



# C O U N C I L

All Members of the Council are  
**HEREBY SUMMONED**  
to attend a meeting of the Council  
to be held on:  
Wednesday 2 March 2022  
at 7pm  
Hackney Town Hall,  
Mare Street, London,  
E8 1EA

This meeting will be live streamed and can be viewed here:

<https://youtu.be/XbnMEf7qfGQ>

Backup: <https://youtu.be/5zt5ZoP4wjs>

Mark Carroll  
Chief Executive  
Tuesday 22 February 2022  
[www.hackney.gov.uk](http://www.hackney.gov.uk)

Andy Spragg  
Governance Services Team Leader  
Governance Services  
[andrew.spragg@hackney.gov.uk](mailto:andrew.spragg@hackney.gov.uk)

## ORDER OF BUSINESS AND INDICATIVE TIMINGS

<b>Agenda Item No.</b>	<b>Agenda Item</b>	<b>Minutes NOT EXCEEDING</b>
1-4	Preliminaries	15 minutes (7.15pm)
5	Questions from Members of the Public	30 minutes (7.45pm)
6	Questions from Members of the Council	30 minutes (8.15pm)
7	Elected Mayor's Statement	20 minutes (8.35pm)
8	Council Budget and Council Tax Report 2022/23	20 minutes (8.55pm)
9	Annual Report of the Audit Committee	5 minutes (9pm)
10	Pay Policy Statement 2022-23	5 minutes (9.05pm)
11	Appointments as Deputy Electoral Registration Officers	5 minutes (9.10pm)
12	Appointments to Committees	5 minutes (9.15pm)
13	Motion: Make Menopause Matter	30 minutes (9.45pm)
	<b>TOTAL</b>	<b>2 hours 45 minutes</b>

# Council

## Wednesday 2 March 2022

### Agenda

- 1 Apologies for Absence**
- 2 Speaker's Announcements**
- 3 Declarations of Interest**

A Member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- Must disclose the interest at the start of the meeting or when or when the interest becomes apparent, and
- May not participate in any discussion or vote on the matter and must withdraw from the meeting proceedings in person or virtually.

A Member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at paragraphs 8.1 - 15.2 of Section 2 of Part 5 of the Constitution and Appendix A of the Members' Code of Conduct.

- 4 Minutes of the previous meeting**  
(Pages 11 - 36)
- 5 Questions from Members of the Public**

The deadline for questions from members of the public is 12 noon, four clear working days before the meeting (Wednesday 24 February). If you wish to submit a question you can do so by emailing [governance@hackney.gov.uk](mailto:governance@hackney.gov.uk) or via the Council website here –

<https://hackney.gov.uk/getting-involved-and-participating-in-council-meetings>

A supplementary agenda including any questions for Full Council will be circulated shortly after this deadline.

- 6 Questions from Members of the Council**

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A supplementary agenda including any questions for Full Council will be published shortly after this deadline.

- 7 Elected Mayor's Statement**
- 8 Council Budget and Council Tax Report 2022/23**  
(Pages 37 - 302)
- 9 Annual Report of the Audit Committee**  
(Pages 303 - 318)
- 10 Pay Policy Statement 2022-23**  
(Pages 319 - 332)
- 11 Appointments as Deputy Electoral Registration Officers**  
(Pages 333 - 336)
- 12 Appointments to Constitution Committee**  
(Pages 337 - 340)
- 13 Motion: Make Menopause Matter**

Hackney Council notes that:

- 51 per cent of the UK population will directly experience the menopause during their lifetime;
- Over 13 million people in the UK are either menopausal or peri-menopausal at any time.
- 4.5 million of those 13 million women are in the workplace.
- Three out of four women experience menopause-related symptoms with one in four experiencing serious symptoms. 1.6 million work days are lost to menopause symptoms annually as a result.

Menopause can see women experiencing a wide range of symptoms including hot flushes, fatigue, anxiety, disturbed sleep, heavy and erratic periods, mood swings, rage, heart palpitations, and itchiness.

The intensity and combination of some of these symptoms can be unsettling. In particular when oestrogen levels decrease in the lead up to menopause, cognition suffers.

Women may struggle with memory, word retrieval, and other cognitive activities. For some, the change in cognitive function is so pronounced they fear they are developing dementia or Alzheimer's. Hormone levels may exacerbate existing conditions such as ADHD, and medication and strategies for managing those conditions may not work as effectively as they once did.

At a local level Hackney Council welcomes the women's health menopause pilot programme organised by Hackney Marshes Primary Care Network (PCN) and the Menopause Virtual Group Consultation pilot programme run under Dr Sue Mann of the Homerton Hospital Community Gynaecology Team.

Hackney Council also welcomes the establishment of a new All Party Parliamentary Group on Menopause in 2021.

Hackney Council commits to:

- Campaigning for menopause support to form a central part of the next national Women's Health Strategy
- Working with our health partner organisations to ensure that support for those experiencing menopause is a central part of the next City and Hackney Women's Health Strategy;
- Supporting the #MakeMenopauseMatter campaign which is calling for:
  1. Mandatory menopause training for all GPs and menopause to be taught as part of every medical school curriculum.
  2. Menopause guidance and support in every workplace.
  3. Menopause to be added to the RSE curriculum in schools throughout the UK.

Proposed by: Cllr Sophie Cameron

Seconded by: Cllr Sade Etti

## Public Attendance

The Town Hall is not presently open to the general public, and there is limited capacity within the meeting rooms. However, the High Court has ruled that where meetings are required to be 'open to the public' or 'held in public' then members of the public are entitled to have access by way of physical attendance at the meeting. The Council will need to ensure that access by the public is in line with any Covid-19 restrictions that may be in force from time to time and also in line with public health advice.

Those members of the public who wish to observe a meeting are still encouraged to make use of the live-stream facility in the first instance. You can find the link on the agenda front sheet.

Members of the public who would ordinarily attend a meeting to ask a question, make a deputation or present a petition will be able to attend if they wish. They may also let the relevant committee support officer know that they would like the Chair of the meeting to ask the question, make the deputation or present the petition on their behalf (in line with current Constitutional arrangements).

In the case of the Planning Sub-Committee, those wishing to make representations at the meeting should attend in person where possible.

**Regardless of why a member of the public wishes to attend a meeting, they will need to advise the relevant committee support officer of their intention in advance of the meeting date. You can find contact details for the committee support officer on the agenda front page.** This is to support track and trace. The committee support officer will be able to confirm whether the proposed attendance can be accommodated with the room capacities that exist to ensure that the meeting is covid-secure.

**As there will be a maximum capacity in each meeting room, priority will be given to those who are attending to participate in a meeting rather than observe.**

Members of the public who are attending a meeting for a specific purpose, rather than general observation, are encouraged to leave the meeting at the end of the item for which they are present. This is particularly important in the case of the Planning Sub-Committee, as it may have a number of items on the agenda involving public representation.

## Before attending the meeting

The public, staff and councillors are asked to review the information below as this is important in minimising the risk for everyone.

**If you are experiencing covid symptoms, you should follow government guidance. Under no circumstances should you attend a meeting if you are experiencing covid symptoms.**

Anyone experiencing symptoms of Coronavirus is eligible to book a swab test to find out if they have the virus. You can register for a test after checking your symptoms through the NHS website. If you do not have access to the internet, or have difficulty with the digital portals, you are able to call the 119 service to book a test.

If you're an essential worker and you are experiencing Coronavirus symptoms, you can apply for priority testing through GOV.UK by following the guidance for essential workers. You can also get tested through this route if you have symptoms of coronavirus and live with an essential worker.

Availability of home testing in the case of people with symptoms is limited, so please use testing centres where you can.

**Even if you are not experiencing covid symptoms, you are requested to take an asymptomatic test (lateral flow test) in the 24 hours before attending the meeting.**

You can do so by visiting any lateral flow test centre; details of the rapid testing sites in Hackney can be found here. Alternatively, you can obtain home testing kits from pharmacies or order them here.

You must not attend a lateral flow test site if you have Coronavirus symptoms; rather you must book a test appointment at your nearest walk-through or drive-through centre.

Lateral flow tests take around 30 minutes to deliver a result, so please factor the time it will take to administer the test and then wait for the result when deciding when to take the test.

If your lateral flow test returns a positive result then you must follow Government guidance; self-isolate and make arrangements for a PCR test. Under no circumstances should you attend the meeting.

## **Attending the Town Hall for meetings**

To make our buildings Covid-safe, it is very important that you observe the rules and guidance on social distancing, one-way systems, hand washing, and the wearing of masks (unless you are exempt from doing so). You must follow all the signage and measures that have been put in place. They are there to keep you and others safe.

To minimise risk, we ask that Councillors arrive fifteen minutes before the meeting starts and leave the meeting room immediately after the meeting has concluded. The public will be invited into the room five minutes before the meeting starts.

Members of the public will be permitted to enter the building via the front entrance of the Town Hall no earlier than ten minutes before the meeting is scheduled to start. They will be required to sign in and have their temperature checked as they enter the building. Security will direct them to the Chamber or Committee Room as appropriate.

Seats will be allocated, and people must remain in the seat that has been allocated to them.



Refreshments will not be provided, so it is recommended that you bring a bottle of water with you.

## **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. 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:

- Director of Legal and Governance Services
- 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.

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

- i. 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;
- ii. 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
- iii. 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.

If you have a disclosable 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 (subject to the rules regarding sensitive interests).
- ii. You must leave the meeting when the item in which you have an interest is being discussed. You cannot stay in the meeting 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.
- iii. If you have, however, obtained dispensation from the Monitoring Officer or Standards Committee you may remain in the meeting 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.

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:

- i. 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.

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 meeting, 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 meeting unless you have obtained a dispensation from the Monitoring Officer or Standards Committee. You cannot stay in the meeting 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 meeting. Once you have finished making your representation, you must leave the meeting 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 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 non pecuniary interest.

#### Further Information

Advice can be obtained from Dawn Carter-McDonald, Director of Legal and Governance Services via email [dawn.carter-mcdonald@hackney.gov.uk](mailto:dawn.carter-mcdonald@hackney.gov.uk)