

London Borough of Hackney
Council
Municipal Year 2019/2020
Date of Meeting Wednesday, 22nd January, 2020

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 Robert Chapman, Cllr Ajay Chauhan, Cllr Feryal Clark, Cllr Mete Coban, Cllr Sophie Conway, David, 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 Clare Joseph, Cllr Christopher Kennedy, Klein, Cllr Michael Levy, Cllr Richard Lufkin, Cllr Anna Lynch, Cllr Yvonne Maxwell, Cllr Clayeon McKenzie, Cllr Anthony McMahon, Cllr Sem Moema, Cllr Guy Nicholson, Cllr Deniz Oguzkanli, , Cllr Sam Pallis, Cllr Benzion Papier, Cllr Sharon Patrick, Cllr James Peters, Cllr Emma Plouviez, Cllr Clare Potter, Cllr Steve Race, Cllr Tom Rahilly, Cllr Ian Rathbone, Cllr Rebecca Rennison, Cllr Anna-Joy Rickard, Cllr Caroline Selman, Cllr Gilbert Smyth, Cllr Peter Snell, Cllr Patrick Spence, Cllr Simche Steinberger, Cllr Vincent Stops, Cllr Jessica Webb (part), Cllr Caroline Woodley and Cllr Penny Wrouth

**Councillors not in
Attendance:**

Cllr Cameron and Cllr Ozsen,

Officer Contact:

Tess Merrett, Governance Services

Councillor Kam Adams in the Chair

1 Apologies for Absence

1.1 There were no apologies for absence received.

1.2 Apologies for lateness were received from or on behalf of Councillors: Adejare, Cameron, Chapman, Coban, Hayhurst and Rickard

2 Speaker's Announcements

The Speaker welcomed new Councillor Kofo David who had been elected in the Clissold Ward by-election in December 2019.

The Speaker informed Council of some of his highlights over the past few months. These included:

- Lighting the Hannukah Candles in the Town Hall Square with Rabbi Gluck in attendance
- Switching on the Christmas lights with cast members from the Hackney Empire Panto
- Singing Christmas Carols on the Town Hall Steps with school children across the borough
- Attending the Carol Service at St Joseph's Hospice
- Taking part in the London New Year's Day Parade and;
- Attending the Holocaust Memorial Day at City Hall

Members were informed of and invited to attend forthcoming events, hosted by the Speaker which included:

- Hackney's Holocaust Memorial Day on Monday 27 January. The theme this year is Stand Together.
- Charity Dinner to be held on 20th February.

The Speaker regretfully informed Council of the recent passing of former Councillor Vicky Masters. Vicky had been a Labour councillor in the 1950s and then was one of the youngest civic consorts in London when she supported her husband Bob Masters when he was Alderman of the Metropolitan Borough Hackney, in 1964-65. This was the year before Shoreditch, Stoke Newington and Hackney were joined to form the London Borough of Hackney.

3 Declarations of Interest

3.1 There were no declarations of interests.

4 Minutes of the previous meeting

4.1 RESOLVED: That the minutes of the previous meeting held on Wednesday 30th October 2019, be approved as an accurate record of proceedings subject to the following amendments:

- Proposed by Councillor Potter, page 15, agenda item 7 to include a record of the supplementary question that she asked.
- Proposed by Councillor Moema, a record of her apologies to be recorded.
- Proposed by Councillor Wrout, page 3, agenda item 2.5 to delete the reference to Victoria Road Osbourne Academy and replace with Victoria Park, Mossbourne Academy.

5 Questions from Members of the Public

5.1 Question from Ms Zoe Garbett to the Cabinet Member for Planning, Culture and Inclusive Economy

What are the Council's plans for Hackney Walk, a £1.5m development (using the London Mayor's riot regeneration fund) which has failed to bring people to Hackney or be of benefit to Hackney residents? How can residents have confidence that future regeneration projects will not be a waste of taxpayer money?

Response from Councillor Guy Nicholson

Cllr Nicholson welcomed the question and thanked Ms Garbett for attending. He strongly refuted the reference to wasting tax payers' money and sought to challenge that presumption. It was reported that in 2012 the then Mayor of London invested £5m into Hackney Central, following which, the Council implemented a range of schemes and initiatives in the town centre. This was the catalyst for the passenger interchange between Hackney Central and Hackney Downs overground stations. Part of the money was also invested into over 30 local businesses on Hackney Road, Mare Street, and the Narrow way including new shop fronts to enhance and improve the retail environment among the traditional streets within the town centre. A business coaching programme for local businesses located within the town centre was also implemented creating 13 apprenticeships and over 160 jobs, a third of which were taken by local residents.

Amongst other initiatives, investment into public realm on Morning Lane had also been made. All of the investment was aimed at increasing the viability of Hackney Central, creating another successful legacy from the 2012 project. Mention was also made of the Hackney Shop; shop spaces where local designers and manufacturers could sell their goods on a short term letting basis.

The initial fund attracted more than £20m from the private sector and unlocked additional investment from other public bodies. The Council had been the enabler, facilitating successful outcomes and shaping the investment for the local community turning Hackney Central into a major town centre. The new London Plan would highlight the new designation of town centre status. In closing, Cllr Nicholson stated that far from being unvisited, Hackney Central had by far the biggest retail spend in the borough.

In response to a supplementary question asked by Ms Garbett relating to empty shop fronts in Hackney Walk, the Council's support of the investment was reiterated. Cllr Nicholson advised that the investment was now under the ownership of new commercial proprietors. The Council's role would be to collaborate to bring more of these spaces back into full use. Discussions to enable this had already begun with plans for one of the spaces to soon be occupied.

5.2 Question from Ms Feodora Rayner to the Cabinet Member for Energy, Waste, Transport and Public Realm

There were nearly 1000 road casualties in Hackney in 2018 (TfL), *160 fatal or serious. The Council hopes to reduce this to zero over the next 21 years. What enforcement action is the council taking now to reduce speeding and dangerous driving in the borough?

*TfL Casualties in Great London 2018 factsheet

Response from Councillor Jon Burke

Cllr Burke thanked Ms Rayner for raising this serious issue. He conceded that further work was required to make the streets safer.

Cllr Burke expressed his disappointment given the borough's effort on reclaiming the streets from cars in favour of sustainable modes of transport. It was reported that Hackney scored 4th in London on the "Healthy Streets Scorecard" – assessed by a coalition of London Cycling Campaign, RoadPeace, Sustrans and Campaign for Better Transport London all using TfL data.

Cllr Burke informed all present of the initiatives that had been introduced to make the streets safer for pedestrians and cyclists and the borough's most vulnerable, which included:

- Introduction of the 9th School Street which stopped speeding and polluting vehicles from driving past schools at drop-off and pick-up times. Journeys to school by car had dropped to 8% and there were plans to have 17 School Streets by 2022.
- Joining in partnership with Islington Council to introduce London's first Ultra-Low Emission Zone in Shoreditch and Old Street – restricting travel on nine streets to walking, cycling and low-emission vehicles only.
- Investing in cycling and pedestrian infrastructure to encourage cycling. We were making sure that 85% of our residents lived within 400m of a cycle-lane by 2022.
- Two hours of free cycle training to all those who lived, worked and studied in the borough and every year it was organised for hundreds of Hackney school children to Bike Around the Borough to practice the skills they had learned through cycle training. That work had meant that Hackney had the highest number of people cycling to work in London and the second highest number in England (after Cambridge).

In relation to enforcement, Cllr Burke was pleased to report that in 2015 the Council led the way on road safety by rolling out the 20mph speed limit across the borough. Some routes managed by TfL were also 20mph. Any entry routes into the borough's 20mph roads included traffic calming measures like speed humps. Where traffic counts had been conducted in these areas the speed data showed an average speed of approximately 19.7mph.

In conclusion, Cllr Burke made clear the Council's commitment to improving safety for pedestrians and cyclists by working with TfL and the Mayor of London on key projects in Hackney Central and Stoke Newington. Plans were also underway to introduce 20mph average speed cameras across the capital, and the Council had specifically allocated its own Road Safety Programme budget to speed-up this work. These measures were in support of the Mayor of London's Vision Zero to reduce road causality incidents to zero over the next 21 years.

It was noted that around 70% of Hackney residents do not own a car. The Council would continue to make every effort to ensure that residents could enjoy a safe and sustainable journey to work, school and home.

In response to a supplementary question regarding enforcement and a high propensity of speeding vehicles, Cllr Burke acknowledged the issue and reported that work was being done with other authorities to obtain greater powers of enforcement.

5.3 Question from Christopher Sills for the Mayor

Would you agree with me that Homeless families, who want to work, should be rehoused in Hackney Council Properties, without losing their rights as a homeless family? Would the mayor also confirm that a similar arrangement has been used in the past and agree that something similar is required today?

Response from Mayor Glanville

Mayor Glanville responded that Hackney homeless families needed a Tory government to take action on the housing and the homelessness crisis facing the country. He said that Tory Ministers over the past decade had failed to give London and London boroughs the money and powers needed to build thousands more Council, social rented, and genuinely affordable homes and powers to regulate the private sector as advocated by Councillor Moema.

Mayor Glanville stated that in over a decade the number of government funded homes for social rent had plummeted by 90% with the number of young people owning a home falling by 900,000. The number of households renting from a private landlord had grown by one million. The number of rough-sleepers had doubled nationally. Zero Starter Homes have been built by the Tories, despite this flagship pledge promising to build 200,000. This decade had been the worst for house building since the Second World War, and only 5% of the homes built by 2022 under the government's £9bn affordable housing programme had been the most affordable "social homes".

The Mayor stated that he and Councillor Moema and many London Councils were united in believing that the arguments for rent control were overwhelming, and two-thirds of Londoners support their introduction. Yet the government had so far refused to give the Mayor of London the powers required to introduce a system of rent control in London.

The Mayor told Council that only this week there had been the 'disgusting' spectacle of a Tory Secretary of State overruling Liverpool Council who were seeking to simply enforce basic standards in the Private Rented Sector. He said that in terms of work, more and more of the families housed by the Council in temporary accommodation were in work. The story now was of Hackney residents being only one or two months from becoming homeless, with little protection from landlords seeking to increase rents. There were no penalties for being in work, but as the decade continued it was harder and harder to support those in need. The Council worked hard in assessments to consider the

challenges these people faced, including that if they have children in education in the borough they were kept as close to Hackney as possible.

Mayor Glanville stated that following the introduction of the Homelessness Reduction Act in 2018 the numbers of people presenting to the Council as homeless had increased by 40%. He confirmed that Council would be hearing from Councillor Rennison about work being carried out on rough sleeping. In relation to Hackney living rent, the Council would continue to campaign and making the case. He said that more and more people were being forced into homelessness by the government's policies and that until ministers addressed the root causes of homelessness, from welfare cuts to a lack of investment in social housing it would never be possible to end the national homelessness crisis.

Mayor Glanville stated that Mr Sills continued to ask questions about homelessness and the Mayor considered that the best way to address the problem was to work with the Council in campaigning against it.

6 Questions from Members of the Council

6.1 Cllr Anna Lynch to Deputy Mayor Bramble

In light of the Council's recent Ofsted report, can the Cabinet Member for Education, Young People and Children's Social Care outline what the Council will do to improve its Ofsted rating and achieve an 'Outstanding' rating?

Response from Deputy Mayor Bramble

The Deputy Mayor expressed her discontent in the rating of Children's Services just before Christmas, especially knowing how hard staff have worked to achieve the very best outcomes for the children and young people of the borough.

The Deputy Mayor informed Council of the areas of good practice highlighted by Ofsted which included:

- Care leavers
- Early help services
- Support for foster carers
- Support for families with no recourse to public funds and;
- Staff morale

Ofsted made six clear recommendations to the Council which were in relation to; information sharing with partners, timeliness of work and effectiveness of management and systems. Assurances were given that work had started to improve these areas with an aim to progressing to a 'Good' rating and then on to an 'Outstanding' rating within two years.

Reiterating the administration's commitment to its children and young people and directly addressing the way forward, the Deputy Mayor stated that frontline staff, partners, councillors and stakeholders would be involved in delivering an improvement plan. The Children and Families Service would regularly report to the Children and Young People Scrutiny Commission, and would also report back to staff, partners and residents on its progress. Senior officers had been instructed to set up a member-led oversight board which would be chaired by the Mayor and Deputy Mayor and along with the Children and Young People Scrutiny Commission, would play a key role in monitoring progress against the improvement plan.

Deputy Mayor Bramble informed the Council that since the inspection, all current open Private Fostering cases had been reviewed and action had been taken to address any required tasks identified. New governance and case management processes for Private Fostering cases had been agreed to strengthen the assessment and oversight of these cases.

Improvements had been introduced to pre-proceedings work, including the introduction of a revised PLO (Public Law Outline) and introduction of a letter template to improve clarity of information for parents about concerns for their children, what they needed to do now and contingency planning.

In response to a supplementary question regarding the Council's Overall Financial Position as recently considered by Cabinet, Deputy Mayor Bramble reported that Ofsted did not have any specific recommendations about resources or funding. However, an additional £3.5m would be allocated to the service with £1.1 specifically for staff provision.

6.2 Question from Cllr Michelle Gregory for the Mayor

I am pleased to hear that there will be a review about what happened to Musa Sevimli, who sadly died whilst living at a bus stop in Stoke Newington Road last year. Can you advise the timeline of this, how residents and members can contribute to the review and who is chairing the review?

Response from Mayor Glanville

Mayor Glanville reiterated the sadness felt at the death of Musa also known as Mr S. and sent his condolences to his family, friends, the community in Stoke Newington and all those that tried to support him. He knew the impact the death had on all those involved, stating that no one should die like that on the streets of Hackney.

The Council's rough sleeping outreach team alongside partners in Thames Reach along with other agencies had been working intensively with him to try and support him. The Council's teams had visited Mr S on a daily basis to make repeated offers of accommodation, which had started before he began rough-sleeping in the spring of last year and this continued and intensified over the last two months of his life. They had also explored different types and locations of accommodation and support for him.

Unfortunately and very sadly, despite this and other offers of support, it had not been possible to convince him to take up the services on offer. This served as an example that solving London's rough-sleeping crisis was not an easy task –

sometimes even the considerable efforts of finding accommodation was not enough. He told Council that sometimes it took time to build-up trust, and have multiple services and agencies on hand to provide support.

This was what the Council was trying to show in its most recent communications campaign to residents – rough-sleeping is not inevitable, and if Hackney residents saw a rough-sleeper they should talk, tap, time, tell. Talk to them, donate at one of Tap London’s donation points, volunteer your time at local homelessness charities, and tell our Outreach teams through the Streetlink app.

The aim is to try to achieve a multi-disciplinary approach in our service such as the Greenhouse – a partnership with the NHS and Thamesreach providing health care services, a care of address, food, toiletries and clean clothes, washing facilities, phone charging and housing and welfare advice.

Assurances were given that the administration, the Council and its partners were determined to listen and learn from this tragedy.

Mayor Glanville confirmed that the Hackney Safeguarding Adults Board (CHSAB) had agreed that a Safeguarding Adults Review would be commissioned in relation to Mr S. An update had also been made to the Health and Wellbeing Board.

An independent chair of that review had now been appointed along with panel members from the Council, health colleagues, commissioned agencies and voluntary agencies. They aimed to conclude the review by July this year, and were meeting this week to discuss the specifics of that timeframe. Mayor Glanville confirmed that after instruction from the Board, the review would include significant engagement with the local community. He said that he was aware that many local people felt just as strongly about the case as staff on the ground did. He and Cllr Gregory had personally witnessed the expressions of sadness and grief through the several messages and flowers left for Musa at the bus stop in Stoke Newington.

Once the panel had decided a specific timeframe, including the appropriate times for community engagement events as part of the review, Members (especially Ward members) would be fully briefed on how they could be involved.

More broadly at a Hackney, sub-regional and London level the NHS in London was committed to working better to support and improve the health of rough sleepers and the homeless and that he, personally, was very committed to this. The Council would support the work of the review and ensure that there would not be lower expectations around capacity and health for those that find themselves on the streets.

Councillor Gregory spoke of the upset around the death of Mr S and that an action plan would be drawn up to ensure that it did not happen again.

6.3 Question from Cllr Sade Etti to the Cabinet Member for Community Safety, Policy and Voluntary Sector

On the 22nd December last year, residents from across the borough and all walks of life gathered in the Town Hall Square to celebrate Hanukkah – to learn

its message and share traditions across communities. In contrast, we were deeply saddened by the anti-Semitic attacks that occurred in New York this December as well as the incidents of anti-Semitic graffiti in Camden an assault on a Rabbi visiting our own borough. Can the Cabinet Member for Community Safety outline what the Council is doing to stand in solidarity with the boroughs' Jewish community, and how we are working with partners to tackle and prevent hate-crime in Hackney?

Response from Cllr Caroline Selman

Cllr Selman stated that the administration stood in solidarity with all Jewish communities in Hackney and beyond, and condemned the cowardly anti-Semitic terrorist attacks that happened in the United States in December.

It was acknowledged that many members of Jewish communities in Hackney may have concerns about safety in light of these attacks. The Council had been assured by the Police and Home Office that there was no intelligence to suggest any risk of similar attacks in the UK.

A police meeting was held on 17 December 2019 with senior police colleagues, representatives from Hackney Jewish communities, Shomrim, Community Security Trust (CST), Cazenove Ward councillors, Conservative Group councillors and the Hackney Counter-Extremism Coordinator. The meeting reassured all present that there was no known risk in the UK from the sort of groups associated with the recent attacks in the US. Counter-Terrorism Police would continue to monitor the threat level.

Police colleagues and Hackney Community Safety Enforcement Officers have increased patrols in Stamford Hill in recent weeks to provide reassurance for residents.

In specific reference to the unrelated hate crime incident that took place in Hackney on Friday 29 November, the assault of a Rabbi visiting the borough, Cllr Selman reported that two perpetrators had been arrested and charged and were due to appear in court later in January.

Cllr Selman believed these incidents demonstrated why it was important that work continued to be done with the community, Council, police and voluntary sector partners to tackle hate crime and its causes.

Cllr Selman was pleased to report that this was the second year of Hackney's No Place for Hate Strategy and proceeded to inform Council of some of its achievements which included:

- Providing 100 Council staff and partners with hate crime awareness training in partnership with Stop Hate UK
- Awareness sessions with Council staff and police partners to encourage residents to share their ideas on how to tackle hate crime
- Production of a "No Place for Hate" reporting leaflet for use by Council teams and community partners to promote reporting of hate crime.
- Reviewed patterns of incidents and offenders with police partners
- Supported police evidence gathering to ensure that offenders are prosecuted.

Cllr Selman thanked Cllr Etti – No Place for Hate Champion, for her leadership and commitment to the campaign.

Other ongoing work as part of the campaign included:

- Officers supporting two ‘Building a Stronger Britain Together’ funded programmes in the last quarter that had specifically addressed hate crime, including anti-Semitism
- The Prevent team additionally offered a range of training and support to schools in Hackney which included education against hate speech and hate crime.
- The Community Engagement Coordinator supported the Hackney Faith Network which met regularly to encourage understanding and partnership between faiths in the borough and to support the needs of residents within faith communities.

Concluding, Cllr Selman expressed her on-going commitment to continuing to work alongside Cllr Etti, members of the community and partners to make sure that Hackney was no place for hate.

In response to a supplementary question, Cllr Selman stated that funding had been secured and confirmed there would be further programmes to educate against hate crime and prejudice.

Whilst Cllr Odze welcomed Cllr Selman’s response, he questioned the administration’s credibility amongst the Jewish Community. This was owing to the Labour Party leadership and the party’s recent referral to the Equality and Human Rights Commission for allegations of anti-Semitism within the party.

6.4 Question from Cllr Sophie Conway to the Cabinet Member for Employment Skills and Human Resources

Last year the Council positively reported that there was no gender pay-gap amongst its staff, but revealed an ethnicity pay-gap in the organisation. Can the Cabinet Member for Equality outline what the Council is doing to tackle the ethnicity pay-gap and the progress that has been made?

Response from Cllr Carole Williams

Councillor Williams told Council that in 2018/19 a report to Council had been brought on the ethnicity pay gap. As a reminder, she told Council that there was an over representation of white workers in the two upper quartiles with black and ethnic minority workers over represented in the two lower quartiles. Councillor Williams told Council that she remained committed to tackling this problem. The Council was responding to these findings in a number of ways, some of which members were already aware of. It had taken proactive steps to identify and report the gap, despite the fact that it was not required to do so, because it believed that it was important to be transparent about this important issue and what was being done about it. This made Hackney Council one of a few London Councils to do so. Even fewer had reported their findings online as the Council had done.

Councillor Williams told Council that she wanted to see more people from black and minority ethnic backgrounds progress to senior management, reflecting more closely the diversity and talent of the borough. That was why the Council had developed an inclusive leadership programme, which members had previously had the opportunity to learn about. The programme, which was already underway was designed to:

- Promote workforce diversity - seeing people from all backgrounds represented at all levels and
- Promote an inclusive leadership culture where everyone thought more openly and inclusively, regardless of their background

The actions from the programme included:

- Directors leading focus groups with BME staff to help build organisational understanding of reducing the ethnicity gap at senior levels of the council
- Learning from staff focus groups, gaining insight to help identify ways to embed inclusive leadership more firmly into culture and HR processes.
- Training and recruiting Inclusive Leadership champions from across the Council, to deliver the Inclusive Leadership Training for senior managers.
- Delivered a half day course in Inclusive Leadership to 1-3rd Tier Managers by Inclusion Champions (from October)
- Developed and delivered a half-day session for 1-3rd Tier (from February 2020) on cultural competency, which aimed to get managers to understand cultural diversity and engage diverse communities meaningfully in workforce and service provision
- This month, as part of the wider workforce strategy action plan, Hackney Council launched a recruitment campaign to attract more local residents to work for the Council
- The Council's multi award winning apprenticeship programme, developing a talented and committed workforce, key to closing the ethnicity pay gap. Since the apprenticeship programme was launched, there had been an increase in the percentage of Council's workers living within the London Borough of Hackney - rising from 24% in 2017/18 to 26% in the current financial year.
- Guidance had been developed on flexible job design, flexible recruitment and flexible management with Business Disability Forum and Timewise;

Councillor Williams told Council that she had hosted a roundtable, bringing together other London Boroughs, Leads on Race, Equalities and HR to look at how to collectively improve diversity across local government and share best practice.

6.5 Question from Cllr Steve Race to the Cabinet Member for Families, Early Years and Play

Can the Cabinet Member for Families, Early Years and Play give an update on the SEND report co-designed with parents, teachers, and medical professionals?

Response from Cllr Christopher Kennedy

Cllr Kennedy stated that the Special Educational Needs and Disability (or SEND) Co-design Group had presented recommendations to the Council regarding its services. The full text of the report was available on the Local Offer pages of the Council Website.

The group was made up of SEND parents and carers, education professionals, school governors and staff from Hackney's Education Service. Cllr Kennedy relayed his thanks to all involved in the process and paid special tribute to Cllr Gordon and Cllr Patrick who had put in many hours of hard work on this project on top of all their other council responsibilities.

Over the course of the last 18 months this Group had looked at how services are delivered for the borough's SEND children and had developed proposals for a new model for funding Education Health and Care Plans (EHCPs). This funding, known as 'high needs funding' was allocated to schools to support children with additional needs.

The Group's key recommendation was that the current approach of allocating funding through five unequal funding bands (or 'resource levels') should be reconsidered. The Group believed that more evenly spaced funding levels, with equal increments in between, would be a better approach to funding EHCP's.

A number of issues around how schools and the Education Service could better support families were also identified. Officers at the Council have welcomed the key recommendation on resource levels, and will work on both this and all the other recommendations to ensure they can be embedded into the SEND service.

Cllr Kennedy was pleased to report that a detailed new funding model, together with plans for implementation and the other recommendations would come to Cabinet in September with formal public consultation later in the autumn. He was confident that the recommendations would help us all to focus on providing a better service for affected children, and that the new model would result in a more sustainable service, that allowed parents, carers, teachers and officers to better plan budgets.

Cllr Kennedy was delighted that the Education Service had been able to work with partners, parents and campaigners to co-design a new model which would result in a more sustainable service

Concluding, Cllr Kennedy stated that whilst he welcomed the report, there was a significant shortfall in funding from the Government. He renewed the administration's commitment to lobby the Government to once and for all properly fund the education of children with special needs.

6.6 Question from Cllr Woodley to the Cabinet Member for Finance and Housing Needs

Can the Cabinet Member for Finance and Housing Needs advise how many rough sleepers were identified in Hackney during this year's annual count, which took place in November, how this compares to last year's count and what the council is doing to address this issue?

Response from Cllr Rebecca Rennison

Councillor Rennison told Council that during this year's annual count, 14 people had been identified as sleeping rough in Hackney. This was down from 23 in 2018 and showed that the coordinated approach to homelessness and rough sleeping, and investment in increased outreach, was having an impact. Councillor Rennison thanked Councillor Woodley and other colleagues who had taken part in last November's count.

Councillor Rennison thanked all those involved in the annual count.

- 6.7 In accordance with the Council's Constitution (Part 4 Paragraph 11.7), the Speaker advised that the allocated 30 minutes for the consideration of Questions by Members on Notice had come to an end. A written response would be provided for the remaining two questions.

7 Elected Mayor's Statement

Mayor Glanville commenced his statement by wishing everyone present a Happy New Year.

He then proceeded to highlight the following key points:

- He echoed the earlier tribute to former Councillor Vicky Masters who had recently died and acknowledged the contribution she and her husband had made to the London Borough of Hackney.
- The Mayor congratulated those recognised in the Queen's New Year's Honours List including Lynette Romeo awarded CBE for services to social work (adults) and Kay Withers awarded CBE for public service. He was especially pleased to congratulate Councillor Mete Coban who was awarded an MBE for services to young people. Mayor Glanville commended Councillor Coban's work with his charity which has empowered young people and enabled them to have a voice and engage in key issues such as Brexit.
- In reference to the General Election, he believed the results had left many residents fearful of the future. He expressed his devastation at the results and his unease that a government was elected to serve the few and not many. A government who had failed to set out their response to address the housing crisis, welfare system or climate change.
- Mayor Glanville was pleased to report that Cabinet had recently approved £8m of capital investment in the borough's libraries, museums, parks, leisure centres and green spaces. The Mayor and Deputy Mayor would also look at new ways to support young people, especially those dealing with mental health issues.
- Newly elected Councillor Kofo David was welcomed to his first meeting of Council. He was elected as a Labour councillor at the recent by-election in

Clissold ward. Mayor Glanville also paid tribute to his predecessor former Councillor Ned Hercock, who had served as a diligent ward councillor since his election in 2014, with a passion for public service, sitting on the Planning-Sub and Standards Committees and the Hackney Homes and Sustainable Transport Boards. The Mayor wished him well for his new life outside of the borough.

- The Mayor paid tribute to and congratulated Councillor Clark, former Deputy Mayor who was elected as Member of Parliament for Enfield North in the recent General Election.
- In reference to the recent Ofsted inspection, the Mayor reported there was no more an important duty than to look after its most vulnerable children. Assurances were given that he, Deputy Mayor Bramble and council officers would be rising to the challenges set by Ofsted.
- Mayor Glanville acknowledged EU citizens living and working in the borough and stated that the administration would continue to champion their contribution.
- The forthcoming 2020-21 budget was to be agreed at the next meeting of Council in February. Its key themes would include; protecting front line services in spite of austerity, sustainable transport, continuing work on renewable energy and poverty reduction to ensure the proceeds of growth were shared in the borough to help protect the most vulnerable.
- It was announced that Ridley Road Market would remain safe from closure under his administration and its local ward councillors who championed it. The market would be retained as part of Dalston's unique character, despite the challenges faced.
- In closing, the Mayor expressed his disappointment in a recent article published in the Hackney Gazette as a result of comments made by a member of the opposition. He stated that Hackney would remain a place where hate would not be tolerated and diversity celebrated.

Councillor Levy, leader of the opposition responded to the Mayor's Statement raising the following key points:

- Reference was made to the recent General Election, he expressed concerns relating to the direction of travel had a Labour Government been voted into power as the Labour manifesto included a heavier involvement of the role of the state and increased taxation.
- Councillor Levy, made mention of the significantly reduced number of Labour MPs returned to Parliament and stated he believed that this was down to the electorate having no trust in the Labour Party Leader.
- Reference was made to what he believed to be systemic anti-Semitism within the Labour Party. However he excluded Mayor Glanville and his administration and thanked them for their condemnation of anti-Semitism and all hate crime. In the approach to International Holocaust Remembrance Day and the 75th anniversary of Auschwitz liberation, Councillor Levy took the opportunity to

denounce every form of racism and hate crime in all its forms in Hackney and beyond and endorsed the motion on Islamophobia which was to be considered later in the meeting.

- Cllr Levy was disappointed that residents in zone T of the CPZ were compelled to challenge the terms of the operation. Conservative Councillors had met with officers to discuss the hours of operation. Those adversely affected were still waiting for a response for to the suggestions for a mutually acceptable solution.
- Congratulations were offered to the new Member of Parliament for Enfield North, Councillor Clark and he wished her every success going forward.

In exercising his right of reply, Mayor Glanville raised the following key points:

- He stated that he was utterly shamed that the Labour Party had been referred to the Equalities and Human Rights Commission over allegations of antisemitism. It was his wish that whoever was elected the new leader of the party would fully take on board the outcome of the investigation.
- He thanked Councillor Levy for his leadership in the chamber and beyond, and reiterated his commitment to ensure that the administration took the concerns and safety of all communities seriously

8 Demonstration of Voting System

8.1 Council received a demonstration of the Council's voting system.

9 Report from Cabinet: Calculation of 2020/21 Council Tax Base and Local Business Rate

9.1 In accordance with s 106 of the Local Government Finance Act 1992, the Speaker reminded Council that Councillors who were more than two months' in arrears on Council Tax must disclose this fact and take no part in voting on the recommendation. Failure to comply was a criminal offence, punishable by fine.

9.2 Councillor Rennison introduced the report on the Calculation of the 2020/21 Council Tax Base and Local Business Rates Income, highlighting the following key points:

- The estimated (budgeted) council tax collection rate for 2020/21 was 95.5% (an increase of 0.5% from the previous year) with a tax base of 74,386 band D equivalent properties.
- This was not additional income as the higher collection rate had been achieved over the last few years, so had been included in the Council's budget.
- That the Council Tax Empty Property Premium on properties that had been empty for 5 years or more was increasing to 200%
- The Government had decided it would not provide for the continuation of 75% London Business Rates Retention and Pooling Pilot scheme in 2020/21
- Hackney's non-domestic rating income for 2020/12 was £ 149,750,650
- There were to be further changes to the business rate retention scheme.

9.3 Councillor Odze opposed the recommendation on the following basis:

- That the estimated collection rate of 95.5% was not sufficiently ambitious and should be set at a higher rate, given the Council's collection rate of previous years.
- In reference to paragraph 3.9 he stated that this blanket imposition of a 200% increased premium for properties that had been empty for at least 5 years did not take into account the reasons why properties were unoccupied. He believed that many properties were empty owing to ongoing inheritance issues/probate meaning that until resolved, the properties could not be sold. He felt that the people inheriting properties did not have the resources to carry out works on the property therefore imposing an additional premium would be detrimental.

Councillor Odze did, however, accept that empty properties should be brought back into use. It was his belief that the majority of unoccupied properties were Council owned and not privately owned and retained his concerns regarding the application of the premium.

9.4 In response to Councillor Odze's comments, Councillor Rennison gave assurances that the Council would be working to exceed the estimated collection rate. She highlighted the importance of getting the target collection rate right so as not to leave the Council with a forecast deficit by making reckless predictions. With regard to the empty property premium, it was reported that the Council's main priority was to bring empty properties back into use to provide homes for people in the borough.

Members voted on the recommendations as follows:

For: 50 Mayor Philip Glanville, Cllr Kam Adams, Cllr Soraya Adejare, Cllr Brian Bell, Cllr Polly Billington, Deputy Mayor Anntoinette Bramble, Cllr Jon Burke, Cllr Robert Chapman, Cllr Ajay Chauhan, Cllr Feryal Clark, Cllr Mete Coban, Cllr Sophie Conway, David, 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 Clare Joseph, Cllr Christopher Kennedy, Cllr Richard Lufkin, Cllr Anna Lynch, Cllr Yvonne Maxwell, Cllr Clayeon McKenzie, Cllr Anthony McMahon, Cllr Sem Moema, Cllr Guy Nicholson, Cllr Deniz Oguzkanli, Cllr Sam Pallis, Cllr Sharon Patrick, Cllr James Peters, Cllr Emma Plouviez, Cllr Clare Potter, Cllr Steve Race, Cllr Tom Rahilly, Cllr Ian Rathbone, Cllr Rebecca Rennison, Cllr Anna-Joy Rickard, Cllr Caroline Selman, Cllr Gilbert Smyth, Cllr Peter Snell, Cllr Patrick Spence, Cllr Vincent Stops, Cllr Caroline Woodley and Cllr Penny Wrout

Against: 3 Cllr Odze, Cllr Klein and Cllr Levy

Not present: 5 Cllr Cameron, Cllr Ozsen, Cllr Papier, Cllr Steinberger and Cllr Webb

RESOLVED:

That in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012, the amount calculated by Hackney Council as its Council Tax Base for 2020/21 shall be 74,386 Band D equivalent properties adjusted for non- collection. This represents an estimated collection rate of 95.5%.

That in accordance with The Non-Domestic Rating (Rates Retention) Regulations 2013 Hackney's non-domestic rating income for 2020/21 is £149,750,650 subject to completion of the NDR1. This comprises three elements.

- **£54,074,195 which is payable in agreed instalments to the Greater London Authority**
- **£44,040,077 which is retained by Hackney Council and included as part of its resources when calculating the 2018/19 Council Tax requirement.**
- **£51,636,378 which is payable in agreed instalments to Central Government**

To note that changes are proposed to the current CTRS scheme in 2020/21 and that these are covered by another report on this agenda.

To agree that the Council Tax Empty Property Premium on properties that have been empty for 5 years or more is increased from 100% to 200%

10 Report from Cabinet: Council Tax Reduction Scheme

10.1 Councillor Rennison introduced the report explaining that this scheme replaced the Council Tax Benefit, a national scheme administered by the Department of Work and Pensions (DWP). It was reported that following a change in funding arrangements, when the scheme was first introduced, claimants of working age were required to make a minimum contribution of 15%. Further reduction in funding meant that the minimum contribution was raised to 17%.

10.2 Councillor Rennison was pleased to report that following a review of the impact of the additional costs to households, the minimum contribution had been set to 15% with a commitment to reduce the contribution to 10% in by 2025/26 and to zero by 2030.

10.3 Councillor Odze congratulated Councillor Rennison and the Cabinet for their efforts in trying to alleviate the plight of the poorest people in the borough. However, he opposed the report highlighting that he believed that recommendation 3.3 was an overt attack on the Conservative government and therefore with reluctance, could not agree to the recommendations.

10.4 The Mayor expressed his disappointment that Councillor Odze had opposed the report and highlighted the Council's £20m contribution in attempts to address the shortfall owing to changes in funding from Central Government.

10.5 The Mayor followed by Councillor Clark spoke about the need to continue to lobby the government and spoke against the wider issue of austerity measures imposed nationally by the Conservative Party and the negative impact it had on public services and local people.

RESOLVED:

That the contents of the report and the financial implications attached to each of the options outlined within the report be noted.

That Members, recognising the financial constraints placed on the Council, agree to revise the Council's current Council Tax Reduction Scheme by reducing the minimum contribution which all working age CTRS claimants have to pay from 17% to 15% of their Council Tax liability.

That the Council commit to campaigning for the return to a fully funded benefit, paid for by Central government.

That the ambition that we further reduce the maximum contribution to 10% by 2025/26 and move to a fully funded scheme by 2030 be noted.

11 Motion: Calling on Hackney Council to Adopt the All-Party Parliamentary Group on British Muslims Definition of Islamophobia

11.1 Councillor Garasia proposed the motion. The motion called on Hackney Council to adopt the 'All-Party Parliamentary Group on British Muslims Definition of Islamophobia' and to agree the definition of islamophobia - 'Islamaphobia is rooted in racism and is type of racism that targets expressions of Muslimness or perceived Muslimness.'

11.2 Councillor Woodley Seconded the motion

11.3 Councillor Garasia introduced the motion raising the following key points:

- That she was proud that the motion in relation to anti-Semitism had been passed by the Council in 2018
- That she was born and had spent her entire life in Hackney and was proud to live there
- Personal reference was made to her experience of islamophobia as a young woman with unacceptable comments, discrimination at work, citing the example of people not sitting next to Muslims on public transport, or moving away if they began to read the Koran. These had become every day experiences for Muslims.
- Councillor Garasia's religion had taught her to love, respect and care for everyone. Yet, Muslims continued to be considered to be an attack on the British way of life.

- Tribute was paid to Hackney as a diverse and inclusive borough, which her family had migrated to and had been accepted in, a place where she had experienced love and care
- Councillor Garasia expressed pride at the diverse nature of the borough with its mosques and synagogues, and its willingness to tackle all forms of discrimination.
- There was a rise in islamophobia, extremism and right wing terrorism with negative comments made by politicians. In relation to the media, a recent study found that 59% of headlines showed Muslims in a negative light, using words such as terrorism. She considered that the increase in hatred, misconception and scaremongering by the media, right-wing extremists and even politicians was damaging to the way of life of this country.
- Disappointment was expressed that Islam had been misconstrued and used by racists to create fear and promote their agenda for the future. She said that right wing terrorism was everywhere. A study in 2019 showed that the far right was tapping into political rage.
- Councillor Garasia passionately relayed what it felt like having to think twice whilst using public transport, particularly at peak/busy periods and expressed concerns about her personal safety because of her religion and choice to wear the hijab. She told Council that she should not have to have such thoughts cross her mind.
- That there was a real need to tackle all forms of discrimination and hate

Councillor Woodley as the seconder of the motion then raised the following key points:

- In the days following the 'terrible' Christchurch attack, she had not been able to imagine what it felt like for people of faith to come together to remember those lost and to be targeted because of their faith. She paid tribute to those in the Council Chamber who had come together in support at the community centre in the Cazenove Ward
- There had been the anti-Semitic attack at the 'Sea of Light', in Pittsburgh when fear was met with resilience and hope.
- There were the instances of name calling and pulling at young Muslims clothing as they walked down the street, together with the recent unhelpful comments of a primary politician in comparing the burka to a letterbox
- She paid tribute to the work of interfaith leaders in the borough and the valuable charitable work carried out.
- Councillor Woodley stressed that it was vital to take a clear stance at this time, recognising the work of the 'All Party Parliamentary Group on British Muslims', established in 2017, building on previous work on islamophobia together with the need to have a working definition of islamophobia. This had been adopted by the Mayor of London and many London Boroughs, together

with the Labour Party, the Liberal Democrats and Scottish Parties, including the Scottish Conservative Party. Councillor Woodley asked Council to condemn islamophobia and discrimination and hoped that all would pass the motion

10.4 Following the motion being proposed and seconded, the following contributions were made:

- Councillor Rathbone acknowledged a new era of faith in the borough and referred to the 'No place for Hate Campaign' and paying tribute to its Champion, Councillor Etti. This had helped to maintain peace in the borough's communities. Councillor Rathbone thanked Mayor Glanville for his active involvement. He referred to the 'Community Faith Network', set up five years previously with an increase in public meetings, dealing with issues such as domestic abuse and mental health. Further, he referred to the Jewish Christian Forum and the Muslim Jewish Forum. This all demonstrated that it was possible for all to come together. He considered that it was unfortunate that such a motion was necessary but that it was necessary to establish parameters for those people who hate. Further, the Government had created a hostile environment against people from other countries and it was also necessary to set parameters by which it was not acceptable to do so. The motion was in line with the antisemitism motion passed by Council in the previous year. He expressed the hope that the Conservative Party would support the motion.
- Councillor Desmond welcomed the motion and spoke of the benefits of being a Hackney resident with its tolerance, understanding and an attitude of 'live and let live'. He conceded that it was unfortunate that it was necessary to have such a motion. He acknowledged the role of social media and stated that it should be necessary to prove your identity before posting poisonous, toxic tweets. This would allow people to take responsibility and be held to account for their actions. He concluded by saying that Hackney was a place for tolerance.
- Councillor Etti thanked Councillors Garasia and Woodley for proposing the motion. She referred to her role as champion of 'No Place for Hate' and the work with others standing together against hate. She referred to the strategy that had been put in place. There had been two other motions of this kind in 2016 against hate crime and in 2018 against antisemitism. Councillor Etti said that every voice deserved to be heard. She supported the motion and said that there was no place for hate in Hackney.
- Mayor Glanville thanked Councillors Garasia and Woodley for their passion in proposing the motion. He said that it was deeply saddening that in 2020 it was necessary to propose such a motion and take stances against hate, anti-Semitism and Islamophobia. He said that it sometimes seemed that the Council was standing against a tide of hate but when the chamber stood up firmly against things like hate, it was also standing up for what it truly believed in. He paid tribute to all those from the Muslim community present at the meeting. He paid tribute to Councillor's Garasia's family who had welcomed into their home. He referred to her as a microcosm of Hackney in one person. Councillor Garasia had grown up in Hackney and had been

through 'Young Hackney' and had been a young parliamentarian. He said that they could bring a rich collective identity and put it to use for the benefit of the Borough. Mayor Glanville stated that he would stand up against those that sought to divide and that he did this as somebody who doesn't share all faith values. Mayor Glanville said that he was an atheist, gay, white man who had not grown up in Hackney, but that he stood absolutely with the people who had and the people in the community that do so much to support all people to live their lives. He considered that tolerance and diversity did not happen by accident. It was for all to breathe life into it every day and make sure all stand up for it.

- Councillor Odze stated that he deplored the fact that the motion was necessary but unfortunately it was and he was in full support of it. He paid tribute to Councillor Garasia and her willingness and commitment to resolve issues that were cross party and cross faith groups. He said that there was no place for hate anywhere, let alone in Hackney, be that hate against Jews, Muslims, gays, travellers or anybody. He said that hate was a destructive emotion. Councillor Odze said that he supported the motion as the son of a sole survivor of the Holocaust whose aunt and possibly the rest of his family were murdered in Auschwitz. He concluded by saying that it was necessary to draw boundaries against hate.
- Councillor Pallis thanked Councillors Garasia and Woodley for proposing the motion. He said that he had been born and raised on the Cazenove Road. He considered that Hackney was exemplary, having all the values that were cherished. It was a borough where communities came together. He considered that it was sad to have to propose this motion but it was necessary and it was necessary to stand in solidarity.
- Councillor McMahon thanked Councillors Garasia and Woodley for proposing the motion. He stated that it was sad to have to propose this motion. He said that it was with deep pride that he represented the Cazenove ward with its 'strong and fantastic institutions' along Cazenove Road. He said that he was proud to support the motion and support Hackney standing out at a time when hatred was rising in the national culture.
- Councillor Selman thanked Councillors Garasia and Woodley for proposing the motion and speaking so clearly and compassionately for the need for it. Councillor Selman said that islamophobia or any other type of hatred would not be solved through definitions alone. She referred to the work carried out with community groups to ensure that funding met local needs. She said that words and definitions did matter and that there was a need to reflect on why the motion was needed. In the last year alone there had been three hate attacks, in New York, Toronto and Christchurch. Councillor Selman said that the attacks did not exist in a vacuum and that they were fuelled by the hate that exists around it such as through the internet or increasingly from public figures who should know and do better. It was also the day to day experiences that Councillor Garasia had spoken about so powerfully earlier, such as demonising others and perpetrating unacceptable jokes. She said that she was extremely proud that the Council had passed a motion against antisemitism in 2018. Councillor Selman referred to the need to stand side by

side in solidarity to ensure that Hackney and the country was no place for hate.

- Councillor Gregory thanked all for the work carried out in the Borough on this matter. She stated that Hackney had a long history of being a welcoming borough. It is a diverse place, where people from all backgrounds-different nationalities, religions and sexualities live side-by-side and where over 14 percent of the population is Muslim.

Following the debate, the Motion as follows was put to the vote:

The Council notes: Hackney is committed to tackling all forms of hate and discrimination, and has a history of doing so.

- In November 2016, Hackney Council voted in support of a motion condemning hate crime, and committed to develop a hate crime strategy.
- We appointed a Hackney No Place for Hate Crime Champion in 2017 and began highlighting the work of tackling hate crime. A Hackney Faith Network was also established involving Christian, Jewish and Muslim leaders.
- In January 2018, the Cabinet approved Council's strategy for tackling hate crime 2018-2020
- This council expressed alarm at the rise of antisemitism and as Hackney has the second highest Jewish population in London, Hackney Council passed a motion adopting the IHRA definition of antisemitism in February 2018
- In March 2018, the council consulted on its draft strategy for tackling hate crime and published *Hackney: No Place for Hate – Hackney Council's Strategy for Tackling Hate Crime 2018-22*
- In March 2019, Hackney Mayor, Speaker and Councillors took a stance against the recent terrorist attacks in New Zealand on Mosques in Christchurch, attending an interfaith solidarity event organised jointly by Hackney's Muslim community, North London Muslim Community Centre, Clapton Mosque (Madina Mosque Trust) and the Cazenove Road Mosque (Masjid-e-Quba), attended by Christian, Jewish and Muslim leaders along with others.

Following an extensive consultation, the All-Party Parliamentary Group (APPG) for British Muslims formulated a working definition of Islamophobia.

“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness”

Contemporary examples of Islamophobia in public life, the media, schools the workplace , and in encounters between religions and non-religions in the public sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, instigating or justifying the killing or harming of Muslims in the name of a racist fascist ideology, or an extremist view of religion.
- Making mendacious, dehumanizing or stereotypical allegations about Muslims as such, or of Muslims as a collective group, such as, especially but not exclusively, conspiracies about Muslim entryism in politics, government or other

societal institutions; the myth of Muslim identity having a unique propensity for terrorism and claims of a demographic ‘threat’ posed by Muslims or of a ‘Muslim takeover’.

- Accusing Muslims as a group of being responsible for real or imagined wrongdoing committed by a single Muslim person or group of Muslim individuals, or even for acts committed by non-Muslims.
- Accusing Muslims as a group, or Muslim majority states, of inventing or exaggerating Islamophobia, ethnic cleansing or genocide perpetrated against Muslims.
- Accusing Muslim citizens of being more loyal to the ‘Ummah’ (transnational Muslim community) or to their countries of origin, or to the alleged priorities of Muslims worldwide, than to the interests of their own nations.
- Denying Muslim populations the right to self-determination.
- Applying double standards by requiring of Muslims behaviours that are not expected or demanded by any other groups in society (e.g. loyalty tests).
- Using the symbols and images associated with classic Islamophobia (e.g. Muhammed being a paedophile, claims of Muslims spreading Islam by the sword or subjecting minority groups under their rule) to characterize Muslims as being ‘sex groomers’, inherently violent or incapable of living harmoniously in plural societies.
- Holding Muslims collectively responsible for the actions of any Muslim majority state, whether secular or constitutionally Islamic.
- This list is not exhaustive but forms guidelines to recognise markers of Islamophobia in today’s context.

“Islamophobia is rooted in racism, and is a type of racism that targets expressions of Muslimness or perceived Muslimness”.

This Council resolves to:

- Speak out against Islamophobia and its rise in recent years across the UK and around the world.
- Condemn all bigotry and any discrimination on the basis of ethnicity, religion, denomination or any characteristic protected by the Equality Act.
- Endorse and adopt the All-Party Parliamentary Group on British Muslims’ definition of Islamophobia.

Carried by unanimous agreement

12.1 Tim Shields, Chief Executive introduced the report as set out.

RESOLVED:

- That Cllr Clare Potter be appointed to the Corporate Committee to fill the vacancy left by the resignation of former Councillor Ned Hercock.
- That Shabnam Hassan and Luisa Dornela be appointed to the two vacant parent governor co-optee positions on the Children and Young People's Scrutiny Commission as set out in Article 7 of the Council's Constitution and;
- That Nicola Hanns and Aoife Scannell be appointed as independent co-optees to the Standards Committee

Duration of the meeting: 7.00-9.18pm