



COUNCIL

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

Wednesday, 25 January 2023, at 7.00 pm
Hackney Town Hall,
Mare Street E8 1EA

The live stream can be viewed here:

<https://youtu.be/dHqjccwH0s4>

Back up link:

<https://youtu.be/nFqBzBYqSE8>

Mark Carroll
Chief Executive
17 January 2023
www.hackney.gov.uk

Contact: Natalie Williams
Senior Governance Officer
governance@hackney.gov.uk

MEETING OF COUNCIL

WEDNESDAY, 25 JANUARY 2023

ORDER OF BUSINESS

1 Apologies for Absence

2 Speaker's Announcements

3 Declarations of Interest

Members are invited to consider the guidance which accompanies this agenda and make declarations as appropriate.

4 Minutes of the Previous Meeting (Pages 15 - 44)

To consider the minutes of the meeting held on 23 November 2022

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, 18 January). If you wish to submit a question you can do so by emailing governance@hackney.gov.uk or via the Council's website.

A supplementary agenda setting out any public questions received after the publication of the main agenda will be circulated shortly after this deadline.

6 Questions from Members of the Council

6.1 From Cllr Zoë Garbett to the Mayoral Adviser for Private Rented Sector and Housing Affordability

Can the Cabinet Member explain why only 9 Hackney landlords have been submitted to the London Rogue Landlord checker since 2017?

6.2 From Cllr Eluzer Goldberg to the Cabinet Member for Health, Adult Social Care, Voluntary Sector and Culture

Can the Cabinet Member provide an update on the Council's efforts to make Hackney smoke free by 2030?

6.3 From Cllr Alastair Binnie-Lubbock to Cabinet Member for Environment and Transport

During recent snowfall and cold snap, many pavements remained treacherous for days, limiting people's mobility while roads were fully gritted with

environmentally damaging salt based grit. What has the Council learned from this about giving pavements and paths equal priority to roads?

6.4 From Cllr Grace Adebayo to the Mayor

In June 2020, Barratt Developments embarked on the journey of replacing the cladding in Dalston Square in line with the new standard set out by the Ministry of Housing, Community and Local Government; residents were told that the cladding replacement would be completed within 18 months. 30 months down the line, the scaffolding is still up and cladding work uncompleted, not to mention the emotional and psychological impact on residents. Can the Mayor or the Cabinet Member kindly tell us the reason for the delay?

6.5 From Cllr Zoë Garbett to the Deputy Mayor for Delivery, Inclusive Economy & Regeneration

Currently, only 25% of the Council's contracts go to local businesses which means 75% of contracts – and so profits – flow out of the borough, when will you increase this to a much more meaningful 50%?

6.6 From Cllr Sarah Young to the Cabinet Member for Housing Services and Resident Participation

What is the Council doing to improve its responses to damp and mould, both short term and in the medium-longer term, especially on regeneration estates like Woodberry Down where the homes are older, colder and not up to modern standards?

6.7 From Cllr Alastair Binnie-Lubbock to the Deputy Mayor for Delivery, Inclusive Economy & Regeneration:

British Trust for Ornithology estimates up to 100,000,000 birds crash into windows of buildings in the UK each year, with one-third dying as a result, London Plan Policy D9 suggests impacts of tall buildings on birds "may need to be taken into consideration" in development. Will Hackney create planning policy guidance?

6.8 From Cllr Midnight Ross to the Mayoral Adviser for Housing Needs and Homelessness

With the cost of living and increase in homelessness, how is the council supporting vulnerable women through temporary accommodation?

6.9 From Cllr Lee Laudat-Scott to the Cabinet Member for Families, Parks and Leisure

Could the Cabinet Member provide an update on the London Fields Lido project?

6.10 From Cllr Ali Sadek to the Cabinet Member for Housing Services and Resident Participation

Could the Cabinet Member please update the Council on progress with improving the turnaround time for addressing water ingress to Council homes?

7 Elected Mayor's Statement

8 Calculation of 2023/24 Council Tax Base and Local Business Rate Income - Report of the Cabinet Member for Finance, Insourcing and Customer Service: To Follow

This report is late because of the need to reflect the decision on the localised business rates pooling scheme which will not be made available until after publication date of this agenda. There have also been delays in preparing the business rates section of the report due to hold ups in the required software releases.

9 Children and Families Service Annual Report - Report of the Deputy Mayor and Cabinet Member for Education, Young People and Children's Social Care: Enclosed (Pages 45 - 124)

10 Gender and Ethnicity Pay Gap 2022 - Report of the Cabinet Member for Employment, Human Resources and Equalities: Enclosed (Pages 125 - 150)

11 Annual Pay Policy Statement 2023/24 - Report of the Cabinet Member for Employment Human Resources and Equalities : Enclosed (Pages 151 - 164)

12 Members' Allowances Scheme - Group Director: Chief Executive : Enclosed (Pages 165 - 192)

13 Appointments to Committees and Commissions – Director: Legal, Democratic and Electoral Services : Enclosed (Pages 193 - 194)

14 Appointments to Outside Bodies – Director: Legal, Democratic and Electoral Services : Enclosed (Pages 195 - 198)

15 Motions

15a Fireworks and Sky Lanterns

This Council notes:

- Fireworks can be a source of significant problems, fear and distress for many animals. They can cause psychological distress and injuries as animals attempt to run away or hide from the noise.
- The noise generated by fireworks has been found to be the most common cause for fear responses in dogs. The loud and sudden noise can also be a trigger for PTSD-related symptoms in humans. The debris can also pose a hazard to other animals.
- The short-lived nature of firework noise can make it difficult for the police or local authority officers to pinpoint locations and take action.
- Fireworks can be a risk to public safety when lit in small garden spaces in which people of all ages including children can be injured and there is a risk to fire safety for private and public property.
- In October 2022, fireworks were let off into a large crowd of people at Stratford shopping centre. Over the years, there have been a number of incidents involving fireworks in Hackney including a two year old sustaining burns.
- Fireworks and sparklers are only permissible for purchase from registered sellers for private use on selected dates of the year including: 15th October to 10th November, between 26th to 31st December, 3 days before Diwali and 3 days before Chinese New Year. It is possible to purchase fireworks outside of the dates above but only from retailers with a specific licence.
- An estimated 200,000 sky lanterns are released every year in the UK. As the popularity of sky lanterns increases, so too does the risk to animals and the environment.
- Sky lanterns are a danger to animals, a fire risk, an aviation hazard and a litter nuisance. When ingested, sharp parts can cause internal bleeding in animals. Animals can become entangled in fallen lantern frames and suffer from injury or stress trying to free themselves, and sometimes starve to death from being trapped.
- In Wales, sky lantern releases are banned on council-owned land and property. In other countries, sky lantern release is considered environmentally irresponsible and classed as a crime. In England, although almost 200 councils have voluntarily banned sky lanterns on council-owned land, it remains legal to release paper lanterns.

Hackney Council therefore resolves:

- To require the advertisement of all public firework displays within the local authority boundaries well in advance of the event.
- To actively promote a public awareness campaign about the impact of fireworks on animal welfare and vulnerable people and measures to mitigate

the risks. (As examples of possibilities: a public campaign of Rocket 'o'Clock having people fire them at the same time so the impact is shorter. It could even be a campaign on sharing food rather than sharing fireworks (The council may have other ideas and is not expected to use these examples if a better resolution is found)

- To encourage local firework suppliers to stock 'quieter' fireworks (less than 70 dB) for public and private display.
- To only use 'quieter' fireworks (less than 70 dB) in all council funded firework displays.
- To not issue special licences to retailers that allow them to sell fireworks outside the following dates: 15th October to 10th November, between 26th to 31st December, 3 days before Diwali and 3 days before Chinese New Year.
- To ban the release of sky lanterns on Hackney Council owned land and discourage their release anywhere in Hackney.

Hackney Council further resolves to write to the UK Government and urge it:

- To introduce legislation to limit the maximum noise level of fireworks to 70dB for those sold to the public for private display.
- To ban the release of sky lanterns on public and private land, in line with the Civil Aviation Authority to ensure public safety around airports.

Proposer: Cllr. Zoë Garbett

Seconder: Cllr. Alastair Binnie-Lubbock

15b Local Electricity Bill

This Council notes:

- A government report published in 2014 stated that with investment and legislative change, the community energy sector could deliver 3,000 megawatts (MW) of energy by 2020.
- Evidence to the Parliamentary Environmental Audit Committee's recent 'Technological Innovations and Climate Change: Community Energy' inquiry states that "by 2030 the community energy sector could grow by 12-20 times, powering 2.2 million homes and saving 2.5 million tonnes of CO2 emissions every year..."
- But the same inquiry also noted that as of 2020, community energy contributed just 278 MW of renewable energy.
- Local renewable energy generators, such as community energy groups, are unable to sell the energy that they generate to local people because the current energy market and licensing rules lead to unmanageable local supply costs.

- Power for People is a not-for-profit organisation campaigning for the Local Electricity bill that would kick start a community energy revolution.
- Power for People estimates a Local Electricity Act would result in a twenty-fold increase in renewable community energy generation over 10 years, preventing 1.5 million tonnes of CO2 emissions every year.
- The Co-operative Party is calling for a £90 million National Community Energy Fund to help deliver 150,000 new community energy owners.
- Hackney Council is supporting community energy generation schemes through its £300k Community Energy Fund.

This Council believes:

- That the Local Electricity Bill would help local authorities, like Hackney, sell locally generated renewable energy installed by Hackney Light and Power.
- Revenue generated from Hackney Light and Power could be re-invested into a local decarbonisation scheme.

This Council resolves to:

- Write to Power for People to inform them of the Council's support for their campaign.
- Write to the local Members of Parliament to inform them that the Council has passed this motion and supports the Local Electricity Bill.
- Write to the Secretary of State for Business, Energy and Industrial Strategy, and the Minister for Energy and Climate, calling on the Government to:
 - support the Local Electricity Bill;
 - follow Hackney Council's lead by setting up a National Community Energy Fund

Proposer: Cllr Gilbert Smyth

Secunder: Cllr Margaret Gordon

15c Right to Food

This Council notes that:

- The last decade has seen a staggering rise in food poverty across the UK, with millions of people going hungry in the UK and food bank use spiking since the start of the pandemic.
- In April 2020 alone, Hackney's food bank fed 1,803 people (an 186% increase on the previous year) with over 400 of them being children.
- During the height of the pandemic and first lockdown, the Council was delivering 1,500 food parcels per week, on average.

- During school holidays and half terms, Hackney Council supports families of more than 20,000 children on low incomes with help to buy food and pay bills.
- Some data suggests that as many as 56,000 adults are missing meals and 22,000 using a food bank in Hackney as a result of the cost of living crisis.
- Department of Work and Pensions statistics show that the number of people in Hackney dependent on Universal Credit has risen from 13,000 in 2020 to 32,000 in 2022.
- Poverty in our borough and across London has been exacerbated by the pandemic and this Conservative Government's failure to tackle the current cost of living crisis and target support to those who most need it.
- The 'Right to Food' campaign argues that the millions pushed into food poverty should be central to this strategy.
- The establishment of a council-wide Free School Meals task force, aimed at providing a hot meal to as many children in poverty as possible.

Council believes that:

- These figures are devastating for a rich country like the UK and reflect the fact that twelve years of Tory austerity have left too many people below the breadline.
- Enshrining the Right to Food in law would clarify government obligations on food poverty and would introduce legal avenues to hold public bodies accountable for failing to prevent people from going hungry in the fifth largest economy in the world.

Council resolves to:

- Declare Hackney a Right to Food borough and campaign for the Right to Food to be adopted at a national level.
- Ask the Mayor to write to the Secretary of State for Environment, Food and Rural Affairs urging the Government to:
 - Bring forward legislation to enshrine the Right to Food in law, clarifying the government's obligation to protect people from food poverty and introducing legal avenues to hold government bodies accountable for violations.
 - Create a national network of community kitchens including community use of school kitchens.
 - Implement a policy of Universal Free School Meals.
 - Promote access to public land suitable for community food growing.
 - Strengthen Hackney's Food Poverty and Insecurity Action Plan to address the worsening impact of the cost of living crisis to support the borough's poorest and most vulnerable families.

Proposer: Cllr Jon Narcross

Secunder: Cllr Sheila Suso-Runge

Dates of Future Meetings

Members are requested to note the dates of Full Council meetings for 2022/23. All meetings of Full Council will commence at 7.00pm and are scheduled as follows:

- 1 March 2023 (Budget Setting)
- May 2023 (Annual Meeting)

Public Attendance

Following the lifting of all Covid-19 restrictions by the Government and the Council updating its assessment of access to its buildings, the Town Hall is now open to the public and members of the public may attend meetings of the Council.

We recognise, however, that you may find it more convenient to observe the meeting via the live-stream facility, the link for which appears on the agenda front sheet.

We would ask that if you have either tested positive for Covid-19 or have any symptoms that you do not attend the meeting, but rather use the livestream facility. If this applies and you are attending the meeting to ask a question, make a deputation or present a petition then you may contact the Officer named at the beginning of the Agenda and they will be able to make arrangements for the Chair of the meeting to ask the question, make the deputation or present the petition on your behalf.

The Council will continue to ensure that access to our meetings 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. The latest general advice can be found here - <https://hackney.gov.uk/coronavirus-support>

Rights of Press and Public to Report on Meetings

The Openness of Local Government Bodies Regulations 2014 give the public the right to film, record audio, take photographs, and use social media and the internet at meetings to report on any meetings that are open to the public.

By attending a public meeting of the Council, Executive, any committee or sub-committee, any Panel or Commission, or any Board you are agreeing to these guidelines as a whole and in particular the stipulations listed below:

- Anyone planning to record meetings of the Council and its public meetings through any audio, visual or written methods they find appropriate can do so providing they do not disturb the conduct of the meeting;
- You are welcome to attend a public meeting to report proceedings, either in 'real time' or after conclusion of the meeting, on a blog, social networking site, news forum or other online media;
- You may use a laptop, tablet device, smartphone or portable camera to record a written or audio transcript of proceedings during the meeting;
- Facilities within the Town Hall and Council Chamber are limited and recording equipment must be of a reasonable size and nature to be easily accommodated.
- You are asked to contact the Officer whose name appears at the beginning of this Agenda if you have any large or complex recording equipment to see whether this can be accommodated within the existing facilities;
- You must not interrupt proceedings and digital equipment must be set to 'silent' mode;
- You should focus any recording equipment on 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 to respect the wishes of those who do not want to be filmed and photographed may result in the Chair instructing you to cease reporting or recording and you may potentially be excluded from the meeting if you fail to comply;

- Any person whose behaviour threatens to disrupt orderly conduct will be asked to leave;
- Be aware that libellous comments against the council, individual Councillors or officers could result in legal action being taken against you;
- The recorded images must not be edited in a way in which there is a clear aim to distort the truth or misrepresent those taking part in the proceedings;
- Personal attacks of any kind or offensive comments that target or disparage any ethnic, racial, age, religion, gender, sexual orientation or disability status could also result in legal action being taken against you.

Failure to comply with the above requirements may result in the support and assistance of the Council in the recording of proceedings being withdrawn. The Council regards violation of any of the points above as a risk to the orderly conduct of a meeting. The Council therefore reserves the right to exclude any person from the current meeting and refuse entry to any further council meetings, where a breach of these requirements occurs. The Chair of the meeting will ensure that the meeting runs in an effective manner and has the power to ensure that the meeting is not disturbed through the use of flash photography, intrusive camera equipment or the person recording the meeting moving around the room.

Advice to Members on Declaring Interests

If you require advice on declarations of interests, this can be obtained from:

- The Monitoring Officer;
- The Deputy Monitoring Officer; or
- The legal adviser to the meeting.

It is recommended that any advice be sought in advance of, rather than at, the meeting.

Disclosable Pecuniary Interests (DPIs)

You will have a Disclosable Pecuniary Interest (*DPI) if it:

- Relates to your employment, sponsorship, contracts as well as wider financial interests and assets including land, property, licenses and corporate tenancies.
- Relates to an interest which you have registered in that part of the Register of Interests form relating to DPIs as being an interest of you, your spouse or civil partner, or anyone living with you as if they were your spouse or civil partner.
- Relates to an interest which should be registered in that part of the Register of Interests form relating to DPIs, but you have not yet done so.

If you are present at any meeting of the Council and you have a DPI relating to any business that will be considered at the meeting, you **must**:

- Not seek to improperly influence decision-making on that matter;
- Make a verbal declaration of the existence and nature of the DPI at or before the consideration of the item of business or as soon as the interest becomes apparent; and
- Leave the room whilst the matter is under consideration

You must not:

- Participate in any discussion of the business at the meeting, or if you become aware of your Disclosable Pecuniary Interest during the meeting, participate further in any discussion of the business; or
- Participate in any vote or further vote taken on the matter at the meeting.

If you have obtained a dispensation from the Monitoring Officer or Standards Committee prior to the matter being considered, then you should make a verbal declaration of the existence and nature of the DPI and that you have obtained a dispensation. The dispensation granted will explain the extent to which you are able to participate.

Other Registrable Interests

You will have an 'Other Registrable Interest' (ORI) in a matter if it

- Relates to appointments made by the authority to any outside bodies, membership of: charities, trade unions,, lobbying or campaign groups, voluntary organisations in the borough or governorships at any educational institution within the borough.
- Relates to an interest which you have registered in that part of the Register of Interests form relating to ORIs as being an interest of you, your spouse or civil partner, or anyone living with you as if they were your spouse or civil partner; or
- Relates to an interest which should be registered in that part of the Register of Interests form relating to ORIs, but you have not yet done so.

Where a matter arises at any meeting of the Council which affects a body or organisation you have named in that part of the Register of Interests Form relating to ORIs, **you must** make a verbal declaration of the existence and nature of the DPI at or before the consideration of the item of business or as soon as the interest becomes apparent. **You may** speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

Disclosure of Other Interests

Where a matter arises at any meeting of the Council which **directly relates** to your financial interest or well-being or a financial interest or well-being of a relative or close associate, you **must** disclose the interest. **You may** speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

Where a matter arises at any meeting of the Council which **affects** your financial interest or well-being, or a financial interest or well-being of a relative or close associate to a greater extent than it affects the financial interest or wellbeing of the majority of inhabitants of the ward affected by the decision and a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest, you **must** declare the interest. You **may** only speak on the matter if members of the public are able to speak. Otherwise you must not take part in any discussion or voting on the matter and must not remain in the room unless you have been granted a dispensation.

In all cases, where the Monitoring Officer has agreed that the interest in question is a **sensitive interest**, you do not have to disclose the nature of the interest itself.