
London Borough of Hackney
Council
Municipal Year 2020/21
Date of Meeting Wednesday, 21st October, 2020

Minutes of the
proceedings of Council
held remotely

**Councillors in
Attendance:**

Mayor Philip Glanville, The Speaker - Cllr Kam Adams,
Cllr Soraya Adejare, Cllr Brian Bell, Cllr Polly Billington,
Deputy Mayor Anntoinette Bramble, Cllr Jon Burke,
Cllr Sophie Cameron, Cllr Robert Chapman,
Cllr Ajay Chauhan, Cllr Mete Coban, Cllr Sophie Conway,
Cllr Kofo David, Deputy Speaker - 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 Christopher Kennedy, Cllr Michael Levy,
Cllr Richard Lufkin, Cllr Yvonne Maxwell,
Cllr Clayeon McKenzie, Cllr Anthony McMahon,
Cllr Sem Moema, Cllr Guy Nicholson, Cllr Harvey Odze,
Cllr Deniz Oguzkanli, Cllr M Can Ozsen, Cllr Sharon Patrick,
Cllr Samuel Pallis, Cllr James Peters, Cllr Emma Plouviez,
Cllr Clare Potter, Cllr Steve Race, Cllr Ian Rathbone,
Cllr Deputy Mayor Rebecca Rennison, Cllr Anna-Joy Rickard,
Cllr Nick Sharman, Cllr Gilbert Smyth, Cllr Peter Snell,
Cllr Patrick Spence, Cllr Simche Steinberger,
Cllr Vincent Stops, Cllr Jessica Webb, Cllr Carole Williams,
Cllr Caroline Woodley and Cllr Penny Wrout

Officer Contact: Andrew Spragg, Governance Services

Councillor Kam Adams (The Speaker) in the Chair

- 1 **Apologies for Absence**
 - 1.1 Apologies for absence were received from Councillor Anna Lynch. Apologies for lateness were received from Councillor Sem Moema.

2 Speaker's Announcements

2.1 The Speaker highlighted the following:

- £19,000 had been raised for his three nominated charities, Hackney Sporting Mind, Sistah Space and Ivy Street Family Centre & Growbaby Centre. For the remainder of his term, his focus would be on supporting Hackney's food banks.
- On 4th October, he marked Silver Sunday, the national day for celebrating the older generation. The Speaker thanked all those involved and who had made donations
- He had raised the flag at the Town Hall for the start of Black History month with Dianne Abbott MP, Councillor Williams and Mayor Glanville.
- For Local Democracy Week, he had joined Deputy Mayor Bramble in making a video for Hackney Schools
- Remembrance Sunday was on the 8th November this year. The event would be run in line with Covid-19 restrictions
- Jim Armstrong, founder of the Laburnum Boat Club, was congratulated on being awarded the British Empire Medal in the Queen's birthday honours list.

3 Declarations of Interest

- 3.1 Mayor Glanville declared a non-pecuniary interest in relation to the transport-related items on the agenda; he had just been appointed Chair of the Transport and Environment Committee at London Councils.

4 Minutes of the previous meeting

- 4.1 The minutes of the 22nd July 2020 meeting were agreed as a correct record subject to the following amendment:

Paragraph 14.14, page 33 (to read): The Lammy Review

RESOLVED, the minutes of the previous meeting, held on the 22nd July 2020, were agreed, subject to an amendment, as an accurate record of those meeting's proceedings.

5. Deputation

Councillor Rathbone introduced the deputation and the Speaker welcomed Susan Downing and other members of the public to the meeting.

Ms Downing outlined the deputation as set out in the agenda. This concerned Royal Mail's proposed closure of Brooke Road E5 Sorting Office, and an alternative collection office at 1n Leyton Green not being a viable alternative for many people including the vulnerable, disabled and those with health issues. Ms Downing stated the Brooke Road Sorting Office was a vital part of the local infrastructure and, as a result of the pandemic, there had been an increase in demand for parcel collection

and delivery. Ms Downing sought the Council's assistance in halting the proposed closure of the office.

Councillors Desmond and Gordon supported the deputation, emphasising the commercial argument against the closure and the adverse impact on local residents and communities. Councillor Steinberger commented that the campaign may have little impact in reversing Royal Mail's decision to close the office.

Mayor Glanville replied that he supported the campaign and had corresponded with Royal Mail regarding the closure. He expressed concern about the lack of formal consultation, and had chased the Chief Executive of the Royal Mail for a response to the letter.

6. Questions from Members of the Public

6.1 Question from Ms Jeanne-Marie Richards to the Cabinet Member for Energy, Waste, Transport and Public Realm

Why can't Hackney roads be available for all Hackney residents to use, similar to the proposal for Church Street and will the council please reconsider removing wheel damaging bollards currently used for narrowing roads where cameras are already in place, since these cause unnecessary damage to the wheels of ordinary family vehicles?

Ms Richards was not present at the meeting. A written response would be provided.

Submitted written response:

Our Emergency Transport Plan (ETP), as approved by Cabinet on 29 September 2020 sets out our ambition to improve all of Hackney's roads, despite the additional difficulties imposed by the pandemic restrictions. The ETP outlines the creation of an entirely new network of liveable Low Traffic Neighbourhoods (LTNs) right across the borough through the reallocation of road space; new permeable filters that eliminate through-traffic and rat-runs while maintaining full access to residential areas; further investment in green infrastructure and tree planting; new bus prioritisation and a full review of bus lane hours of operation; and the provision of new cycle parking. The ETP also details plans for the fast-tracking of two new cycle routes on Green Lanes and Queensbridge Road. It brings forward elements of the Cycle Future Route 3 between Dalston and Clapton despite suspension of the CFR programme by TfL. Finally, the Plan also provides further details on plans to rapidly deliver School Streets at a further 39 primary schools in September, the largest commitment of its kind in the U.K, covering almost every primary age child attending a state school in the borough.

LTN measures do not restrict absolute access to roads, they remain available for residents to use to access properties, what is changing is the routes that are available for through traffic. School streets do restrict access to general traffic for a very short period of time. But even then, those sections of road remain open for residents or businesses on those short sections of road, as well as blue badge holders and emergency vehicles. This is a proportionate, targeted solution to relieve the problems of congestion at the school gates and the road safety issues that arise from congestion, which would only be made worse by the effects of the pandemic on public

transport capacity and the related potential increase in car use.

As per Government statutory guidance on transport network management, at this time larger-scale projects that require traffic orders for their delivery will be delivered under Experimental Traffic Orders (ETOs). The benefits of ETOs is that they allow for the rapid implementation of a transport scheme concurrently with a public engagement process, and also provide a mechanism for the permanent implementation, amendment, or reversal of a scheme depending on their operational performance.

The Council has placed lockable bollards at certain road filters within our Low Traffic Neighborhoods. The bollards are there to prevent vehicles going through the filters and they are lockable so that fire brigade can lower these bollards if there is an emergency. Planters are installed at either side of these bollards and there is signage erected to clearly inform drivers that there is a road closure at a particular point and that no motor vehicles are permitted to pass through. Our schemes are implemented following the design guidelines both from the DfT and Transport for London and have been safety audit

6.2 Question from Ms Sussan Rassoulie to Councillor Chapman, Chair of the Pensions Committee

Hackney Pension fund invests in companies on UN database of those operating in illegally occupied Palestinian territories, including: Elbit that manufactures UAVs used for deadly attacks on Gaza; and Caterpillar that manufactures D9 bulldozers used to demolish Palestinian villages enabling illegal settlements. How is this compatible with your ethical policies?

Response:

Councillor Chapman replied that the Pensions Committee priority was its fiduciary responsibility. The Pension Fund had no direct investment in Elbit and Caterpillar but the Pension Fund's fund managers could possibly hold small investments. The Committee was an active member of the Local Authority Pension Fund Forum (LAPFF), which provided guidance on responsible investment to its members and managed £300bn worth in assets. LAPFF had engaged with 112 companies involved in Israel and seeking commitments in relation to financial and human rights issues.

Councillor Chapman emphasised that the Committee would continue to follow legislation, court decisions and any other developments regarding this subject. Members could not commit to any form of disinvestments that could lead to a financial detriment to the Pension Fund and potentially breach the Law Commission's guidance.

The Pension Fund would be reviewing its strategy next year and further consideration would be given to its responsible investment approach and policy in relation to human rights issues.

Supplementary Question

Ms Rassoulie commented that the investments were ethically unsound and not good value for money.

Response

Councillor Chapman stated that the reasons for disinvestment must be clear, such as the financial reasons for disinvesting from fossil fuel. With regard to human rights issues in Israel, it was important to work with LAPFF on this issue and to follow guidance.

6.3 Question from Mr Christopher Sills to Mayor Glanville

As a result of the Covid-19 pandemic, would you agree with me that it is regent for the pension fund to review its policies in particular the consequences of a likely increase in interest rates over the next few years?

Response:

The response was provided by Councillor Chapman, as Chair of the Pension Committee. He replied that the Pension Fund had recently completed its triennial valuation, which set employee contribution rates. The Pensions Committee had agreed the funding strategy after taking into account modelling to achieve 100% funding for the future. Hackney Council's Pension Fund, like others, had faced considerable financial uncertainty from a range of factors including future interest rates, the long term impact of Covid-19 and Brexit. The fund actuaries advised that the agreed strategy was still relevant, and that the Pensions Committee should not make any knee jerk decisions. Councillor Chapman highlighted the long term nature of the Pension Fund's liability profile and its investment horizon. Councillor Chapman added that the last reported funding level stood at 88%, well above the 77.6% reported in June 2019.

Supplementary Question:

There were concerns raised over the rise of interest rates because of Covid-19, and this in turn would have a negative effect on Bonds. What was Hackney Council going to do?

Response

Councillor Chapman replied that no one could know with any certainty whether interest rates were going to rise in the future. He expressed the view that the Pension Committee's long term strategy was sound, and the Pensions Committee would respond accordingly should any developments emerge in relation to interest rates .

7. Questions from Members of the Council

7.1 Question from Councillor Gordon to the Mayoral Advisor for Older People

Can the Mayoral Advisor for Older People give an update on how the Council's new Ageing Well Strategy intends to support older people moving forward, particularly in light of the coronavirus pandemic, and promote connections and understanding between Hackney's older people and other generations?

Response:

Councillor Maxwell responded that the ageing well strategy was a cross cutting area of work that aimed to meet the needs and interests of older people living in the borough. There were five prominent enablers for action through this strategy and were essential to this ambition. They were:

- shared approaches considered how front line professionals worked with residents to support and empower them around behaviour change about their health and wellbeing;
- joined up working within the council and with partners in considering needs in the round and adapting services so that they are more accessible and effective for residents;
- joining up and pooling different programmes of work and commitments. For example the Council currently had commitments to become dementia friendly, learning disability friendly, autism friendly and eventually age friendly through the strategy. It made sense that all of these commitments were part of one approach so that Hackney was a place for everyone;
- reviewing and improving communication and information flows. This had become particularly evident as crucial in addressing the digital divide especially through the pandemic; and
- continued involvement of older people not just in service design but also oversight and governance of the strategy itself.

Although this strategy was primarily Council focused, it aimed to also influence change through strategic partnership networks and local organisations. There was a lot of scope for this through commissioning, partnership working and the Council's plans around an inclusive economy. In terms of proactively supporting older people, the strategy focused on a range of different areas relating to opportunity and accessibility. There were seven strategic priorities:

- Health and wellbeing,
- Social and civic participation and respect
- Housing
- Public spaces and transport
- Employment and skills
- Safeguarding, safety and security
- and Hackney as an employer and support to our older workforce.

The strategy aimed to help eliminate or mitigate the key existing inequalities in Hackney including in housing conditions, inequalities in health, in work opportunities, in personal wellbeing and safety, and in social inclusion in the borough. The strategy also sought to shift some of the negative cultural attitudes that society held of older people and pushed for greater respect, accessibility and inclusion.

The pandemic had resulted in opportunities for increased social and intergenerational activities. Although the ageing well strategy had been in development prior to the covid19, this pandemic had led to increased social isolation and loneliness for many older people including most likely to be digitally excluded and increased vulnerabilities around health, nutrition, wellbeing and exploitation to scams. The strategy aimed to provide, build on and facilitate opportunities for greater intergenerational activity, social participation, civic inclusion and localised support through partnership working. A few examples noted in the strategy are:

- utilising and promoting community assets,
- building digital skills through digital buddy schemes,
- supporting and promoting volunteering,

- involving older people to co-produce solutions and
- creating intergenerational programmes through work with Young Hackney, Hackney Youth Parliament, Hackney Young Futures Commission, schools and children's centres.

The transformational element of the ageing well strategy would be realised through increased working relationships, training of front-line staff, more connected intergenerational communities and co-production. The strategy also had ambition to become a member of the World Health Organisation's global network of age friendly cities and communities. This would provide a platform for external audit but also learning and sharing of best practice from other committed areas. The council recognised that an age friendly place could only be created and maintained if everyone considered this their business, and the strategy aimed to create that culture shift within the council and also across the borough.

7.2 Question from Councillor Patrick to Deputy Mayor Bramble (Education, Young People and Children's Social Care)

The pandemic has highlighted and exacerbated issues surrounding digital inclusion and the digital divide, especially amongst school children during lockdown who had to access school work online. Can the Cabinet Member outline how the Council supported children and young people during lockdown to bridge that digital divide, and outline the further work the Council is doing to work with schools and help reduce inequalities in this area to ensure access to learning was not diminished?

Response:

Deputy Mayor Bramble stated following the announcement of lockdown measures earlier this year, the Council's first priority had been to facilitate the roll out of the DfE scheme, launched in late April, to provide laptops and 4G routers for disadvantaged children and young people. Hackney had been offered laptops and 4G routers for disadvantaged Year 10 Pupils taking GCSEs next year and care leavers and children with a Social Worker aged 0-19.

Hackney Education had worked with the DfE and their fulfilment partner to order as many laptops or devices as possible. The DfE had provided 1,580 laptops and 297 4G routers, which was welcomed but significantly below the number of children and young people in Hackney that met the DfE's criteria. The Council were also aware of the numerous other children and young people who needed access to computers but did not meet the DfE's criteria.

Hackney Education had worked with schools to identify pupils in receipt of pupil benefits, along with locally held knowledge about pupils to deliver devices to those most in need.

In addition to the devices received via the DfE scheme, most of the borough's schools confirmed they had also loaned existing equipment to pupils who did not have access to computers at home during this period.

Inspired by Hackney Heart, Hackney Education launched an appeal and thanked those businesses and residents that had donated devices and money to help close the digital gap.

The Virtual School also worked hard to ensure that every child known to that service, at both primary and secondary school ages, had access to some form of digital device. While it was not possible to buy everyone their own laptop or tablet, Virtual School staff ensured that there was at least one device available in the home for those children. The Virtual School procured around 50 laptops in addition to those provided by the DfE scheme and distributed them to those considered to be the most in need.

The Virtual School also requested an additional 38 laptops from the DfE scheme which were not delivered until July. It subsequently became apparent that there were a number of laptops leftover from the DfE Scheme and these were made available to foster carers to apply for their child.

Providing devices for children and young people was part of a wider programme of work to tackle digital exclusion in Hackney. This included working with our voluntary sector partners to help develop digital skills and pushing telecommunications providers to improve connectivity in the borough, especially to the less advantaged members of the community. This would be a huge challenge and continue to be an area of focus well into the future.

Ministers needed to think of a holistic approach to education and review the curriculum to reflect the months of lost learning due to Covid-19, internet infrastructure and wifi to allow children and young people to continue learning and training teachers to work remotely.

7.3 Question from Councillor Garasia to the Cabinet Member for Health, Adult Social Care and Leisure

The failure of Government to effectively establish a test and trace system for Covid-19 has left many people in Hackney anxious about their own health. Local people have been turned away from test centres and told to travel hundreds of miles to get a test. Can the Cabinet Member for Health update us on what efforts the administration has made to improve the situation and demonstrate the case for local delivery of test and trace?

Response:

Councillor Kennedy replied that the Council had been responsible for facilitating the setup of Mobile Testing Units and Local Testing Stations working in partnership with the Department of Health and Social Care (DHSC) and their contractors Deloitte and Serco.

Since testing for Covid-19 in Hackney began in May 2020 the availability of testing had increased from 2 to 17 days a week at 4 locations across the borough and now had the capacity to carry out 4,000 tests a week in Hackney. Despite this, Stamford Hill was still under served and the Council had struggled to find a suitable venue where testing could be carried out seven days a week. Therefore the Council had

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been forced to erect a Local Testing Station in a housing estate at Sandford Court, which would be fully active from 25 October 2020. However, delays on the Deloitte side of the operation meant that this date would no longer be possible. This sort of ineptitude on the Government's side of things was not unusual.

In the first three weeks of September 2020 applicants had been unable to get a test appointment at a local centre due to the DHSC restricting and rationing the release of testing appointments following a huge increase in demand after people and young people returned to work, school and university. The Head of the Government's Test and Trace programme had claimed that such an increase could not have been predicted.

After months of pointing out that local Public Health teams could do contact tracing as part of their day job, the Government finally consented to pilots across 90 Local Authorities. Since 22 September 2020 Hackney Council has been operating a local contact tracing service reaching individuals not reached by the national system. In the first few weeks of operation staff had reached 140 positive individuals in the borough, reduced missed calls and identified contacts and halted chains of infection. The Council had gone beyond the demands of the pilot and made welfare calls to positive individuals and ensured they had access to advice and guidance while self isolating.

The Mayor and Councillor Kennedy had met with staff call handlers about a fortnight ago and they had reported that residents had really appreciated the calls from people who know Hackney. However, people were frustrated at the length of time it took for the test results to come back from central laboratories and the Government's decision to allow the police to access NHS test and trace records. This made individuals suspicious of sharing their own and their contacts' details as it could result in getting in trouble with the law. The great work that had been done at local level was being undone by two more Government failures.

7.4 Question from Councillor Potter to the Cabinet Member for Employment, Skills and Human Resources

Many Hackney residents are worried about job security, with the end of the furlough scheme, the impact of coronavirus and Brexit fast approaching. Can the Cabinet Member explain the approach the council is taking to support residents facing economic uncertainty following Tory mismanagement? [Comments from the Cabinet member for Planning, Culture and Inclusive Economy on the potential impacts of Brexit on businesses would be welcome too.]

Response:

Councillor Williams replied that the coronavirus pandemic had triggered a deep and sudden recession and, the Government had made the choice to end the Coronavirus Job Retention Scheme at this end of this month, meaning 44,100 furloughed workers in Hackney faced a winter of uncertainty as we entered a second wave of coronavirus and a deeper economic crisis.

The government's plans meant that businesses were faced with tough decisions. While the new Job Support Scheme would go some way to help, businesses remained responsible for covering pension and National Insurance costs, making it more cost effective to keep one full-time member of staff than keeping two part-time. These

plans meant that some businesses would be unable to weather the economic storm and some sectors were unlikely to return to pre-crisis employment levels.

The Council's job brokerage Hackney Works had prepared for this by putting support services in place to help residents at a time they would undoubtedly be worried about their future.

Hackney had a track record of delivering high quality employment support and employment pathways: providing tailored individual support Information, Advice and Guidance and employability support via our Hackney Works teams; and providing work placements and apprenticeships while offering stepping stones into high quality employment both for young people and over 25 years.

Employment, Skills and Adult Learning had been reorganised under lockdown to better target and deliver services to residents looking for employment. This included residents who had lost their jobs during lockdown; and residents in the final year of college or 6th form and university who were not planning to return to education.

During this period, the Council's Adult Learning team, previously located within Hackney Learning Trust, was integrated with the wider Employment & Skills service.

At the start of lockdown, The Hackney Works team previously arranged by geographical areas were split into three priority areas to focus on the key areas of Information, Advice and Guidance (IAG), employability support, and job brokerage. The IAG supported clients with benefits, better off in work calculations, budgeting support and signposting to relevant service provision. The Employability support service helped clients with job search, applying for jobs and preparing for interviews and the job brokerage matched and submitted clients for job opportunities with a focus on supporting recruitment to Council and wider public sector roles including pandemic related key worker roles.

During Covid-19, the Council had committed to continuing to deliver key employment pathways programmes on a business as usual basis as far as possible during lockdown. These programmes provided vital stepping stones into the labour market for key disadvantaged groups, while keeping them up and running had been important for the wellbeing and future prospects of young people and other vulnerable groups.

This summer the Council had run a recruitment campaign for 50 apprentices to work at the Council, which had been highly successful and very competitive with over 1000 applications. It had continued to develop the Hackney Apprenticeship Network, working with businesses across the borough to provide support to develop high quality apprenticeship opportunities, and to provide an integrated approach to recruitment, support and training with the Council's own programme. The Council had continued its Supported Internship, for young people with a range of learning disabilities, virtually through lockdown and also ran an Adult Traineeship programme for over 25 year olds with a blended programme of work placements and adult education. Moreover, work had continued with business to maintain current work placements opportunities and develop future ones including virtual work placements and shadowing and the Hackney 100 programme.

To coincide with the end of Coronavirus Job Retention Scheme, the Council would be developing an ambitious programme of high quality work placements for 16-24 year olds across the public, private and third sector in Hackney, which would commence early in 2021. The Council aimed to create 150 work placements, building on the success of previous employment support programmes.

In line with the aspirations set out in the 'Rebuilding a Better Hackney report', a key focus of the Council's kickstart programme would be developing the skills of young people in important emerging economic sectors such as green jobs.

7.5 Councillor Rathbone withdrew his question as it had been earlier at agenda item 5- Deputation.

7.6 Question from Councillor Billington to the Cabinet Member for Families. Early Years and Play

The COVID crisis has resulted in a massive increase in economic insecurity for many families that has resulted in many finding them short of money for food. Can the Cabinet Member for Families tell us what is being done by the council and the wider community to tackle this?

Response:

Councillor Woodley replied, raising a number of points including some of the following:

- Action had been taken early to set up a volunteering hub and help build connections between mutual aid groups and formal community organisations
- Through the Hackney Food Justice Alliance the Council were able to ensure that there was a consistent level of support in the local communities
- There was also a single point of contact phone line and at the height of the lockdown the Council had delivered over 22,000 food parcels
- The Council had worked with a diverse range of community organisations and had also supported organisations with Council grant funding and emergency government funding
- Through connecting the Community Partnerships Network to wider support, the Council were seeking to build local systems of support in the community to tackle poverty
- In the medium term it was hoped the system would continue post-covid
- To date, around 20,000 families and single people on low incomes had received a further rebate of up to £150 on their Council Tax bill through the Government scheme, and the Council has invested an additional £500,000 into its Discretionary Crisis Support Scheme, which residents can apply to for urgent financial support with emergency needs
- In June the Child Poverty Action Group recognised Hackney Council's work and a further £120,000 has been invested to support Discretionary Housing Payments
- The Council had also set up a £100,000 fund to support local residents unable to access the welfare system due to their immigration status and 'no recourse to public funds' classification
- The Council had also set up an early help hub so that households who contact the Council's phone line and children can get wider help if needed
- The Council had also provided activity with food in Young Hackney provision through school holidays and successfully campaigned for free school meals to continue to be offered when schools were closed
- Ridley Road had also remained open throughout the pandemic providing a valuable source of affordable fresh food

- Through the community partnerships network, the Council had been able to work with a diverse number of groups to distribute food parcels and hot meals

Supplementary Question:

Councillor Billington would email Councillor Woodley with her follow up question.

7.7 Question from Councillor Etti to the Cabinet Member for Employment, Skills and Human Resources

Can the Cabinet Member with responsibility for equalities give an update on what action has been taken on the Black Lives Matter (BLM) motion passed at the July full council meeting?

Response:

Councillor Williams began by explaining how back in July, members supported the BLM motion proposed by Councillor Etti and seconded by Councillor Fajana-Thomas. This motion had built on the previously passed antisemitism and Islamophobia motions.

Councillor Williams spoke of Hackney Council's robust track record on fighting racism and how with the BLM motion the Council would publish its anti racism programme of work and ask partners to pledge their commitment. The Council was committed to publishing an action programme by the end of the year and how it should not just be about performative activism and tackling conscious hatred.

Councillor Williams commended Councillors Etti and Fajana-Thomas on their track record and level of seriousness attached to his work. There was a realisation that inequality and racism were far more embedded in society and therefore in institutions. The Council and its partners would take a long hard look at its own structures, culture and leadership.

Councillor Williams outlined a number of the commitments, as part of the programme, including some of the following:

- The development of guidance and tools for schools to create a diverse and anti-racist curriculum
- The review of monuments and street names was progressing and the Council would continue to celebrate, educate and commemorate Windrush History and Black History annually.
- The Council was rolling out its approach to inclusive leadership to partners. They were seeking to adopt one approach and also working with equality consultants to make the recruitment of group directors as inclusive and diverse as possible
- The Council was working with the police specifically on inclusive leadership and anti-racism training
- The Council was close to launching a new accountability group led by black men for the Young Black Men Programme
- The Council's health and wellbeing board was also beginning its work on health inequalities

Supplementary Question:

None.

In accordance with the Council's constitution, the Speaker advised that the allocated 30 minutes for this item had come to an end. Written responses would be provided for the remaining three questions (see 7.8 to 7.10 below).

7.8 Question from Councillor Peters to the Cabinet Member for Energy, Waste, Transport and Public Realm

During lockdown, our residents experienced roads that were dominated by people, and not by polluting vehicles from outside Hackney. At the same time, this Council is committed to tackling the climate emergency, and do everything in its power to achieve a carbon neutral Borough. Can the Cabinet Member outline how the Emergency Transport Plan, and the Low Traffic Neighbourhoods that are part of that plan, will help achieve this mission, and make sure we rebuild a greener Hackney after this pandemic?

Written response:

While the early 'lockdown' period demonstrated the potential to deliver major air quality improvements through fewer motor vehicle movements, serious declines in compliance were witnessed throughout this period which, despite increases in the number of motor vehicles on the streets since the 'relaxation' of lockdown rules, show little sign of abating. Further, Government guidance to avoid public transport whenever possible, to minimise the potential for coronavirus transmission, has the potential to vastly increase the number of motor vehicles on our roads, exacerbating air pollution in a borough that already has sixth highest mortality rate out of 418 UK local authorities and by one analysis, the largest number of road injuries amongst pedestrians and cyclists per 1000 journeys of any borough in London.

Although public transport ridership in the capital may return to pre-coronavirus levels in future, it is far from clear how long this recovery will take. In the meantime if even a small proportion of people who used to travel by public transport switch to using private cars, the public health and road safety implications will be profound for those groups already disproportionately impacted upon by the secondary effects of motor vehicle use, including those on low incomes, people of minority ethnic backgrounds, the elderly, and children. This would be particularly socially unjust in a borough where 70% of households do not own cars.

The Secretary of State for Transport and the Department for Transport have been clear that local authorities are expected to undertake emergency structural measures to encourage active travel and discourage non-essential motor-vehicle use. The Government's statutory guidance on transport network management states: "The Government therefore expects local authorities to make significant changes to their road layouts to give more space to cyclists and pedestrians. Such changes will help embed altered behaviours and demonstrate the positive effects of active travel."

It should also be noted that in addition to the urgent public health and road safety necessity of avoiding a car-led post-lockdown era, we are also faced with the even greater task of reducing transport emissions in-line with Hackney Council's

decarbonisation target of a 45% per cent reduction against 2010 levels by 2030, and net zero emission by 2040. As the U.K faces the increasing prospect of global warming-driven deadly 40C summers, ensuring land transport emissions fall rapidly, let alone stabilise or increase, is a fundamental commitment of the climate emergency motion passed by Hackney Full Council in June 2019.

There can be no question of a return to 'business as usual'. Hackney was the first local authority in the country to announce that it would rapidly accelerate both its planned transport schemes and seek opportunities to radically reimagine the streets of the borough in response to the coronavirus pandemic. These measures, which are consistent with both the Hackney Transport Strategy and the 2018 Hackney Labour Manifesto's commitment to tackle air pollution, support public transport and create more liveable neighbourhoods. To this end, the Emergency Transport Plan (ETP) represents an ambitious leap forward in our plans to tackle the problems associated with motor vehicle use and in particular, the through-traffic that represents around half the vehicles on our roads at any given time.

The ETP brings together the actions that are now possible given the reduced level of funding from TfL, and provides a strategic approach for the council's transport related bids for LSP and other various sources of funding.

Most of the schemes in this plan are based on programmes already contained in the Hackney Transport Strategy such as LTNs, School Streets and strategic cycle routes. The ETP helps clarify their current status and will help direct bids for any funding that becomes available. Some of the planned projects have been supported by local residents for many years. The key difference between the two is the significant acceleration in ambition as a direct response to the present coronavirus crisis and its potential to magnify a number of major challenges for the borough in terms of air quality, road safety, and rapid global warming. The decisions we make today will determine our success in tackling those urgent challenges. The prize at stake is a cleaner, safer, and more secure future for our residents and their children. Now is the time to be bold, face the future, and deliver the positive, transformational change that the people of Hackney deserve.

7.9 Question from Councillor Adejere to the Cabinet Member for Employment, Skills and Human Resources

Hackney has a strong record of marking and celebrating the achievements of those of African heritage. In a year in which the world has become acutely aware of the inequality and injustices that Black people have suffered and continue to experience, can the Cabinet Member for Equalities update us on how the council is using Black History Season to deepen this understanding in the wider community?

Written response:

Here in Hackney, honouring Black history is a year-round affair that is led by a cross-Council working group. Alongside our ongoing support and honour for the Windrush Generation, this year has seen us launch a new Black Lives Matter Motion which commits us to being an anti-racist borough.

As we acknowledge the disproportionate effect coronavirus has had on the Black community, and as the world reconciles with systemic racism, it's crucial we continue

Wednesday, 21st October, 2020

to celebrate the positive and vital contributions Black people bring to Hackney. This year, through this richly curated Black History Season programme, we will share, enjoy and learn from a history that belongs to us all.

The programme has something for everyone - a new map charting Hackney's rich history of African and Caribbean culture has been designed by illustrator Laura Wright and will be available online and in print in the next edition of Hackney Life. I hope the Black History Poster Map will inspire residents and prompt an ongoing conversation about Hackney's African and Caribbean history. Hackney Libraries will be running guided walking tours inspired by the map in November.

The Council's review into the naming of landmarks, streets and public spaces is well underway with the aim to better reflect Hackney's diversity and anti-racist history in the borough's public realm. The taskforce and community steering group will also identify learning opportunities, platforms and channels that address inequalities in the public realm and help to further public knowledge and understanding of the cohesion and equality values of the borough. Next month will see the launch of the new naming hub which aims to engage residents through a naming competition and a virtual event in finding new, more inclusive names that have local context.

Young Hackney, invigorated by the Black Lives Matter movement, has themed its series of events 'Young, Black Power'. They will host storytelling, film screenings, a trip to The Tate, African drumming and a celebration of Black characters in gaming. With November approaching, Hackney Archives and youth-led police monitoring group ACCOUNT will explore policing in Hackney, with discussions and materials from the archives.

Other highlights are a new film produced by the Hackney Museum, which sees Hackney's Black History brought to life by local poet Bad Lay-Dee and is now a film ready to be shared as a fresh new learning resource.

Black History Season will also see the introduction of brand new learning resources produced by Hackney teachers as part of the Council's launch of the Black Curriculum which aims to enrich the teaching of Black History in our borough.

As part of this year's Windrush Microgrants appeal, a set of inclusive activities, workshops and learning resources will be available from the community groups who were awarded grants within the second round of funding. Through the grants we are able to continue to celebrate, educate and commemorate Windrush History throughout this year and to recognise the value and role that history, heritage and culture has to play in today's society.

Projects include St Michael's and All Saints Church who are planning an ambitious three-year project that will transform the church into an artifact exhibition that tells the stories of Windrush pioneers in the pews.

Friends of Woodberry Down are going to work with their seniors and the local youth hub to produce an intergenerational collection of poetry and visual art to commemorate Windrush history.

And already under way are the History of Reggae lessons for families and children under 5, a new Windrush and carnival documentary with Claudia Jones Organisation, Hoxton Hall's Windrush Portrait Photography project, and Windrush resident Rhys Hollis cabaret performance about his life as a queer Black artist at the legendary Glory.

7.10 Question from Councillor Wrout to the Cabinet Member for Energy, Waste, Transport and Public Realm

During the COVID-19 lockdown, Hackney's parks had never been more important for our residents' wellbeing and health. At the same time, Office for National Statistics figures show one in five (21%) households in London have no access to a private or shared garden, making parks a vital public amenity. Can the Cabinet Member give an update on Council investment into the Borough's parks, and what the Council will do to make sure they are a space for everybody?

Written response:

Hackney is fortunate to have one of the largest expanses of green space in inner-London, with 58 parks and green spaces totalling some 282 hectares - ranging from major parks and green spaces such as Hackney Marshes, London Fields and Clissold Park to small gardens such as Hoxton Square and Church Street Gardens.

Our parks and green spaces have been a lifeline for local residents during the COVID-19 pandemic and the Council has worked incredibly hard and invested additional budgets to make sure they have been accessible, well maintained and safe for all residents to use during the last six months.

The Council has however long recognised that Hackney's parks and green spaces are integral and essential to the borough's resilience, meeting its future challenges and the delivery of its wider strategies, both at a community and individual level. The borough's parks and green spaces have a key role to play in:

- Cooling the urban environment and improving air quality;
- Encouraging walking and cycling;
- Enhancing biodiversity and ecological resilience;
- Improving health and wellbeing;
- Improving access to nature;
- Improving community cohesion; and
- Managing flood risk.

This is why we have placed a high priority on improving them, with over £25m of investment in parks and green spaces since 2010. We are committed to continuing to deliver improvements to the borough's parks and green spaces to make sure they are spaces for everyone. There are too many initiatives to outline in my response here, but some of the key initiatives include:

- Before the end of this year, we will consult on an ambitious new Parks & Green Spaces Strategy, that focuses on three core themes to ensure our spaces are for everyone:
 - Working with our communities;
 - Activating our parks and green spaces; and
 - Being more environmentally sustainable.
- We are currently nearing completion on a £4m project to restore Springfield Park, one of the borough's most important and ecologically diverse historic parks
- We are working on ambitious plans to restore Abney Park Cemetery and have secured a grant from the National Lottery Heritage Fund of £4.4m to help deliver this
- We are currently consulting the local community on a £2m refurbishment of Shoreditch Park that will be delivered next year
- We will be refurbishing Fairchild's Garden in Shoreditch
- We will be making further improvements to Daubeney Fields in Kings Park
- We will be refurbishing two more public toilet facilities - one in Haggerston Park and one in London Fields - following the refurbishment of the toilet facilities in Hackney Downs and Millfields in 2019 and 2020 respectively
- We will be refurbishing more play areas in the borough's parks over the next two years, following successful projects at Daubeney Fields, Kynaston Gardens and Shepherdess Walk; and
- Finally, we are working on plans to open up West Reservoir in Woodberry Down to wider public access, in order to create a new green space in the north west of the borough.

Despite an incredibly challenging funding environment, we are working hard to protect and enhance our wonderful parks and green spaces for current and future generations.

8. Elected Mayor's Statement

- 8.1 Mayor Glanville addressed the Council, highlighting a number of developments including an update on the recent cyber attack on the Council, and the impact of the Covid-19 tier 2 restrictions on local businesses and residents.
- 8.2 The Mayor condemned the parties behind the cyber-attack, and gave reassurances that no local resident would incur a financial penalty because of the impact to Council services. The Mayor also stressed the need for a robust Test and Trace system that utilised local services. The Mayor provided an update on the work of the Council as part of the Love Our Colleges week and urged the government to take action to address the skills shortage crisis and youth unemployment.
- 8.3 Councillor Levy condemned the cyber attack. The Councillor was critical of the Council's Low Traffic Neighbourhood (LTN) scheme and stated that the Board of Deputies of British Jews had written to the Mayor to arrange a meeting to discuss their concerns. Councillor Levy was shocked to hear of recent threats made against Councillor Burke and his family and he hoped those responsible would be apprehended soon.

- 8.3 Mayor Glanville thanked Councillor Levy for his comments and he had welcomed the letter from the Board of Deputies. He explained that they were in the process of rearranging a meeting. The Mayor commented that the Council would continue to listen and engage with local residents about LTNs and he urged the opposition Councillors to work with him to deliver a scheme that would benefit everyone.

The meeting adjourned for a five minute break.

9. Gender and Ethnicity Pay Gap Report

- 9.1 The report was deferred until the next Council meeting.

10. Audit Committee Annual Report

- 10.1 Councillor Sharman, Chair of the Audit Committee, introduced the report as set out in the meeting papers.
- 10.2 Councillor Rennison thanked the Audit Committee members and the Council staff for their hard work and for producing the report.

RESOLVED: To note the Annual Report of the Audit Committee set out in Appendix 1.

11. Standards Committee Annual Report

11.1 Deputy Mayor Bramble, Chair of the Standards Committee introduced the report as set out and thanked all those involved for their contribution to the Committee's work. Cllrs Hanson and Lynch were thanked for reviewing the Register of Interests form.

11.2 Deputy Mayor Bramble emphasised that the Council had maintained its high standards in respect to ethical governance, and acted in accordance with the recommendations set out by the Local Government Association and Committee for Standards in Public Life. The Council had received no complaints under the Code during the municipal year 2019/20.

RESOLVED:

That Full Council notes the Standards Committee's Annual Report for 2019/20, as attached at Appendix 1 & 2.

12. Overview and Scrutiny Annual Report

- 12.1 Councillor Gordon briefly introduced the item highlighting some of the main points as featured in the report.
- 12.2 Mayor Glanville and Councillor Snell welcomed the report and noted the importance of the scrutiny function in holding officers and the Cabinet to account.

RESOLVED:

To note the Annual Report of the Overview and Scrutiny Function 2019/20.

13. Health and Wellbeing Board - Amendments to Terms of Reference

13.1 Mayor Glanville introduced the report as set out.

RESOLVED:

To approve the amended Terms of Reference for the Hackney Health and Wellbeing Board (as set out in appendix 1).

14. Members' Allowances Scheme

14.1 The Chief Executive introduced the report as set out.

14.2 In response to a question from Councillor Steinberger, the Chief Executive replied that the Council's independent advisor on Members' Allowances, Sir Rodney Brooke, had begun working with the Council 18 months ago. As a result of representations made the scheme had been amended and then agreed by Council in July 2020.

14.3 Councillor Odze commented that he had no issue with the report but he criticised a process that forced the Council to vote on its own allowances scheme.

14.4 Mayor Glanville echoed Councillor Odze's comments. He added that Council engaged with Sir Rodney when making material changes to the scheme.

RESOLVED:

To agree the report and the Members' Allowances Scheme for 2020/21 attached at Appendix 1.

15. Dispensation Report -Section 85 Local Government Act 1972 - Resolution to Extend Six Month Rule

15.1 Tim Shields, Chief Executive introduced the report as set out. The following amendment at paragraph 1.1 was noted:

- Councillors Rickard and Selman to replace 'Cllr Joseph'.

15.2 Deputy Mayor Bramble stated that the statutory requirement to grant a dispensation to councillors should not have to apply to maternity leave, which was already covered within the Council's parental leave policy. Cllr Odze concurred that the rule should not be applied to maternity or paternity leave.

15.3 Mayor Glanville paid tribute to the work Councillors Rickard and Selman had undertaken for the Council before they went on maternity leave and sent his best wishes.

RESOLVED:

1. That the Council in accordance with Section 85 of the Local Government Act 1972, approves Councillor Rickard's non-attendance at meetings until the Council AGM in May 2021 to accommodate her maternity leave.

2. That the Council in accordance with Section 85 of the Local Government Act 1972, approves Councillor Selman's non-attendance at meetings until the Council AGM in May 2021 to accommodate her maternity leave.

There was a change to order of business and agenda item 17- Appointments to Committees was considered before agenda item 16.

17. Appointments to Committees

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

RESOLVED: To approve the appointment of Cllr Susan Fajana-Thomas to fill a vacancy on the Licensing Committee. The membership of the Licensing Committee is 15 members (14 majority and 1 opposition member).

16.a Motion: To Reverse the Failed Low Traffic Neighbourhoods Scheme and Consult Residents Properly

The Council noted the motion as set out in the meeting papers.

Proposed by: Councillor Odze

Seconded by: Councillor Steinberger

- 16.1 Councillor Odze introduced the motion stating his concerns over the impact of LTNs on traffic, the work of the emergency services and local residents.
- 16.2 Councillors Burke, Rickard, Lufkin, Cameron and Stops voiced their opposition to the motion. They highlighted the benefits of LTNs and the urgent need to tackle the issues, such as air pollution and also to listen to and engage with local residents. The Councillors emphasised Hackney's reputation for having the highest rate of cyclists and walkers in London and the importance of prioritising buses to keep Hackney moving.
- 16.3 Councillor Steinberger was critical of the work that had been done in Clissold, for example, arguing that the Council had done the opposite of what local residents had wanted. He saw LTNs as dangerous and delaying the work of the emergency services.
- 16.4 Mayor Glanville reiterated that the Government had encouraged the Council to embrace a non-car recovery, and he highlighted how Councillor Burke had risen to the challenge in contrast to the opposition Councillors.
- 16.5 Councillor Odze agreed with his fellow Councillors in condemning the threats of attack on Councillor Burke. He reinstated that LTNs must be rejected as they were causing more harm than good.

Vote:

Against: Many

For: Three

Abstentions: None

The motion was not carried.

On the motion of the Chief Whip Council sat beyond 10pm

16b Motion: Ending the System of Social Insecurity

The Council noted the motion as set out in the meeting papers.

Proposed by: Councillor Potter

Seconded by: Councillor Patrick

16b.1 Councillor Potter introduced the motion, stating that the average family on benefits was almost £3,000 worse off compared to a decade ago. She expressed the view that the Government's approach had failed in reducing welfare costs and trapped more people in poverty with the costs passed to Council, which had provided a wide range of support for residents in hardship. The cuts had impacted disproportionately on residents with a disability, single parents and households from the Black Asian and Minority Ethnic (BAME) community. Councillor Potter informed the Council that the failings of the welfare system needed to be addressed, and that this motion was requesting that the Government make the temporary benefit measures permanent.

16b.2 Councillor Patrick seconded the motion and highlighted that it was necessary to end the system of social insecurity. She commented that the Hackney Food Alliance had been launched in 2018 in response to rising food poverty in the borough, and since Covid-19 the rise in child poverty had led to many parents going hungry in order to feed their children.

16b.3 Councillors Rennison, Desmond and Etti supported the motion. They expressed the view that the welfare state needed to support people based on their needs. Measures such as the benefit cap and no recourse to public funds had disproportionately impacted on large families living in the borough and those in greatest need especially during a global pandemic.

16b.4 Councillor Odze stated that since World War II people's living conditions had improved significantly, and that he would support any proposals addressing poverty. However, he opposed the motion as it focused on spending to address the issues whilst ignoring the consequences of borrowing.

16b.5 Councillor Potter urged the Council to support the motion.

Voting for the motion:

For: Many

Against: One

The motion was carried.

Duration of meeting: 7pm – 10.00pm