give them permission to install new ducting in the public highway continues. As far as possible, the council will apply the adopted principles to shape their activities to minimise disturbance from any such works.
- 1.29 The West London Alliance based in LB Ealing currently holds an allocation of £1.2million of grant funding from the London Strategic Investment Pot (SIP) and COVID-related Government grant to support next generation full fibre connections to council assets. The council primarily intends to use this to provide fibre connections to community safety assets (CCTV locations) as well as the Borough's Libraries.
- 1.30 Since April 2021 the council has been working with partners in the West London Alliance to map the potential for council-owned assets to align with the demands of industry for 'small cells' investment. 'Small cells' are a new way to deploy cellular connectivity. Whereas traditional network deployments have relied on large radio towers which cover a large area, small cells have a much smaller footprint such that they can be mounted on street furniture such as lamp columns and bus shelters or even inside buildings and on trains. They cover a much smaller range than traditional phone masts and connect fewer users but provide much higher data bandwidth than is possible with current network topology. Deployment of small cells will be of critical importance in enabling next generation 5G services across built up areas such as Colindale, where there are significant challenges such as growth and concentration of users as well as tall buildings resulting in network drop off both at ground level and inside buildings. Small cells will address these challenges. In parallel, work has begun on a collective

³ Live tables on homelessness - GOV.UK (www.gov.uk)

legal framework and valuation process to minimise the barriers for industry to invest in 5G network development.

Digital inclusion

- 1.31 Ongoing activities include: distribution of recycled council laptops to residents without access to their own, delivery of affordable/suitable connections to communities with poor broadband services, a new digital support hub in Grahame Park with another expected to support residents in the east of the borough and further opportunities being explored over the coming months, recruitment of a new network of digital champions to provide support and training alongside ongoing assistance from public libraries to help residents engage with digital services.
- 1.32 The council has launched new Digital Barnet webpages to bring this complex offer together and improve the communication of support for residents and businesses. This included a digital engagement campaign for Get Online Week (18 to 24 October 2021) with new BOOST webpages providing an expanded, digital skills offer for residents.

Business support

- 1.33 The council has paid out over £112m in business support grants since the start of the COVID-19 outbreak. Officers continue to work with business support organisations, through networks and directly with Barnet companies to promote grant opportunities and ensure that as many businesses as possible benefit from the assistance.
- 1.34 Officers have commenced an engagement project focused on Barnet's large employers (250+ employees) to better understand their needs and to promote employment initiatives. This is part of a project to develop Barnet's business engagement approach and offer that will also support the growth of Barnet's micro businesses and help local businesses take advantage of public and commercial contract opportunities generated through the development pipeline. This will be formally launched in the Winter.

Town Centres

- 1.35 In terms of activities to support town centres, the Economic Development team is working closely with colleagues across a range of services to progress town centre recovery plans, as well as engaging directly with businesses, Town Teams and other stakeholders. Key recovery updates in Barnet's main town centres and West Hendon Broadway include:
 - 1.36 Burnt Oak: The tender for the second phase of public realm improvements is being drafted while the tender for bespoke business support was launched on 8 October. A community and business stakeholder group has been established to support long term improvements in Burnt Oak and will meet every six weeks.
 - 1.37 Chipping Barnet: the council has continued to develop the feasibility work to enable us to grow the business cases for the five community projects identified through the community plan development. To support this, this month, we undertook several workshops with community members who signed up to be part of the project working groups to support the ongoing development of these studies.

- 1.38 Edgware: The stakeholder steering group has continued to meet to push forward programme plans for the Town, including a cultural masterplan, and short-term interventions such as a Christmas tree and flower baskets for lamp posts.
- 1.39 Finchley Central: The council, has continued to progress the Finchley Square proposals following the most recent community consultation. Collaboration with the local community and businesses has led to the development of a Finchley Central events programme to activate the future square. This has resulted in several events and workshops being hosted in Albert Place this month, including planting workshops, singing classes, and community safety discussions.
- 1.40 Golders Green: The programme for town centre investments in Golders Green were discussed at the previous meeting of the Committee, with a programme currently being drawn together.
- 1.41 North Finchley: Work to commission a multi-disciplinary design team to develop a Cultural and Graphic Identity strategy and develop the designs for the first stage of Art and Cultural installations to be installed in 2022 is underway. Tender returns have been received and are being evaluated. Seventeen applications for the partnership board appointments have been received and shortlisting is underway.
- 1.42 West Hendon Broadway: Activities underway in this town centre are covered in more detail in agenda item 11.
- 1.43 In addition to the above activities focused on Barnet's seven main town centres and West Hendon Broadway, officers have been leading other interventions across town centres in support of COVID-19 economic recovery.
- 1.44 Town Centre Windows competition: To celebrate the re-opening of Barnet's high streets, the council launched a Shop Window Competition as part of the Discover Barnet campaign. This was intended to encourage independent businesses across town centres to refresh their window displays and provided them with an opportunity to access funding to make further improvements. The competition closed in mid-August and evaluation has now taken place. An official announcement will be made at the beginning of November and successful businesses will have until March 2022 to spend the £3,000 in line with their business plan.
- 1.45 Town Centre Heroes Exhibition: The Town Centre Heroes exhibition will launch at the end of November. 56 heroes have been selected. Work is underway to finalise the website, exhibition and book.

Building a park town for Barnet at Brent Cross Town

- 1.46 Progress on the Brent Cross programme is continuing at a pace and the first permanent outputs have been achieved. On the Brent Cross West station programme, the new Train Operating Compound and replacement rail sidings have been fully commissioned and are in use. This has allowed works to progress on building the new station itself, and great progress is being made on site with construction of the platforms and station bridge well underway. The station is on track to be completed and ready for opening in December 2022. Highways junction works at Cricklewood have also recently been complete, which will reduce waiting times and idling at these heavily used junctions.

- 1.47 The new train station is the gateway to the new Brent Cross Town, where works are also progressing at pace. Basement works on the first residential plots is underway and the formation of the new roads and infrastructure to support the development is clearly visible from the latest site drone footage.
(<https://www.brentcrosstown.co.uk/2021/10/12/september-2021-drone-footage>)
- 1.48 The temporary park (the exploratory) has been a huge success and has seen high utilisation from the local community, turning what was a run down and underutilised playground into a vibrant well used community space. The Pavilion visitor centre is due to open this Autumn and will house a community space and café on the ground floor.
- 1.49 The Brent Cross Town team are also investing in improvements to the Claremont Way parade of shops and have recently commissioned and installed a mural on the side of the building. Other improvements on the walking route from the existing Brent Cross Tube station are also being implemented. Works on the new Claremont Park are also well in advance, and this is due to open in April 2022 supplementing the exploratory. The other major greenspace in the area, Clitterhouse Playing Fields, will also be re-designed, and the consultation for this is currently ongoing.
- 1.50 Housing and Growth Committee receive a quarterly update report on the Brent Cross Cricklewood programme which can be found in agenda item 10.

Creating an efficient, convenient and reliable transport network

- 1.51 The Long-Term Transport Strategy adopted in September 2020 by Environment Committee sets a vision for transport in the borough:
- By 2041, Barnet will have an efficient, convenient and reliable transport network, which enables safe, healthy and inclusive travel, protects the natural environment and supports the borough's growth.*
- 1.52 *The network will have enabled improvements in the way people and goods travel. It will provide strong orbital and radial links which give everyone a choice of transport modes to complete their journey regardless of age, ability or income.* Progress has been made on a number of projects and bids have been submitted for funding to support projects. Some of the main areas of work over the past year include;
- Installed over 150 residential Electric Vehicle charge points, based on resident request, as well as community charging hubs within our town centre car parks. Rapid charging solutions are being explored, with the aim to begin installations in the new year.
 - Commenced a study on the provision of a leisure focused cycle route parallel to the A5, utilising the developing green spaces within the parks to the east of the A5, connecting these and other leisure, commercial and residential destinations. This will form part of the developing Barnet Loop.
 - Step free access was installed at Mill Hill East tube station in 2020 and we are supporting other step free schemes, including working with Network Rail on the proposals for step free access at Mill Hill Broadway Station.

- The adoption of controlled parking zone principles and roll out of the first phase of a controlled parking zone programme, which aims to support the LTTS through addressing demand for parking restrictions, improving traffic flow and safety.
- The council has now approved a dedicated road safety fund to address local demands for safety improvements through Area Committees.
- The council are continuing with investment on our roads through Network Recovery Plan (NRP) and we are currently spending around £6.7m p.a. to improve our carriageways and footways (pavements) to ensure a reliable road network.

Making Barnet a sustainable borough.

- 1.53 The council is in the process of developing a Sustainability Strategy which will bring together the work being undertaken in support of existing strategies and propose new actions and objectives which will enable us to meet the ambitious targets of the government, as well as detailing how we can empower residents, businesses and partners to make similarly make meaningful changes. The Sustainability Strategy will also serve to outline the council's response to existing and emerging legislation, such as the Environment Bill and the Government's Ten Point Plan for a Green Industrial Revolution, while creating a framework which will assist the Council in the development of future strategies, and when reviewing existing strategies.
- 1.54 Ernst & Young have been commissioned to support the creation of a carbon baseline for the organisation and the borough, which will allow the identification of areas in which targeted support is most needed. The results of this carbon baseline, a more detailed summary of the work undertaken to create the strategy, and an initial action plan will be presented to Policy & Resources Committee in December 2021.
- 1.55 A series of sustainability webpages have been published which detail the work the council is already taking to ensure the borough is more sustainable, including: retrofitting social housing and the corporate estate with funding secured through the Green Homes Grant and the Public Sector Decarbonisation Scheme respectively, installing electric vehicle charge points to support the shift to zero emissions vehicles, and replaced our street lights with LED lighting, reducing our energy consumption and our carbon footprint. The website also includes detail on the work being taken to produce the Sustainability Strategy, as well as some tips for residents to become more sustainable in their own life.

2. Reasons for recommendations

- 2.1 All measures and interventions set out above directly support the Thriving theme of the Barnet Plan 2021-2025.
- 2.2 Additionally, all measures outlined in this report align with council strategy and priorities, for example, as set out in the Growth Strategy 2020-30, the Long-Term Transport Strategy, the Housing Strategy 2019-24 and the Homelessness and Rough Sleeping Strategy 2019-24.

3. Alternative options considered and not recommended

3.1 None in the context of this report

4. Post decision implementation

4.1 Following Committee, officers will continue to maintain regular communication with relevant stakeholder groups – notably businesses, Members and residents – in accordance with the various programmes of work.

5. Implications of decision

5.1 Corporate Priorities and Performance

5.1.1 All measures and interventions set out above directly support the Thriving theme of the Barnet Plan 2021-2025.

5.1.2 Additionally, all measures outlined in this report align with council strategy and priorities, for example, as set out in the Growth Strategy 2020-30, the Long-Term Transport Strategy, the Housing Strategy 2019-24 and the Homelessness and Rough Sleeping Strategy 2019-24.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

5.2.1 Where there are financial implications or decisions associated with projects outlined in the Growth Strategy annual report and Work, Skills and Productivity Action Plan, these will be addressed on a case-by-case basis .

5.2.2 Any procurement activity will be undertaken in accordance with the Council's Contract Procedure Rules and the Public Contracts Regulations 2015 as applicable. If the Council chooses to use an existing Framework Agreement to appoint a contractor to deliver any services, it must comply with the requirements of the Framework Agreement. In accordance with Rule 5.4 of the Contract Procedure Rules, before entering into a call-off contract under a Framework Agreement due diligence checks must be carried out to demonstrate that the Council can lawfully access the Framework Agreement and that it is fit for purpose and provides value for money.

5.2.3 Post Brexit, the State Aid rules have been replaced by the Subsidy Control Rules 2021. The Procurement of public works and services contracts over the relevant financial thresholds must still observe the requirements of the Public Contracts Regulations 2015, and Subsidy Control Rules 2021 where applicable. There is a new process for advertising the tender in the Contracts Finder. The Public Services (Social Value) Act 2012 requires the Council to consider whether it can achieve an improvement to the economic, social and environmental wellbeing of an area as part of the procurement of these services. If so, the social value objectives identified must be written into the procurement process. All of this must be achieved with regard to value for money and in a way that is compliant with existing public procurement law. "Social value" objectives can include the creation of employment, apprenticeship and training opportunities for local people, trading opportunities for local businesses and the third sector through contract delivery.

5.3 Legal and Constitutional References

- 5.3.1 The council's Constitution, Article 7.5 Committees, Forums, Working Groups and Partnerships, sets out the functions of the Housing and Growth Committee:
- 5.3.2 Responsibility for housing matters including strategy, homelessness, social housing and housing grants, commissioning of environmental health functions for private sector housing, regeneration strategy and oversee major regeneration schemes, asset management, employment strategy, business support and engagement.
- 5.3.3 To receive reports on relevant performance information and risk on the services, under the remit of the Committee.

5.4 Insight

- 5.4.1 In recent months, the council has significantly improved the way in which it uses data, insight and analysis to drive decision making and service delivery. A new cross-cutting data insight team has been established which is now working closely with Growth colleagues as well as others across the organisation. This report draws on various analyses undertaken by the Insight Team.

5.5 Social Value

- 5.5.1 The council must take into account the requirements of the Public Services (Social Value) Act 2012 to consider how what is to be procured might improve the social, economic and environmental well-being of the area and how it might act to secure such improvement in conducting procurement. Social value is a core part of the Recovery Framework and will be maximised throughout.

5.6 Risk Management

- 5.6.1 The council has an established approach to risk management, which is set out in the Risk Management Framework. Strategic and operational risks are being reviewed in light of our response to COVID-19 and priorities for recovery and the Barnet Plan. Managing risk will be an essential part of programme management and will be used to inform key decisions relating to economic recovery and the delivery of the Corporate Plan.
- 5.6.1 There is a risk that there will be resistance from the community with regards to some proposals in town centres. All work identified in this report builds directly on priorities already identified through strategies that have been consulted on and the Council has allowed for ongoing community and stakeholder engagement throughout the delivery of these projects.

5.7 Equalities and Diversity

- 5.7.1 The Equality Act, 2010 outlines the provisions of the Public Sector Equalities Duty which requires Public Bodies to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act, 2010;

- Advance equality of opportunity between people of different groups; and
- Foster good relations between people from different groups.

5.7.2 Relevant protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

5.7.3 The Barnet Plan, the council's Recovery Framework and the Growth Strategy are intended to benefit all communities and groups who live, work and visit the borough, including those with protected characteristics.

5.7.4 An Equalities Impact Assessment and Health Impact Assessment was undertaken on the Growth Strategy, and the outcomes of these were summarised in the report to Housing and Growth Committee of January 2020 seeking approval of the Strategy.

5.7.5 Where individual decisions are required in relation to the recovery programme or Growth Strategy Delivery Plan, these will be considered on a case-by-case basis to ensure no group is disadvantaged or left behind. As required, officers will undertake Equalities Impact Assessments (EQIA) on a case-by-case basis to fully appraise the impacts associated with any proposed course of action in line with the legislation.

5.8 Corporate Parenting

5.8.1 In line with the Children and Social Work Act 2017, the council has a duty to consider Corporate Parenting Principles in all relevant decision-making. These will be considered as specific plans for recovery are further developed.

5.9 Consultation and Engagement

5.9.1 Officers are clear that the Corporate Plan cannot be delivered in isolation if they are going to be fully responsive and effective in enabling the borough to emerge stronger from the COVID-19 pandemic. Consultation with other levels of government, partners, service users and the wider community is critical to ensuring that our recovery activities are focused on the end user.

5.9.2 Meaningful stakeholder engagement remains a key part of project development. Consultation and engagement plans will be prepared for all new housing, regeneration and development projects where required. Any new schemes brought forward will be subject to consultation where legally required or where the council considers it appropriate.

5.10 Environmental Impact

5.10.1 There are no direct environmental implications from noting the recommendations. The environmental impact of projects supporting the Thriving priority will be assessed on a project-by-project basis.

6. Background papers

6.1 Housing and Growth Committee, 27 January 2020: Growth Strategy
<https://barnet.moderngov.co.uk/documents/s52934/Growth%20Strategy.pdf>

- 6.2 Housing and Growth Committee, 14 September 2020, item 12: COVID-19: Recovery Plan – Thriving,
<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=696&MId=10226&Ver=4>
- 6.3 Housing and Growth Committee, 25 November 2020, item 17: COVID-19: Recovery Plan – Thriving
<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=696&MId=10227&Ver=4>
- 6.4 Housing and Growth Committee, 25 January 2021, item 9: COVID-19 Recovery Plan,
<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=696&MId=10228&Ver=4>
- 6.5 Housing and Growth Committee, 14 June 2021, item 7, COVID-19: Recovery Plan – Thriving, <https://barnet.moderngov.co.uk/documents/s65201/COVID-19%20Recovery%20Plan%20Thriving.pdf>
- 6.6 Housing and Growth Committee, 13 September 2021, Covid-19: Recovery Plan – Thriving, Item 8,
<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=696&MId=10846&Ver=4>