

Meeting of Full Council

London Borough of Hackney Council

Municipal Year 2021/22

Meeting held at Hackney Town Hall, Mare Street, London E8 1EA

Wednesday 26 January 2022 at 7pm

Councillors in Attendance

Mayor Philip Glanville, Cllr Michael Desmond - Speaker, Cllr Kam Adams, Cllr Brian Bell, Cllr Penny Billington, Deputy Mayor Bramble, Cllr Robert Chapman, Cllr Mete Coban, Cllr Sophie Conway, Cllr Sade Etti, Cllr Susan Fajana-Thomas, Cllr Margaret Gordon, Cllr Christopher Kennedy, Cllr Yvonne Maxwell, Cllr Clayeon McKenzie, Deputy Mayor Guy Nicholson, Cllr

Harvey Odze, Cllr Deniz Oguzkanli, Cllr M Can Ozsen, Cllr Benzion Papier, Cllr Sharon Patrick, Cllr James Peters, Cllr Emma Plouviez, Cllr Steve Race, Cllr Nick Sharman, Cllr Anya Sizer, Cllr Peter Snell, Cllr Simche Steinberger, Cllr Vincent Stops, Cllr Lynne Troughton, Cllr Jessica Webb, Cllr Caroline Woodley, Cllr Penny Wrout and Cllr Sarah Young

Officer Contact: Andrew Spragg, Governance Services Team Leader

This meeting was live streamed and can be viewed here:

<https://www.youtube.com/watch?v=qLLyUPIz7Qw>

The Speaker, Cllr Michael Desmond, in the Chair

The Speaker welcomed Council Members, officers and members of the public in attendance, and those watching the livestream.

The Speaker reminded Councillors who were accessing the meeting remotely that they would not be counted as being 'present' for the purposes of the Local Government Act 1972, and could not propose or second a motion or vote on any item under consideration. They would, however, be able to speak at his discretion.

Mayor Glanville proposed and Deputy Mayor Bramble seconded that Rule 25.1 of the Council's Procedure Rules be suspended for the duration of the meeting. It was agreed unanimously by all present that Councillors would remain seated when addressing the Council through the Speaker.

1. Apologies for Absence

- 1.1 Apologies for absence were received from Councillors Gregory and Levy.
- 1.2 Apologies for lateness were received from Councillors Adejare, Gordon and Webb.
- 1.3 It was noted that the following Councillors had joined the meeting remotely: Councillors Adejare, Chauhan, David, Garasia, Hanson, Hayhurst, Joseph, Lynch, Moema, Pallis, Rathbone, Selman and Spence.

2. Speaker's Announcements

- 2.1 Council was reminded that the annual quiz night was on 24 March 2022 and that the Speaker's final Civic Dinner was on 31 March 2022.
- 2.2 A GoFundMe page had been set up to raise funds for the Speaker's chosen charities, the St Joseph's Hospice and the Hackney Empire.
- 2.3 In December 2021 the Council celebrated Hanukkah and Christmas with events. The Speaker thanked all those who had participated, including the Hackney singers and Councillor Troughton who took part in the Christmas Carol singing at Broadway Market.
- 2.4 In December the Speaker had opened Kofy & Co, a local vegetarian and vegan food cafe. The Speaker encouraged Councillors to support local businesses.
- 2.5 The Speaker was to meet the Chair of the London's Mayors' Association to discuss the importance of the role of the Speaker to local communities.
- 2.6 The Speaker reminded the Council that 27 January 2022 was Holocaust Memorial Day. Due to Covid-19 this year's ceremony would be held online. The Speaker spoke of how both the country and Hackney had provided sanctuary to those fleeing persecution and that this year's theme was One Day which reflected in how a single moment lives can be changed and many can be lost. The Speaker spoke of his own family's circumstances and the impact of the Holocaust on their home town in Kolo in Poland.

3. Declarations of Interest

- 3.1 Cllr Rennsion declared a non-pecuniary interest in relation to agenda items 6.3 and 11 in her capacity as a Non-Executive Director of the London Energy Board.

4. Minutes of the Previous Meeting

- 4.1 There were no corrections made to the minutes.

RESOLVED:

That the minutes of the meeting of Council, held on 20 October 2021, be agreed as a true and correct record of proceedings.

5. Questions from Members of the Public

5.1 From Tom Dewey to the Cabinet Member for Energy, Waste, Transport and Public Realm

Can the Cabinet Member tell us what assessment he has made of the impact on Hackney residents and businesses of the proposed reductions in the route 21 bus service by Transport for London (TfL)? And what representations has the Council made to TfL to object to their plans?

Response from the Cabinet Member for Energy, Waste, Transport and Public Realm

Cllr Coban stated that the Council was against cuts to public transport stressing the importance of buses to the local community. Covid-19 had impacted on TfL's finances. Hackney was disproportionately impacted by the cuts being made and the Council had stressed to TfL the importance of the bus routes to support the local economy. Cllr Coban urged Members to sign a petition started by local residents and the Cllr also suggested an extension of the 135 bus route further into the borough.

Supplementary question:

The response from the Cabinet Member for Energy, Waste, Transport and Public Realm was welcomed and it was hoped that he and the Mayor would continue to work with local residents on the issues along with Cllrs Billington and Peters.

Response from the Cabinet Member for Energy, Waste, Transport and Public Realm

Cllr Coban thanked Mr Dewey for his question.

5.2 From Joseph Ogundemuren to the Cabinet Member for Housing Services

Can the Cabinet Member for Housing Services outline the steps the Council is taking to tackle the backlog of repairs caused by the pandemic and cyberattack?

Response from the Cabinet Member for Housing Services

Cllr McKenzie apologised on behalf of the Council to tenants and leaseholders for the delays in repairs. The Council had put in place a plan and extra frontline staff had been recruited to assist in addressing the backlog. The Council was also monitoring

satisfaction levels of every repair visit, but there was an increase in the number of calls. This had led to extended waiting times and in response the Council had recruited additional staff. The Council had also reviewed its work practices and trade operatives were working overtime and the Council had in place additional temporary contractor capacity supporting them. Since late 2021 progress had been made with over a 1000 repairs completed. By July 2022 the Council aimed to have dealt with the backlog and to have resumed normal service.

There was no supplementary question.

5.3 **From Laura Pascal to the Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy**

The rising cases of the Omicron variant of Coronavirus (Covid-19) and Government "Plan B" restrictions seriously impacted local businesses, particularly in the retail and catering sector, at their most important time of the year. How has the Council supported Hackney's businesses this winter?

Response from the Cabinet Member for Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy

Deputy Mayor Nicholson stated that the Council had provided economic support to businesses throughout the pandemic through grants for businesses in a range of sectors. Discretionary grant funds had also been focused on various business sectors but they had also included those businesses that did not pay business rates, as well as businesses which supplied the retail, accommodation, hospitality and leisure sectors, market traders and nurseries and childminders. The Deputy Mayor spoke of how funding had helped many businesses affected by Covid-19 including local micro and small businesses. The Council had also introduced various business support programmes such as, for example, Hello Again Hackney as well as a campaign to encourage residents to shop locally during the winter period.

Supplementary question:

Hackney businesses were still in difficult times and were coming under increased pressures with the rise in inflation. What further support could the Council give to local businesses?

Response from the Cabinet Member for Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy

Deputy Mayor Nicholson urged Ms Pascal to contact the Council if she and her fellow local business owners needed further advice and support.

6. Questions from Members of the Council

6.1 Question from Cllr Polly Billington to the Cabinet Member for Health

The highly infectious Omicron variant of Coronavirus spread rapidly throughout Hackney before Christmas, causing distress for residents and impacting frontline services. How has the Council encouraged residents to get their first, second and booster jabs, undoubtedly the best safety measure to combat the virus and end this pandemic?

Response from the Cabinet Member for Health

Cllr Kennedy spoke of the importance of vaccination in providing protection against Covid-19. Since the beginning of the pandemic the Council had put in place various initiatives including the recruitment of Community Health Champions, the expansion of the Community Pharmacy capacity, increases in the Council's communications programme on vaccinations and related information and the creation of pop-up clinics in the borough. Cllr Kennedy thanked the volunteer community for all their hard work and since the volunteer programme had begun in December 2020 there had been over 900 people registered as vaccination centre volunteers. In December 2021 the Council had appealed for new starters and veteran volunteers to return to assist in the vaccination programme.

There was no supplementary question.

6.2 From Cllr Gilbert Smyth to the Cabinet Member for Energy, Waste, Transport and Public Realm

COP26 has affirmed the need to redouble our efforts in tackling the climate crisis. Since the declaration of our Climate Emergency in 2019, how is Hackney Council ensuring that we reach net zero by 2040 or possibly sooner?

Response from the Cabinet Member for Energy, Waste, Transport and Public Realm

Cllr Coban spoke of how climate action was linked to social justice because of the impact on local communities. Since 2019 Hackney Council had provided two annual updates on its progress with decarbonisation and its goal of reaching net zero emissions by 2040. The Council had already taken a number of steps towards this goal including switching its energy supply to 100% renewable energy, the launch of Low Traffic Neighbourhood scheme and introducing the UK's first ever cargo bike sharing scheme. The Council's record on tackling climate change had been recognised nationally with the Council in regular talks with other local authorities on sharing best practices to tackle the climate crisis. The Council had also recently announced its Climate Action Plan (CAP), which would provide the basis for a more strategic approach to reaching its 2040 goal. The CAP would be supported by

Hackney's first Citizens' Assembly and a consultation would then follow with the aim of Council approval by late 2022. Cllr Coban made a commitment to review the 2019 net zero targets stressing that they were for the whole borough. Hackney Council would also join the UK100 Network which, along with other organisations, would seek to lobby for more powers and funding.

There was no supplementary question.

6.3 **From Cllr Margaret Gordon to the Cabinet Member for Energy, Waste, Transport and Public Realm**

In light of:

- The request for a pause and review of the Edmonton incinerator by Haringey Council;
- The conclusions of the All-Party Parliamentary Group (APPG) on Air Quality that the project should be halted; and
- The concerns about the track record of the contractor Acciona

is the Cabinet Member satisfied that it is in the best interests of Hackney residents for the development of a new waste to energy facility to go ahead? In addition, can anything further be done by Hackney Council working together with other North London Waste Authority (NLWA) local authorities to increase recycling and explore alternatives to incineration, including new and developing technologies?

Response from the Cabinet Member for Energy, Waste, Transport and Public Realm

Cllr Coban spoke of how the Council faced a choice between sending Hackney's rubbish to landfill or using it to generate power. Alternative technologies had been considered but no viable option had been identified. The Council was continuing to explore ways to encourage more recycling as the borough's rubbish levels were still too high.

On the issue of air quality, facilities such as the Energy Recovery Facility (ERF) were highly regulated and were required to meet very stringent air emissions limits. Advanced pollution abatement technology would be fitted that would perform better than the current regulatory requirements. The Environment Agency would also undertake regular checks to ensure that the process was compliant. As the new facility was going far beyond statutory emissions limits, the ERF's contribution to Nitrogen Oxides would be negligible.

On the recent All Party Parliamentary Group on Air Pollution (APPG) report, Cllr Coban explained that this report had drawn on only a select number of views. Despite the North London Waste Authority's (NLWA) involvement, their contributions had not been summarised in the APPG's report resulting in an imbalance in the discussions that had taken place. Cllr Coban referenced a 2020 study by air quality

consultants for the Greater London Authority (GLA) which had concluded that any potential health risks from waste plants were 'exceedingly low'. Public Health England had also been clear that well-run and regulated waste incinerators were not a significant public health risk. The Council noted that the NLWA had undertaken a comprehensive tender process, and there was no reason to believe that any of the tenderers that were shortlisted engaged in collusion or corrupt practises. Acciona had submitted an anti-collusion certificate, in line with the procurement documents, in both its detailed solution and in the final tender.

Cllr Coban concluded by highlighting some of the benefits of the North London Heat and Power Project. These included the generation of power to up to 127,000 homes, heat for up to 50,000 homes and a saving of 215,000 tonnes of Carbon Dioxide.

Supplementary question:

Reassurances were sought for Hackney residents that the Cabinet Member for Energy, Waste, Transport and Public Realm would continue to use his voice on the NLWA to along with Cllr Chapman to challenge the NLWA to continue to monitor the level of omissions from the incinerator and also adapt and respond to changing technologies.

Response from the Cabinet Member for Energy, Waste, Transport and Public Realm

Cllr Coban highlighted that the NLWA had made a commitment to installing carbon capture technology as soon as it became available. Cllrs Coban and Chapman would continue to monitor the issue and would strive for the promotion of various recycling initiatives across the Council. However, it was recognised that in order for these to succeed they needed to be supported by government legislation to incentivise people to recycle more.

6.4 From Cllr Anya Sizer to the Cabinet Member for Community Safety

Ward Councillors for the Shoreditch area have long campaigned for more police and Council resources to manage the night-time economy in the south of the Borough, and we welcome the new dedicated town centre policing team that has been launched. Can the Cabinet Member outline the priorities for the town centre team, and how this will be resourced, specifically focusing on safety for residents, and for the women and girls who want to safely enjoy the nightlife of Shoreditch?

Response from the Cabinet Member for Community Safety

Cllr Fajana-Thomas welcomed the news of a new Shoreditch town centre team which would help the Council work with the Police to tackle anti-social behaviour relating to the Night Time Economy (NTE). At the team's 6 December launch it was announced that its priorities were to prevent and detect crimes and to work towards reducing

harm and violence in all its forms. The Council had also made a commitment to tackling crime and anti-social behaviour both across the NTE and Shoreditch. A board had been set up which would feed into the Community Safety Statutory Officer Group jointly chaired by the Council's Chief Executive and the Police's Basic Command Unit (BCU) Commander. Hackney Council had also put in place a number of public safety initiatives including a Special Policy Area, investment in Closed Circuit Television (CCTV), the roll out of Violence Against Women and Girls safety messages, through a Mobile Messaging Van and the introduction of Welfare And Vulnerability Engagement training.

There was no supplementary question.

6.5 **From Cllr Caroline Selman to the Cabinet Member for Employment, Skills and Human Resources**

With energy bills and inflation on the rise, and national insurance increases due to take effect this April, residents in Hackney, as across the country, are facing increasing economic hardship in the coming year. Please could the Cabinet Member for Health, Adult Social Care, Voluntary Sector and Leisure set out what steps are being taken locally in response to this, including through the Council's ongoing poverty reduction work and our support to the voluntary advice sector as they face an inevitable increase in demand?

Cllr Williams responded on behalf of Cllr Kennedy.

Response from the Cabinet Member for Employment, Skills and Human Resources

Cllr Williams spoke of how Hackney residents had been facing many socio-economic issues before Covid-19 and that there were many challenges ahead for those unprotected against a cost of living crisis. The Council would support local people and so far it had achieved a number of goals including investment in the Council's budget to provide extra emergency support and grants, support for over 2000 residents who needed to shield or self-isolate due to Covid-19, the continued funding of local lunch clubs and a £1m increase in Council funding for advice services. The Council had made a commitment to tackle poverty and to create routes into jobs, training and enterprises and it was now better prepared to meet the future needs of its residents. Next month the Cabinet would be asked to approve a poverty reduction framework to help those residents most in need and steps would also be taken to address the long-term challenges.

Cllr Williams thanked her fellow Councillors for their help and support and urged them to make donations through the Hackney Winter Giving website. As well as Council support for the Volunteer Centre Hackney and the Hackney Food Network to help local residents, there were also various local volunteer opportunities and food donations could be made through the Skyline Food and Morningside and Gascoyne

Food hubs.

There was no supplementary question.

Questions that were not taken at the meeting due to time constraints, and where a written response was to be provided at **Appendix A** below.

7. Elected Mayor's Statement

- 7.1 The Mayor began by acknowledging Mark Sealy, Edward James Watson-O'Neill and Lieutenant Colonel Roderick Edmund Forbes Morriss who had been recognised in the New Year's Honours list. The Mayor spoke of how 2021 was a challenging year and that it should be remembered that the pandemic had claimed the lives of 596 local residents. The Mayor echoed Cllr Kennedy's earlier comments outlining the steps taken by Council with the vaccine rollout and how it could not have been achieved without partnership working. The Mayor stressed that vaccination was the best protection.
- 7.2 The Mayor expressed concern for local residents who were facing wage stagnation, Universal Credit cuts and rising energy and food bills. The Mayor thanked Councillors Williams, Rennison and Selman for campaigning to bring attention to those issues around the cost of living crisis. Many people were turning to the Council for help and on 24 January 2022 Cllr Kennedy had announced more focussed advice and support, building on those programmes referenced by Cllr Williams earlier.
- 7.3 The Mayor was critical of the Government and commented on how shameful it was that the Prime Minister was under Police investigation. The Mayor also noted that since the start of the pandemic opposition Members had not tabled a question. He detailed the ways in which his Cabinet had supported small businesses, addressed climate change and helped the borough's cultural sector. He thanked Cllr Snell and Cllr Adejare for their campaigning on behalf of Ridley Road traders, which led to Cabinet deciding it would take the lease of the indoor market and the Shopping Village. The recent announcement of a cultural fund was welcomed and the Council had also taken various steps on crime awareness and prevention culminating with 16 days of action against violence gender-based violence and girls.
- 7.4 The Mayor recognised that Members and citizens were deeply disturbed by the CCTV footage from Stoke Newington Police station in 2013. Cllr Fajana-Thomas had been discussing the incident with the Police's Borough Commander. The Mayor, on behalf of the Council, expressed deep sympathy for Doctor Konstancja Duff.
- 7.5 The Mayor regretted that there was no time to raise Cllr Race's question on the Barking murders. There were concerns about the failures in the Police response and the case highlighted that young men were also victims of crime and the Mayor spoke of how homophobia cost lives and that the Council would work hard to tackle hate crime in the borough.

- 7.6 The Mayor announced that the first Afghan refugee family had resettled in Hackney and he thanked all those involved in reaching this milestone. The Council would continue to invest in those communities already in the borough. The Mayor and the Speaker would be joining the borough's South Asian communities in celebrating the Lunar New Year and the Council would also be marking another milestone with the Unvet building being brought back into use.
- 7.7 The Mayor acknowledged that this year's Holocaust Memorial day would be different. The Mayor would join the Speaker in laying flowers recognising the cost of genocide and commented on how the Council would double its efforts to oppose hate to ensure it did not envelop the borough. The Mayor welcomed the announcement of the creation of the Pinter Trust, set up in memory of the late Rabbi Avrohom Pinter, which would combat anti-semitism and champion Hackney's Jewish communities.
- 7.8 Cllr Steinberger responded on behalf of the opposition group. He opened by echoing the Mayor's comments about the passing of Hackney's residents due to Covid-19. Cllr Steinberger noted the demonstrations outside the Town Hall against local road closures and he criticised the way the Council had consulted on the issue. He informed Council that he did not agree with the Mayor of London's management of TfL, citing bus routes in particular. Cllr Steinberger commented on the budget setting process, and expressed the view that the Mayor and majority group did not take account of what people wanted. He criticised the Council's response to the backlog in housing benefit payments and stated it was using the cyber-attack as an excuse. Cllr Steinberger closed by thanking the Mayor for his comments about Holocaust Memorial Day and thanked everyone who was involved in organising the day.
- 7.9 The Mayor thanked Cllr Steinberger for his remarks and he acknowledged the Low Traffic Neighbourhood (LTN) protestors outside the Town Hall. The Mayor said he and Cllr Coban would hold an open discussion with the LTN campaigners and the Council had already undertaken a huge amount of community engagement around the issue. The Council would continue to publish data on the LTN schemes and it had invested in the monitoring of pollution levels, traffic counts and also periodical rumble strips. The Council had been honest about fluctuations in the data and it would continue to ensure that it got the LTN schemes right. The Mayor defended the Mayor of London from criticism, and highlighted the role the Council had to play in advocating on behalf of its residents. The Mayor reminded Councillors that the cyber-attack had been a criminal attack on the Council systems. Numerous other public bodies across the world had suffered similar types of attack. The Council was seeking to rebuild its systems and make them better, such as the new housing system. The Mayor apologised to those local residents affected by postal mistakes or for not having up to date data because they have not been able to inform the Council because of changes in their circumstances. When the Mayor and his fellow Councillors were contacted by those affected they would work towards solving the issues and to rebuild trust. The Mayor concluded by saying that the Council reflected Hackney residents' priorities and would continue to deliver services for them.

8. Calculation of 2021/22 Council Tax Base and Local Business Rate

- 8.1 Cllr Chapman introduced the report, as published. He informed the Council that the Scrutiny Panel was examining the Council Tax rate and would report back later in the year. The Council was also asked to agree the baseline level of Local Business Rate income the Council would be likely to receive for 2022/23.
- 8.2 Cllr Odze stated that he would vote against the report because the collection rate of 93% was wildly optimistic. He commented that local residents were facing an increase in National Insurance and that this would impact on people's ability to pay their Council Tax.
- 8.3 Cllr Steinberger thanked Cllr Chapman and the Finance Team for their work on the report. He queried whether 93% of Council Tax had been collected in 2021/22.
- 8.4 Mayor Glanville reminded the Council that the vast burden of the Council Tax reduction scheme now rested on the Council's budget because of the changes made under the coalition government. Replying to Cllr Odze, the Mayor stated that if the difficult decision was not taken then Council services would suffer. The Mayor reminded the Opposition Members that they had just over four weeks to submit their own budget and the Council's Group Director of Finance and Corporate Resources was more than ready to help them.
- 8.5 Cllr Chapman stated that he was satisfied with the 93% collection rate and had taken advice from the Group Director of Finance and Corporate Resources and his team.

RESOLVED:

- 1) 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 2022/23 shall be £73,981 Band D equivalent properties adjusted for non-collection. This represents an estimated collection rate of 93%.
- 2) That in accordance with The Non-Domestic Rating (Rates Retention) Regulations 2013 Hackney's non-domestic rating income for 2022/23 is £117,771,466. This comprises three elements:
 - £43,355,953 which is payable in agreed instalments to the Greater London Authority.
 - £35,746,691 which is retained by Hackney Council and included as part of its resources when calculating the 2022/23 Council Tax requirement.
 - £38,668,822 which is payable in agreed instalments to Central Government.
- 3) To note that no changes are proposed to the current Council Tax Reduction Scheme in 2022/23.

For: Mayor Glanville, Cllr Adams, Cllr Bell, Cllr Billington, Deputy Mayor Bramble, Cllr Cameron, Cllr Chapman, Cllr Coban, Cllr Conway, Cllr Desmond, Cllr Etti, Cllr Fajana-Thomas, Cllr Gordon, Cllr Kennedy, Cllr Lufkin, Cllr Maxwell, Cllr McKenzie, Deputy Mayor Nicholson, Cllr Oguzkanli, Cllr Ozsen, Cllr Patrick, Cllr Peters, Cllr Plouviez, Cllr Potter, Cllr Race, Cllr Rennison, Cllr Rickard, Cllr Sharman, Cllr Sizer, Cllr Smyth, Cllr Snell, Cllr Stops, Cllr Troughton, Cllr Webb, Cllr Williams, Cllr Woodley, Cllr Wrout and Cllr Young.

Against: Cllr Odze, Cllr Steinberger.

No abstentions.

9. Resolution Not to Issue Casino Licenses

9.1 Cllr Fajana-Thomas introduced the report.

RESOLVED:

Not to issue casino premises licences under the Gambling Act 2005 for a period not exceeding three years, effective from 31 January 2022, given the characteristics of the borough and following the recommendation of the Licensing Committee.

10. Gambling Act 2005 Statement of Principles

10.1 Cllr Fajana-Thomas introduced the report.

10.2 Cllr Odze supported the statement but highlighted that the report had no numbering making it difficult to refer to specific pages. He also noted that reference was made to appendix one and two which were not included in the printed papers.

10.3 Cllr Stops voiced his concerns about the increase of fruit machine shops in Hackney and how they could cause trouble in the future.

RESOLVED:

- 1) To approve the proposed Gambling Statement of Principles at Appendix 1 of the report.
- 2) To note the statutory consultation at Appendix 2 of the report.

11. Adoption of North London Waste Plan

11.1 Deputy Mayor Nicholson introduced the paper recommending that Council adopt the North London Waste Plan.

- 11.2 Cllr Odze stated that he would vote against the recommendations. He highlighted that Barnet and Haringey had expressed concerns about the plan. Cllr Odze believed that a lot had been omitted from the report and that the plan should not be agreed.
- 11.3 Deputy Mayor Nicholson replied that the seven Councils involved would each be taking a separate decision on the plan and that all seven were seeking approval.
- 11.4 Cllr Coban clarified that Barnet and Haringey Councils were for the plan and that the alternative was more costly and environmentally harmful.

RESOLVED:

- 1) To adopt the North London Waste Plan at Appendix 1 of the report in accordance with the Planning Inspector's Report and Schedule of Main Modifications at Appendix 2 of the report.
- 2) To note that Cabinet has delegated authority to the Strategic Director for Sustainability and Public Realm to approve administrative alterations, typographical amendments, to improve cross referencing (e.g. para numbering, page numbering) and typographical errors prior to the publication of the final plan.

12. Adoption of Councillor Code of Conduct

- 12.1 Deputy Mayor Bramble introduced the paper.
- 12.2 Cllr Odze thanked Council officers for their work on the Code of Conduct so far but he was against the proposals as further improvements were needed.
- 12.3 Cllr Steinberger stated that he had not seen a copy of the appendix prior to the meeting and therefore he was against the proposals.

RESOLVED:

- 1) That the Councillor Code of Conduct at Appendix 1 of the report be adopted and come into effect following the elections in May 2022.
- 2) That the Councillor Code of Conduct Guidance at Appendix 2 of the report and the Code of Conduct Complaints Assessment, Investigations and Hearings Procedure Note at Appendix 3 of the report be endorsed for use alongside the Cllr Code of Conduct.

13. Establishment of a Constitution Committee

- 13.1 Deputy Mayor Bramble introduced the report.

- 13.2 Cllr Steinberger queried the origins and purpose of the proposals. The Council's Director of Legal and Governance replied that the Committee's purpose was to consult and engage with Members on proposed changes to the Constitution. Deputy Mayor Bramble stated her surprise at the opposition's response and encouraged them to engage with the process.
- 13.4 Cllr Steinberger replied that he had not received the paper until the start of Council and therefore he could not support it.
- 13.5 The Mayor clarified that the main paper under consideration was included in the published papers. The Committee was cost neutral and the proposals would allow the work to move from closed reference groups into the public sphere. The Mayor thanked the Director of Legal and Governance for taking the lead on the work.
- 13.6 Cllr Odze echoed the Mayor's comments and also thanked the Director of Legal and Governance.

RESOLVED:

To establish a Constitution Committee whose terms of reference are set out at Appendix 1 of the report.

14. Amendments to the Constitution

- 14.1 Deputy Mayor Bramble introduced the report and thanked the Director of Legal and Governance and Councillors for their work on the amendments.
- 14.2 Mayor Glanville echoed the Deputy Mayor Bramble comments and he noted in paragraph 3.2 of the report which outlined a number of amendments to the Constitution. The Council was also asked to note paragraph 3.10 in the report that proposed that the deadline for public questions to Cabinet be brought forward to enable the public to review the agenda upon publication and submit questions on the Monday prior to a Cabinet meeting.
- 14.3 Cllr Odze echoed the Mayor's comments about the process and also thanked those Councillors and Council staff involved in making the amendments.

RESOLVED:

- 1) To approve the amendment to the Budget and Policy Framework Rules set out at Appendix 1 of the report.
- 2) To approve the amendment to the special urgency provisions as set out at Appendix 2 of the report.

- 3) To approve an amendment to the deadlines for Council and Cabinet questions to four clear working days before the meeting.

15. Children and Families Service Full and Mid Year Update Report to Members 2020-21

15.1 Deputy Mayor Bramble introduced the report.

15.2 Cllr Odze stated that it was offensive that more time had not been allocated on the agenda to consider the report. He recommended that the Council should consider if there were enough meetings to allow time to discuss such important items. The report raised important issues affecting many people in the borough and Cllr Odze recognised that improvements were made in the service and that the Council was striving to be better.

15.3 Cllr Conway welcomed the report and thanked Deputy Mayor Bramble and staff for their work in safeguarding young people and children in often challenging times. The Council's adoption of the anti-racism action plan was welcomed and during the Cllr's time as Chair of the Children and Young Person Scrutiny Commission she had seen the representation of black children in not only school exclusions but also in cases of poverty. The Council noted that a recent Labour Party report had shown that over half of black children were in poverty. Council also noted that the experience of black children in the borough was different to other minorities and that the Council must take action.

15.4 Cllr Gordon thanked Cllrs Conway and Odze for their comments and stressed the importance of children services. She stated she was reassured to see the recent judgements highlighted in the report and noted that Ofsted had recently reported that the Council's children services were improving. Cllr Gordon thanked Council staff and those elected Members for taking forward the work.

15.5 Deputy Mayor Bramble thanked Councillors for their comments and highlighted that the Children and Young Person Scrutiny Commission and the Corporate Parenting Board would consider the report shortly. The Council had taken various steps to tackle the issues such as the introduction of a young black mens programme as well as the ongoing work to tackle school exclusions. A full-time member of staff had been employed to work with parents to see how best the Council could support them. Anti-racism training for staff was currently underway to better understand the parents' perspectives. Deputy Mayor Bramble reflected on how mistakes in social care were often publicised but hardly ever the successes. The Deputy Mayor thanked Council staff for their involvement in the work.

RESOLVED:

To note the Children and Families Annual Report 2020-21.

16. Annual Report of the Pension Committee 2020-21

16.1 The Chair of the Pensions Committee, Cllr Chapman, introduced the report. The Council was asked to note details on the performance of the Pensions Fund, and that this performance justified the 2019 decision to reduce the employee's contribution resulting in an £8 million saving. The Council was well on its way of reaching the target set out in its 2016 fossil fuel policy and the Pensions Committee looked forward to its next review. Cllr Chapman thanked the Members of the Pensions Committee and officers for their work

16.2 The Speaker thanked Cllr Chapman in his role as the Chair.

RESOLVED:

To note the report

17. Gender and Ethnicity Pay Gap 2021

17.1 Cllr Williams introduced the report, highlighting from its contents that for the fifth year running the gender pay gap favoured women employees. The Council noted that the 2021 report was late due to the government changing the reporting requirements as a result of Covid-19. The Council was also asked to note that the same methodology for the gender pay gap was used for the ethnicity pay gap but there were some discrepancies as staff were not required to state their ethnicity. The Council noted that the 2021 pay gap favoured white employees.

17.2 Cllr Odze welcomed the report but he noted one discrepancy - Jew or Jewish did not appear anywhere in the report.

17.3 Cllr Coban highlighted in the report the definition of ethnic minorities and the Council's work on this was welcomed.

17.4 Cllr Williams echoed Cllr Coban's remarks and spoke of how Council staff had worked hard to come to a definition and the Council took its role very seriously when talking about ethnic groups across the borough. Hackney was a welcoming borough and the Council was mindful of its staff from the smallest to the largest ethnic minority groups. The Council would support any group with protected characteristics and efforts had also been made to include social class as part of that work. Cllr Williams concluded by thanking those staff who had helped to ensure that the Council continued to be inclusive.

RESOLVED:

To note the Gender and Ethnicity Pay Gap reports.

18. Report on use of Special Urgency Powers

18.1 The Mayor introduced the report as published.

RESOLVED:

To note the decision taken under the Council's Special Urgency Provisions as set out at paragraph 2.1 of the report.

19. Draft Calendar of Council Meetings

19.1 Cllr Odze thanked Council staff for the inclusion of all the religious holidays in the 2022/23 calendar.

19.2 The Mayor echoed Cllr Odze's comments in thanking staff for their work on producing a balanced meetings calendar.

RESOLVED:

To note the proposed Council meeting calendar for 2022/23.

20. Motion: Fire and Rehire

20.1 Cllr Smyth proposed the motion, which was seconded by Cllr Lufkin. Cllr Smyth stated that the Labour Party were opposed to the practice and recently the Trade Union Congress had reported that one in ten workers were affected particularly those who were young or from a working class and ethnic minority background. The Advisory, Conciliation and Arbitration Service's (ACAS) had also raised concerns about fire and rehire and its prevalence during the pandemic. The Council was urged to support workers in condemning the practice and to also lobby the government to bring in legislation to outlaw it.

20.2 Deputy Mayor Bramble welcomed the motion and stressed the importance of tackling the causes of inequality during the cost of living crisis such as the practice of fire and rehire. The Deputy Mayor urged Members to support the motion.

20.3 Cllr Chapman explained that there were legal restraints on what the Council could do in response to the practice of fire and rehire but it was taking steps to revise its procurement strategy in response. The Council would also seek to issue a position statement. Cllr Chapman thanked Cllr Rennison for her involvement in the procurement strategy.

20.4 Cllr Odze thanked Cllrs Smyth and Lufkin for bringing the motion to Council and spoke briefly of his own experience of fire and rehire and how it was an unpleasant process to go through.

20.5 In response to a question from Cllr Odze, Cllr Chapman confirmed that the Council would never operate a fire and rehire policy.

20.6 Cllr Lufkin thanked the Members for their support for the motion.

Unanimously RESOLVED:

- 1) To include a clear statement of the Council's position on fire and rehire as well as the Council's aims to promote good pay, terms and conditions into the Council's Sustainable Procurement Strategy.
- 2) To lobby the UK national government to introduce new legislation to outlaw firing and rehiring staff, exemplified by Barry Gardiner MP's recent private member's bill, "Employment and Trade Union Rights (Dismissal and Re-Engagement) Bill".

21. Dates of Future Meetings

RESOLVED:

To note that the next meeting of Full Council will be held on Wednesday, 2 March 2022 at 7.00pm (rescheduled from 23 February 2022).

Meeting duration: 7.00pm - 9.40pm

Chair: Cllr Michael Desmond, Speaker of the London Borough of Hackney

Contact: Gareth Sykes, Governance Services Officer

Tel: 020 8356 6037 **Email:** gareth.sykes@hackney.gov.uk

Appendix A - Agenda item 6, Questions from Members of the Council

Responses to questions that were not taken at the meeting due to non attendance and/or time constraints

From Cllr Sam Pallis to the Cabinet Member for Housing

Many residents on Tower Garden Estate were without heating before the Christmas period, which has now fortunately been resolved after intervention from the Tenants and Residents Association and Cazenove Councillors. However, many residents have been facing issues surrounding leaks and hot water for years. We are working with officers and residents to form an action plan to tackle this, but an outstanding issue has been concerning the reporting of repairs. Many residents say when they raise repairs they are not informed when they are carried out and believe that they are being charged for visits that have not happened. Please can you respond to the issue raised from residents surrounding the reporting of repairs, and provide an update on tackling the backlog?

Response from the Cabinet Member for Housing

Thank you for your question to Full Council regarding Tower Court and resident concerns regarding the repairs service. I am sorry we did not have the opportunity to hear it on the night, so I am providing this written response to your question.

Firstly, I recognise that the Tower Gardens Estate Heat network was down for three days prior to Christmas, and I am aware that you were in regular contact with the Direct Labour Organisation (DLO) Gas Manager during the outage. I understand that replacement parts were ordered promptly, but unfortunately there was a lead in time for these and they had to be delivered from Somerset. Delivery was expedited to ensure that the impact on residents was kept to a minimum and the engineers were on site out of hours to install the replacement pump.

We recognise that historically there has been a number of issues with this system and therefore as part of the works prior to Christmas officers increased the capacity of the replacement pump to allow for an increased flow rate which will address some of the longer term issues that the residents have been experiencing, I have been advised that this appears to have resolved the issue and feedback from residents has been positive. Housing is also currently undertaking an audit of each property on the network to identify any outstanding individual issues so that a proactive approach to addressing these can be taken.

We recognise the importance of effective communication, especially when we face challenges such as these and it is pleasing to see that the Gas Manager was in regular contact with you and I understand that following the completion of the works officers from the DLO Gas Team have continued to have effective communication and met with Cllr

Woodley, the Tenant and Resident Association (TRA) and yourself last week to explain the current position.

In broader terms I am aware of, and would like to apologise for, the delays that residents have been experiencing in getting through to the Repairs Contact Centre (RCC), and in repairs being carried out. Unfortunately the pandemic has affected our ability to provide some services to the high standard expected of us, and this has been especially the case with the repairs service due to lockdown restrictions and the fact that our staff have had less access to people's homes.

Following a review that the Mayor and I instigated, the Council is investing an extra £1 million into the repairs service over the coming months and taking a number of actions to work through a backlog of repairs as quickly as possible, including:

- Recruiting 26 additional trade operatives to increase our inhouse DLO which will give increased capacity to undertake repairs;
- Recruiting 12 extra call centre staff to improve the speed at which calls are answered;
- Creating a dedicated team to focus on reducing the backlog;
- Completing an urgent review of serious cases to ensure tenants and leaseholders get the support they need;
- Checking in with elderly vulnerable tenants who haven't reported a repair recently;
- Providing dedicated properties for tenants who have a serious repair issue to move to temporarily.

The increase in officer capacity will not only enable us to address the current backlog, at the same time showing clear commitment to our insourcing policy and it will enable us to deliver more responsive repairs ourselves moving forward.

Housing Services are making good progress with the recruitment of staff and once in place they will start to make significant inroads into the backlog of repairs. However, Housing Services is not waiting for these additional resources before they act; they have reviewed the way they are working, trade operatives are working overtime and they have additional temporary contractor capacity supporting them and over 1,000 of the repairs that were outstanding at the end of November have now been completed. We expect the whole of the backlog to be cleared by July 2022.

Finally, I recognise that the responsiveness of the contact centre is not where we want it to be and at times we are seeing a significant increase in demand, on some days double what we were seeing pre-pandemic which is impacting on call wait times. As I have outlined above, the Council has recruited additional call handlers which will have a positive impact on call wait times. Officers are also reviewing all contacts to identify the 'high contact' callers into the service to enable them to develop a proactive approach to responding to the issues that they are raising. Housing has also recommenced its text messaging service which updates the tenant two days before their appointment to confirm that officers are attending.

The work to address the backlog of repairs should result in a reduction in the number of calls into the contact centre as we know a number of contacts are repeat contacts about the same repair linked to the backlog. The additional staff combined with our proactive approach should also reduce the average call wait times.

Housing were able to recommence customer satisfaction surveys for repairs in July 2021, and for July to December, 69.5% of residents who responded were either fairly or very satisfied with the call handling experience. However, I recognise that 23.36% were either fairly or very dissatisfied and this is a key area of focus for the repairs improvement action plan.

I hope that this response is helpful and reassures you regarding the action the Council is taking to address the backlog of housing repairs and the responsiveness of the service. However, if you have any further questions or concerns please come back to me.

Yours sincerely

Cllr Clayeon McKenzie

Question from Cllr Humaira Garasia to the Mayoral Adviser for Private Renting and Housing Affordability

The new Lettings Policy commenced in October 2021, and Councillors were informed by the Mayoral Adviser that services will organise mutual exchange that will make it easier for tenants who are willing to swap their homes with the Council or a housing association. Can the Mayoral Adviser please give us an update on this?

Response from the Mayoral Adviser for Private Renting and Housing Affordability

Thank you for your question regarding the mutual exchange scheme at Full Council; I apologise that time ran out and I was unable to respond at the meeting. I am therefore sending a written response instead.

Mutual exchange enables tenants to apply to exchange their home with other council tenants within the borough or with tenants from another council, housing association or other housing provider. The Council is committed to and has invested in doing everything in its power to provide alternative, effective and genuine housing to our residents. We have twelve alternative housing options for obtaining adequate housing including mutual exchange.

We recognise that mutual exchange is often the only way some current tenants are likely to be able to move home given the level of demand for homes in Hackney.

To provide more information about the mutual exchange process, a virtual event has been arranged for 5 March 2022. At the event, tenants will hear what a mutual exchange is, who is allowed to exchange, in what circumstances exchanges can take place, and what the

process is. We will also hear case studies from tenants who have swapped homes via mutual exchange in the past and be able to ask questions of officers on anything related to mutual exchanges.

I hope that information is helpful but if you have any further questions or would like to receive more details about the 5 March event, please do come back to me.

Yours sincerely

Cllr Sade Etti

Question from Cllr Steve Race to the Cabinet Member for Community Safety

In December, an inquest jury set out that “fundamental failings” and “insufficient leadership” within the Metropolitan Police Service probably contributed to the deaths of three of the four young gay men murdered by a serial killer in Barking. Can the Cabinet Member for Community Safety set out what conversations she has had with the Borough Command in Hackney to ensure that lessons from this appalling failure are learnt, so that the Lesbian, Gay, Bisexual, Transgender, Queer and Intersexed+ (LGBTQI+) community in Hackney can have full confidence that the police are able and willing to protect them?

Response from the Cabinet Member for Community Safety

Thank you for raising your question regarding lessons learnt from the failings within the Metropolitan Police Service that probably contributed to the deaths of three of the four young gay men murdered by a serial killer in Barking. I apologise that time ran out to respond to your question at the meeting, and I am therefore sending this written response instead.

My heart goes out to the families of Anthony Walgate, Gabriel Kovari, Daniel Whitworth, and Jack Taylor, who were all victims of the serial killer Stephen Port.

It is so important that we say their names, remember them, and join their families in the fight for justice. Conscious and unconscious homophobia kills.

I join Dame Margaret Hodge, MP for Barking and other campaigners to demand a full public inquiry to investigate the police failings and consider whether the Met is institutionally homophobic.

For the bereaved families, a public inquiry is likely to be the only way they can obtain answers to what did and did not happen and make an example of those who let down the families of Stephen Port’s victims.

From contact with the Deputy Borough Commander Mike Hamer regarding the response in Hackney, I have been reassured that our local officers have improved their response

significantly in the eight years since these horrendous crimes were perpetrated, to ensure that people from the LGBTQI+ community are better protected.

The Metropolitan Police and our BCU have introduced the following interventions to support not just the LGBTQI+ community but our diverse communities:-

- Specific training for new recruits and more experienced officers in understanding LGBTQI+ community needs.
- Full acknowledgement and implementation of the IOPC recommendations. It must be stressed that the IOPC is conducting another investigation following the coronial process and I have been advised that these recommendations will be implemented in full too.
- Criminal Offences reported to the police from the LGBTQI+ are reviewed by a dedicated Hate Crime Officer and investigative advice given to ensure that the matter is thoroughly investigated. This also includes ensuring that the victim is kept up to date with the progress being made.
- Where a series of offences have been identified a Serious Investigating Officer is assigned responsibility for the investigation to ensure it is thorough and effective.
- Hackney Police has recently investigated a case perpetrated by a single individual who had committed offences against 23 young men and following a thorough investigation he was charged and convicted at court. He is currently awaiting sentencing.
- A more effective response has been provided by call takers in the Police control room with the intention of identifying homophobic cases at the earliest opportunity. Special Training has also been provided to control room staff.
- As a Council, we provide safeguarding training and support to licensees to protect and safeguard people in our LGBTQI+ community through our online portal.
- The council's hate crime officer is working closely with both the police and our diverse communities to raise awareness and monitor issues of hate crime in Hackney.

There is no denying that disturbing headlines about police failures such as this will have a detrimental impact on trust and confidence. Improving trust and confidence in policing in Hackney remain important to us as a council.

I firmly believe that both the council and our local police are determined to introduce sustainable improvements in this area which will no doubt improve how the Police responds to our diverse communities.

A few of the things we have implemented to improve trust and confidence includes:

- Trust and Confidence is a standing agenda item for the Safer Neighbourhood Panel Quarterly meetings
- Police Quarterly Community Engagement Meeting
- Section 60 Review Panel

- The Police Neighbourhood Superintendent is tasked to develop a Trust and Confidence Action Plan and monitor progress.
- Supporting recruitment on Ward panels to increase diverse representation, particularly when there is a community where disproportionately is observed.

Our local police officers need to demonstrate their trustworthiness to the public and where there is police wrongdoing, we will ensure that it is acknowledged and investigated.

The Council takes homophobic crimes very seriously and has committed to making Hackney safe for LGBTQI+ residents. We will continue to fly the inclusive rainbow flag and hold Pride 365 events in the borough.

I hope that this response provides you with some reassurance, but if you have any further questions or concerns please do not hesitate to come back to me.

Yours sincerely

Cllr Susan Fajana-Thomas

From Cllr Kam Adams to the Cabinet Member for Housing

Could the Cabinet Member share with us the number of social renters that have been evicted since the Government eviction moratorium ended?

Response from the Cabinet Member for Housing

Thank you for your question to Council on the number of social renters evicted since the government eviction moratorium ended. I am sorry we did not have the opportunity to hear it on the night, so I am providing this written response to your question.

The Council has not evicted any tenants since the Government ended the moratorium on evictions.

I am not able to comment on the number, if any, evictions that other social landlords may have pursued since the lifting of the moratoria, as the Council is not party to this data from other organisations. What I can set out is that as part of the Council's Income Team work to support tenants we are offering:

- Working with residents to stabilise their income situation via income maximisation, dealing with benefits issues and referrals to debt advice.
- Since the start of the pandemic we have supported residents' access to pandemic related support like support for self isolation, furlough and the business support schemes.
- We've also been supporting residents to resolve benefits issues due to the cyber attack, this is mainly the Housing Benefit (HB) issue where the cyber attack led to delays in processing claims. For most residents and landlords, this service has now

returned to normal.

- Currently Housing Services are delivering Discretionary Housing Payments (DHP) campaigns with the DHP team. They are also working with the homelessness team to help residents access the extra support from the government's household support fund.

When considering the impact of Housing Services' work, they have:

- Supported 572 residents since the start of the pandemic.
- Maximised £1.4m in benefits for residents. For this financial year we have maximised £442.5K, this is expected to be much higher as we have about 175 cases waiting to be assessed by our colleagues at HB.
- Housing Services has seen more than 200 people in the office, these are mainly residents who have issues using digital services. Our priority was to ensure that digitally excluded residents had access to our services.

It's also worth highlighting that the average rent for one of our homes is one of the lowest (7th lowest) in London.

I hope that this response is helpful and reassures you regarding the support the Council offers to tenants facing financial difficulties. However, if you have any further questions please come back to me.

Yours sincerely

Cllr Clayeon McKenzie