



C O U N C I L

Wednesday 1 March 2023
at 7.00 pm Council Chamber, Hackney
Town Hall, Mare Street, London E8 1EA

SUPPLEMENTARY PAPERS 2

Mark Carroll
Chief Executive
Monday 20 February 2023
www.hackney.gov.uk

Contact: Tessa Mitchell
Governance Team Leader
governance@hackney.gov.uk

Council
Wednesday 1 March 2023
Agenda

- 8** **2023/24 Budget and Council Tax Report** (Pages 9 - 16)
- 11** **Motions** (Pages 17 - 32)

2023/24 Revenue Estimates and Council Tax

TABLED PAPER: Green Group Budget Amendment

This Council therefore amends as set out below the 2023/24 budget proposals.

	£'000s
Proposed reductions in expenditure/increase in income	
Increase charging for film production.	(73)
Review of discounts on visitor parking vouchers for the over 60s and blue badge holders. (increase discount for blue badge holders to 70%, reduce discount for over 60s who are not blue badge holders to 30%)	(75)
Review and reduction in Cabinet including reducing two Mayoral Advisor roles and a deputy mayor.	(100)
Sub-total of proposed reductions in expenditure/increase in income	(248)
Proposed increases in expenditure:	
Implementation of a creative arts grant programme for young people. (Approximately £8k of the expenditure would be on administration of the programme)	73
Create Biodiversity officer as a permanent role	59
Increase outreach work of the Money Hub by creation of an additional full time and part-time post.	91
Feasibility of a Work Place Parking Levy Undertake a feasibility study into the potential for a levy for employees who park in the borough at their place of work. The cost would be dependent on scope and would be undertaken only to establish feasibility of such a levy.	25
Sub-total of proposed increases in expenditure	248
TOTAL CHANGE IN BUDGET REQUIREMENT	0

As the reductions in spend equate to the additional investment there is no impact on the Council Tax of these proposed amendments.

A Green Administration would also undertake reviews in a wide range of budget areas including the following:

- Review EV permit charges with a view to increasing them to the total charge for an on-street cycle hangar to cover the total income from one hangar, i.e. 6 times the charge for a single bike.
- In conjunction with the above to review the charges for cycle hangars and arrangements to encourage more cycling and also review arrangements to secure more cycle parking spaces.
- Review of estate parking pricing with a view to accelerate transition to emission-based charging from the period set out in the recently approved Parking Enforcement Plan.
- Bring forward the timescale and consider financial implications of a borough-wide landlord licensing scheme including potential for discounts for energy efficient properties.
- Review of the operation of lettings for community halls with a view to streamlining processes, increasing bookings potentially enabling lower fees for community bookings.

Proposer: Cllr Zoë Garbett

Seconder: Cllr Alastair Binnie-Lubbock

2023/24 Revenue Estimates and Council Tax

TABLED PAPER: Conservative Group Budget Amendment

This Council therefore amends as set out below the 2023/24 budget proposals, by proposing a reduction in the proposed Hackney element of the Council Tax of £64.84 per Band D equivalent.

	£'000s
Proposed changes in capital expenditure	
<p>Reduce investment in planned highways maintenance</p> <p><i>Note: the Group Director of Finance and Corporate Resources and the Strategic Director of Sustainability and Public Realm would strongly advise that this reduction is only maintained for one year and will need to be reversed as part of the development of the 2024/25 Budget.</i></p> <p><i>There is a £4.75m capital budget for highways maintenance. This budget has been increased to reflect the increasing cost of maintenance to ensure the buying power is maintained. The Highways Maintenance capital budget is fully spent each year. The spend is essential to maintain safe highways and prevent slips, trips and falls; reducing spend on highways maintenance can lead to insurance from road users, drivers, cyclists and pedestrians which could lead to increased costs.</i></p>	(1,560)
<p>Rephasing of investment in Kings Hall over a longer time frame</p> <p><i>The deferring of this expenditure for much longer would be contrary to a structural engineers report that states the remedial works should be completed within 1 to 2 years.</i></p>	(400)
<p>Stop any further spending on the further roll out of Low Traffic Neighbourhoods in 2023/24.</p>	(500)
<p>Do not invest further in School Streets</p>	(390)
<p>Reduce investment on CCTV enforcement cameras</p>	(350)
<p>Reduce investment in cycle hangers</p>	(300)
<p>Sub-total of proposed in capital expenditure</p>	(3,500)
<p>Review of members allowances with a view to reducing costs of the Cabinet by, for example, reducing the number of Cabinet members.</p>	(100)
<p>Reviewing and reducing the highways maintenance revenue budget</p> <p><i>Nb There is a risk that this investment may need to be replaced in the following year. The highways maintenance revenue budget is £635K - reducing spend in this area increases the risk of insurance claims so may cost the Council more in the long run. In addition the increase in the cost of materials in highways maintenance has reduced the buying power of the budget - further reductions will impact the quality of the highway and may lead to increased cost through insurance claims.</i></p>	(300)
<p>Do not invest in expanding the Zero Emissions Network and in establishing Hackney, Light & Power as a publicly-owned municipal energy company.</p>	(107)
<p>Reducing revenue expenditure on tree maintenance and overall investment in this area.</p> <p><i>Nb There is a risk that this investment may need to be replaced in the following year. The revenue budget for tree maintenance, on the streets and in parks, is £565K. There is also an insurance risk if trees are not maintained - there will be a heightened risk of health</i></p>	(260)

<i>and safety issues with falling trees or branches which could cause injury or damage to property. May cost the Council more in the long run</i>	
Do not invest in developing enhanced and expanded Supplementary Planning Guidance on green infrastructure, including vertical forests, green thoroughfares and gardens.	(133)
Do not invest in the additional officers in the Private Sector Housing division in relation to enforcement around damp and mould.	(400)
Review the Council's expenditure on External & Internal Communications.	(200)
TOTAL CHANGE IN BUDGET REQUIREMENT <i>n.b. the proposed change in capital expenditure (i.e. the £3,500k) will take the form of a one-off reduction in Revenue Contribution to Capital Outlay to fund the reduction in Council tax as set out above.</i>	(5,000)

Council therefore amends as set out the 2023/24 budget proposals, including a reduction in the proposed Hackney element of the proposed Council Tax of £64.84 per Band D equivalent. The Group Director of Finance & Corporate Resources advises that he can give the reassurances required by Section 25 of the Local Government Act 2003 with regard to the adequacy of the reserves and the robustness of the estimates on the basis of the notes included with the proposed amendments. It is also important to note that where resources identified above are only one off resources they can only be used to fund expenditure for one year.

The proposed amendments set out above will generate a Council Tax Requirement of £98.260m in 2023/24, which equates to a Council Tax of £1,274.31 (£1.19 decrease when compared to 2022/23) at the Band D level for Hackney purposes. When added to the proposals of the preceptor, the Greater London Authority, this would produce a total at band D level of £1,708.45 for residents, which equates to an overall £37.36 increase from 2022/23. This is shown in the table below

Comparison of 2022/23 to 2023/24 Council Tax Levels, with the Conservative Amendment to the Hackney Rate

	2023-24* £	2022-23 £	Change £	Change %
Hackney	£1,274.31	£1,275.50	−£1.19	−0.09%
GLA	£434.14	£395.59	£38.55	9.74%
Total	£1,708.45	£1,671.09	£37.36	2.24%

Note: *Hackney Tax Rate after Conservative Amendment

It should be noted that the Conservative Group do not agree with any increase in the GLA precept and indeed we believe that if we had a Conservative Mayor of London, there would be no increase in the GLA precept.

The GLA should end inefficient and wasteful expenditure on schemes and projects that ignore the outcome of consultations. In addition, all schools should benefit from the Mayor of London's free school meals announcement, not just state schools.

A Conservative administration would undertake a root and branch review of the budget and would introduce an emergency budget to realign the Council's expenditure in line with a Conservative Mayor's priorities.

In addition to the proposed amendments set out above for 2023/24, the Conservative group proposes that the following reviews take place during 2023/24 in order to identify further efficiencies, to include:

- Revoking the policy change in respect of moving to two weekly bin collection and to reinstate weekly service across all of the borough. We believe that the two weekly bin collections reward those on estates where recycling rates are lowest whilst penalising those in other types of accommodation who already recycle waste. We would also reduce unnecessary expenditure on replacement bins.
- End publication of Love Hackney, which is produced ten times a year, and explore more efficient means of publishing service information.
- Ending the implementation of public realm schemes relating to road closures and other traffic calming measures, which are ineffective, thereby reducing air pollution particularly around schools. Many such schemes have had an adverse impact on the safety of local residents and other road users. We also believe that some of these schemes have had an adverse impact on local businesses and residents.
- A review of the way in which officers support members, ensuring efficiency and reduced cost of the support provided via direct contact with relevant officers across the Council as required
- Review of street crossing patrols with a view to increasing the number across the borough to ensure the safety of children using our roads.
- A commitment to ensure that there are no reductions in the support of children in our schools with special education needs.
- A thorough research project to determine the feasibility of raising revenue income from advertisements on the council's recycling and refuse vehicle fleet.
- Further to this we would undertake a thorough analysis of income from CPZ's and how this is used in support of the Council's budget, ensuring it is used fully in accordance with the related statutory regulations. Ensure schemes are adapted for all communities and special dispensation for Churches, Synagogues and Mosques and Public Holidays.
- A review of the consultation process, particularly regarding CPZs, to ensure that every local resident and local business have a say unlike the new consultation process which limits responses per household and that the final decisions take full account of the views expressed by residents and business, Explore the possibility of removing estate parking charges to encourage residents of the estates to park on those estates with a view to freeing up parking capacity on surrounding roads in the borough for other users.
- A review of the application of s106 funds to ensure that those with some flexibility regarding their use are used most efficiently in pursuit of the Council's overall aims and objectives. In addition, a review of the application of Community Infrastructure Levy (CIL) funds to ensure a fairer distribution across schools in the borough.
- Recognising that the funding available to Hackney from TfL as part of the Local Implementation Plan (LIP) has reduced drastically, we would still review the programme with a view to agreeing a re-prioritisation of funding in order to reduce calls on the Council's discretionary capital programme for general highways maintenance. This review and any subsequent proposed changes to the approved LIP will need to be agreed by TfL. Further to this, we would encourage TfL to supply seating at all bus stops, available for those residents and users that have disabilities or unable to stand for prolonged periods of time. In addition, to ensure

that no further cuts are made to the buses that run through Hackney, either in terms of their numbers or routes. Additionally, a Conservative administration would lobby the GLA for the focus of the LIP programme to shift to general maintenance of the highway rather than schemes that restrict traffic flow.

- A review of the roads maintenance programme ensuring that repairs are not required to be repeated on the same roads and pathways within short timeframes and ensuring that works by the Council are fully coordinated with those of the utility companies.
- Explore options to combine the Planning and Enforcement services with other suitable boroughs to achieve efficiencies and better understanding of the approach to large families, alongside a full review of grants available to planning authorities in order to ensure these are fully exploited, to speed up the delivery of planning applications including provision of more efficient transport management input.
- Explore more fully the potential of providing some of our services to other Council's, thus maximising efficiencies further and generating income for the Council, e.g. provision of Registrar's service to Waltham Forest.
- A review of assistance to small business to ensure that optimum level of support is provided, focusing on areas such as increasing take up of small business rate relief. In addition, undertake a review and improve communication to ensure local businesses are aware of any grants including those who do not have on-line access to ensure maximum uptake, including all Covid-related grants.
- Ensure that social care is delivered in a way that ensures the needs of all communities are respected and accommodated and ensure that all new funding streams are fully explored and utilised.
- Review existing Children's Centre provision and identify options to maintain provision at all existing sites.
- A review of the use of the corporate estate, ensuring that public areas are used to their full capacity and thus increasing revenue to the Council. This review will include specifically:
 - Review of the use of Stoke Newington Town Hall Assembly Rooms and the potential to provide parking for attendees at events such as large weddings. We believe that the lack of parking provision has led to potential users finding alternative accommodation, thereby reducing potential revenue income;
 - Review of the use of estate community halls with a view to increasing the use by residents of the borough;
 - Encourage schools to use suitable space for out-of-hours activities for residents in order to raise additional revenue income for further investment in the schools.
- End ward forums with immediate effect and use the monies thereby saved for social care.
- Review of the application of funds available to the Council for the implementation of Neighbourhood Forums, e.g. In the Stamford Hill area, alongside a review of the Planning Service to ensure that consideration of applications for local neighbourhood forums is fair. It is currently very difficult to get local neighbourhood forums agreed by the London Borough of Hackney.
- A review of members' allowances with a view to reducing costs of the cabinet and a recommendation to cap the Mayor's allowance at £50k per annum.
- Implement independent scrutiny before planning enforcement actions are taken to ensure that cases with low risk of success and where there is not a robust public interest argument are not taken forward.
- Discontinue the Standards Committee with immediate effect given this is no longer a legal requirement, whilst ensuring compliance with the requirements of the

Localism Act and other statutory guidance. In any event, whilst the Committee exists, ensure that it does comply with those regulations.

- Further review of the Scrutiny arrangements with a view to revert to the previous system which was in place.
- Bearing in mind the increase to the GLA element of the Council Tax, to make representations to the Mayor of London regarding future scrutiny of expenditure on schemes within the Borough of Hackney, e.g. All schools should benefit from the Free School Meals announcement.the number of police officers on the streets and the number of buses he is proposing to reduce.
- Review of legal expenditure in relation to defending new policy decisions.
- Look at current proposals for Clapton Common recognising the need for long-term investment.
- Undertake an efficiency review of the process for allocating Blue Badges and allocation of disabled bays.

Overall, this budget is put forward within a limited context and were a Conservative administration to be elected we would undertake a zero-base budget review of all areas of spend.

Proposer: Cllr Simche Steinberger

Secunder: Cllr Hershy Lisser

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**Council Meeting
Wednesday, 1 March 2023**

**Agenda item 11: Proposed Amendments to Motions received by the
Monitoring Officer prior to 12 noon today**

Underlined text = proposed additional wording

~~Strikethrough text~~ = proposed deletions

Bold = amendment to the motion from the proposer / seconder

Motions

11(a) Supporting the transgender community (Green and Labour Group Amended Substantive Motion)

This Council believes in equity of opportunity and that human rights are the bedrock of our society. Trans women are women. Trans men are men. Non-binary people are non-binary. We believe in the dignity of all people, and their right to respect and equity of opportunity. We value the strength that comes with difference and the positive contribution diversity brings to our community. Our aspiration is for Hackney to be a safe, welcoming, and an inclusive borough for everyone, no matter their gender identity or gender expression.

This Council notes:

- The rise in reports of violent attacks and hate crime against LGBTQIA+ people, with hate crime against trans people having quadrupled in the last 5 years.
- The Tory Government has fallen far short of its promise to reform the Gender Recognition Action (GRA), despite the consultation yielding overwhelming support for change, the results mean the process will not be de-medicalised, the spousal veto will remain, and legal recognition for non-binary individuals will not be extended.
- The concerning rise in transphobia in the UK, from individuals, politicians and the media, as well as the increasing severity of the threats faced by the trans community.
- That transgender and non-binary people may require specific support to access services without facing discrimination. All council services must be equipped to welcome and provide appropriate service and good customer care to suit transgender and non-binary people.
- Data on gender identity was gathered in the 2020 Census for the first time. More than 1% said their gender is different to their sex registered at birth. Hackney also has the highest number and the highest proportion of usual

residents who described a nonbinary+ gender identity out of any of the 34 London boroughs.

- That there are transgender and non-binary people in Hackney of all ages, and that the need for better understanding and acceptance of what it means to be transgender or non-binary is an intergenerational issue.
- That transgender and non-binary people may face intersecting struggles due to factors like their race, religion, disability, socio-economic background, or sexuality.
- Hackney Council has a proud and recognised history of working to achieve equality of opportunity both within the Town Hall and across the borough, whilst supporting groups and organisations to deliver essential services, projects and events.
- The vital work done by groups in Hackney to support local trans and nonbinary people, as well as the wider LGBTQIA+ community. Including, but not limited to, Project Indigo, Rainbow Mind, ELOP, Proud Hackney (the Council's LGBTQIA+ staff network), Pride in Education, Dalston Superstore, Shelter, Live Through This, St Paul's West Hackney, London Friend, Positive East, Mouth That Roars, Volunteer Centre Hackney, Rio Cinema, Queer China Collective.
- The London Borough of Hackney first flew the Progress rainbow flag to mark LGBTQIA+ History Month, in February 2019, and the Intersex Inclusive Pride flag for LGBTQIA+ history month in February 2023.
- That the London Borough of Hackney has marked the Trans Day of Remembrance since 2021.
- That Hackney Council has taken the following recent work to support the LGBTQIA+ community: ensuring Mx is included on the data standards, and our standard equality monitoring form has, since 2011, included "Male, Female, Prefer to use my own term."
- That despite positive initiatives there is always more to do to ensure we are a genuinely supportive, inclusive and welcoming borough. The Council will seek to better support transgender and non-binary people to live happy, healthy and fulfilling lives.
- The Council has an inclusive language guide to ensure council forms and documents are trans and non-binary inclusive where possible.

This Council therefore resolves:

- To state publicly that trans rights are human rights and affirm the legal rights of all protected groups under the Equality Act 2010.
- To do more to shift the culture of the Council overall by working with LGBTQIA+ groups to encourage training for councillors and council staff to raise awareness of the difficulties transgender and non-binary people face and of the support councillors could offer to this community.

- To continue supporting and celebrating the work of Proud Hackney, the Council's LGBTQIA+ staff network.
- To request that the Mayor agrees to publicly acknowledge International Trans Day of Visibility (March 31st).
- To encourage council staff and councillors to consider important gestures that make it clear transgender and non-binary people are welcome.
- To consider the particular needs of transgender and non-binary people who are at high risk of facing homelessness when implementing the Council's existing homelessness and rough sleeping strategy.
- To work with partner organisations to ensure transgender and non-binary people are not discriminated against whilst accessing homelessness services.
- To ask the London Borough of Hackney Health in Hackney Commission to consider the barriers which transgender and non-binary people face when accessing medical care and to find ways of reducing them.
- To review with a view to improving signposting to support services for transgender and non-binary people within Council communications.
- To ask the Chief Executive to ensure all staff are supported in bringing their authentic selves to the workplace. ~~; and to consider working towards publishing a statement and commitments akin to that published by Homerton University Hospital NHS Foundation Trust and Barts Health NHS Trust.~~

Proposed by: Cllr Clare Potter

Seconded by: Cllr Zoë Garbett

11b(i) Solidarity with striking workers (Green Group Amended Substantive Motion)

This Council notes:

- The UK is facing a wave of industrial action in the wake of rising prices a cost-of-living crisis and paltry pay offers
- That in December, the Royal College of Nurses took the unprecedented step of holding a national strike on the 15th and 20th December 2022, and announced strikes on the 18th and 19th of January 2023 alongside other healthcare workers including ambulance workers who are striking in January
- The National Union of Rail, Maritime and Transport Workers took part in strikes on 13th, 14th, 16th and 17th December 2022, with strikes ongoing in January 2023
- Major education unions in England [balloted](#) their members [and an NEU national strike took place on 1 February with up to 300,000 members across 23,400 schools.](#)

- [A ballot of 47,000 Junior Doctors who are BMA members in England has supported strike action, to take place for 72 hours between 7.00 am on Monday 13 until 7.00 am on Thursday 16 March.](#)
- [The main union for Tube drivers, ASLEF, has announced a one-day strike for Wednesday 15 March.](#)
- Over 70,000 staff at 150 universities across the UK took three days of strike action over attacks on pay, working conditions and pensions

This Council further notes:

- [In January 2023 the Government announced its Strikes \(Minimum Service Level\) Bill - a wide-ranging set of proposals which, taken as a package, will undermine the basic right to strike and make it harder for workers to organise effectively in trade unions.](#)
- [The proposals will also bring in new restrictions on pickets and protests during strikes. Unions will have to give the details of a lead picketer on every picket line to the police and employers - and the Government has even floated the idea of making all picketers give their details to the police. They may even be required to submit a campaign plan to the police and employers two weeks in advance - setting out what they intend to do, whether they will use a loudspeaker or carry a banner and even what strikers intend to put on social media, such as Facebook or twitter.](#)
- [The Government has also proposed new thresholds for turnout in strike ballots, plus additional thresholds for those working in "important public services".](#)
- [The Government wants to grant ministers the power to unilaterally cut so-called "facilities time" in the public sector. This is paid time-off mutually agreed between employers and unions for union reps to represent their members and negotiate with their employer.](#)
- [The Government also proposes to prohibit public sector employers assisting unions collecting their membership subscriptions through payrolls - even though this is used for a variety of other staff benefits such as cycle-to-work schemes and childcare vouchers, and even though unions often meet the costs of this.](#)
- [The Strikes \(Minimum Level of Service\) Bill has been rushed through parliament without proper scrutiny and does not have backing of the International Labour Organisation \(ILO\), the United Nations' workers' rights watchdog.](#)
- [The human rights organisations Liberty, Amnesty International and the British Institute of Human Rights have said that the Government's proposals "would hamper people's basic rights to protest and shift even more power from the employee to the employer".](#)

- That under Article 11 of the European Convention on Human Rights, everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of their interests
- The Government refuses to allow trade unions to ballot their members electronically, which could help increase engagement, yet use electronic voting in their own party political elections
- Trade unions take industrial action for a wide range of reasons including defending wages and pensions, conditions at work and safety.
- Research by the Resolution Foundation has found that trade union membership has more than halved from 53 per cent in 1980 to 23 per cent in 2021, and to just 10 per cent among low paid workers in the private sector.¹
- That the government has consistently failed to make adequate pay offers to workers and has repeatedly undermined the right to strike, and has undermined pay offers which could see a successful resolution to the strikes.
- The government is undermining the right to strike by allowing employers to use agency workers during industrial action.
- That anti-union laws have given us some of the tightest and most undemocratic restrictions on strikes in the advanced industrial world
- That all over the country, workers are winning improved wages through the power of collective action which is growing in popularity outside of the workplace providing vital support to their members against the backdrop of more than a decade of decay.
- No worker ever wants to go on strike, but it is a crucial last resort for workers after negotiations are exhausted and when their employer refuses to listen to their views, or negotiate with them. The right to strike and protest are not a gift from the State, but fundamental rights fought hard for by workers in the last two centuries, which should be valued and respected in a free and democratic society.
- Without the right to strike, workers will be unable to defend their jobs or pay, stand up for decent services and achieve fairness and safety at work.
- Hackney Council maintains positive and constructive working relationships with local trade unions, and believes that the Government's proposals will undermine effective employment relations and meaningful engagement with trade unions within the London Borough of Hackney.
- Councils should be free to build positive industrial relations that work for their communities with a minimum of central government involvement.

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<https://www.resolutionfoundation.org/press-releases/low-levels-of-worker-power-holding-down-wages-by-almost-100-a-week/#:~:text=The%20report%20notes%20that%20while,decline%20is%20less%20well%20understood>

The Council welcomes

- The administration's engagement and promotion of the Council's trade unions, including the instigating regular meetings since 2016.
- That the administration actively promotes trade union membership at all staff events.
- That the administration unanimously passed a comprehensive Fire and Rehire Motion in January 2022, sending a clear statement to employers locally that the practice will be actively resisted in the Borough.
- That key moments like Heart Union Week and International Workers' Memorial Day have become part of the annual calendar.
- The inclusion of trade union recognition in the Hackney's Sustainable Procurement Strategy, and signatories of Unison Ethical Care Charter.
- The consistent engagement led by the Mayor and Cllr Sem Moema in working with London Renter's Union and accepting their 2022 campaign asks.

This Council resolves to:

- To support the TUC's campaign to protect the right to strike.
- Ensure that wherever possible, agency workers for Hackney Council are not penalised for taking part in strikes, despite lacking the same legal protections as the employees they work alongside
- Write to the Secretary of State for Business, Energy and Industrial Strategy stating our opposition to the Government's anti-trade union laws, including but not limited to arbitrary thresholds in strike ballots, mandatory balloting of every pay offer, additional cooling off periods, the banning of online ballots and the use of agency workers, and unwarranted interference in local industrial relations which risks making matters worse.
- Write to Shadow Secretary of State for Business and Industrial Strategy, encouraging the implementation of plans² as soon as possible after next General Election.
- In the event that the government's proposals become law, in so far as is lawful for the council as an employer:
 - to continue to allow recognised trade unions to use subscriptions through payroll, or otherwise support trade unions' efforts to move members onto direct debit subscriptions.
 - to maintain current arrangements on "facility time" for trade union reps to represent their members.
 - in so far as is lawful for the council and consistent with its responsibilities to residents, to commit not to use agency workers to

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<https://www.theyworkforyou.com/debates/?id=2023-01-16f.54.0&p=24929#q126.0:~:text=Our%20plans%20will.be%20for%20everyone>

[break strikes.](#)

- [to continue the positive relationships that the Council has developed with the unions representing its workforce.](#)

Proposer: Cllr Alasair Binnie-Lubbock

Seconder: Cllr Zoë Garbett

11b (ii) Solidarity with striking workers - Labour group amendments

Note: Labour Group's amendments are shown here for completeness. All amendments have been adopted by the Green Group and have formed part of their amended substantive motion.

This Council notes:

- The UK is facing a wave of industrial action in the wake of rising prices, a cost-of-living crisis and paltry pay offers
- That in December, the Royal College of Nurses took the unprecedented step of holding a national strike on the 15th and 20th December 2022, and announced strikes on the 18th and 19th of January 2023 alongside other healthcare workers including ambulance workers who are striking in January
- The National Union of Rail, Maritime and Transport Workers took part in strikes on 13th, 14th, 16th and 17th December 2022, with strikes ongoing in January 2023
- Major education unions in England ~~are~~ [ballotting](#) their members, ~~on possible strike action over pay and an NEU national strike took place on 1 February with up to 300,000 members across 23,400 schools.~~
- ~~That under Article 11 of the European Convention on Human Rights, everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of their interests~~
- [A ballot of 47,000 Junior Doctors who are BMA members in England has supported strike action, to take place for 72 hours between 7.00 am on Monday 13 until 7.00 am on Thursday 16 March.](#)
- [The main union for Tube drivers, ASLEF, has announced a one-day strike for Wednesday 15 March.](#)
- Over 70,000 staff at 150 universities across the UK took three days of strike action over attacks on pay, working conditions and pensions

This Council further notes:

- In January 2023 the Government announced its Strikes (Minimum Service Level) Bill - a wide-ranging set of proposals which, taken as a package, will undermine the basic right to strike and make it harder for workers to organise effectively in trade unions.
- The proposals will also bring in new restrictions on pickets and protests during strikes. Unions will have to give the details of a lead picketer on every picket line to the police and employers - and the Government has even floated the idea of making all picketers give their details to the police. They may even be required to submit a campaign plan to the police and employers two weeks in advance - setting out what they intend to do, whether they will use a loudspeaker or carry a banner and even what strikers intend to put on social media, such as Facebook or twitter.
- The Government has also proposed new thresholds for turnout in strike ballots, plus additional thresholds for those working in "important public services".
- The Government wants to grant ministers the power to unilaterally cut so-called "facilities time" in the public sector. This is paid time-off mutually agreed between employers and unions for union reps to represent their members and negotiate with their employer.
- The Government also proposes to prohibit public sector employers assisting unions collecting their membership subscriptions through payrolls - even though this is used for a variety of other staff benefits such as cycle-to-work schemes and childcare vouchers, and even though unions often meet the costs of this.
- The Strikes (Minimum Level of Service) Bill has been rushed through parliament without proper scrutiny and does not have backing of the International Labour Organisation (ILO), the United Nations' workers' rights watchdog.
- The human rights organisations Liberty, Amnesty International and the British Institute of Human Rights have said that the Government's proposals "would hamper people's basic rights to protest and shift even more power from the employee to the employer".
- That under Article 11 of the European Convention on Human Rights, everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of their interests
- The Government refuses to allow trade unions to ballot their members electronically, which could help increase engagement, yet use electronic voting in their own party political elections
- Trade unions take industrial action for a wide range of reasons including defending wages and pensions, conditions at work and safety.

- [Research by the Resolution Foundation has found that trade union membership has more than halved from 53 per cent in 1980 to 23 per cent in 2021, and to just 10 per cent among low paid workers in the private sector.](#)¹³
- That the **Conservative** government has consistently failed to make adequate pay offers to workers and has repeatedly undermined the right to strike, and has undermined pay offers which could see a successful resolution to the strikes.
- ~~That Hackney staff have been balloting for industrial action including most recently Library staff voting to strike over the planned restructure to the service~~
- ~~That all over the country, workers are winning improved wages through the power of collective action~~
- The **Conservative** government is undermining the right to strike by allowing employers to use agency workers ~~to break strikes~~ [during industrial action](#)
- That ~~decades of~~ anti-union laws have given us some of the tightest and most undemocratic restrictions on strikes in the advanced industrial world
- [That all over the country, workers are winning improved wages through the power of collective action](#) ~~The which is~~ growing in popularity ~~of collective action~~ outside of the workplace ~~with community, tenants and renters unions, including ACORN and the London Renters Union, who are~~ providing vital support to their members against the backdrop of more than a decade of **Conservative** decay.

~~This Council believes that:~~

- [No worker ever wants to go on strike, but it is a crucial last](#) ~~That unions already only~~ resort [for workers to strikes](#) after negotiations are exhausted [and when their employer refuses to listen to their views, or negotiate with them.](#) [The right to strike and protest are not a gift from the State, but fundamental rights fought hard for by workers in the last two centuries, which should be valued and respected in a free and democratic society.](#)
- [Without the right to strike, workers will be unable to defend their jobs or pay, stand up for decent services and achieve fairness and safety at work.](#)
- [Hackney Council maintains positive and constructive working relationships with local trade unions, and believes that the Government's proposals will undermine effective employment relations and meaningful engagement with trade unions within the London Borough of Hackney.](#)
- [Councils should be free to build positive industrial relations that work for their communities with a minimum of central government involvement.](#)
- ~~That now more than ever, many residents understand that if workers don't fight for fair pay and conditions, they will not be able to make it through the~~

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<https://www.resolutionfoundation.org/press-releases/low-levels-of-worker-power-holding-down-wages-by-almost-100-a-week/#:~:text=The%20report%20notes%20that%20while,decline%20is%20less%20well%20understood>

~~ongoing crises~~

- ~~● Collective action is a necessary tool to rebalance power away from the few to the many, in the workplace and in communities~~

The Council welcomes

- The administration's engagement and promotion of the Council's trade unions, including the instigating regular meetings since 2016.
- That the administration actively promotes trade union membership at all staff events.
- That the administration unanimously passed a comprehensive Fire and Rehire Motion in January 2022, sending a clear statement to employers locally that the practice will be actively resisted in the Borough.
- That key moments like Heart Union Week and International Workers' Memorial Day have become part of the annual calendar.
- The inclusion of trade union recognition in the Hackney's Sustainable Procurement Strategy, and signatories of Unison Ethical Care Charter.
- The consistent engagement led by the Mayor and Cllr Sem Moema in working with London Renter's Union and accepting their 2022 campaign asks.

This Council resolves to:

- To support the TUC's campaign to protect the right to strike.
- ~~● Promote trade, community and renters union membership to Hackney's residents~~
- ~~● To work collaboratively with the unions representing the Council's workers~~
- ~~● To ask Hackney residents to support striking workers in whatever way they can~~
- Ensure that wherever possible, agency workers for Hackney Council are not penalised for taking part in strikes, despite lacking the same legal protections as the employees they work alongside
- ~~● Support the attendance of Hackney's two MPs, Diane Abbott and Meg Hillier, and councillors, and our Assembly Members at picket lines in solidarity with striking workers~~
- Write to the Secretary of State for Business, Energy and Industrial Strategy stating in our opposition to the Government's to anti-trade union laws, including but not limited to arbitrary thresholds in strike ballots, mandatory balloting of every pay offer, additional cooling off periods, the banning of online ballots and the use of **strikebreaking** agency workers, and unwarranted interference in local industrial relations which risks making matters worse.
- ~~● Write to the Secretary of State for Transport in opposition to the Transport Strikes (Minimum Service Levels) Bill which would infringe on the rights of transport workers to withdraw labour to fight for fairer pay and conditions, and~~

- ~~oppose any future legislation for other sectors~~
- Write to Shadow Secretary of State for Business and Industrial Strategy, encouraging the implementation of plans⁴ as soon as possible after next General Election
- ~~Write to the Secretary of State for Justice in opposition to the proposed British Bill of Rights, that threatens the right of workers to organise collective action.~~
- In the event that the government's proposals become law, in so far as is lawful for the council as an employer:
 - to continue to allow recognised trade unions to use subscriptions through payroll, or otherwise support trade unions' efforts to move members onto direct debit subscriptions.
 - to maintain current arrangements on "facility time" for trade union reps to represent their members.
 - in so far as is lawful for the council and consistent with its responsibilities to residents, to commit not to use agency workers to break strikes.
 - to continue the positive relationships that the Council has developed with the unions representing its workforce.

Proposer: Cllr Carole Williams

Seconder: Cllr Grace Adebayo

11c(i) Hackney: A Borough of Sanctuary (Labour Group Substantive Motion)

This Council notes:

- That the Coalition and successive Conservative governments' "Hostile Environment" policies deliberately make life hard for refugees, asylum seekers and for those who cannot prove their right to remain in the UK.
- During the Windrush 75th anniversary year, the government is rowing back on key recommendations made by Wendy Williams in the 2020 Lessons Learned Review: to create a the post of Migrants' Commissioner; increase the powers of the Independent Chief Inspector of Borders and Immigration (ICIBI) to publish reports; and to run a series of reconciliation events with members of the Windrush Generation to discuss the impact of the scandal on their lives.
- The Government's cruel treatment of the Windrush Generation has forced many Hackney residents who were born in the UK, to go through unnecessary amounts of distress, with some being deported.

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<https://www.theyworkforyou.com/debates/?id=2023-01-16f.54.0&p=24929#g126.0;~:text=Our%20plans%20will,be%20for%20everyone>

- The Council will continue to celebrate tolerance and diversity and welcome refugees and migrants. The Council has already welcomed refugees from Afghanistan, Syria, Ukraine and through formal schemes, who have made Hackney their home over the last 5 years.
- The Government's underfunding of the immigration system and the impact of migrant and refugee communities results in delayed decision making on applications, unjustifiably high and unreasonable fees for immigration applications, and the harsh reality of being excluded from fully participating in society for those who are granted leave to remain in the UK, but who have No Recourse to Public Funds (NRPF).
- The Home Office NRPF policy is inhumane and fails to comply with the legal obligation to safeguard and promote the welfare of children. It has also been found unlawful by the High Court for the third year in a row.
- That the pandemic has brought further difficulties for refugees and migrants, including insecure work, lack of access to decent housing and digital exclusion.

This Council further notes:

- That Hackney celebrates our borough's history of being a welcoming borough, and welcoming everybody, regardless of their background. The Council recognises the contribution of refugees, migrants and those seeking sanctuary to the Borough of Hackney. We are committed to welcoming and including them in all of our activities and actively seek ways in which we can support them.
- That, throughout the pandemic, Hackney Council's support services were open to anyone who needed them, no matter their immigration status.
- Despite limitations imposed by central government, Hackney Council continues to try to find ways to support people with NRPF. For example, the Council has extended eligibility for free school meals to include some children of groups who have no recourse to public funds.
- The Council celebrates Refugee Week annually and publicly shares and celebrates the contribution of refugees and migrants in Hackney.
- That the Council is committed to our refugee and migrant communities. We support the initiative to make Hackney a recognised 'Borough of Sanctuary,' welcoming those fleeing violence and persecution and offering them safety.

This Council resolves to:

- Join a network of cities and towns which promote the inclusion and welfare of people who are fleeing violence and persecution in their own countries and become a recognised "Borough of Sanctuary".
- Continue to celebrate the contribution of refugee and migrant communities to Hackney.

- Continue to work with organisations in Hackney who support refugees, asylum seekers and migrants in the borough to create an inclusive and welcoming borough for those seeking sanctuary here.
- Challenge anti-refugee and anti-migrant attitudes wherever they are found.
- Continue to lobby the government to reform the No Recourse to Public Funds condition so that people are no longer blocked from fully participating in society for years while they wait for their status to be resolved.
- Continue to put pressure on the Government to reverse the Home Secretary's plans to abandon key Commitments on the Windrush Compensation Scheme, following the publication of the lessons learned review, and for the Scheme to be run independently from the Home Office.
- Work with local businesses and community partners to further tackle the digital divide, provide affordable access to online services and look at ways to donate IT devices locally to those in need, rather than scrapping them.

Proposer: Cllr Claudia Turbet-Delof

Seconder: Cllr Joe Walker

11c(ii) Hackney: A Borough of Sanctuary (Labour Group Motion) - Green Group amendments

This Council notes:

- That the Coalition and successive Conservative governments' "Hostile Environment" policies deliberately make life hard for refugees, asylum seekers and for those who cannot prove their right to remain in the UK.
- During the Windrush 75th anniversary year, the government is rowing back on key recommendations made by Wendy Williams in the 2020 Lessons Learned Review: to create a the post of Migrants' Commissioner; increase the powers of the Independent Chief Inspector of Borders and Immigration (ICIBI) to publish reports; and to run a series of reconciliation events with members of the Windrush Generation to discuss the impact of the scandal on their lives.
- The Government's cruel treatment of the Windrush Generation has forced many Hackney residents who were born in the UK, to go through unnecessary amounts of distress, with some being deported.
- The Council will continue to celebrate tolerance and diversity and welcome refugees and migrants. The Council has already welcomed refugees from Afghanistan, Syria, Ukraine [who have made their way to safety through both informal](#) and through formal schemes, who have made Hackney their home over the last 5 years.

- The Government's underfunding of the immigration system and the impact of migrant and refugee communities results in delayed decision making on applications, unjustifiably high and unreasonable fees for immigration applications, and the harsh reality of being excluded from fully participating in society for those who are granted leave to remain in the UK, but who have No Recourse to Public Funds (NRPF).
- The Home Office NRPF policy is inhumane and fails to comply with the legal obligation to safeguard and promote the welfare of children. It has also been found unlawful by the High Court for the third year in a row.
- That the pandemic has brought further difficulties for refugees and migrants, including insecure work, lack of access to decent housing and digital exclusion.

This Council further notes:

- That Hackney celebrates our borough's history of being a welcoming borough, and welcoming everybody, regardless of their background. The Council recognises the contribution of refugees, migrants and those seeking sanctuary to the Borough of Hackney. We are committed to welcoming and including them in all of our activities and actively seek ways in which we can support them.
- That, throughout the pandemic, Hackney Council's support services were open to anyone who needed them, no matter their immigration status.
- Despite limitations imposed by central government, Hackney Council continues to try to find ways to support people with NRPF. For example, the Council has extended eligibility for free school meals to include some children of groups who have no recourse to public funds.
- The Council celebrates Refugee Week annually and publicly shares and celebrates the contribution of refugees and migrants in Hackney.
- That the Council is committed to our refugee and migrant communities. We support the initiative to make Hackney a recognised 'Borough of Sanctuary,' welcoming those fleeing violence and persecution and offering them safety.
- [That the Nationality and Borders Act does not address these issues, and has instead created a two-tier system, punishing people seeking safety based on the journeys they make.](#)
- [Under these laws, people seeking safety will be criminalised and threatened with removal to Rwanda.](#)
- [People will be warehoused in large accommodation centres, segregated from communities and denied support.](#)
- [Many recognised refugees will receive a temporary and precarious status.](#)
- [Over 400 charities, councils and faith groups have signed a national pledge to 'Fight the 'Anti-Refugee Laws',](#)

This Council believes that:

- Everyone's claim for asylum should be treated equally and fairly
- The Nationality and Borders Act are fundamentally 'anti-refugee' laws that undermine internationally recognised rights for people fleeing war and persecution to seek safety.
- These measures will create ever-longer delays in the asylum process, lead to greater poverty and homelessness in Hackney and will undermine people's ability to rebuild their lives.
- People seeking safety should be housed as our neighbours and as a part of our communities.
- The UK needs an asylum system that empowers people seeking safety to rebuild their lives and enables communities to welcome them.

This Council resolves to:

- Join a network of cities and towns which promote the inclusion and welfare of people who are fleeing violence and persecution in their own countries and become a recognised "Borough of Sanctuary".
- Establish a councillor champion to join the Migrants Champion Network whose development is supported by the Joint Council for the Welfare of Immigrants.
- Continue to celebrate the contribution of refugee and migrant communities to Hackney.
- Continue to work with organisations in Hackney who support refugees, asylum seekers and migrants in the borough to create an inclusive and welcoming borough for those seeking sanctuary here.
- Challenge anti-refugee and anti-migrant attitudes wherever they are found.
- Continue to lobby the government to reform the No Recourse to Public Funds condition so that people are no longer blocked from fully participating in society for years while they wait for their status to be resolved.
- Continue to put pressure on the Government to reverse the Home Secretary's plans to abandon key Commitments on the Windrush Compensation Scheme, following the publication of the lessons learned review, and for the Scheme to be run independently from the Home Office.
- Work with local businesses and community partners to further tackle the digital divide experienced by migrants refugees and asylum seekers, provide affordable access to online services and look at ways to donate IT devices locally to those in need, rather than scrapping them.
- Defend the right to seek safety from war and persecution in the UK and sign the national 'Fight the Anti-Refugee Laws' pledge.
- Call on the UK Government to withdraw the UK-Rwanda agreement, repeal the Nationality and Borders Act, and work with Local Authorities and communities to build a refugee protection system that treats all people with dignity and compassion.

- [Work with local organisations and people with lived experience of the asylum system to identify ways to mitigate the effects of these measures in Hackney.](#)

Proposer: Cllr Alastair Binnie-Lubbock

Seconded: Cllr Zoë Garbett