



COUNCIL

All Members of the Council are
HEREBY SUMMONED
to attend a meeting of the Council to
be held on

Wednesday, 26th June, 2019

at 7.00 pm

in the Council Chamber, Hackney Town Hall,
Mare Street, London E8 1EA

Tim Shields
Chief Executive

Contact: Tess Merrett
Governance Services
Tel: 020 8356 3432
governance@hackney.gov.uk

The press and public are welcome to attend this meeting

MEETING INFORMATION

Future Meetings

30 October 2019
22 January 2020
26 February 2020
20 May 2020 (AGM)

Contact for Information

Tess Merrett, Governance Services
Tel: 020 8356 3338
governance@hackney.gov.uk

Location

Hackney Town Hall is on Mare Street, bordered by Wilton Way and Reading Lane. For directions please go to <http://www.hackney.gov.uk/contact-us>

Facilities

There are public toilets available, with wheelchair access, on the ground floor of the Town Hall. Induction loop facilities are available in the Assembly Halls, rooms 101, 102 & 103 and the Council Chamber. Access for people with mobility difficulties can be obtained through the ramp on the side to the main Town Hall entrance.

AGENDA ITEM NUMBER	AGENDA ITEM	INDICATIVE TIMINGS:
1 – 4	Preliminaries	10 mins 7 – 7.10pm
5	Deputation	15 mins 7.10-7.25pm
6	Questions from Members of the Public	10 mins 7.25-7.35pm
7	Questions from Members of the Council	30 mins 7.35-8.05pm
8	Elected Mayor's Statement	20 mins 8.05-8.25pm
9	Gender and Ethnicity Pay Gap Report	5 mins 8.25 – 8.30pm
10	Changes to the Constitution Amended Terms of Reference to the Integrated Commissioning Committee	5 mins 8.30-8.35pm
11	Members' Allowance Scheme	5 mins 8.35-8.40pm
12a	Motion – Climate Change	15 mins 8.40-8.55pm
12b	Motion – Abolish Section 21 Evictions	15 mins 8.55-9.05pm

Council Agenda

1 Apologies for Absence

2 Speaker's Announcements

3 Declarations of Interest

This is the time for Members to declare any disclosable pecuniary or other non-pecuniary interests they may have in any matter being considered at this meeting having regard to the guidance attached to the agenda.

4 Minutes of the previous meeting

(Pages 1 -
16)

5 Deputations

Deputation – Excessive Speed of Vehicles travelling down Blurton Road

Residents want to express their concern at the excessive speeds of vehicles travelling down Blurton Rd and ask that the Council work with them to address this issue.

The deputation will be introduced by Cllr Rebecca Rennison
The deputation spokesperson is William Oates

6 Questions from Members of the Public

6.1 Question from Ms Bea Pitel to Chair of Pensions Committee

How and why does the Pension Committee believe that “engagement” via their investments can be used to get the entire oil industry to put itself on a pathway of managed decline away from Fossil Fuels, and what changes have you already achieved through engagement?

6.2 Question from Mr Christopher Sills to the Mayor

At the corner of Lordship Park and Lordship Road N.16, there is a derelict building, which is I believe is listed. What steps are the Council taking to encourage the owners to bring this site into productive use as it is currently an eyesore?

7 Questions from Members of the Council

7.1 Question from Cllr Bell to the Lead Member for the Lead Member for Community Safety, Policy and Voluntary Sector

Could the Lead Member update the Council as to the attempted challenge brought against the new Licensing policy, approved last year?

7.2 Question from Cllr Penny Wrout to the Cabinet Member for Housing Services

No doubt the Cabinet Member responsible for Council housing is aware that July 31st is the centenary of the Addison Act, which first awarded boroughs like Hackney money to build their own Council homes. Christopher Addison, the first health minister was the MP for Shoreditch, and the Act he introduced produced what are known as the Homes fit for Heroes, following World War One. In light of our local connection, is the Council planning to celebrate the centenary, using it as an opportunity to draw attention to the dire need for more government money to build Council houses today

7.3 Cllr Anna-Joy Rickard to the Cabinet Member for Housing Services

Can the Cabinet member for parks and public space advise what measures the Council is taking to provide facilities for gypsies and travellers and thus reduce the unauthorised encampments on Stoke Newington common?

7.4 Cllr Peter Snell to the Cabinet Member for Energy, Waste, Transport and Public Realm

Can the Cabinet Member for transport advise on how the Council is dealing with the appearance of e-bikes to hire on our streets including what plans the Council has to ensure safe and proper use?

7.5 Cllr Polly Billington to the Cabinet Member for Finance and Housing Needs

Access to the internet is essential in today's society especially with a government pursuing a policy of "digital by default". What efforts are being made to ensure access to the internet in temporary accommodation in Hackney to enable families who need it to bid for homes, apply for jobs and benefits and for the children to be able to do their homework?

7.6 Cllr Sade Etti to the Lead Member for Community Safety, Policy and Voluntary Sector

Can the Cabinet Member outline how the council can promote the values of our community, of tolerance and inclusion all year round, to send a message that Hackney is No Place for Hate?

8 Elected Mayor's Statement

9 Gender and Ethnicity Pay Gap Report

10 Changes to the Constitution Amended Terms of Reference to the Integrated Commissioning Committee

(Pages 31 - 44)

11 Members' Allowance Scheme

(Pages 45 - 72)

12 Motion - Emergency Climate Change

Global warming is here now and is increasing the pace and intensity of climate change and associated ecological collapse. Despite almost 30 years of talks and collective global commitments such as those made at Paris in 2015, action at the national and global level to avert global warming catastrophe remains woefully inadequate.

In October 2018, the United Nations Intergovernmental Panel on Climate Change (IPCC) released the *IPCC Special Report on Global Warming of 1.5°C*, which drew the sobering conclusion that we had just 12 years to take the action required to avoid warming of more than 1.5°C above the pre-industrial average.. Failure to do so will significantly worsen the risks of drought, floods, extreme heat, and poverty for hundreds of millions of people, with profound geopolitical consequences for all¹.

Our activities have already raised average global temperatures in the region of 1°C above pre- industrial levels. The Met Office report that 2015, 2016, 2017 and 2018 are the four warmest years on record in all surface temperature data sets. They have forecast that the 1.50C of global warming limit agreed in Paris could be temporarily breached between now and 2023². The planet is currently on a trajectory of 3-4°C of warming by the end of the century.

The IPCC's Special Report on Global Warming of 1.5C concluded that "limiting warming to 1.5C is possible within the laws of chemistry and physics but doing so would require unprecedented changes" and that "the next few years are probably the most important in our history."

Urgent action from national and local authorities, civil society, the private sector, indigenous peoples and local communities is therefore vital³.

Together, and individually, we as a species must reduce our CO₂eq (carbon dioxide equivalent) emissions from their current world average of 6.5 tonnes per person per year to less than 2 tonnes as soon as possible⁴. With an average annual per capita CO₂ footprint of circa 9 tonnes in the U.K, nothing less than the wholesale

¹ IPCC Media Centre, Summary for Policymakers of IPCC Special Report on Global Warming of 1.5°C approved by governments, 08.10.18.

² Meteorological Office Five-year forecast 06 February 2019 <https://www.metoffice.gov.uk/about-us/press-office/news/weather-and-climate/2019/forecast-suggests-earths-warmest-period>

³ The IPCC's Special Report on Global Warming of 1.5°C: <https://www.ipcc.ch/report/sr15/>

⁴ Fossil CO₂ & GHG emissions of all world countries, 2017: <http://edgar.jrc.ec.europa.eu/overview.php?v=CO2andGHG1970-2016&dst=GHGpc>

transformation of our economy and society is required to avert catastrophe.

Individuals can make some valuable changes, but society needs to change laws, taxation, infrastructure, etc., to make low carbon living easier and the new norm. Maximising survival and minimising suffering requires an emergency response by all levels of government including local government. Any delay in implementing effective solutions will result in more avoidable loss and suffering. A deep structural response on-par with the level of mobilisation witnessed during the world wars will be necessary.

As part of the very early stages of this mobilisation, municipalities around the world are declaring a 'Climate Emergency' and committing resources to address it. In the UK so far, numerous councils at all tiers of Local Government have already made this declaration, and on 1 May, the U.K Parliament officially became the first in the world to declare a climate emergency.

It is not, however, satisfactory to merely 'declare' a climate emergency, we must take very practical steps to address the climate emergency.

The London Borough of Hackney has shown foresight to address climate breakdown with new commitments to, amongst other initiatives:

- obtain 50% of its electricity from renewable sources by April 2019 as part of its route towards 100% renewable electricity this term;
- establish a publicly-owned energy company to extend 100% renewable electricity to households and invest in clean electricity generation;
- implement the world-leading ISO 50001 energy efficiency management system to reduce consumption of gas and electricity by improving energy efficiency in buildings and street lighting;
- produce a housing asset management strategy that commits to ensuring the borough does not let properties lower than EPC band C beyond 2030;
- reduce private vehicle use;
- radically reducing its consumption of the petro-chemical plastics through the latest edition of the Sustainable Procurement Strategy, eliminating corporate consumption of catering plastics, and work to eliminate single-use plastics from council-run community events;
- develop low carbon planning

- policy;
- decarbonise the Council's fleet of vehicles;
- produce an Energy Strategy;
- produce a Green Infrastructure Plan to sequester carbon locally and mitigate the effects of a warming London;
- commit to cutting the Hackney Pension Fund's exposure to future CO2 emissions in half by 2023.

Hackney Council believes that:

1. All governments (national, regional and local) have a duty to limit the negative impacts of climate breakdown through rapid implementation of practical measures to significantly reduce emissions of greenhouse gases, and municipalities should not wait for their national government to act. It is important for the residents of Hackney and the UK that local authorities commit to and, crucially, take practical steps towards carbon neutrality as quickly as possible.
2. The consequences of global temperature rising above 1.5°C are so severe that preventing this from happening must be humanity's number one priority and therefore the highest political priority for all tiers of government.
3. Bold climate action can deliver significant improvements in human welfare, with benefits in terms of new jobs, economic savings and market opportunities and reduced social costs.

Hackney Council resolves to:

1. To tell the truth about the climate emergency we face, and pursue its declaration of a climate emergency with the utmost seriousness and urgency.
2. Pledge to do everything within the Council's power to deliver against the stretching targets set by the IPCC'S October 2018 1.50C Report, across the local authority's full range of functions, including a 45% reduction in emissions against 2010 levels by 2030 and net zero emissions by 2040, and seeking opportunities to make a greater contribution.
3. Call on the UK Government to provide powers and resources to make the 2030 and 2040 targets possible.
4. Actively campaign to change national policy where failure to tackle the challenge of heating our homes without fossil fuels, fossil fuel subsidies, insufficient carbon taxation, road-building, and airports expansion, for example, has actively undermined decarbonisation and promoted unsustainable

growth.

5. Support the campaign to create a just transition for workers and users and be part of the creation nationally of a million public sector climate jobs with particular reference to extending sustainable accessible and integrated public transport, retrofitting housing stock, energy democracy, heating and cooling from renewable energy and eco build, food and waste.
6. Involve, support and enable residents, businesses and community groups to accelerate the shift to a zero carbon world, working closely with them to establish and implement successful policies, approaches and technologies that reduce emissions across our economy while also improving the health and wellbeing of our citizens.
7. Produce an annual update to Full Council on the progress made against the Council's decarbonisation commitments, and conduct an annual Citizens Assembly comprised of a representative group of local residents to allow for effective public scrutiny the Council's progress and to explore solutions to the challenges posed by global warming.
8. Work with other local governments (both within the UK and internationally) to determine and implement best practice methods to limit Global Warming to less than 1.5 deg celsius.

Proposer, Cllr Polly Billington
Seconder, Cllr Gilbert Smyth

a **Motion: Support the Abolition of Section 21 No Fault Evictions**

Support the Abolition of Section 21 'no fault evictions'

This motion calls on the Council to lobby the Government to scrap Section 21 of the Housing Act 1988, known as 'no fault' evictions, as part of a wider Better Renting campaign to improve awareness and standards in the Private Rented Sector. Section 21 enabled private-sector landlords to evict their tenants with two months notice, without the need to give a reason.

Most of England's 11 million renters are on tenancies with fixed terms of six months or a year. There are nearly 34,000 privately renting households in Hackney -- all at risk from their tenancies ending through Section 21 notices.

The Hackney Labour 2018 -- 2022 *Building a Fairer, Safer and more Sustainable Hackney*, included a pledge to support Hackney's private renters by improving information about their rights, as well as campaign for further powers to regulate the

sector. This is being achieved through the Council's *Better Renting* campaign.

Research⁵ published by the campaign group Generation Rent shows that Section 21 evictions are now the single biggest cause of homelessness in England.

In Hackney, the number of homeless applications has increased significantly in the current year, as have the numbers placed in temporary accommodation and who are rough sleeping.

The loss of private rented accommodation is a leading cause of homelessness in Hackney, driving residents to seek support from the Council, including through Temporary Accommodation. The number of residents now in Temporary Accommodation is 3,100, costing the Council £13 million per year.

In 2017, the Scottish government made tenancies indefinite and banned no-fault evictions under the terms of the Private Housing (Tenancies) (Scotland) Act 2016. Landlords can still regain possession of their property, but must make a justifiable and evidenced case through the courts according to grounds that are set out in law.

On 15 April this year the Government announced its intentions to introduce new legislation to abolish Section 21 evictions following a consultation, but this could be at risk with a new Prime Minister, Cabinet and Ministers.

This motion calls on the Council to note and agree that:

- mass homelessness is a national disgrace, and removing its leading causes should be a priority for the Government;
- 'no fault' evictions, where tenants can be forced to leave their home for no good reason, is a disgrace;
- alongside the good work of the Council in tackling homelessness and raising awareness of the rights of private tenants through the Better Renting campaign, the Government has announced their intention to scrap Section 21 after consultation.
- the Government's plans could change with the election of a new Prime Minister, and subsequent new Cabinet and Ministers.

This motion calls on the Mayor to respond to the Government's consultation on Section 21 evictions, and in the spirit of this motion, call on new legislation to ban 'no fault' eviction of

⁵ https://www.generationrent.org/here_s_another_reason_to_booo_rising_house_prices

tenants by their landlord.

This motion calls on the Council to write to the Secretary of State for Housing, Communities and Local Government, asking them to commit to abolishing Section 21 of the Housing Act 1988 under a new Prime Minister.

This motion calls on the Mayor to support Generation Rent's Unfair Evictions Campaign, and work with them and the Mayoral Adviser for Private Renting & Housing Affordability through the Better Renting campaign.

Proposer: Cllr Sem Moema

Seconder: Cllr Caroline Woodley

RIGHTS OF PRESS AND PUBLIC TO REPORT ON MEETINGS

Where a meeting of the Council and its committees are open to the public, the press and public are welcome to report on meetings of the Council and its committees, through any audio, visual or written methods and may use digital and social media providing they do not disturb the conduct of the meeting and providing that the person reporting or providing the commentary is present at the meeting.

Those wishing to film, photograph or audio record a meeting are asked to notify the Council's Monitoring Officer by noon on the day of the meeting, if possible, or any time prior to the start of the meeting or notify the Chair at the start of the meeting.

The Monitoring Officer, or the Chair of the meeting, may designate a set area from which all recording must take place at a meeting.

The Council will endeavour to provide reasonable space and seating to view, hear and record the meeting. If those intending to record a meeting require any other reasonable facilities, notice should be given to the Monitoring Officer in advance of the meeting and will only be provided if practicable to do so.

The Chair shall have discretion to regulate the behaviour of all those present recording a meeting in the interests of the efficient conduct of the meeting. Anyone acting in a disruptive manner may be required by the Chair to cease recording or may be excluded from the meeting. Disruptive behaviour may include: moving from any designated recording area; causing excessive noise; intrusive lighting; interrupting the meeting; or filming members of the public who have asked not to be filmed.

All those visually recording a meeting are requested to only focus on recording councillors, officers and the public who are directly involved in the conduct of the meeting. The Chair of the meeting will ask any members of the public present if they have objections to being visually recorded. Those visually recording a meeting are asked to respect the wishes of those who do not wish to be filmed or photographed. Failure by someone recording a meeting to respect the wishes of those who do not wish to be filmed and photographed may result in the Chair instructing them to cease recording or in their exclusion from the meeting.

If a meeting passes a motion to exclude the press and public then in order to consider confidential or exempt information, all recording must cease and all recording equipment must be removed from the meeting room. The press and public are not permitted to use any means which might enable them to see or hear the proceedings whilst they are excluded from a meeting and confidential or exempt information is under consideration.

Providing oral commentary during a meeting is not permitted.

ADVICE TO MEMBERS ON DECLARING INTERESTS

Hackney Council's Code of Conduct applies to **all** Members of the Council, the Mayor and co-opted Members.

This note is intended to provide general guidance for Members on declaring interests. However, you may need to obtain specific advice on whether you have an interest in

a particular matter. If you need advice, you can contact:

- The Director of Legal;
- The Legal Adviser to the committee; or
- Governance Services.

If at all possible, you should try to identify any potential interest you may have before the meeting so that you and the person you ask for advice can fully consider all the circumstances before reaching a conclusion on what action you should take.

1. Do you have a disclosable pecuniary interest in any matter on the agenda or which is being considered at the meeting?

You will have a disclosable pecuniary interest in a matter if it:

- relates to an interest that you have already registered in Parts A and C of the Register of Pecuniary Interests of you or your spouse/civil partner, or anyone living with you as if they were your spouse/civil partner;
- relates to an interest that should be registered in Parts A and C of the Register of Pecuniary Interests of your spouse/civil partner, or anyone living with you as if they were your spouse/civil partner, but you have not yet done so; or
- affects your well-being or financial position or that of your spouse/civil partner, or anyone living with you as if they were your spouse/civil partner.

2. If you have a disclosable pecuniary interest in an item on the agenda you must:

- Declare the existence and nature of the interest (in relation to the relevant agenda item) as soon as it becomes apparent to you (subject to the rules regarding sensitive interests).
- You must leave the room when the item in which you have an interest is being discussed. You cannot stay in the meeting room or public gallery whilst discussion of the item takes place and you cannot vote on the matter. In addition, you must not seek to improperly influence the decision.
- If you have, however, obtained dispensation from the Monitoring Officer or Standards Committee you may remain in the room and participate in the meeting. If dispensation has been granted it will stipulate the extent of your involvement, such as whether you can only be present to make representations, provide evidence or whether you are able to fully participate and vote on the matter in which you have a pecuniary interest.

3. Do you have any other non-pecuniary interest on any matter on the agenda which is being considered at the meeting?

You will have 'other non-pecuniary interest' in a matter if:

- It relates to an external body that you have been appointed to as a Member or in another capacity; or

- ii. It relates to an organisation or individual which you have actively engaged in supporting.

4. If you have other non-pecuniary interest in an item on the agenda you must:

- i. Declare the existence and nature of the interest (in relation to the relevant agenda item) as soon as it becomes apparent to you.
- ii. You may remain in the room, participate in any discussion or vote provided that contractual, financial, consent, permission or licence matters are not under consideration relating to the item in which you have an interest.
- iii. If you have an interest in a contractual, financial, consent, permission or licence matter under consideration, you must leave the room unless you have obtained a dispensation from the Monitoring Officer or Standards Committee. You cannot stay in the room or public gallery whilst discussion of the item takes place and you cannot vote on the matter. In addition, you must not seek to improperly influence the decision. Where members of the public are allowed to make representations, or to give evidence or answer questions about the matter you may, with the permission of the meeting, speak on a matter then leave the room. Once you have finished making your representation, you must leave the room whilst the matter is being discussed.
- iv. If you have been granted dispensation, in accordance with the Council's dispensation procedure you may remain in the room. If dispensation has been granted it will stipulate the extent of your involvement, such as whether you can only be present to make representations, provide evidence or whether you are able to fully participate and vote on the matter in which you have a non pecuniary interest.

Further Information

Advice can be obtained from Suki Binjal, Director of Legal, on 020 8356 6234 or email suki.binjal@hackney.gov.uk



FS 566728

London Borough of Hackney Council
Municipal Year 2018/19
Date of Meeting Wednesday, 22nd May, 2019

Minutes of the proceedings of
Council held at Hackney Town
Hall, Mare Street,
London E8 1EA

**Councillors in
Attendance:**

Mayor Philip Glanville, Cllr Kam Adams, Cllr Soraya Adejare,
Cllr Brian Bell, Cllr Polly Billington,
Deputy Mayor Anntoinette Bramble, Cllr Jon Burke,
Cllr Sophie Cameron, Cllr Robert Chapman,
Cllr Ajay Chauhan, Cllr Feryal Clark, Cllr Mete Coban,
Cllr Sophie Conway, Cllr Michael Desmond, Cllr Sade Etti,
Cllr Susan Fajana-Thomas, Cllr Humaira Garasia,
Cllr Margaret Gordon, Cllr Michelle Gregory,
Cllr Katie Hanson, Cllr Ben Hayhurst, Cllr Ned Hercock,
Cllr Clare Joseph, Cllr Christopher Kennedy, Klein,
Cllr Michael Levy, Cllr Richard Lufkin, Cllr Anna Lynch,
Cllr Yvonne Maxwell, Cllr Anthony McMahon,
Cllr Sem Moema, Cllr Guy Nicholson, Cllr Harvey Odze,
Cllr Deniz Oguzkanli, Cllr M Can Ozsen, Cllr Sam Pallis,
Cllr Benzion Papier, Cllr Sharon Patrick, Cllr James Peters,
Cllr Clare Potter, Cllr Steve Race, Cllr Tom Rahilly,
Cllr Ian Rathbone, Cllr Rebecca Rennison,
Cllr Caroline Selman, Cllr Nick Sharman, Cllr Gilbert Smyth,
Cllr Peter Snell, Cllr Patrick Spence, Cllr Simche Steinberger,
Cllr Vincent Stops, Cllr Jessica Webb, Cllr Carole Williams,
Cllr Caroline Woodley and Cllr Penny Wrouth

Apologies: Cllr Clayeon McKenzie and Cllr Anna-Joy Rickard

Officer Contact: Tess Merrett, Governance Services

Councillor Claire Potter [Speaker] in the Chair

1 The Speaker's Welcome

1.1 The Speaker welcomed all Members and guests to the meeting.

2 Presentation of the I Love Hackney Mayor's Civic Awards

2.1 The Mayor welcomed the demonstration in the Chamber by East End Sisters Uncut (EESU) concerning the rehousing of the two remaining families at Marion Court which was to be demolished. The Mayor commented that he was in agreement with the protesters who had made their point so eloquently. The Mayor went on to state that he was utterly committed to ensuring that everyone in Marian Court was offered the home they needed and deserved.

2.2 The Speaker introduced the I Love Hackney Mayor's Civic Awards.

2.2 The Mayor presented a Civic Award to each of the following recipients and briefly outlined their achievements:

1. Nicolette Nixon

Nicolette was a dedicated community activist and tenants' leader, who inspired others, particularly young people. She used almost all of her spare time to carry out community work, which included setting up the Gascoyne and Morningside youth club in 1999, coordinating youth activities over many years through which she had helped many young people gain confidence in themselves, to move into jobs, and take further studies, even helping them win a national market award last year for her pioneering teenage market stall initiative. She had also helped individual tenants with their repairs and other problems, acting as a point of contact for help on the estate through her work on the TRA. She had also started up an advice centre for tenants with rent and financial problems using people from her company. It was Nicolette's tireless effort, compassion and cheery nature that inspired people around her and made her a true un-sung hero of Hackney.

2. Tina Clarke

Tina had helped and supported the community in and around the Pembury Estate for many years. She was described as a 'community diamond' Tina Clark could often be seen helping vulnerable and homeless people; talking to them about their housing options; assigning them to Streetlink and helping them get food.

Through her work on maintenance and repairs on the estate, Tina kept an eye on vulnerable residents, she made sure elderly people never went without food and had provided support for residents including young people, domestic violence survivors and recovering addicts.

Tina was currently supporting various charities, carrying out outreach, focusing on women and the elderly in both Hackney and Tower Hamlets. She could be seen going about her day with a smile. Residents often went up to her to have a chat if they were feeling down. Tina was always there to offer her words of wisdom and to ensure people felt a sense of belonging and happiness here in Hackney.

3. Gulizar Erbil

Gulizar Erbil worked tirelessly for years as a volunteer, supporting Kurdish and Turkish people and those of Alevi faith.

Whether it was a mother who needed help with her child's school, or an elderly person that needed a hospital appointment, Gulizar worked to help find the right person to speak to and to connect families with services that could help them.

Gulizar saw that there were numerous elderly people in the Turkish and Kurdish communities that were suffering from social isolation because of language barriers, so Gulizar had set up a community cooking club bringing together a group of women to cook and eat with the elderly

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people each week. As well as supporting elderly people Gulizar supported women suffering from isolation and depression, organising activities and opportunities to socialize in local community settings.

She was an important person for many people here in Hackney and was always able to offer help and link people who were often hard to reach with the services that could help them. She worked very hard to make people's lives better and to be there for people when they needed her, striving hard to make sure Hackney was a welcoming and safe place for people to live.

RESOLVED that the following recipients receive the 'I love Hackney' Mayor's Civic Award:

1. Nicolette Nixon
2. Tina Clarke
3. Gulizar Yaldiz

3 Election of the Speaker for the Municipal Year 2019/2020

- 3.1 Mayor Glanville nominated Councillor Kam Adams for the position of Speaker for the 2019/2020 Municipal Year.
- 3.2 Mayor Glanville stated that Councillor Adams had supported the outgoing Speaker as Deputy for this term and had done a fantastic job. Councillor Adams had lived in Hackney for almost 40 years. He has been a councillor the Hoxton East and Shoreditch ward since 2014, but had been active in the community for many years before that.
- 3.3 Councillor Adams had a keen interest in visiting schools and promoting democracy, he was interested in connecting with more tenant resident associations and community groups to ensure all members of the community felt their voices were being heard. Councillor Adams had also presided over more than 25 citizenship ceremonies, and had had spoken with many new citizens; he had also hosted many Town Hall Tours, sharing some fascinating history of Hackney with people.
- 3.4 Deputy Mayor Clark (nee Demirci) was very proud to second the nomination and could not think of any other person that would be more deserving than the nominated speaker. Councillor Adams was always stopped in the street by everyone in Hoxton and worked tirelessly for the borough.

RESOLVED that Councillor Kam Adams be elected to serve as speaker for the 2019/2020 Municipal Year.

Votes:

For: Majority

Against: 0

Abstain: Four

- 3.5 Councillor Adams read aloud and signed his declaration of acceptance of office, which was witnessed by the Chief Executive.

(There was a short adjournment and the dais party left the Chamber where the Speaker received the chains of office. The meeting then reconvened and Councillor Adams took the chair).

4 Vote of thanks to the Outgoing Speaker

- 4.1 Mayor Glanville moved a vote of thanks to the outgoing Speaker, Councillor Clare Potter.
- 4.2 The outgoing Speaker, Councillor Potter had attended over 270 events, both in the borough, and across London. In conjunction with the Deputy Speaker, Councillor Potter had presided over 1,322 new citizens becoming naturalised.
- 4.3 Councillor Potter had raised just under £20,000 for her three nominated charities; Shoreditch Trust, Father2Father, and You Make It. Councillor Potter had been unapologetic in her support for her charities, all three of which aimed to support those marginalised and isolated members of our community. Councillor Potter's fundraising activities had included staff raffles across all council offices, a quiz evening, Christmas jumper competition, and a charity dinner at Waterhouse Restaurant which was run by her charity Shoreditch Trust. She also ran the Hackney Community 5k for her charities last Saturday. The Mayor was pleased to have been part of her team running the Hackney half marathon the next day.
- 4.4 When elected Speaker, Councillor Potter indicated that she would prioritise supporting activities in the community which promoted social cohesion, and encouraged participation. She had certainly delivered on this, attending community events across the borough, and hosting events such as the recent Hackney 100 women reception, and two receptions for community groups and volunteers supporting the homeless. The Mayor and Councillor Potter had the opportunity to visit Buckingham Palace yesterday, this had been a fitting send off to the outgoing Speaker.
- 4.5 Councillor Steinberger offered his vote of thanks to the outgoing Speaker and echoed the comments of the Mayor. It had been a pleasure working with the outgoing Speaker, who had done a fantastic job.
- 4.6 Councillor Potter thanked Members for their vote of thanks. Councillor Potter was very honoured to have served the borough for this municipal year and to have carried out her civic role.
- 4.7 In her role as Speaker, she had presided over citizenship ceremonies which had welcomed and celebrated new starts for the people of Hackney. Citizenship provided the opportunity for new citizens to integrate with the Hackney

community. It provided the opportunity to celebrate our new citizens' culture, language and skills and was an extremely enjoyable part of the Speaker's role. Following the Town Hall refurbishment, the Outgoing Speaker had been able to welcome residents into the Town Hall so residents had felt a sense of ownership and that the town hall was their democratic hub.

- 4.8 Councillor Potter acknowledged the work that she had undertaken with other neighbouring boroughs. Most recently, the Speaker had hosted a tri-borough dinner with the Islington and Haringey civic mayors and Talal Karim from the Finsbury Park Trust which had been attended by the three council leaders including our own Mayor Glanville and community leaders within the Finsbury Park area. This then had led onto a tri borough interfaith tree initiative shortly after, demonstrating the effectiveness in the short term of strengthening community links across borough boundaries.
- 4.9 Lastly, Councillor Potter, praised the tremendous workmanship of Danny who after 37 plus years on the Council was finally handing over the keys. His service and experience in supporting the civic role had been invaluable and the Speaker appreciated the work and difference he had made.
- 4.10 Councillor Potter thanked the officers from the Speaker's office for all their support during her time as Speaker. She also thanked members of her family for all their support during her tenure. Councillor Potter also thanked her nominated charities and concluded by thanking her consort Lee.
- 4.11 Councillor Potter then read a letter of congratulations to the new Speaker which had been sent from the city of Haifa which was twinned with Hackney.

RESOLVED that Councillor Claire Potter be thanked for her contribution to the Council and the Borough of Hackney during her term of office as Speaker.

5 Election of The Deputy Speaker for the Municipal Year 2019/2020

- 5.1 Deputy Mayor Bramble nominated Councillor Michael Desmond to serve as Deputy Speaker for 2019/2020 Municipal Year. Deputy Mayor Bramble was pleased to nominate Councillor Desmond. He was a great advocate for the community, gaining mutual trust and respect, representing Hackney Downs Ward.
- 5.2 Councillor Moema seconded the nomination for Deputy Speaker. She said that they had been Ward colleagues since 2016 and would be a great support to the Speaker.
- 5.3 There were no other nominations.

RESOLVED that Councillor Michael Desmond be elected to serve as Deputy Speaker for the 2019/2020 Municipal Year.

Votes:

For: Majority

Against: None

Abstain: Four

- 5.4 Councillor Desmond responded that he was delighted to be elected as Deputy Speaker and would do everything to support Councillor Adams in his duties. He started by saying that Hackney was full of diverse communities where everyone lived in harmony side by side. However, it was felt that there was a visible disconnection between newcomers to the borough and those who had been born and bred in the borough. Gated developments and leisure centres would not be welcomed unless they could be used by everyone, Hackney was regarded as an edgy, creative borough and should be a welcoming place for all who wish to move here.
- 5.5 Councillor Desmond believed that the incoming Speaker would do all in his power to work with young people and try to instil civic pride, as well as mutual respect and tolerance.
- 5.6 Councillor Desmond thanked Eda Ziya for running the Speaker's Office so successfully, Councillor Potter on an outstanding year as Speaker and also Danny Dhanasiri. Danny would be retiring soon and had driven successive speakers all over the borough and supported Councillors with patience, diligence and loyalty and was regarded as the face of Hackney.
- 5.7 Councillor Desmond announced his consort for the municipal year as his friend, Sarah Heaton.

6 Apologies for Absence

- 6.1 Apologies for absence had been received from Councillors Rickard and McKenzie.

7 Declarations of Interest

- 7.1 There were no declarations of interest.

8 Minutes of the Council Meeting, 27 February 2019

RESOLVED that the minutes of the Council meeting held on the 27th February 2019 be approved as a correct record, subject to the following amendments, which were noted:

- Paragraph 5.3 - Councillor Odze did not bring the petition to the meeting and his name should be removed.
- Page 36, Item 10 and 11-
- Should be recorded as Springfield Park Project
- Councillor Odze stated that he did not say that the toilets at the lower part of the park should not be funded.....

- Page 37, Paragraph 10.1.4- Councillor Odze stated that the root of the problem was Gordon Brown and it should be recorded that this comment was made whilst Gordon Brown was Chancellor not Prime Minister.
- Page 2 – Councillor Steinberg had said a few words about the passing of his friend, Councillor Kemp, at the meeting which had not been recorded on the minutes. This was unacceptable. Cllr Steinberger was assured that this would be looked into and appropriate amendments would be made.

9 The Speaker's Programme for the Municipal Year 2019/2020

- 9.1 The Speaker thanked Members for their support and was honoured to take on the role of Speaker. The Speaker thanked Mayor Glanville for the nomination and praised his leadership and the work he was doing in the borough. The Speaker spoke of Councillor Potter, whom he regarded as a great mentor. She was a committed and hardworking speaker and had overcome all of the challenges she had faced as the Speaker.
- 9.2 The Speaker spoke about the work carried out by the outgoing Speaker and wished to continue this by visiting more schools in the borough to promote and raise awareness about the role of the Speaker in Hackney; to attend as many events and visit as many organisations as possible, most especially those that were underrepresented and needed their voices heard.
- 9.3 After moving to Hoxton in the early eighties, Councillor Adams opened a grocery shop which was used as a mini citizen's advice bureau where people came to seek advice, to hangout or to talk about the problems in the area. This had been Councillor Adams's first real interaction with the community which he had thoroughly enjoyed. Councillor Adams had continued his work with the community along with his wife by setting up a homework club on their estate in order to help the children in the area with their studies and this was still running today.
- 9.4 Councillor Adams introduced his consort, his wife, Princess Modupe Oyefusi Adams who would be supporting him in his role as Speaker for this municipal year.
- 9.5 The Speaker's nominated charities for 2019/2020 were as follows:-
 - The Ivy Street Family Centre and Growbaby - The Centre provided activities for children, support, friendship and advice for the parents and carers. Growbaby provided good quality baby clothes and equipment to families who needed help.
 - Supporting Hackney Mind - Mental health football programme which aimed to use the power of sport to improve physical and mental wellbeing among some of the most vulnerable and isolated members of our community.
 - The Sistah Space (Sanctuary) – Community based initiative that supported African heritage women and girls experiencing, or at risk of, domestic abuse or sexual violence.

10 Elected Mayor's Statement 2019/20

- 11.1 Mayor Glanville welcomed Members and guests to the AGM. He also welcomed the earlier protest from activists Sisters Uncut.
- 11.2 Mayor Glanville explained that the AGM was a chance for everyone in Hackney to come together and reflect on the year gone by and also was a chance to look forward to a new municipal year.
- 11.3 Mayor Glanville looked back at the manifesto and speech he gave last year and could confidently say this this had now been delivered by building a fairer, safer and sustainable Hackney.
- 11.4 The Corporate plan, a new Local Plan, Sustainable Procurement, Community and Culture Strategies had all been agreed, however, the following had made a real difference:
- The launching of the Dalston Conversation in order to have an honest conversation with the residents of Dalston about change, and to make firm commitments to them;
 - Protecting and improving Ridley Road Market and being a champion for existing business and culture;
 - Securing the future of the Eastern Curve Garden;
 - Delivering affordable spaces for local businesses;
 - Being honest about plans for the future;
 - Using your feedback to shape change;
 - Keeping and promoting diverse shops, restaurants and nightlife.
 - Proudly standing up for the traders and studio tenants in Ridley Road Shopping Village and Studios, stepping in to help traders when they were threatened with early closure, successfully pressuring the owners to halt the closure, and pushing the developers to amend their plans.
 - Supporting a growing not declining Ridley Road market unlocking Good Growth Funding for a new round of investment
 - Launching the Hackney Young Futures Commission
 - Doubling Council Tax on empty properties
 - Putting in new planning measures to protect local shops and laundrettes on our high street
 - Welcoming the highest number of primary school children in the borough visiting the Hackney Museum and learning about black history
 - Setting up new contactless donation points for homelessness charities across the borough and winning new funding to boost our response to rough sleeping
 - Starting work on site at Britannia ensuring that we build 21st Century facilities in Shoreditch as we deliver the new school, leisure centre and homes
 - Passing a budget for a stronger and more sustainable Hackney that preserved front line services
 - Continuing to fund the childminder bursary seeing an 11% increase in childminders in the borough, compared to 24% decrease nationally
 - Securing 8,000sqm of affordable work and studio space in future developments in Hackney Wick thanks to rent caps

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- Tripling the number of in-house apprentices since 2016 with more apprentices than any other council in London
- Putting a new landlord licensing scheme in place in Brownswood, Stoke Newington, and Cazenove
- Acting on fire safety continuing our public commitment to publish FRAs, installing sprinklers and removing cladding where we need to.
- Opening the new Nightingale Primary School, North Marshes Pavillion, Adult Day Centre at Oswald Street and only a few weeks ago Gascoyne 2 Community Hub
- Tripling the number of Council Apprenticeships since 2016 all at London Living Wage
- Campaigning for more businesses to follow suit setting up a Hackney Apprenticeship Network and seeing the 100th LLW business in the borough.
- Building 89 new Council homes and 11 homes for shared ownership, with hundreds more in the pipeline, with now 100 more social rent council homes in the borough thanks to Mayor of London funding
- UK Black Pride coming to Hackney
- Achieving twenty-five Green Flags, the highest-ever total
- Despite recent tragic events, continuing our painstaking work with partners to reduce crime and youth violence seeing a year on year fall in gun and knife crime with injury
- Planning for 10,000sqm of new affordable workspace, by converting disused garages into workspace
- Winning Creative Economy Zone status for Hackney Wick and protected workspace in the area capping affordable workspace at £8 a sq ft and bringing back into use Council Owned buildings as work and community space.
- Declaring a Climate Emergency and taken real action
- Parklets – rolling out first phase with almost 10 so far as part of the pilot to reclaim our streets from grey to green spaces.
- Launching the county's first ultra-low emission streets in the country with Islington, reducing harmful emissions down key streets in Shoreditch.
- Starting our sixth and seventh school streets and a toolkit to replicate our success across the Country
- Putting plans in place to deliver a municipal energy company - selling cheaper and greener energy to Hackney
- Organising the biggest Hackney Half yet and making it plastic free
- Switching 50% of the council's supply to renewable sources of energy.
- Almost completing the Wick Road cycling and walking scheme

11.4 The Mayor paid tribute to the thousands of Hackney staff that had made all this happen. The Mayor also congratulated Councillor Clark (nee Demirci) who had been awarded the London Transport Award for Outstanding contribution to Local Transport in London.

11.5 Councillor Steinberger welcomed the incoming Speaker and set out the reason for why they abstained, namely, they were the opposition party. He hoped the Speaker would have a successful municipal year but looked forward to seeing a member of the Conservative group sitting as Speaker in the next municipal year. Council Steinberger was concerned about the

demonstration that took place at the start of the AGM and hoped that the matter would be resolved.

11.6 Councillor Steinberger thanked the work done by Danny, he also congratulated the Deputy Speaker and said that they would raise their voices being the opposition party. Councillor Steinberger also commented on why shops should be converted into flats given there was a clear shortage of housing and people needed a place to live.

11 Establish Committees and Sub-Committees (and Commissions) and Appoint Members and Nominate the Appointments of Chairs and Vice Chairs 2019/20

RESOLVED that the establishment and composition of the following Committees and Commissions be approved, and the nominated Chairs and Vice Chairs for the Committees and Commissions as set out below, for the 2019/2020 Municipal Year:

Appointments Committee:

Councillor Brian Bell
Deputy Mayor Anntoinette Bramble
Mayor Philip Glanville - Chair
Councillor Christopher Kennedy
Councillor James Peters

Nominated Chair, Mayor Glanville

Audit Committee

Councillor Brian Bell
Councillor Claire Potter
Councillor Michelle Gregory
Councillor Yvonne Maxwell
Councillor Nick Sharman
Councillor Patrick Spence
Councillor Harvey Odze

Nominated Chair, Cllr Nick Sharman
Nominated Vice-Chair Cllr Michelle Gregory

Corporate Committee

Councillor Brian Bell
Councillor Ajay Chauhan
Councillor Mete Coban
Councillor Susan Fajana-Thomas
Councillor Katie Hanson
Councillor Ned Hercock
Councillor Clare Joseph
Councillor Anthony MacMahon
Councillor M Can Ozsen
Councillor Steve Race
Councillor Peter Snell

Councillor Vincent Stops
Councillor Jessica Webb
Councillor Carole Williams
Councillor Michael Levy

Nominated Chair – Cllr Jessica Webb
Nominated Vice-Chair – Cllr Susan Fajana Thomas

Licensing Committee

Councillor Brian Bell
Councillor Sophie Cameron
Councillor Sophie Conway
Councillor Margaret Gordon
Councillor Sem Moema
Councillor M Can Ozsen
Councillor Sharon Patrick
Councillor James Peters
Councillor Emma Plouviez
Councillor Ian Rathbone
Councillor Caroline Selman
Councillor Peter Snell
Councillor Gilbert Smyth
Councillor Penny Wrout
Councillor Harvey Odze

Nominated Chair – Cllr Emma Plouviez
Nominated Vice-Chair, Cllr Brian Bell

Pensions Committee

Councillor Kam Adams
Councillor Polly Billington
Councillor Robert Chapman
Councillor Michael Desmond
Councillor Ben Hayhurst
Councillor Rebecca Rennison

One Conservative vacancy

Nominated Chair – Cllr Robert Chapman
Nominated Vice-Chair, Cllr Michael Desmond

Standards Committee

Councillor Soraya Adejare
Deputy Mayor Anntoinette Bramble
Councillor Humaria Garasia
Councillor Katie Hanson
Councillor Anna Lynch

Councillor Sem Moema
Councillor Jessica Webb
Councillor Carole Williams

Nominated Chair, Deputy Mayor Bramble
Nominated Vice-Chair, Cllr Jessica Webb

One Conservative vacancy

Co-optees (for period of one year)

Adedoja Labinjo
Onagete Louison

Children and Young People Scrutiny Commission

Councillor Ajay Chauhan
Councillor Sophie Conway
Councillor Sade Etti
Councillor Humaira Garasia
Councillor Margaret Gordon
Councillor Katie Hanson
Councillor Clare Joseph
Councillor Sharon Patrick
Councillor James Peters
Councillor Clare Potter
Councillor Caroline Woodley

Nominated Chair – Cllr Sophie Conway
Nominated Vice-Chair, Cllr Margaret Gordon

Co-optees for the municipal period 2018 - 2020

Reverend Graham Hunter (Church of England Representative) Voting
Mr Michael Lobenstein (Orthodox Jewish Community Representative) Non-voting
Liz Bosanquet (Parent Governor Representative) Voting
Jane Heffenan (Roman Catholic Representative) Voting
Ernell Watson (Free Churches Group Representative) Non-voting
Sevdie Ali (Parent Governor Representative) Voting
Jo Macleod, (Hackney School Governor's Association (HAGSA) Representative) Non-voting
Shuja Shaikh, (Muslim Community Representative) Non-voting

One Conservative vacancy

Health in Hackney Scrutiny Commission

Councillor Ben Hayhurst - Chair
Councillor Yvonne Maxwell – Vice Chair
Councillor Deniz Oguzkanli
Councillor Emma Plouviez
Councillor Tom Rahilly
Councillor Peter Snell
Councillor Patrick Spence

One Conservative vacancy

Nominated Chair – Cllr Ben Hayhurst
Nominated Vice-Chair Cllr Yvonne Maxwell

Health and Wellbeing Board

Cllr Feryal Clark (Nee Demirci) (Deputy Mayor and Cabinet Member for Health, Social Care, Transport and Parks)
Cllr Anntoinette Bramble (Deputy Mayor and Cabinet Member, Education, Young People and Children's Social Services)
Dr Sue Milner (Director of Public Health)
Dr Navina Evans (Chief Executive East London Foundation Trust)
Alistair Wallace (Health and Social Care Forum)
Anne Canning (Group Director, Children, Adults and Community Health, Hackney Council)
David Maher (Managing Director, City and Hackney Clinical Commissioning Group)
Raj Radia (Local Pharmaceutical Society)
Dr Mark Ricketts (Chair, City and Hackney Clinical Commissioning Group)
Rupert Tyson (Chair, Hackney Healthwatch)
Tracey Fletcher (Chief Executive, Homerton University Hospital NHS Foundation Trust)
Kim Wright (Group Director, Neighbourhoods and Housing, Hackney Council)
Laura Sharpe (GP Confederation)

Corporate Parenting Board

Deputy Mayor Anntoinette Bramble
Councillor Sophie Cameron
Councillor Anna Lynch
Councillor Sharon Patrick
Councillor Tom Rahilly
Councillor Aron Klein

Nominated Chair – Deputy Mayor Bramble

Living in Hackney Scrutiny Commission

Councillor Sade Etti
Councillor Anna Lynch
Councillor Anthony McMahon
Councillor M Can Ozsen
Councillor Sharon Patrick
Councillor Ian Rathbone
Councillor Penny Wrout

One Conservative vacancy

Nominated Chair – Cllr Sharon Patrick
Nominated Vice-Chair – Cllr Sade Etti

Skills, Economy and Growth Commission

Councillor Polly Billington
Councillor Mete Coban
Councillor Richard Lufkin
Councillor Sam Pallis
Councillor Steve Race
Councillor Gilbert Smyth

One Conservative vacancy

Nominated Chair, Cllr Mete Coban
Nominated Vice-Chair, Cllr Polly Billington

Panels

Adoption Panel – Councillor Anna-Joy Rickard
Fostering Panel – Councillor Sophie Cameron

12 Appointments to Outside Bodies

RESOLVED

That the following Members be appointed to the outside bodies as set out below:

Hackney Citizens Advice Bureau – Councillor James Peters
Hackney Community Law Centre – Councillor Deniz Oguzkanli
Hackney parish Almshouse Charity – Councillor Penny Wrout
West Hackney Parochial Charity – Councillor Emma Plouviez

13 Elected Mayor's Report to advise on Composition of the Cabinet and Establishment of Cabinet Sub-Committees and Champions. Mayor's Scheme of Delegation

RESOLVED that the composition of Cabinet and the Executive Sub-Committees for the 2019/2020 Municipal Year be noted as set out below:-

Mayor and Cabinet:

Mayor Philip Glanville
Deputy Mayor Anntoinette Bramble and Cabinet member for Education, Young People and Children's Social Care
Deputy Mayor Feryal Clark (Nee Demirci) - Cabinet member for health, social care, leisure and parks
Councillor Caroline Selman - Community safety, policy, and the voluntary sector
Councillor Christopher Kennedy - Families, early years and play
Councillor Guy Nicholson - Planning, Culture and Inclusive Economy
Councillor Rebecca Rennison - Finance and housing needs
Councillor Clayeon McKenzie – Housing Services
Councillor Jon Burke - Energy, Waste, Transport and Public Realm
Councillor Carole Williams - Employment, Skills and Human Resources

Mayoral Adviser:

Councillor Sem Moema - Private Renting and Housing Affordability

Cabinet Procurement Committee:

Councillor Rebecca Rennison – Chair
Deputy Mayor Anntoinette Bramble
Councillor Caroline Selman
Councillor Jon Burke
Substitute - Mayor Glanville

Member Champions:

Mental Health champion – Councillor Tom Rahilly
Dementia champion – Councillor Yvonne Maxwell
No place for Hate champion – Councillor Sade Etti
Heritage champion – Councillor Peter Snell
Fairtrade champion – Councillor Gilbert Smyth
Care leavers champion – Councillor Sophie Conway

14 Programme of Meetings for the Municipal Year 2019/2020

RESOLVED that the programme of meetings for the 2019/2020 Municipal Year be approved.

15 Appendix One

Appendix One to the Minutes of the Meeting held on 22 May 2019

Response to question from Cllr Race asked at the meeting of 27 February 2019

We completely agree with your concerns about the lack of consultation on such drastic proposals, which will change the nature of health and care in Hackney.

The ELHCP process for setting out how regional services will become more sustainable over the next five years is guided by NHS England. I am extremely disappointed that the NHS have chosen not to have meaningful public engagement before publishing such lengthy proposals.

The Council has no legal powers to intervene and ensure engagement takes place. At this level, we also have no executive powers as part of the partnership to be able to halt the process.

However, we are clear that there must be consultation on each individual proposal, from the St Leonard's site to mental health beds at Homerton Hospital.

We can use our influence in the partnership, on the Integrated Commissioning Board, and our relationship with the CCG to help shape the strategies and lobby for full engagement and consultation on each proposal.

We will certainly want any decision-making process to be clear and transparent, with meaningful opportunities for residents and patients to have their say to inform

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decisions. It also needs to be clearly demonstrated that a range of options have been considered, and decisions regarding the Homerton, St Leonard's or any other NHS property in Hackney need to be demonstrably for the benefit of residents and patients in Hackney.

It also is important to note there are currently no concrete plans around the estates. The published proposals are at the beginning of a long process and no decisions have been made.

We know that whatever the final proposals are, any changes must be service driven and in the interests of our residents. That is why we successfully bid together with NHS Property Services and the CCG to the Office of the Public Estate (OPE Cabinet Office) for funding to develop plans for St Leonard's site. We are very keen that any proposals will involve the whole community.

This will ensure that Hackney can keep close to the development of the masterplan for the St Leonard's site. Through that we will have a platform from which we can push for maximum engagement of our residents and the health service needs of our residents being included in any future plan.

Statement from Cllr Steinberger which was omitted in error from the minutes of the meeting held on 27 February 2019

Councillor Steinberger expressed how saddened he was when he heard that a former colleague and Labour Councillor Dan Kemp had passed away. Councillor Steinberger explained that when he was the Chair of Scrutiny Dan was the Vice Chair, he added that Dan was a pleasure to work with as he was a team player and always very supportive, he also did some fantastic scrutiny work. Councillor Steinberger said that after having worked with many Councillors over the years he was particularly impressed with Dan and the way he worked. Councillor Steinberger said that Dan was like his brother and that he would remember him from the work that they did together. Councillor Steinberger sent condolences to his family and stated that he would be missed dearly.

Tribute was also made to Eric Cato whom Councillor Steinberger referred to as Mr. Hackney a committed individual who was a secretary in Shacklewell and attended many AGM meetings. Councillor Steinberger also sent his condolences to the family of Councillor Bruce.

Duration of the meeting: 20:50



Gender and Ethnicity Pay Gaps

NON KEY DECISION

CABINET MEETING DATE 2019/20 29 April 2019 COUNCIL MEETING DATE 2019/20 26 June 2019	CLASSIFICATION: Open
WARD(S) AFFECTED All Wards	
GROUP DIRECTOR Tim Shields, Chief Executive	

1. CABINET MEMBER'S INTRODUCTION

- 1.1 Hackney is proud to be an open, inclusive and diverse borough. We are a place that people are proud to call home. Everyone can feel they belong here regardless of social background, the young and old, those living with a disability, parents and carers, people with faith and those without faith, people from different ethnicities and nationalities, all genders, gender identities and sexualities. Our workplace must reflect these values.
- 1.2 We are committed to ensuring that as an employer and as workplace, all our policies and practices advance equality of outcome and promote demographic diversity.
- 1.3 To inform our priority areas for improvement, we want to continue to gather robust gender and equality profiles of our workforce to identify and address disparities in the diversity of our workplace and provide the evidence base to tackle any barriers to equality of opportunity.
- 1.4 The analysis on the gender pay gap shows that unlike many other parts of the labour market, the gender pay gap actually favours women in Hackney Council. We recognise the need to protect the current and relative gender equality that exists at senior levels of the organisation, especially given the structural inequalities which exist for women in the labour market more broadly.
- 1.5 It is important to note that the Government's gender pay gap reporting laws currently make no mention of transgender or non-binary employees – employers can only classify staff as 'male' or 'female'. It is therefore important that this legal requirement is conducted sensitively and as inclusively as possible. This report should therefore be taken in the context that as an employer we recognise that this binary distinction does not fully capture our workforce.
- 1.6 We have also taken the decision to undertake an ethnicity pay gap, despite the fact that this is not yet required by law, because of our commitment to fairness and to enhancing the diversity of our workforce.
- 1.7 We are keenly conscious that there remains under-representation of certain communities in our workforce and there is still under-representation of Black, Asian and Ethnic Minority staff at senior levels. We are committed to take practical action to address these disparities. We want to foster and promote an inclusive leadership culture, in which managers feel more confident in promoting equality and addressing workforce diversity.
- 1.8 Hackney, as a borough, has a reputation as a beacon of diversity where all of our communities are supported and celebrated. This report is part of our work to ensure that as a Council and as an employer we also embody these values.

2. **RECOMMENDATION(S)**

Council is asked to note the report.

3. **PAY GAP REPORTING**

- 3.1 The law requires that the Council calculate and report the gender pay gap annually. This was first done in March 2018, based on the data as at 31 March 2017. This report gives the statistics for the second gender pay gap report, with the data as at 31 March 2018. The required statistics have been uploaded to the Government Equalities website in compliance with the legislation.
- 3.2 The way the gender pay gap is to be calculated is set down in statute and is very specific. The Council must calculate the statistics for both ordinary pay and bonus pay. In our context, bonus pay applies only to the Fair Pay scheme operating in Housing.
- 3.3 The gender pay gap in favour of women employees has grown in the past 12 months, to 4.6% (2017 = 2.8%) as measured by the mean or 16.8% (2017 = 8%) as measured by the median. The measure more typically used is the median. The gap exists primarily for two reasons. Firstly, because more employees in the lower quartiles are men - typical job titles of those roles dominated by men in the lowest quartile include Operative - Cleaner, Environmental Operative and Grounds Maintenance employees. Secondly, because in the higher quartiles, more employees are women than men. The full data is shown at Appendix 1.
- 3.4 It should be noted that the pay gap does not indicate that women are paid more than men in any particular job. The Council operates a nationally recognised and equality proofed pay and grading scheme and is confident that for the same job, men and women are paid equally. The gap arises because, on average, women are in more highly paid jobs than men across the workforce.
- 3.5 It is worthy of particular note that in the highest quartile there are a higher proportion of women than men (56% vs 44%).
- 3.6 The gap in favour of men in terms of bonus pay remains. However it is not possible to draw conclusions from this because so few women receive a bonus.
- 3.7 Benchmarking data across London Boroughs for the gender pay gap 2018 reporting period will be collated by London Councils and is expected to be available in May/June 2019. There is no current benchmarking for the ethnicity pay gap although this may be available in future years if the Government introduces legislation to make this reporting mandatory.
- 3.8 At the time of the first gender pay gap report there was a commitment made by the Cabinet Member to produce an ethnicity pay gap on the

same basis as the gender pay gap in future years. This has been done and is shown at Appendix 2.

- 3.9 The ethnicity pay gap shows that there is a pay gap in favour of white employees of 14.3% as measured by the mean, and 14.1% as measured by the median. This is because in the higher pay quantiles, there are increasing proportions of white employees as compared to BAME employees. The over representation of BAME employees in the bottom quartile (63.1% vs 36.9%) is particularly noteworthy.
- 3.10 The Council recognised this as an issue some time ago and has been working on delivering a corporate equalities action plan. This is summarised in section 4 of this report.
- 3.11 It should be noted that the next data for this indicator will be as at 31 March 2019, which has already passed. This report will be produced in the coming months. It is unlikely therefore that the action plan will have produced marked improvements to the data at this point.
- 3.12 The government has consulted on whether to make ethnicity pay gap reporting mandatory, in the same way as gender pay gap reporting is. The consultation closed on 11 January 2019 and Government is currently analysing the results.
- 3.13 The data within this report is for directly employed Council staff.

4. Corporate Equalities Action Plan Summary

4.1 Introduction

Promoting a diverse workforce has been an explicit Council priority since last year, and this is reflected in the Single Equality Scheme which was adopted last November.

An action plan has been developed to address the key equality issues identified at 4.2 which are based on taking a dual focus, promoting demographic diversity and also an inclusive leadership culture in order to promote “acquired diversity.”

The workstream comprises of five strands, outlined below in section 4.4, which collectively deliver this approach.

4.2 Key equality issues and indicators

4.2.1 The key equality issues that have been identified are:

Workforce diversity

- The under-representation of BME and disabled staff at senior¹ levels
- The under-representation of disabled staff at all levels
- The under-representation of the Charedi community at all levels
- The variations in workforce diversity between different directorates
- The need to protect the current gender equality which exists at senior levels of the organisation, given the structural inequalities which exist for women in the labour market more broadly

Staff satisfaction

- Much lower rates of satisfaction amongst disabled staff and (to a lesser extent) for BME staff over the last three surveys
- BME Staff and disabled staff are much more likely to disagree that the Council is committed to equality and diversity in practice than white staff and non disabled staff

Hidden inequalities

- A characteristic that is difficult to measure is class and social background. Whilst it is difficult to quantify the inequalities, we should try to address this likely inequality by considering how we make the workforce more inclusive and support progression from lower grades.

4.2.2 The **key indicators of success** for this workstream are:

- The gap is closed between the 82% (81% in 2016) of staff who feel Council is committed to Equality *in policy* and 69% (71% in 2016) who feel the Council is committed *in practice* (this went up from 61% to 70% in 2011 and peaked at 73% before falling to 71% in 2016 and now 69%)
- There are a higher proportion of disabled staff working at the Council
- Senior management is more reflective of Hackney's diversity (BME and disabled staff)
- Managers feel more confident and competent in promoting equality and addressing workforce diversity (need baseline)
- Disabled staff are more satisfied with the Council as an employer and higher proportion feel Council is committed to Equality in practice
- A narrowing of the ethnicity pay gap

4.3 Responding to these issues

The case for diversity

Research has shown that having a **demographically diverse workforce** can help businesses to be successful, drive innovation and

¹ By Senior we mean officers who are service heads and above / by grade we mean PO10 and above. However, when we consider what actions we need to take, we need also to focus on PO5 upwards, so that we are developing a pool of potential managers who can progress into more senior roles.

capture new markets. In the public sector² having a diverse workforce is seen as a way of **bringing in a diversity of experiences and perspectives to better meet the needs of residents and improve service**. It is also seen as a way of tapping into and harnessing talent from across the whole community.

Research reported in the Harvard Business Review also makes the case that a workforce which reflects a diversity of perspectives also **supports innovation**³. This research talks about **acquired diversity** versus demographic diversity and considers the benefits of promoting a culture which values and welcomes a diversity of perspectives. Through programmes that tackle key inequalities such as the Improving Outcomes for Young Black Men Programme, we have reached the conclusion that promoting a more inclusive leadership culture needs to be part of the way we **tackle underlying and systemic issues that might drive inequalities**. By questioning traditional behaviour patterns and decision making structures we will be better able to identify the institutional change which is needed to tackle key inequalities.

Taking a dual approach

Actions which promote a demographically diverse workforce and those which promote “acquired diversity” can also reinforce each other. By promoting a more inclusive leadership culture, the workforce may become more welcoming to people from different backgrounds as well as ensuring that, where a workforce is not demographically diverse, there is a culture which values and draws on a diversity of perspectives. By promoting a demographically diverse workforce, you are more likely to promote an inclusive leadership culture that draws on the perspectives of people from different backgrounds. In seeking to achieve a more demographically diverse workforce, we need to ensure we develop specific and tailored response to specific and complex inequalities, rather than bland, generic responses. Alongside this, more **practical action is needed to address poor levels of staff satisfaction among disabled staff** with regards to management and leadership. Failure to tackle this specific equality issue could undermine wider efforts to promote workforce diversity outlined above.

4.4 Workstream Plan

The workstream plan includes a number of “business as usual” and “stretch” strands of activity:

Business as usual:

(1.) Organisation Development

² <https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-workforce/equalities-and-inclusion> and https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/658488/Strategy_v10_FINAL_WEB6_TEST_021117.pdf

³ <https://hbr.org/2013/12/how-diversity-can-drive-innovation>

Key Outcome: Coherent well utilised organisational development programme promoting equality and diversity for staff and managers, utilising apprenticeship levy to upskill managers if appropriate.

(2.) Communication

Key Outcome: All staff are aware of organisation commitment to equality and diversity and can recognise ways that the policies are put into practice

Stretch:

(3.) Improving the employee journey for disabled staff from recruitment through to progression

Key outcomes:

Barriers for disabled staff are removed across the employee journey from recruitment through to progression and promotion

Managers see the benefits of employing disabled staff and can do so competently and confidently.

Supported employment opportunities created within the Council

(4.) Promoting an inclusive leadership culture

Key outcome: Senior managers understand, value and promote an inclusive leadership culture systematically as part of addressing workforce diversity

(5.) Tackling the lack of diversity at senior levels, with regards to BME and disabled staff

Key outcomes:

We have a better understanding of the specific reasons for the lack of BME and disabled staff representation at senior levels.

We have identified positive actions needed to address issues and barriers.

We have identified opportunities to make processes more open and transparent.

5. OTHER CONSIDERATIONS

5.1 Policy Context

The gender pay gap reporting is an external requirement, supporting the Government's aim to enhance accountability, transparency and fairness in the setting of pay. This has been enhanced by the Council choosing to produce an ethnicity pay gap as part of our own commitment to fairness and equality.

5.2 Equality Impact Assessment

An impact assessment is not required. The purpose of the reporting is to inform and advance equality in pay.

5.3 Sustainability

Not applicable

5.4 **Consultations**

No decision is being taken and therefore no consultation are necessary.

5.5 **Risk Assessment**

No decision is being taken and therefore no risk assessment is necessary.

5.6 **Alternative Options**

There is no alternative option but to produce and publish the gender any gap statistics. The council chose to produce an ethnicity pay gap - this is optional.

6. **COMMENTS OF THE GROUP DIRECTOR OF FINANCE AND CORPORATE RESOURCES**

No decision is being taken by Cabinet and therefore this report has no financial implications.

7. **COMMENTS OF THE DIRECTOR, LEGAL AND GOVERNANCE**

The Council has complied with its duties to report a gender pay gap as outlined in the report.

APPENDICES

1. Gender pay gap data
2. Ethnicity pay gap data

EXEMPT (or N/A)

N/A

BACKGROUND PAPERS

None

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Gender Pay Gap Reporting
Snap shot date 31 March 2018

Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London Councils for local benchmarking*			
Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)			Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	-4.6%			104.6%	18.51	17.70	0.81
Median hourly rate (as above calc but for median hourly rates)	-16.8%			116.8%	17.91	15.34	2.57
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	56%	44%	100%	599	464	1063	
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	60%	40%	100%	632	430	1062	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	51%	49%	100%	545	517	1062	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	44%	56%	100%	472	590	1062	
Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus			Bonus Gender Pay Gap - women's bonus as a % of men's bonus	Bonus pay of women	Bonus pay of men	Difference £
Mean bonus	38.6%			61.4%	5115.91	8331.91	-3216.01
Median bonus	57.4%			42.6%	3780	8872.375	-5092.375
Bonuses paid							
Women paid bonus as % of all women	0.13%						
Men paid bonus as % of all men	7%						

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**BAME Pay Gap
snapshot 31 March 2018**

Pay rates	BAME pay gap - the difference between BAME employees' pay and white employees pay as a percentage of white employees' pay			BAME pay gap - BAME employees' pay as a percentage of white employees' pay	Hourly rate of pay for BAME employees	Hourly rate of pay for white employees	Difference £
Mean hourly rate	14.3%			85.7%	£ 16.87	£ 19.67	£ 2.80
Median hourly rate	14.1%			85.9%	£ 15.67	£ 18.24	£ 2.57
Pay Quartile Information				Workforce composition			
Pay quartiles	BAME	White	Total	BAME headcount	White headcount	Total headcount	
Proportion of BAME and white employees in the upper quartile (paid above the 75th percentile point)	37.6%	62.4%	100%	373	618	991	
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	56.9%	43.1%	100%	563	427	990	
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	58.2%	41.8%	100%	576	414	990	
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	63.1%	36.9%	100%	625	365	990	
Bonus pay	Bonus BAME Pay Gap - the difference BAME employees' bonus and white employees' bonus as a % of white employees' bonus			Bonus BAME Pay Gap - BAME employees' bonus as a % of white employees' bonus	Bonus pay of BAME employees	Bonus pay of white employees	Difference £
Mean bonus	9.7%			90.3%	£ 7,900	£ 8,745	£ 845
Median bonus	28.0%			72.0%	£ 7,465	£ 10,368	£ 2,903
Bonuses paid							
BAME paid bonus as % of all BAME		2.6%					
White paid bonus as % of all White staff		4.6%					

Black, Asian and Minority Ethnic (BAME) includes employees recored in the following categories (categories taken from the 2001 Census): Asian/Asian British (inc Chinese), Black/Black British, Mixed/Multiple Heritage and Other Ethnic Group (ie: all other categories than that of White British and White Other). For the calculations exclude any employees whose ethnicity is not known.

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CHANGES TO THE CONSTITUTION: AMENDED TERMS OF REFERENCE TO THE INTEGRATED COMMISSIONING COMMITTEE	
COUNCIL MEETING DATE (2018/19) 26 June 2019	CLASSIFICATION: Open
WARD(S) AFFECTED All Wards	
GROUP DIRECTOR Tim Shields, Chief Executive	

1. INTRODUCTION

- 1.1 The London Borough of Hackney is committed to working closely with partners to achieve fully integrated health and social care which improves the lives and outcomes of Hackney residents.
- 1.2 The London Borough of Hackney entered into integrated commissioning arrangements with NHS City and Hackney Clinical Commissioning Group (“CCG”) in April 2017 and the partners have been making good progress with integrating our provision and working towards a neighbourhood delivery model for community services. At its March 2017 meeting, Full Council approved the changes to the constitution establishing the Hackney Integrated Commissioning Committee.
- 1.3 At the January 2018 meeting of Full Council, the Council approved the creation of a single Integrated Commissioning Board as a meeting in common of the CCG Integrated Commissioning Committee, the City of London Integrated Commissioning Committee and the London Borough of Hackney Integrated Commissioning Committee in order to reduce unnecessary bureaucracy.
- 1.4 In Autumn 2018, the partners in City and Hackney commissioned an external review of our integrated governance arrangements and in line with the recommendations from the review, the Council and its partners have revised the governance arrangements accordingly.
- 1.5 In summary, these changes include the establishment of an Accountable Officer Group chaired by the Chief Executive of Hackney Council and the role of the Transformation Board changing to become an engagement and transformation forum.
- 1.6 It has been therefore necessary to update the Terms of Reference for the Integrated Commissioning Board to reflect this.

2. RECOMMENDATION(S)

2.1 Full Council is recommended to:

- i. Approve the revised Terms of Reference for the City and Hackney Integrated Commissioning Board as attached at Appendix 1 and agree that these are included in the London Borough of Hackney’s Constitution in Part 3.3.

3. PRIMARY CHANGES TO THE TERMS OF REFERENCE

- 3.1 The preamble section has been renamed “Background and Authority”, and the phrase “roles and responsibilities” has been replaced with “objectives”.

- 3.2 The “Role and Responsibilities” section has been re-named “Purpose” and a phrase has been inserted noting the geographic boundaries of the CCG / local authority areas. The reference to the Transformation Board supporting the ICB has been altered to reflect the fact that the ICB will now be supported by the Accountable Officers Group instead.
- 3.3 The Programme Management heading of the “Objectives” section has also been amended to reflect the fact that the ICB will oversee the work of the Accountable Officers Group.
- 3.4 The “Accountability and Reporting” section is a new addition.
- 3.5 The “Membership and attendance” section replaces the “Membership” section of the previous ToR. The membership has been added to reflect the most up-to-date portfolio titles for the Cabinet Members. There has also been a paragraph added which notes that the membership will be kept under review by the various committees / governing bodies to which it is responsible, and also notes that the ICB may call additional experts in to attend meetings.
- 3.6 The “Reporting and relationships” section from the previous TOR has been removed and subsumed by the Accountability and Reporting section.
- 3.7 The “Review” section has been amended to reflect that annual reviews of the ToR will coincide with the reviews of the s75 agreements.
- 3.8 Other changes are minor and non-substantive.

4. COMMENTS OF THE GROUP DIRECTOR OF FINANCE AND CORPORATE RESOURCES

- 4.1 There are no financial implications arising from the recommendation of this report.

5. COMMENTS OF THE DIRECTOR OF LEGAL AND GOVERNANCE

- 5.1 The current Terms of Reference that provide the governance arrangements for the Integrated Commissioning Board are located in the Council’s Constitution at section 3.3.
- 5.2 The proposed Terms of Reference, as attached at Appendix 1, have been agreed by all Partners following the governance review referred to in this report. These terms will form part of the new Section 75 Agreement that has been considered by Cabinet on 17 June 2019.
- 5.3 These Terms of Reference will alter the Council’s Constitution and, therefore, under Article 15 of the Constitution, the changes can only be approved by Full Council.

APPENDICES

Appendix 1: Terms of Reference of the City & Hackney Integrated
Commissioning Board

**City of London Corporation Integrated Commissioning Sub-Committee,
London Borough of Hackney Integrated Commissioning Committee, and
NHS City & Hackney Clinical Commissioning Group Integrated Commissioning
Committee
(known collectively as the "Integrated Commissioning Board")**

Terms of Reference

Background and Authority

The City of London Corporation ("COLC") has established an Integrated Commissioning Sub-Committee ("the COLC Committee") under its Community and Children's Services Committee. The London Borough of Hackney ("LBH") has established an Integrated Commissioning Sub-Committee reporting to its Cabinet ("the LBH Committee") and NHS City & Hackney Clinical Commissioning Group ("the CCG") has also established an Integrated Commissioning Committee ("the CCG Committee"). These committees are the principal fora through which the CCG, LBH and COLC will integrate their commissioning of certain services.

This document is the terms of reference for the CCG Committee, the COLC Committee, and the LBH Committee.

The COLC Committee, the LBH Committee and the CCG Committee will meet in common and shall when doing so be known together as the Integrated Commissioning Board ("the ICB").

The COLC Committee has authority to make decisions on behalf of COLC, which shall be binding on COLC, in accordance with these terms of reference and the scheme of delegation and reservation for the integrated commissioning arrangements.

The LBH Committee has authority to make decisions on behalf of LBH, which shall be binding on LBH, in accordance with these terms of reference and the scheme of delegation and reservation for the integrated commissioning arrangements.

The CCG Committee has authority to make decisions on behalf of the CCG, which shall be binding on the CCG, in accordance with these terms of reference and the scheme of delegation and reservation for the integrated commissioning arrangements.

Except where stated otherwise (in which case the terms "the COLC Committee" and/or "the LBH Committee" and/or "the CCG Committee" or "the committees" are/is used), all references in this document to the "ICB" refer collectively to the three committees described above. The objectives of the ICB, as described below, are the objectives of the individual committees insofar as they relate to the individual committee's authority.

The members of the COLC Committee and the CCG Committee will manage the Pooled Funds for which they have been assigned authority in accordance with a section 75 agreement in place between COLC and the CCG ("City Pooled Funds").

The members of the LBH Committee and the CCG Committee will manage the Pooled Funds for which they have been assigned authority in accordance with a section 75 agreement in place between LBH and the CCG (“Hackney Pooled Funds”).

The LBH Committee shall have no authority in respect of City Pooled Funds. The management of City Pooled Funds is assigned to the CCG Committee and the COLC Committee. The COLC Committee shall have no authority in respect of Hackney Pooled Funds. The management of Hackney Pooled Funds is assigned to the CCG Committee and the LBH Committee.

For Aligned Fund services the ICB acts as an advisory group making recommendations to the CCG Governing Body, or the COLC Community and Children's Services Committee, or the LBH Cabinet as appropriate, in accordance with the relevant s75 agreement.

Purpose

The ICB is the principal forum to ensure that commissioning improves local services and outcomes and achieves integration of service provision and of commissioning and delivers the North East London Sustainability and Transformation Plan (NEL STP). It is the forum for decision making and monitoring of activity to integrate the commissioning activities of the CCG, COLC and LBH (to the extent defined in the s75 agreement).

The ICB's remit is in respect of services that are commissioned using Pooled Funds (including the Better Care Fund budgets) within the Integrated Commissioning Fund (ICF). The ICB also has a remit with regard to Aligned Funds, whereby it is an advisory group making recommendations to the CCG Governing Body or the LBH Cabinet or the COLC Community and Children's Services Committee as appropriate.

The CCG and COLC, and the CCG and LBH, shall determine the funds, and therefore the services, that are to be the City Pooled Funds and the Hackney Pooled Funds respectively (to include requirements in respect of Better Care Fund budgets) subject to the s75 agreements between the CCG and COLC and the CCG and LBH. The CCG and the COLC, and the CCG and LBH, shall determine their respective Aligned Funds. Once defined, the remit will be stated in these Terms of Reference or in another appropriate document that is provided to the ICB.

In performing its role the ICB will exercise its functions in accordance with, and to support the delivery of, the City and Hackney Locality Plan and the City of London supplement and the North East London Sustainability and Transformation Plan (NEL STP).

The responsibilities for the ICB will cover the geographical area of the LBH and COLC. It is noted that there will need to be decisions made about how to address the issues of resident and registered populations across the CCG and COLC and LBH and workers who travel into the City of London.

In carrying out its role the ICB will be supported by the Accountable Officers Group.

The objectives of the ICB defined below are subject to the Scheme of Delegation, and subject to the financial framework (a schedule in each of the two s75 agreements). The s75 agreements define the budgets that are City Pooled Funds, Hackney Pooled Funds, and Aligned Funds.

Objectives

Specifically, the ICB will:

Commissioning strategies and plans

- Lead the commissioning agenda of the locality, including inputs from, and relationships with, all partners
- Ensure financial sustainability and drive local transformation programmes and initiatives
- Determine and advise on the local impacts of commissioning recommendations and decisions taken at a NEL level
- Ensure that the Locality plan is delivering the local contribution to the ambitions of the NEL STP
- Lead the development and scrutiny of annual commissioning intentions as set out in the Integrated Commissioning Strategy, including the monitoring, review, commissioning and decommissioning of activities
- Provide advice to the CCG about core primary care and make recommendation to the CCG's Local GP Provider Contracts Committee
- Ensure that the locality plan delivers constitutional requirements, financial balance, and supports the improvement in performance and outcomes established by the Health and Wellbeing Boards
- Promote health and wellbeing, reduce health inequalities, and address the public health and health improvement agendas in making commissioning recommendations
- Ensure commissioning decisions are made by the ICB in a timely manner that address financial challenges of both the in-year and longer term plans.
- Ensure that local plans can demonstrate their impact on City residents and City workers where appropriate.

Service re-design

- Approve all clinical and social care guidelines, pathways, service specifications, and new models of care
- Ensure all local guidelines and service specifications and pathways are developed in line with NICE and other national evidence, best practice and benchmarked performance

- Drive continuous improvement in all areas of commissioning, pathway and service redesign delivering increased quality performance and improved outcomes
- Ensure that services are designed and delivered, using “design lab” principles – i.e. co-developed by residents and practitioners working together

Contracting and performance

- Oversee the annual contracting and planning processes and ensure that contractual arrangements are supporting the ambitions of the CCG, LBH and COLC to transform services, ensure integrated delivery and improve outcomes
- Oversee local financial and operational performance and decisions in respect of investment and disinvestment plans

Stakeholder engagement

- Ensure adequate structures are in place to support patient, public, service user, and carer involvement at all levels and that the equalities agenda is delivered
- Ensure that arrangements are in place to support collaboration with other localities when it has been identified that such collaborative arrangements would be in the best interests of local patients, public, service users, and carers
- Ensure and monitor on-going discussion between the ICB and provider organisations about long-term strategy and plans

Programme management

- Oversee the work of the Accountable Officers Group including their work on the workstreams and enabler groups ensuring system wide implications are considered
- Ensure that risks associated with integrated commissioning are identified and managed, including to the extent necessary through risk management arrangements established by the CCG, LBH and COLC.

Safeguarding

- In discharging its duties, act such that it supports the CCG, LBH and COLC to comply with the statutory duties that apply to them in respect of safeguarding patients and service users.

Accountability and reporting

The ICB will report to the relevant forum as determined by the CCG, LBH and COLC. The matters on which, and the arrangements through which, the ICB is required to report shall be determined by the CCG, LBH and COLC (and shall include requirements in respect of Better Care Fund budgets). The ICB will present for approval by the CCG, LBH and COLC as appropriate proposals on matters in respect of which authority is reserved to the CCG and/or COLC and/or LBH (including in

respect of aligned fund services). The ICB will also provide advice to the CCG about core primary care and make recommendation to the appropriate CCG Committee.

The ICB will receive reports from the CCG, LBH and COLC on decisions made by those bodies where authority for those decisions is retained by them but the matters are relevant to the work of the ICB.

The ICB will provide reports to the Health and Wellbeing Boards and other committees as required.

Membership and attendance

The membership of the COLC Committee shall be as follows:

- The Chairman of the Community and Children's Services Committee (Chair of the COLC Committee)
- The Deputy Chairman of the Community and Children's Services Committee
- 1 other Member from the Community and Children's Services Committee who is a Member of the Court of Common Council

The membership of the LBH Committee shall be as follows:

- LBH Lead Member for Health, Social Care, Leisure and Parks (Chair of the LBH Committee)
- LBH Lead Member for Children's Services
- LBH Lead Member of Finance and Corporate Services

The membership of the CCG Committee shall be as follows:

- Chair of the CCG (Chair of the CCG Committee)
- CCG Governing Body Lay Member
- CCG Accountable Officer

As the three committees shall meet in common, the members of each committee shall be in attendance at the meetings of the other two committees.

The membership will be kept under review and through approval from the CCG's Governing Body, COLC's Community and Children's Services Committee and LBH's elected Mayor as appropriate. Other parties may be invited to send representatives to attend the ICB's meetings in a non-decision making capacity.

The ICB may also call additional experts to attend meetings on an ad hoc basis to inform discussions.

The following shall be expected to attend the meetings of the ICB, contribute to all discussion and debate, but will not participate in decision-making:

- CCG Managing Director
- CCG Chief Financial Officer
- The Director of Community and Children's services (Authorised Officer for COLC)
- The City of London Corporation Chamberlain
- LBH Group Director – Finance and Corporate Services
- LBH Group Director – Children, Adults and Community Services

The following will have a standing invitation to attend the meetings of the ICB, contribute to all discussion and debate, but will not participate in decision-making:

- LBH and COLC Director of Public Health (which is a joint post)
- A person nominated by the Chief Financial Officers of the CCG and COLC
- Representative of City of London Healthwatch
- A person nominated by the Chief Financial Officers of the CCG and LBH
- Representative of London Borough of Hackney Healthwatch
- Representative of Hackney Voluntary and Community Services.

Deputies

Any member of the CCG Committee who is unable to attend a meeting of the ICB may appoint a deputy, who shall be a member of the CCG's Governing Body, provided that the deputy has authority equivalent to the member that he/she represents.

Any member of the LBH Committee may appoint a deputy who is a Cabinet Member.

The COLC Community and Children's Services Committee may appoint up to three of its members who are members of the Court of Common Council to deputise for any member of the COLC Committee.

Any member appointing a deputy for a particular meeting of the ICB must give prior notification of this to the Chair.

Leading and facilitating the discussion

When the three committees are meeting in common as the ICB, the Chair of the LBH Committee shall lead and facilitate the discussions of the ICB for the first six months after its formation; the Chair of the CCG Committee shall perform the same role for

the following six months; and the Chair of the COLC Committee shall perform the same role for the six months after that. Thereafter the role shall swap between three Chairs, with each performing it for six months at a time.

If the Chair nominated to lead and facilitate discussions in a particular meeting or on a particular matter is absent for any reason – for example, due to a conflict of interests – another of the committees' Chairs shall perform that role. If all three Chairs are absent for any reason, the members of the COLC Committee, the LBH Committee and the CCG Committee shall together select a person to lead and facilitate for the whole or part of the meeting concerned.

Quorum and voting

For the CCG committee the quorum will be two of the three members (or deputies duly authorised in accordance with these terms of reference).

For the COLC committee the quorum will be all three members (or deputies duly authorised in accordance with these terms of reference).

For the LBH committee the quorum will be two of the three Council members (or deputies duly authorised in accordance with these terms of reference).

Each of the COLC, LBH and CCG committees must reach its own decision on any matter under consideration, and will do so by consensus of its members where possible. If consensus within a committee is impossible, that committee may take its decision by simple majority, and the Chair's casting vote if necessary.

The COLC Committee, the LBH Committee and CCG Committee will each aim to reach compatible decisions.

Matters for consideration by the three committees meeting in common as the ICB may be identified in meeting papers as requiring positive approval from all three committees in order to proceed. Any matter identified as such may not proceed without positive approval from all of the COLC Committee, the LBH Committee and the CCG Committee.

These decision-making arrangements shall be included in the review of these terms of reference as set out below.

Meetings and administration

The ICB's members will be given no less than five clear working days' notice of its meetings. This will be accompanied by an agenda and supporting papers and sent to

each member no later than five clear days before the date of the meeting. In urgent circumstances the requirement for five clear days' notice may be truncated.

The ICB shall meet whenever COLC, LBH and the CCG consider it appropriate that it should do so but the 3 committees meeting as the ICB would usually meet every month. When the Chairs of the CCG, LBH and COLC Committees deem it necessary in light of urgent circumstances to call a meeting at short notice this notice period shall be such as they shall specify.

Meetings of the ICB shall be held in accordance with Access to Information procedures for COLC, LBH and the CCG, rules and other relevant constitutional requirements. The dates of the meetings will be published by the CCG, LBH and COLC. The meetings of the ICB will be held in public, subject to any exemption provided by law or any matters that are confidential or commercially sensitive. This should only occur in exceptional circumstances and is in accordance with the open and accountable local government guidance (June 2014).

Secretarial support will be provided to the ICB and minutes shall be taken of all of its meetings; the CCG, COLC and LBH shall agree between them the format of the joint minutes of the ICB which will separately record the membership and the decisions taken by the CCG Committee, the COLC Committee and the LBH Committee. Agenda, decisions and minutes shall be published in accordance with partners' Access to Information procedures rules.

Decisions made by the CoLC Committee may be subject to referral to the Court of Common Council in accordance with COLC's constitution. Executive decisions made by the LBH committee may be subject to call-in by members of the Council in accordance with LBH's constitution. Executive decisions made by the CCG committee may be subject to review by the CCG's Governing Body and/or Members Forum in accordance with CCG's constitution. However, the CCG, LBH and COLC will manage the business of the ICB, including consultation with relevant fora and/or officers within those organisations, such that the incidence of decisions being reviewed or referred is minimised.

Conflicts of interests

The partner organisations represented in the ICB are committed to conducting business and delivering services in a fair, transparent, accountable and impartial manner. ICB members will comply with the Conflicts of Interest policy statement developed for the ICB, as well as the arrangements established by the organisations that they represent.

A register of interests will be completed by all members and attendees of the ICB and will be kept up to date in line with the policy. Before each meeting each member or attendee will examine the agenda to identify any matters in which he/she has (or may be perceived to have) an interest. Such interests may be in addition to those declared

previously. Any such conflicts should be raised with the Chair and the secretariat at the earliest possible time.

The Chair will acknowledge the register of interests at the start of the meeting as an item of business. There will be the opportunity for any potential conflicts of interest to be debated and the Chair (on the basis of advice where necessary) may give guidance on whether any conflicts of interest exist and, if so, the arrangements through which they may be addressed.

In respect of the CCG Committee, the members will have regard to any such guidance from the Chair and should adopt it upon request to do so. Where a member declines to adopt such guidance it is for the Chair to determine whether a conflict of interests exists and, if so, the arrangements through which it will be managed.

In respect of the COLC Committee and the LBH Committee, it is for the members to declare any conflicts of interests which exist (taking into account any guidance from the Chair) and, if so, to adopt any arrangements which they consider to be appropriate.

In some cases it may be possible for a person with a conflict of interest to participate in a discussion but not the decision that results from it. In other cases, it may be necessary for a person to withdraw from the meeting for the duration of the discussion and decision. Where the nominated Chair (or another person selected to lead and facilitate a meeting) has a conflict of interests, the arrangements set out above (under Leading and facilitating the discussion) shall apply.

When considering any proposals relating to actual or potential contractual arrangements with local GP providers the ICB will seek independent advice from the CCG Local GP Provider Contracts Committee who provide a scrutiny function for all such matters, particularly that the contract is in the best interests of local people, represents value for money and is being recommended without any conflict of interest from GPs.

All declarations and discussions relating to them will be minuted.

Additional requirements

The members of the ICB have a collective responsibility for the operation of it. They will participate in discussion, review evidence, and provide objective expert input to the best of their knowledge and ability, and endeavour to reach a collective view. They will take advice from the Accountable Officers Group and from other advisors where relevant.

The ICB functions through the scheme of delegation and financial framework agreed by the CCG, COLC and LBH respectively, who remain responsible for their statutory

functions and for ensuring that these are met and that the ICB is operating within all relevant requirements.

The ICB may assign tasks to such individuals or committees as it shall see fit, provided that any such assignments are consistent with each party's relevant governance arrangements, are recorded in a scheme of delegation for the relevant committee, are governed by terms of reference as appropriate, and reflect appropriate arrangements for the management of any actual or perceived conflicts of interest.

Review

The terms of reference will be reviewed not later than six months after the date of their approval and then at least annually thereafter, such annual reviews to coincide with reviews of the s75 agreements.

[Insert dates of approval of these TOR at each relevant forum within the CCG, LBH and COLC] – To be added

June 2019

Date	Version	Changes made	Author	Agreed by	Agreed date	Next review
14/12/2017	v01	Final				
10/04/2019	V02	References to Transformation Board replaced with AOG Paragraphs, text, and headings reordered to align with IC terms of reference template without altering the substantive authority or text.	Devora Wolfson	ICB	13/06/2019	30/04/2020



AMENDMENT TO THE MEMBERS' ALLOWANCES SCHEME 2019/20

COUNCIL

26 JUNE 2019

CLASSIFICATION:

OPEN

WARD(S) AFFECTED

ALL WARDS

TIM SHIELDS, CHIEF EXECUTIVE

1. SUMMARY

- 1.1 Each year the Council is legally required to consider and agree a Members' Allowances Scheme.
- 1.2 The Council is part of joint arrangements provided by London Council's Independent Remuneration Panel. The Council has Sir Rodney Brooke CBE DL acting as independent adviser on Members' Allowances. (Sir Rodney Brooke is also Chair of London Councils Independent Remuneration Panel).
- 1.3 The Scheme for 2019/20 is unchanged from that approved by Members in January 2019, save for the equivalent increase in allowances as the impact of the agreed national pay settlement for local government officers for 2019/20.
- 1.4 The draft Members' Allowances Scheme for 2019/20 that relates to the report and recommendations is included at Appendix 1 for Council to consider.

2. RECOMMENDATIONS

- 2.1 Council is recommended to agree the report and the amended Members' Allowances Scheme for 2019/20 attached at Appendix 1.

3. COMMENTS OF THE GROUP DIRECTOR, FINANCE AND CORPORATE RESOURCES

- 3.1 The Members Allowance Scheme for 2019/20 is detailed in Appendix 1 and has been updated to reflect the national pay settlement for Local Government Officers for 2019/20. This report seeks approval to implement the updated scheme.
- 3.2 The Members Allowance scheme budget for 2019/20 is £1.35m. This has been increased from the 2018/19 budget in line with the national pay settlement.

4. COMMENTS OF THE DIRECTOR OF LEGAL

- 4.1 Section 18 (1) of the Local Government and Housing Act 1989 permits that the Secretary of State may, by regulations, make a scheme providing for the payment of a basic allowance, attendance allowance and special responsibility allowance to Members of a Local Authority.
- 4.2 Section 18 (2A) stipulates that regulations may also authorise or require a scheme made by a Local Authority to include provision for payment to Members of the Council of allowances in respect of expenses in arranging for the care of children or dependants as are necessarily incurred in carrying out their duties as Members.
- 4.2 In exercise of these powers the Secretary of State has issued the Local Authorities (Members Allowances) (England)

Regulations 2003 and subsequent amendments, hereafter referred to as “the Regulations”. The Regulations require that the Council make a scheme before the beginning of each year for the payment of a basic allowance. The scheme must also make provision for the Council’s approach to a special responsibility allowance, dependent’s and carer’s allowance, travelling and subsistence allowance and co-optees allowance.

- 4.3 In accordance with the Regulations, the Council is required to make arrangements for the publication of the scheme once it has been made. The form of publication must be in conformity with Regulation 16(1)(a) and Regulation 16(1)(b).
- 4.4 Pursuant to Part 2, Article 4, 4.6 of the Council’s Constitution, it is a function of Full Council to adopt a Members Allowance Scheme.
- 4.5 In considering this scheme, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010. The Council must also have due regard to the need to eliminate discrimination, advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who do not, in line with the public sector equality duty placed on all public bodies pursuant to Section 149 of the Equality Act 2010.

Tim Shields
Chief Executive

APPENDICES

Appendix 1 Amended Members’ Allowances Scheme for 2019/20

BACKGROUND PAPERS

None

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Members' Allowances Scheme

1. INTRODUCTION

- 1.1 This Scheme is based on the independent report and recommendations of Sir Rodney Brooke CBE DL, Chair of London Councils Independent Remuneration Panel. The London Borough of Hackney is part of the arrangements provided by London Councils Independent Remuneration Panel that is responsible for reviewing members' allowances and developing a report and recommendations for councils to consider.
- 1.2 This Scheme has been approved by Full Council of the London Borough of Hackney in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003.
- 1.3 This Scheme may be cited as the London Borough of Hackney Members' Allowances Scheme for 2019/20.
- 1.4 Before the start of each municipal year, Full Council shall adopt a Scheme for the payment of Basic Allowances, as required by the Regulations.
- 1.5 In addition, provision for the following allowances shall be made in accordance with the Regulations for payments of:
 - Special Responsibility Allowance;
 - Independent and Co-opted Members Allowance;
 - Independent Person Allowance;
 - Carers Allowance;
 - Parental Leave and Sickness Pay;
 - Travel and Subsistence Allowance;
- 1.6 The London Borough of Hackney also has arrangements for its Scheme to be independently reviewed on a routine basis with reference to London Councils Independent Remuneration Panel.

2. BASIC ALLOWANCE

- 2.1 A Basic Allowance is paid to all Councillors in recognition of their commitment to attend formal meetings of the Council as well as meetings with officers and constituents. The Basic Allowance is intended to cover any incidental costs which may arise, such as the use of private telephones.
- 2.2 Each Councillor is entitled to claim a Basic Allowance of £10,892.14 per annum, which is payable monthly via the Council's payroll.

3. **SPECIAL RESPONSIBILITY ALLOWANCE**

3.1 A Special Responsibility Allowance (SRA) is payable in addition to the Basic Allowance to those Councillors that are given significant additional Council duties.

4. **THE ALLOWANCES**

4.1 The Basic Allowances and SRAs are as follows:-

BASIC ALLOWANCE

Basic Allowance All Councillors (except the Mayor)	£10,892.14
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SPECIAL RESPONSIBILITY ALLOWANCES

Political Roles – Majority Group

Majority Group Chair	£2,435.06
Majority Group Secretary	£2,435.06
Majority Group Whip	£5,306.56

Political Roles – Opposition Group

(When the Council is formed with one opposition group)

Opposition Group Leader	£21,606.45
Opposition Group Whip	£2,435.06

Political Roles – Opposition Groups

(When the Council is formed of two opposition groups and where there is a majority and minority group)

First Opposition Group Leader	£12,963.86
First Opposition Group Whip	£2,435.06
Second Opposition Group Leader	£8,642.58

Panel Members

Adoption Panel Member	£2,435.06
Fostering Panel Member	£2,435.06

Committee Chairs

Chair of Audit Sub Committee	£7,861.62
Chair of Corporate Committee	£7,861.62
Chair of Licensing Committee	£17,458.59
Chair of Pensions Board	£2,435.06

Chair of Pensions Committee	£15,723.24
Chair of Planning Sub Committee	£17,458.59
Chair of Standards Committee	£2,435.06

Scrutiny

Scrutiny Commission Chairs	£14,241.60
Chair of Scrutiny Panel	£8,642.58
Vice Chair of Scrutiny Panel	£5,761.71

Speaker and Deputy Speaker

Speaker (see 4.3 below)	£19,171.38
Deputy Speaker (see 4.3 below)	£5,306.56

Mayoral Advisers

Mayoral Advisers	£15,723.24
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Cabinet Members

Cabinet Members	£35,664.73
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Deputy Mayor

Deputy Mayor	£42,311.53
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Directly Elected Mayor

Directly Elected Mayor (see 4.4 below)	£83,090.44
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- 4.2 Only one SRA may be claimed. It will be for individual Members who would otherwise qualify for more than one SRA to inform the Head of Business Intelligence & Member Services which allowance they wish to claim, otherwise the highest allowance will be paid.
- 4.3 The roles of Speaker and Deputy Speaker do not attract a SRA but are covered by a separate legal regime. Schedule 2 of the Local Government Act 1972 provides that a London Borough may pay the Chair of the Council (known as the Speaker in the London Borough of Hackney) such allowances and full Council thinks reasonable for the purpose of enabling the Chair to meet the expense of the office. There is a similar power in respect of the Vice Chair (Deputy Speaker).
- 4.4 The role of the directly elected Mayor does not attract a Basic Allowance or SRA. The Mayor receives one single allowance which covers all of the responsibilities included in the role.

5. **MEMBER ALLOWANCE UPLIFT**

- 5.1 The Basic and Special Responsibility Allowances are normally uplifted each year in line with the Local Government Pay Settlement Pay Rate when this becomes known, and will be reviewed and approved by Full Council at the start of each Municipal Year.

6. **PENSIONS**

- 6.1 In accordance with legislation, since the start of the 2014-18 electoral term, Members of the Council are not entitled to participate in the Local Government Pension Scheme.

7. **PARENTAL LEAVE AND SICKNESS PAY**

- 7.1 The Member Parental Leave Scheme is defined as Members' entitlement to maternity, paternity, adoption, surrogacy and shared parental leave.
- 7.2 All Members shall continue to receive their Basic Allowance in full in the case of parental and sickness leave.
- 7.3 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in the case of parental and sickness leave in a similar way that Council officers do. A replacement to cover the period of absence can be appointed by Full Council, and the replacement will be entitled to claim a SRA. Where the SRA in question relates to the Cabinet, the appointment will be made by the Mayor.
- 7.4 Full details of the Member Parental Leave Scheme are attached at Appendix A

8. **DEPENDANT CARERS' ALLOWANCE**

- 8.1 The Council will make reasonable payments for the reimbursement of the care of dependant relatives living with the Elected Member. Full details of the Dependant Carers' Allowance Scheme are attached at Appendix B.

9. **TRAVEL AND SUBSISTENCE ALLOWANCE**

- 9.1 The Council will provide an allowance to Members for any travel or subsistence costs incurred as a result of attending a Council Approved Duty or event outside of the Borough. Independent Members, Co-opted Members and the Independent Person can claim for any travel or subsistence costs associated with their Council duty. Full details of the Travel and Subsistence Allowance are attached at Appendix C.

10. **APPROVED COUNCIL DUTIES**

- 10.1 The schedule of approved Council duties can be found at Appendix D of this Scheme. Members of the Council may claim a Travel and Subsistence Allowance and/or Carers' Allowances when attending these duties.

11. **COUNCIL CYCLE SCHEME**

- 11.1 Members are entitled to join the Council's employee Cycle Scheme whereby they can choose a bicycle and equipment from an approved supplier (up to £1,000 in value) and the Council purchases it and loans it to the Member. The Member will then repay the loan from their Basic Allowance in return for the loan of the VAT free bicycle across an agreed period. At the end of the loan period the Council may sell the bicycle to the Member at a fair market value.

12. **PART PAYMENTS**

- 12.1 In the case of Basic Allowances, Special Responsibility Allowances, Travel and Subsistence Allowance, or Dependent Carers' Allowances, payment will only be made for the period during which a person performs the duties for which these allowances are payable. Where a Member, Independent Member, Co-opted Member or Independent Person resigns or ceases to be a Member, the part of the allowance payable for the period for which they cease to be a Member, may be withheld by the Council.

13. **REPAYMENTS**

- 13.1 Where payment of any allowance has already been made in respect of any period during which the Member, Independent Member, Co-opted or Independent Person concerned ceases to be a Member, or is in any other way not entitled to receive the allowance in respect of that period, the Member, shall repay to the Council on demand such part of the allowance as relates to any such period.

14. **OPTING TO FORGO AN ALLOWANCE**

- 14.1 Basic Allowance and SRAs will be paid automatically unless notice is received in writing from the Member concerned forgoing the entitlement in whole or in part. All such notices should be sent to the Head of Business Intelligence & Member Services.

15. **CLAIMS AND PAYMENT**

- 15.1 Payments in relation to Basic Allowances, SRAs, Independent Member, Co-opted Member and Independent Person allowances shall be paid in monthly instalments in accordance with this Scheme.

- 15.2 Basic, SRA, Independent Member, Co-opted Member and Independent Person allowance payments are made net of income tax and National

Insurance through the PAYE system used for salaried employees. Bank details are therefore required for each Member. If a Member changes their bank details, the revised details should be provided to Member Services.

15.3 Claims for Travel and Subsistence allowances, and Dependent Carers' allowance should be submitted no later than three months from the date that expenses are incurred. Claims must be made on the agreed claim form available from Member Services.

15.4 Claims will be checked on receipt by Member Services. Claims received before the 20th day of the month will be paid on or before the 15th day of the following month.

16. **ALLOWANCES FOR INDEPENDENT MEMBERS AND CO-OPTED MEMBERS**

16.1 The standard rate for Independent Members and Co-opted Members allowances is £117.67 per meeting. This is translated into an annual allowance by multiplying this by the anticipated number of meetings. This amount is payable to Co-opted Members on the Children and Young People Scrutiny Commission, Pensions Board, Pensions Committee and Standards Committee.

17. **THE INDEPENDENT PERSON**

17.1 The Council's Independent Person for ethical governance matters shall be entitled to an allowance of £474.32 per annum.

18. **CHAIR AND MEMBERS OF THE DESIGN REVIEW PANEL**

18.1 The Chair of the Design Review Panel shall be entitled to an allowance of £450.00 per meeting.

18.2 Members of the Design Review Panel shall be entitled to an allowance of £50.00 per hour, capped at £200.00 per meeting.

19. **PUBLICATION**

19.1 The Council is required to publish details of the Members' Allowances Scheme and the total amount received by each Member. The records must also be available for inspection by any local government elector for the authority, or by any local government elector of any principal Council in whose area the authority operates.

20. **REVIEW OF THE SCHEME**

20.1 The Council has also introduced specific arrangements for its Scheme to be independently reviewed on an annual basis with reference to London Councils Independent Remuneration Panel.

20.2 Minor revisions are the responsibility of the Head of Business Intelligence & Member Services in consultation with the Chair of the Council's Independent Remuneration Panel.

21. **QUERIES**

21.1 Any specific queries regarding the entitlement to the Scheme should, in the first instance, be addressed to the Head of Business Intelligence & Member Services (020 8356 3418). Queries regarding the processing of claims and payments should be addressed to the Member Services (020 8356 3373).

Member Parental Leave Scheme

The Member Parental Leave Scheme (and the term Parental Leave) is defined as Members' entitlement to maternity, paternity, adoption, surrogacy, and shared parental leave.

The objective of the scheme is to ensure that insofar as possible Members are able to take appropriate leave at the time of birth, adoption or surrogacy; that both parents are able to take leave and that reasonable and adequate arrangements are in place to provide cover for portfolio-holders and others in receipt of Special Responsibility Allowances (SRA) during any period of leave taken.

1. Introduction

In accordance with the Council's Members' Allowances Scheme, Members shall continue to receive their Basic Allowance in full during Parental Leave.

Members entitled to a Special Responsibility Allowance will also continue to receive this allowance during Parental Leave up to the same benefit levels as officers in their equivalent policies.

Six-month rule

Any Member who takes Parental Leave retains their legal duty under the Local Government Act 1972 to attend a meeting of the Council within a six month consecutive period unless the Council Meeting agrees to an extended leave of absence prior to the expiration of that six month consecutive period.

Resigning from Office

If the Member decides to not return to office following their Parental Leave, Member Services must be notified. The Payroll Team must then be informed within two working days of receiving notification. Member allowance(s) will cease from the effective resignation date, however any outstanding Maternity Pay entitlement will continue to be paid by the Council.

Elections

If an election is held during the Parental Leave and Members are not re-elected, or decide not to stand for re-election, their basic allowance and SRA if appropriate will cease from the Monday after the election date.

Cover arrangements and returning to post

If a Member holds a position attracting a SRA, a temporary replacement would normally be appointed for periods of extended Parental Leave. The temporary appointment would also be entitled to receive a SRA.

Unless the Member taking Parental Leave is removed from their post at an Annual General Meeting of the Council whilst on Parental Leave, or unless the Party to which they belong loses control of the Council during their Parental Leave period,

they will return at the end of their Parental Leave period to the same post which they held before the Parental Leave began.

The Mayor however can change their Cabinet members and portfolios at any time, though this would normally be in exceptional circumstances. In such circumstances, it is expected that any Cabinet member on Parental Leave would normally return from their Parental Leave to a similar portfolio size.

If there is a Mayoral election during a period of Parental Leave, any new Mayor can form a new Cabinet and if this does not include the Member on Parental leave, then their SRA will cease from the date the new Cabinet is formed.

2. Maternity Leave

Entitlement

All pregnant Members are entitled to Maternity Leave totalling 52 weeks, regardless of their length of term in office (unless their term of office ends earlier than this).

Compulsory Maternity Leave

Members must take a minimum of two weeks Maternity Leave from the date the baby is born.

Maternity Leave Start Date

Maternity Leave will start:

- ***On a date chosen by the Member***, which can be at any time after the beginning of the 11th week before the Member's expected week of childbirth and up to the date the baby is born

Maternity Leave may be triggered before the chosen date where:

- ***The baby is born early***. Maternity leave commences the day after the Member gives birth; or
- ***The Member has sickness absence for a pregnancy-related reason in the four weeks before the expected week of childbirth***. Maternity Leave commences the date after the sickness absence

In summary, Maternity Leave is triggered by the date notified by the pregnant person, the actual birth of the baby, or pregnancy related sickness immediately prior to the due date - whichever occurs first.

Notification of Maternity Leave

The Member must notify Member Services in writing no later than the end of the 15th week, or as soon as reasonably practicable, before the expected week of childbirth.

Information must include:

- Confirmation of the expected date of childbirth.
- A copy of the MATB1 (a certificate available from a doctor or midwife). The original must be provided if the Member wishes to claim Maternity Pay (MP) from the Council.

- The Parental Leave Confirmation Form, which will confirm the date Maternity Leave will start. It should be noted that Maternity Leave can start any day of the week.

On receipt of the information, within two weeks, Member Services will acknowledge that the period of absence has been noted and forward the information to the Council's Payroll Team.

The Council's Payroll Team will write to the Member to confirm the Maternity Leave period, including the end date, i.e. a maximum of 52 weeks and entitlement to allowance(s).

Member Maternity Allowance Entitlement

Basic Allowance

A Member on Maternity Leave will continue to receive this allowance throughout the Maternity Leave period. If, however, an election is held during the Member's Maternity Leave and they are not re-elected, or they decide not to stand for re-election, the basic allowance will cease from the Monday after the election date, when their office officially ends.

Special Responsibility Allowance (SRA)

If a Member receives a SRA during their Maternity Leave it will be paid as follows:

For Members not claiming Maternity Pay (MP) through the Council:

First six weeks	90% of SRA plus basic allowance
7 to 24 weeks	50% of SRA plus basic allowance
25 to 52 week	Basic allowance only

For Members claiming MP:

First six weeks	90% of SRA, including MP plus basic allowance
7 to 24 weeks	50% of SRA plus MP and basic allowance
25 to 39 weeks	MP and basic allowance
40 to 52 weeks	Basic allowance only

Special Circumstances

Premature Baby Leave

Parents of babies born before 37 weeks will be entitled to receive one extra day of Premature Baby Leave receiving full SRA for every day their premature baby spends in hospital before 37 weeks. This leave entitlement will be added to the

end of the Members Maternity Leave period after this leave entitlement has been exhausted.

Illness due to pregnancy

If a Member has not started Maternity Leave, and cannot discharge their duties as a Councillor due to a pregnancy related illness at anytime after the beginning of the fourth week before the expected week of childbirth, Maternity Leave will have to start the day after the first day of their illness.

The Member is responsible for informing Member Services if this situation occurs.

Members Services will ensure that the Council's Payroll Team is informed within two working days of receipt of the details.

The Council's Payroll Team will provide confirmation of Maternity Leave and allowance entitlement to the Member, with a copy to Members Services, within ten working days.

Early Delivery

If the baby is born earlier than expected and the Member has not yet started their maternity leave, the Maternity Leave will automatically start the day after the baby is born.

As soon as is practically possible, the Member must inform Member Services with a MATB1 form produced to confirm the baby's date of birth and the original expected date of delivery.

Members Services will ensure that the Council's Payroll Team is informed within two working days of receipt of the details.

The Council's Payroll Team will provide confirmation of Maternity Leave and pay entitlement to the Member, with a copy to Members Services, within ten working days.

Maternity Pay (MP)

For Members in receipt of a SRA who want to claim a Statutory Maternity Pay equivalent (members are not entitled to SMP), an original copy of their MATB1 form must be provided.

Multiple Births

Maternity Leave arrangements are unaffected by the number of babies born from a single pregnancy.

Returning from Maternity Leave early

If a Member wishes to return from Maternity Leave earlier than originally planned they should inform Member Services in writing.

Member Services will ensure that the Council's Payroll Team is informed within two working days of receipt of the details.

The Council's Payroll Team will provide confirmation that the information has been received and relevant reinstatement or adjustment of the SRA has been actioned, with a copy to Member Services, within ten working days.

Still Birth

If a baby is delivered after 24 weeks of pregnancy the Member is entitled to Maternity Leave and allowance(s).

3. Paternity Leave

Entitlement

Members are entitled to a maximum of two weeks Paternity Leave (Six working days at full allowance and four at the statutory rate).

Qualifying Criteria

Birth

To qualify the Member must

- Be the biological father and have or expect to have responsibility for the child's upbringing
- OR:
- Be the spouse (husband or wife), civil partner or partner of the person giving birth and have or expect to have the main responsibility for the child's upbringing, along with the person who gave birth

Adoption

The Member must

- Be the spouse (husband or wife), civil partner or partner of the adopter and have or expect to have the main responsibility for the child's upbringing, along with the other parent

Surrogacy

To qualify the Member must (with their partner) meet the criteria for 'Adoption Leave'.

The Member must

- Be the intended parent and be responsible for the child (with their partner)
- Be in a couple
- Not be the parent who will take 'Adoption Leave'

Note: Partners, couples and spouses can be of the same or a different sex.

Member Paternity Allowance Entitlement

Basic Allowance + Special Responsibility Allowance

A Member on Paternity Leave will continue to receive their basic allowance and SRA throughout the Paternity Leave period.

Starting and ending Paternity Leave

Birth

A Member can choose to start their leave:

- From the date of the child's birth (whether this is earlier or later than expected)
- From a chosen number of days after the date of the child's birth (whether this is earlier or later than expected) e.g. ten days after the child is born
- From a chosen date after the baby is expected to be born
- From the date of the child's birth if the baby is 'stillborn' at 24 weeks

Normally Paternity Leave must be taken within eight weeks of the birth of the child. However, if the baby is premature, then the eight weeks starts from the expected date of childbirth. If the baby is born late, the eight weeks starts from the actual birth of the baby.

If a Member chooses to start their Paternity Leave from the date the baby is born and they are at work on that date, then the Paternity Leave will begin the next day.

Adoption

Where the child is adopted within the UK, a Member can choose to start their leave:

- On the date the child is placed; or
- from a chosen number of days after the date the child is placed (e.g. ten days after the child is placed); *or*
- from a chosen date after the child is expected to be placed

Paternity Leave must be taken after the child is placed.

Where the child is adopted from overseas, a Member can choose to start their leave:

- The date the child enters Great Britain; *or*
- From a chosen date after the child enters Great Britain

Surrogacy

Paternity Leave can commence the day the child is born or the day after if the Member is working that day. Normally Paternity Leave must be taken within eight weeks of the birth of the child. However, if the baby is premature, then the eight weeks starts from the expected date of childbirth. If the baby is born late, the eight weeks starts from the actual birth of the baby.

Notification of Paternity Leave

The Member must notify Member Services in writing no later than the end of the 15th week before the baby is expected, unless this is not reasonably practicable.

Information must include:

- The week the child is due (included in the Parental Leave Confirmation Form)
- When they want to start their leave (included in the Parental Leave Confirmation Form)

- SC3 form for Birth Parents ([Link to Gov.uk website](#))
- SC4 form for an Adopting or Parental order parent ([Link to Gov.uk website](#))
- SC5 form for a parent adopting from overseas ([Link to Gov.uk website](#))

The Member must notify Member Services when their child was actually born or adopted as soon as is reasonably practicable after the birth or placement.

Where the baby is adopted within the UK, the Member must notify Member Services no later than seven days after the date they are notified of being matched with a child.

Where the child is adopted from abroad, the Member must notify Member Services no later than 28 days after receipt of the official notification.

The Member must give at least 28 days notice of the date they want the Paternity Leave to begin.

Special Circumstances

Multiple Births

Only one period of Paternity Leave is available, even if more than one child is born as the result of the same pregnancy or if more than one child is placed with the individual or couple for adoption under the same arrangement.

Premature Baby Leave

Parents of babies born before 37 weeks will be entitled to receive one extra day of Premature Baby Leave on full SRA allowance for every day their premature baby spends in hospital before 37 weeks. This leave entitlement will be added to the end of the Members Parental Leave period after this leave entitlement has been exhausted.

4. Adoption and Surrogacy Leave (referred to as Adoption Leave)

Entitlement

Members are entitled to Adoption Leave totalling 52 weeks (unless their office officially ends before this).

Qualifying Criteria

For Adoption and 'Fostering to Adopt' - The Member must be newly matched with the child by an adoption agency, which must be recognised in the UK.

For Surrogacy – The Member must have applied, or be intending to apply for a Parental Order in relation to the child.

Exclusions

Private adoptions do not qualify e.g. a foster parent adopting a foster child, or a step-parent adopting their partner's child.

Notification of Adoption Leave

Adoption and 'Foster to Adopt'

Members must notify Member Services in writing of their intention to take adoption leave within seven days of being notified of the match by the adoption agency; advising:

- The date the child is being placed with them
- The date the leave will start
- Whether or not they intend to return to work following the Adoption Leave.

The notification must be accompanied by the following evidence:

- Name and address of the adoption agency
- The date the employee was notified they would be matched with the child
- The date the agency expects to place the child
- Matching certificate completed by the adoption agency.

Surrogacy

Members must notify Member Services in writing of their intention to take leave advising:

- The date that the leave is expected to start (which is the date the baby is expected to be born)
- The period of time they intend to take.

This notification must be made either during or before the 15th week before the date the child is expected to be born.

If requested, the Member must provide (within 14 days of receiving the request) a declaration confirming that:

- The leave is being requested for the intended purpose
- That they meet the qualifying conditions
- That they will be applying for a parental order, with an appropriate other person, who may be another person of the same sex.

Member Adoption Leave Allowance Entitlement

Basic Allowance

A Member on Adoption Leave will continue to receive this allowance throughout the leave period.

Special Responsibility Allowance (SRA)

If a Member receives a SRA during their Adoption Leave it will be paid as follows:

First six weeks	90% of SRA plus basic allowance
7 to 24 weeks	50% of SRA plus basic allowance
25 to 52 weeks	Basic allowance only

Commencement of Adoption Leave

The Adoption Leave period may begin:

For **Adoption and 'Foster to Adopt'**:

- From the date of the child's placement – whether earlier or later than expected; or
- From a pre-determined date which can be up to 14 days before the expected date of placement

Or, where adopting a child from overseas:

- The date the child enters Great Britain
- A pre-determined date which is no later than 28 days after this date.

For **surrogacy** the leave period begins from the date the baby is born. If the baby is born while the Member is at work, then the leave can start from the next day.

Special Circumstances

Premature Baby Leave

Parents of babies born before 37 weeks will be entitled to receive 1 extra day of Premature Baby Leave on full SRA allowance for every day their premature baby spends in hospital before 37 weeks. This leave entitlement will be added to the end of the Members Adoption Leave period after this leave entitlement has been exhausted.

For Adoption and 'Fostering to Adopt' eligibility will depend on the circumstances. However, normally where a premature baby is placed with the adopting parents before 37 weeks, premature baby leave will apply.

For surrogacy these provisions will normally apply from the birth of the premature baby i.e. the date the new parents receive the baby.

Adopting more than one child

Adoption leave entitlements are the same regardless of the number of children adopted at any one time.

This also applies to surrogacy in the event of a multiple birth.

5. Shared Parental Leave

Shared Parental Leave enables eligible parents to choose how to share the care of their child during the first year of birth or adoption. Its purpose is to give parents more flexibility in considering how best to care for, and bond with, their child.

A Member who has made Shared Parental Leave arrangements through their employment is requested to advise Member Services of these at the earliest possible opportunity. Every effort will be made to replicate such arrangements in terms of leave from Council.

Requests will be looked at on a case-by-case basis.

DEPENDANT CARERS' ALLOWANCE

1. LEGALITY

1.1 The Scheme is established by the Council under the Local Authorities (Members Allowances) (England) Regulations 2003. The Dependent Carers' Allowance is payable in respect of the approved duties set out in Appendix D. The Scheme requires Members claiming the allowance to demonstrate and certify that carer expenses are actually and necessarily incurred in the conduct of their official duties.

2. ENTITLEMENT

2.1 The Scheme provides for payments to be made to Members in respect of care for "dependent relatives" living with the Member. For the purposes of the scheme, "dependent relatives" are defined as:

- I. children aged 15 or under;
- II. relatives requiring full time care as a result of disability or infirmity.

2.2 Under no circumstances will the allowance be payable to an immediate relative of the Member.

2.3 For meetings or duties within the Council's boundaries, the allowance will be paid for the duration of the meeting or approved duty plus an allowance for up to one hour's travelling time before and after the meeting. For duties outside the Council's boundaries, the allowance will be paid for the duration of the duty plus the actual travelling time to and from the venue. In all instances, total time claimed should be rounded to the nearest half-hour.

3. RATES OF ALLOWANCE

3.1 The Dependent Carers' Allowance is set at the same level as the London Living Wage and is paid at this rate irrespective of the number of dependants.

3.2 Where a dependent relative requires specialist professional care, the full cost of care will be allowed, with the prior written approval of the Director of Legal Services.

4. CLAIMS PROCEDURES

4.1 Members wishing to apply for Dependant Carers' Allowance must submit an application form to the Head of Governance & business Intelligence, declaring that:

- (i) claims made shall only be made in respect of a named dependent relative (or relatives) as defined in the Scheme;

- (ii) claims shall only be made in respect of the entitlements set out in paragraph 2 above;
- (iii) receipts shall be provided in support of all claims; and
- (iv) where a specialist professional carer is to be engaged, that this is a necessary expense for which full reimbursement will be claimed.

4.2 Members are required to notify Member Services in the event of their entitlement to Dependant Carers' Allowance ending.

4.3 All claims will be processed through the Council's Payroll system.

5. **AUDIT**

5.1 Internal Audit will review the systems for payment of Members' Allowances on a routine basis and include sample testing of Members' Allowances transactions in annual probity programmes.

TRAVEL AND SUBSISTENCE ALLOWANCE

1. PUBLIC TRANSPORT

- 1.1 Elected Members may claim expenses for journeys associated with an approved duty or event (see Appendix D) outside of the Borough. The Council will not provide an allowance for any travel within the Borough.
- 1.2 Independent Members and Co-opted Members of the Council and the Independent Person may claim for travel both inside and outside the Borough for journeys associated with an approved duty.
- 1.3 The rate must not exceed the ordinary standard class fare or any available saver fare.
- 1.4 Booking arrangements for travel outside of London must be made by Member Services to seek the most cost-effective deal within current parameters.
- 1.5 A receipt must be produced for any claim.
- 1.6 For travel within London, Members may claim for travel on an Oyster Card. To claim for travel paid for on an Oyster Card, Members must provide Member Services with a printed record of the journey travelled, which can be obtained from the TfL website.

2. PRIVATE VEHICLE

- 2.1 Elected Members, Independent Members, Co-opted Members and the Independent Person may claim expenses for journeys by private vehicle associated with an approved duty outside of the Borough. The Council will not provide an allowance for any travel within the Borough.
- 2.2 An allowance of 24p per mile can be claimed for travel by motorcycle.
- 2.3 An allowance of 46.9p per mile can be claimed for travel by motor vehicle up to the first 8,500 miles annually. After the first 8,500 miles, an allowance of 13.7p per mile.
- 2.4 Members, if using a private motor vehicle, should note that the Council does not provide any insurance cover. Members should have Business Use cover as part of their policy.

3. TAXI

- 3.1 Members can claim an allowance for the amount of a taxi fare, and any reasonable gratuity, to enable them to attend an approved duty if the following exceptional circumstances and criteria apply:

- in cases of a genuine emergency;
- when no public transport is reasonably available to travel to the approved duty;
- for safety reasons;
- or if there is insufficient time to travel from one approved duty to another by public transport.

3.2 The cost of travel by taxi must have been incurred wholly and exclusively for a Member's attendance at an approved Council duty. Taxi fares can only be claimed by Members once approved by the Head of Business Intelligence & Member Services.

3.3 A receipt must be produced for any claim.

4. **HIRED VEHICLE**

4.1 Other than for a taxi, Members will only be able to claim an allowance per mile as per the rates detailed in paragraph 2 above. As such, Members will be reimbursed as if they had owned the vehicle, and will not be reimbursed for the cost of hiring the vehicle.

4.2 A receipt must be produced for any claim by the Member who hired the vehicle.

5. **AEROPLANE**

5.1 Subject to prior approval by the Head of Business Intelligence & Member Services, the cost of travel at the ordinary fare or any available cheap fare by regular air service or where no such service is available or in case of urgency the actual fare paid by the Member where the saving in time against other available means of transport is so substantial as to justify payment of the fare by that means.

5.2 A receipt must be produced for any claim.

6. **BICYCLE**

6.1 Members may claim an allowance in respect of travel by bicycle or by any other non motorised form of transport undertaken, of 20p per mile, in connection with or relating to an approved Council duty outside of the Borough.

6.2 Independent Members, Co-opted Members and the Independent Person may claim a cycling allowance for journeys inside and outside of the Borough.

7. **SUBSISTENCE**

- 7.1 The payment of subsistence allowance will only be payable to Members for approved Council duties and conferences subject to the approval of the Head of Business Intelligence & Member Services.
- 7.2 When more than 4 hours away from normal place of residence, the repayment of subsistence allowances will be made to cover the actual cost incurred up to the following rates –
- (i) Breakfast - £5.50
 - (ii) Lunch - £7.50
 - (iii) Evening Meal - £10.50
 - (iv) Out of pocket expenses (per night) - £4.50
- 7.3 Members are also entitled to overnight accommodation, if required, when attending an approved duty outside of London, subject to the approval of the Head of Business Intelligence and Member Services. Member Services shall be responsible for making any bookings and will pay for the accommodation directly.
- 7.4 Receipts must be produced for any claim in order to be valid.

APPROVED COUNCIL DUTIES

For the purposes of the payment of Travel, Subsistence and Carers' Allowances, Approved Council duties are defined as the following official meetings set out below. For information, some outside bodies may pay an allowance to Members for their role and work on that specific outside body.

1. Appointments Committee or Sub Committees
2. Cabinet or Cabinet Sub Committees
3. Corporate Committee or Sub Committees
4. Corporate Parenting Board
5. Council
6. Council Joint Committee
7. Health and Wellbeing Board
8. Joint Committee of the Six Growth Boroughs
9. Licensing Committee or Sub Committees
10. Overview and Scrutiny Commissions
11. Pensions Board
12. Pensions Committee
13. Planning Committee or Sub Committees
14. Standards Committee or Sub Committees
15. Ward Forums
16. Duties for the office of Speaker or Deputy Speaker
17. Education related meetings such as:
 - the Schools Admissions Forum
 - School Governing Bodies
18. Independent Statutory Panels
 - Adoption Panel
 - Fostering Panel
19. A meeting of outside bodies:
 - Abney Park Cemetery Trust
 - Agudas Israel Housing Association
 - Bangla Housing Association
 - Chats Palace Arts Centre
 - Clapton Park TMO
 - CREATE London Ltd
 - East London NHS Foundation Trust
 - Finsbury Park Trust
 - Groundwork London
 - Hackney CAB
 - Hackney Community Law Centre
 - Hackney Empire Ltd Board
 - Hackney Parish Almshouse Charity
 - Hackney Parochial Charity
 - Homerton NHS Foundation Trust
 - Hornsey Parochial Charity
 - Lee Valley Regional Park Authority
 - LGA General Assembly
 - Local Government Information Unit (LGIU)

- London Councils Executive
- London Councils Grants Committee
- London Councils Greater London Employment Forum (GLEF)
- London Councils Leaders' Committee
- London Councils Transport and Environment Committee (TEC)
- London Housing Consortium
- London Pensions Collective Investment Vehicle (CIV)
- London Legacy Development Corporation Planning Decisions Committee (LLDC)
- London Road Safety Council
- London Youth Games Foundation
- Manor House Trust
- Newable Ltd
- North London Waste Authority
- Reserve Forces and Cadets Association (GL RFCA)
- Shoreditch Town Hall Trust
- Shoreditch Trust
- South Hackney Parochial Charity
- Standing Advisory Council on Religious Education (SACRE)
- Sun Babies Trust
- West Hackney Parochial Charity

20. Attendance at Conference meetings:

- London Councils
- Local Government Association

21. Attendance at any meeting which is an induction training session, seminar, presentation, or briefing arranged by Chief Officers of the Council for all Members of a Committee, Sub Committee or Panel to discuss matters relevant to the discharge of the Council's functions and to which Members of more than one party Group have been invited.

22. Attendance at visits and inspection of sites and premises arranged by officers (e.g. opening of new facilities).

23. Attendance by Members who have the relevant special responsibility on matters concerning the discharge of the Council's functions.

24. Attendance before parliamentary Committees, official bodies and inquiries to give evidence or make representations on the Council's behalf.

25. Attendance at events by Members where they are invited to showcase or represent the work of Hackney.

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