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**Havering**  
LONDON BOROUGH

# **COUNCIL MEETING**

**7.30 pm Wednesday, 9 October 2013  
At Council Chamber - Town Hall**

**Members of the Council of the London Borough of Havering are hereby summoned to attend a meeting of the Council at the time and place indicated for the transaction of the following business**

**Ian Burns  
Acting Assistant  
Chief Executive**

**For information about the meeting please contact:  
Anthony Clements (Tel: 01708 433065)  
Anthony.clements@havering.gov.uk**



**Please note that this meeting will be webcast.**

**Members of the public who do not wish to appear  
in the webcast will be able to sit in the balcony,  
which is not in camera range.**

## AGENDA

**1 PRAYERS**

**2 APOLOGIES FOR ABSENCE**

To receive apologies for absence (if any).

**3 MINUTES** (Pages 1 - 6)

To sign as a true record the minutes of the Meeting of the Council held on 4 September 2013 (attached).

**4 DISCLOSURE OF PECUNIARY INTERESTS**

Members are invited to disclose any pecuniary interest in any of the items on the agenda at this point of the meeting.

*Members may still disclose any pecuniary interest in an item at any time prior to the consideration of the matter.*

**5 ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE**

To receive announcements (if any).

**6 PETITIONS**

Councillor Clarence Barrett has given notice of an intention to present a petition.

**7 CHANGES TO THE PROCEDURE FOR COUNCIL QUESTIONS** (Pages 7 - 8)

To consider a report of the Governance Committee (attached).

**NOTE: The deadline for amendments is midnight, Monday 7 October 2013.**

**8 PENSIONS COMMITTEE TERMS OF REFERENCE AND AMENDMENT TO THE CONSTITUTION** (Pages 9 - 10)

To consider a report of the Governance Committee (attached).

**Note: The deadline for amendments is midnight, Monday 7 October 2013**

**9 ANNUAL REPORTS OF COMMITTEES AND MEMBER CHAMPIONS** (Pages 11 - 142)

To consider the annual reports of the Pensions Committee, Standing Advisory Council on Religious Education and the Member Champions (attached).

**Note: The deadline for amendments (if any) is midnight, Monday 7 October.**

**10 APPOINTMENT OF VICE-CHAIRMAN OF AUDIT COMMITTEE**

To consider a motion on behalf of the Residents' Group:

That Councillor Clarence Barrett be appointed Vice-Chairman of the Audit Committee.

Amendment by the Labour Group:

That Councillor Denis Breeding be appointed Vice-Chairman of the Audit Committee.

Amendment by the Administration:

That Councillor Frederick Thompson be appointed Vice-Chairman of Audit Committee.

**11 MEMBERS' QUESTIONS** (Pages 143 - 148)

Attached.

**12 MOTIONS FOR DEBATE** (Pages 149 - 152)

See attached paper.

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**MINUTES OF A MEETING OF THE COUNCIL OF THE  
LONDON BOROUGH OF HAVERING  
Havering Town Hall, Romford  
4 September 2013 (7.30pm – 7.37pm)**

**Present:** The Mayor (Councillor Eric Munday) in the Chair.

Councillors Michael Armstrong, Clarence Barrett, Robert Benham, Becky Bennett, Sandra Binion, Jeffrey Brace, Denis Breading, Wendy Brice-Thompson, Andrew Curtin, Keith Darvill, Osman Dervish, Nic Dodin, David Durant, Brian Eagling, Ted Eden, Roger Evans, Gillian Ford, Peter Gardner, Linda Hawthorn, Linda Van den Hende, Lesley Kelly, Steven Kelly, Pam Light, Barbara Matthews, Paul McGeary, Robby Misir, Ray Morgon, Pat Murray, John Mylod, Denis O'Flynn, Barry Oddy, Fred Osborne, Roger Ramsey, Paul Rochford, Billy Taylor, Barry Tebbutt, Frederick Thompson, Lynden Thorpe, Linda Trew, Jeffrey Tucker, Melvin Wallace, Lawrence Webb, Keith Wells, Damian White, Michael White and John Wood.

Four Members' guests and a representative of the press were also present.

Apologies were received for the absence of Councillors June Alexander, Michael Deon Burton, Georgina Galpin, Mark Logan, Ron Ower, Garry Pain and Geoffrey Starns.

The Mayor advised Members and the public of action to be taken in the event of emergency evacuation of the Town Hall becoming necessary.

**32 MINUTES (agenda item 3)**

The minutes of the meeting of the Council held on 17 July 2013 were before the Council for approval.

The minutes were **AGREED** without division and it was **RESOLVED**:

**That the minutes of the meeting of the Council held on 17 July be signed as a correct record.**

33 **DISCLOSURE OF PECUNIARY INTERESTS (agenda item 4)**

There were no disclosures of interest.

34 **PROCEDURAL MOTIONS (agenda item 5)**

There were no procedural motions.

35 **MOTION TO VARY PREVIOUS COUNCIL DECISION (agenda item 6)**

Pursuant to Council Procedure Rule 14, a motion had been received to vary a previous Council decision as follows:

**Motion on behalf of the Administration**

That the sizes and seat allocations of various Committees agreed at Annual Council be varied in accordance with the Chief Executive's report submitted at agenda item 7.

(Note: The motion had been signed by the required 14 Members of the Council).

The motion was **CARRIED** without division.

**RESOLVED that:**

**The sizes and seat allocations of various Committees agreed at Annual Council be varied in accordance with the Chief Executive's report submitted at agenda item 7.**

36 **APPOINTING THE COMMITTEES OF THE COUNCIL (agenda item 7)**

Following recent changes to the political make-up of the Council, a report of the Chief Executive sought to re-visit the total number of seats on Committees. The report also sought to address the sizes of Committees and the proposed allocation of seats in accordance with the Local Government (Committees and Political Groups) Regulations 1990.

The overall numbers and breakdown by political group of seats for each Committee are set out in **Appendix 1** to these minutes.

The report of the Chief Executive was **APPROVED** by 38 votes to 7 and it was **RESOLVED**:

**That the sizes of the Committees listed in Appendix 1 to these minutes be varied as shown in that Appendix so that the total number of Committee seats is 121 and that the default allocation for political balance as set out in Appendix 1 will apply.**

37 **VOTING RECORD**

The record of voting divisions is attached as **Appendix 2**.

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Mayor  
9 October 2013

63C

**RECOMMENDED SEAT ALLOCATION**

	CONSERVATIVE	RESIDENTS	LABOUR	IRG	UKIP
<b>Governance</b>	7	3	1	1	1
<b>Licensing</b>	6	2	1	1	1
<b>Regulatory Services</b>	6	2	1	1	1
<b>Highways</b>	6	2	1	1	1
<b>Adjudication</b>	5	2	1	1	1
<b>Pensions</b>	4	1	1	0	1
<b>Audit</b>	3	1	1	1	0
<b>Children's</b>	5	2	1	0	1
<b>Value</b>	5	2	1	0	1
<b>Towns</b>	5	2	1	1	0
<b>Individuals</b>	4	2	1	0	0
<b>Crime</b>	3	2	0	1	0
<b>Health</b>	3	2	0	0	1
<b>Environment</b>	3	2	0	1	0

**Seats Allocated** 121

All Groups are represented on the Governance, Highways Advisory, Licensing, Regulatory Services and Adjudication & Review Committees. Committee seats are allocated, and each Committee is balanced, as "reasonably practicably" as possible.



## VOTING RECORD

<b>DIVISION NUMBER:</b>	<b>1</b>				
<b>The Mayor [Cllr. Eric Munday]</b>	✓				
<b>The Deputy Mayor [Cllr. Linda Trew]</b>	✓				
<b><u>CONSERVATIVE GROUP</u></b>					
Cllr. Michael White	✓				
Cllr. Michael Armstrong	✓				
Cllr. Robert Benham	O				
Cllr. Becky Bennett	✓				
Cllr. Jeff Brace	✓				
Cllr. Wendy Brice-Thompson	✓				
Cllr. Andrew Curtin	✓				
Cllr. Osman Dervish	✓				
Cllr. Roger Evans	✓				
Cllr. Georgina Galpin	A				
Cllr. Peter Gardner	✓				
Cllr. Lesley Kelly	✓				
Cllr. Steven Kelly	✓				
Cllr. Pam Light	✓				
Cllr. Robby Misir	✓				
Cllr. Barry Oddy	✓				
Cllr. Gary Pain	A				
Cllr. Roger Ramsey	O				
Cllr. Paul Rochford	✓				
Cllr. Geoffrey Starns	A				
Cllr. Billy Taylor	✓				
Cllr. Barry Tebbutt	✓				
Cllr. Frederick Thompson	✓				
Cllr. Lynden Thorpe	✓				
Cllr. Melvin Wallace	✓				
Cllr. Keith Wells	✓				
Cllr. Damian White	✓				
<b><u>RESIDENTS' GROUP</u></b>					
Cllr. Clarence Barrett	✓				
Cllr. June Alexander	A				
Cllr. Nic Dodin	✓				
Cllr. Brian Eagling	✓				
Cllr. Gillian Ford	✓				
Cllr. Linda Hawthorn	✓				
Cllr. Barbara Matthews	✓				
Cllr. Ray Morgon	✓				
Cllr. John Mylod	✓				
Cllr. Ron Ower	A				
Cllr. Linda Van den Hende	✓				
Cllr. John Wood	✓				
<b><u>LABOUR GROUP</u></b>					
Cllr. Keith Darvill	X				
Cllr. Denis Breathing	X				
Cllr. Paul McGeary	X				
Cllr. Pat Murray	X				
Cllr. Denis O'Flynn	X				
<b><u>INDEPENDENT LOCAL RESIDENTS' GROUP</u></b>					
Cllr. Jeffery Tucker	X				
Cllr. Michael Deon Burton	A				
Cllr. David Durant	X				
Cllr. Mark Logan	A				
<b><u>UNITED KINGDOM INDEPENDENCE PARTY</u></b>					
Cllr. Lawrence Webb	✓				
Cllr. Sandra Binion	✓				
Cllr. Ted Eden	✓				
Cllr. Fred Osborne	✓				
<b>TOTALS</b>					
✓ = YES	38				
X = NO	7				
O = ABSTAIN/NO VOTE	2				
ID = INTEREST DISCLOSED/NO VOTE	0				
A = ABSENT FROM MEETING	7				
	54				

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## **REPORT OF THE GOVERNANCE COMMITTEE**

### **REVISED PROCEDURE FOR COUNCIL QUESTIONS**

With the formation of a fifth Group on the Council (UKIP) and following consultation with the Administration, proposals were recently put forward to revise the procedure for deciding the number of Council questions which could be submitted at a Council meeting. The report also reviewed the current distribution rights for Council questions.

At its meeting held on 10 September, Governance Committee was reminded that the recent agreement about the number of questions for Council had been formulated on the basis of three Opposition Groups. Now there were four Opposition Groups, the number of questions (15) did not appear to work conveniently in terms of allocating questions to each Group. The proposal was to raise the number of questions to 16 with either a fixed number for each Group or a proportional number of questions depending on Group size with a number of questions “spare” for allocation on a “first-come-first-served” basis.

Members considered that 15 questions could be retained if the proportions were distributed along the same lines as those used to calculate political balance in committees (which would have the advantage of change as the number of members of a Group changed without affecting the overall number of questions available).

The formula adopted (after a vote) was: Residents’ Group 8, Labour Group 3 and IRG and UKIP groups 2 each (15 questions in total).

**Accordingly, the Committee recommends to Council that:**

- 1 The maximum number of questions should remain 15**
- 2 Rule 10.6(a) of the Council Procedure Rules (Notice of Questions) should be amended to read:**

**“A maximum of 15 questions can be submitted for a Council meeting all of which, together with any supplementary questions under Rule 10.5 will receive an oral reply at the meeting. Any questions in excess of the maximum number that are submitted will be treated as a Member enquiry and receive a written response.”**
- 3 The distribution of questions should be:**

**Residents' Group 8; Labour Group 3; Independent Residents' Group 2; and United Kingdom Independence Party 2.**

## REPORT OF THE GOVERNANCE COMMITTEE

### PENSIONS COMMITTEES – TERMS OF REFERENCE AND AMENDMENT TO THE CONSTITUTION

At its meeting on 24 July 2013 the Pensions Committee considered a report concerning the proposed governance arrangements for Investing in Local Infrastructure Assets for the benefit of the Pension Fund.

The current governance arrangements were based upon an external Fund Manager structure but due to the localised nature of the proposed portfolio and the relatively small proportion of the fund's allocation to local infrastructure the Pensions Committee adopted the following arrangements:

a. Appointment of an Internal Investment Manager

The Group Director (Resources) would appoint the Internal Investment Manager (IIM) - initially the Property Services Manager.

The IIM would:

- Act as first point of contact for potential investments
- Pro-actively search for new investment opportunities
- Consider investment opportunities brought forward by third parties
- Carry out initial screening of investment opportunities to determine those with potential to meet the Investment criteria
- Refer and present suitable investment opportunities to the Infrastructure Evaluation Panel

b. Establishment of an Infrastructure Evaluation Panel

The Infrastructure Evaluation Panel would consist of the Group Director Resources (chair), Head of Finance and Procurement, Corporate Finance and Strategy Manager and the Assistant Chief Executive (Legal and Democratic Services) or their successor roles where appropriate.

The Panel would:

- Consider investment opportunities presented to it by the IIM.
- Consider whether the investment proposal is subject to the requirements of the public procurement regime.
- Carry out a detailed appraisal of each investment.
- Agree, by majority, those investments meeting the required criteria to submit to the Group Director Resources for further consideration and approval.

c. Process for Project Approval

- The Group Director Resources would receive recommendations from the panel and would decide whether to proceed with the Investment. The decision to invest would be made in consultation with the Chair of Pensions.
- The Group Director Resources may approve an investment in principle that was subject to the public procurement regime. As a consequence, the Director of Resources would initiate a tender process in accordance with the Council's Procurement Framework.

The Director of Resources would ensure that sufficient resources were made available to the panel to ensure that the necessary project evaluation work was carried out robustly. This work might be carried out by internal professional staff but in some instances external specialists might be engaged. The level of resources would be kept under review taking account of the size of the portfolio and the complexity of the project(s).

The proposed arrangements were consistent with the Pension Fund's Funding Strategy Statement, Governance Compliance Statement and Statement of Investment Principles. However, a revision to the Council's Constitution would be required in order to allow the Group Director to approve projects within the infrastructure portfolio.

Governance Committee, at a meeting held on 10 September, accepted that the changes proposed above would not only be beneficial, but would provide the Council with financial flexibility without the need to increase pension contributions. The Committee therefore invites Council to formally agree to the following amendment to be made to the Council's Constitution to facilitate this.

**The Committee accordingly recommends to Council that the section of the Constitution dealing with the powers of the Group Director – Resources - Part 3, (paragraph 3.7.1 (e)) be extended to include the following section:**

- (vii) To make direct investments in local infrastructure assets as part of the Pension Fund local infrastructure portfolio in consultation with the Chair of Pensions**



**Haverling**  
LONDON BOROUGH

**ANNUAL REPORTS**

**OF**

**PENSIONS COMMITTEE,  
STANDING ADVISORY COUNCIL  
ON RELIGIOUS EDUCATION AND  
THE MEMBER CHAMPIONS**



**Haverling**  
L O N D O N   B O R O U G H

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- 6. Champion for Over Fifties**
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- 8. Champion for Younger Persons**



# Havering

LONDON BOROUGH

**HAVERING PENSION FUND**

**BUSINESS PLAN/REPORT ON THE WORK  
OF THE  
PENSIONS COMMITTEE  
DURING  
2012/13**

## **INTRODUCTION**

The Havering Pension Fund (the Fund) provides benefits to Council employees (except teachers). The performance of the Fund impacts on the cost of Council services through the cost of employer contributions. It is therefore beneficial to issue a Business Plan/Annual report to all Council Members on the Havering Pension Fund and the work of the Pensions Committee.

The Business Plan looks forward over the next three years and will be reviewed and updated annually.

This report also covers the period 1<sup>st</sup> April 2012 to 31<sup>st</sup> March 2013 and outlines:

- The work of the Pensions Committee
- Key issues arising during the course of the year

The financial position and the performance of the Havering Pension Fund for 2012/13 is featured as part of the formal Annual Report of the Fund itself and not included here. The Annual Report is prepared later in the year when the pension fund accounts have been finalised.

## **BACKGROUND TO THE PENSION FUND**

The Council is an Administering Authority under the Local Government Pension Scheme Regulations and as such invests employee and employer contributions into a Fund in order to pay pension benefits to scheme members. The Fund is financed by contributions from employees, employers and from profit, interest and dividends from investments.

The Pension Fund has a total of 24 employers, of which the London Borough of Havering is the largest. The other employers in the fund are made up of 16 Scheduled bodies (Academies and Further Education bodies) and 7 Admitted bodies (outsourced contracts).

The Council had delegated the responsibility for investment strategy and performance monitoring to the Pensions Committee.

The Havering Pension Fund has adopted a benchmark for the overall fund of Gilts + 1.8% (net of fees). The Fund had five different fund managers (who have specific mandates) during 2012/13 and performance is monitored against an agreed benchmark. In 2012/13, the overall return on the fund's investments was 14.2% (4.2% in 2011/12). This represented an over performance of 1.1% against the tactical benchmark (-0.6% in 2011/12) and an over performance of 2.9% against the strategic benchmark (-16.9% in 2011/12).

During 2012/13 work continued to rebalance the Fund in line with November 2011 Statement of Investment Principles (SIP) and the Interim Strategy adopted in December 2012 and later revised in March 2013:

- Following their appointment in December 2011, Baillie Gifford - Global Equity Manager commenced trading in April 2012. This was funded from withdrawing holdings from UK Equities, Bonds and the UK/Global Passive equities.
- In May 2012 funds were transferred from surplus cash to increase the holdings with the Property Manager.
- During 2012/13 the Fund undertook a full review of the SIP and whilst this was on-going members agreed an interim change to the strategy which would initially increase the asset allocation to the Absolute Return Manager from 10% to 15%. This was funded from

reducing the asset allocation to the passive Global Equities Manager. The interim strategy was adopted in December 2012.

- The revised SIP was adopted on the 26 March 2013 and it was agreed that an allocation of 35% would be allocated to multi asset strategies and funded by a reduction in equities. The search for two multi asset strategy managers was started in April 2013 and it is anticipated that this will be completed by the end of September 2013. Once the multi-asset managers are appointed the actual asset allocation will reflect the March 13 SIP.

The fund managers and percentage allocation of assets of the fund as at March 2013 was as follows:

Manager	% Allocation	Mandate	Tactical Benchmark (what managers are measured against)	Out performance Target
Standard Life	18.7%	UK Equities	FTSE All Share Index	2%
State Street (SSgA)	24.1%	UK/ Global Equities - Passive	UK – FTSE All Share Index Global (ExUK) – FTSE All World Ex UK Index MSCI All World Index	To track the benchmark
Royal London Asset Management	21.5%	Investment Grade Bonds	<ul style="list-style-type: none"> <li>• 50% iBoxx Sterling Non Gilt Over 10 Year Index</li> <li>• 16.7% FTSE Actuaries UK Gilt Over 15 Years Index</li> <li>• 33.3% FTSE Actuaries Index-Linked Over 5 Year Index</li> </ul>	0.75%
UBS	4.9%	Property	IPD (previously called HSBC/AREF) All Balanced Funds Median Index	To outperform the benchmark
Ruffer	14.1%	Multi Asset	Not measured against any market index – for illustrative purposes LIBOR (3months) +4%	To outperform the benchmark
Baillie Gifford	16.7%	Pooled Global Equities	MSCI All World Index	1.5% – 2%.over a rolling 5 year period

Fund Managers present performance updates on a quarterly basis. They report every 6 months at the Pensions Committee and on alternate quarters meet with officers for an informal meeting, with the exception of Ruffer and State Street who will attend two meetings per year (one with officers and one with the committee).

The Fund also uses the services of WM Performance Measurers to independently report on fund manager performance.

## FUND GOVERNANCE STRUCTURE

Day to day management of the fund is delegated to the Group Director of Finance and Commerce. As already stated investment strategy and performance monitoring of the fund is a matter for the Pensions Committee which obtains and considers advice from the authority's officers, and as necessary from the Fund's appointed professional adviser, actuary and performance measurers who attend meetings as and when required.

The membership of the Pensions Committee reflects the political balance of the Council and the structure of the Pensions Committee during the period April 2012 to March 2013 was as follows:

Cllr Melvin Wallace (Chair) – Conservative Group  
Cllr Rebecca Bennett (Vice Chair) – Conservative Group  
Cllr Roger Ramsey– Conservative Group  
Cllr Eric Munday – Conservative Group  
Cllr Ron Ower – Residents Group  
Cllr Pat Murray – Labour Group  
Cllr Jeffrey Tucker – Independent Local Residents Group  
Union Members (Non-voting) - John Giles (Unison), Andy Hampshire (GMB)  
Admitted/Scheduled Body Representative (voting) – Marilyn Clay – Champion Academy  
(appointed from December 12)

There were some changes made to the elected members of the committee due to Councillor Munday taking on the role of Mayor. From May 2013 the voting Committee members were as follows:

Cllr Rebecca Bennett (Chair) – Conservative Group  
Cllr Melvin Wallace (Vice Chair) – Conservative Group  
Cllr Roger Ramsey– Conservative Group  
Cllr Steven Kelly - Conservative Group  
Cllr Ron Ower – Residents Group  
Cllr Pat Murray – Labour Group  
Cllr Jeffrey Tucker – Independent Local Residents Group  
Marilyn Clay – Employer Representative

Fund Administrator	London Borough of Havering
Actuary	Hymans Robertson
Auditors	PricewaterhouseCoopers LLP (PWC)
Performance Measurement	WM Company
Custodians	State Street Global Services
Investment Managers	Standard Life Investments (UK Equities) Royal London Asset Management (Investment Bonds) Alliance Bernstein Institutional Investors until February 2011(Global Equities) UBS (Property) State Street Global Assets from September 2010 (UK/Global Equities – passive) Ruffer LLP from September 2010 (Multi Asset) Baillie Gifford (Global Equities) from April 2012
Investment Advisers	Hymans Robertson
Legal Advisers	London Borough of Havering Legal Services provide legal advice as necessary (specialist advice is procured as necessary)

The terms of reference for the committee are:

- To consider and agree the investment strategy and statement of investment principles (SIP) for the pension fund and subsequently monitor and review performance
- Authorise staff to invite tenders and to award contracts to actuaries, advisers and fund managers and in respect of other related investment matters
- To appoint and review the performance of advisers and investment managers for pension fund investments
- To take decisions on those matters not to be the responsibility of the Cabinet under the Local Authorities (Functions and Responsibilities)(England) Regulations 2000 relating to those matters concerning pensions made under Regulations set out in Sections 7, 12 or 24 of the Superannuation Act 1972

### **PENSION COMMITTEE MEETINGS 2012/13**

The Committee met a number of times during 2012/13 and **Annex A** sets out the coverage of matters considered, but the key issues that arose in the period or since the last business plan was produced are shown below:

#### **Key issues arising in the period**

- **Investment Strategy Review**

A lot of work was undertaken to review the investment strategy, which resulted in introducing an asset allocation to multi asset strategies and agreed that this will be funded by reducing direct holding in Equities. Members also decided to introduce an exposure to local infrastructure.

- **Agreed 2011/12 Pension Fund Accounts**

- **Annual Report**

The Pension Fund Annual Report 31 March 2012 was produced and agreed in line with the LGPS (Administration) regulations.

- **Governance Policy**

In line with the 2008 Local Government Pension Scheme (LGPS) the committee undertook an annual review of the Pension Fund's Governance Compliance Statement.

- **Statement of Investment Principles**

In line with the 2009 Local Government Pension Scheme (LGPS) and following the investment strategy review, the committee updated the Statement of Investment Principles.

- **Whistleblowing Requirements of the Pensions Act**

An annual review was undertaken and no issues were reported.

- **Business Plan**

The Pension Fund Business Plan for 2011/12 was agreed incorporating the work of the pension committee members.

- **Reviewed Fund Managers quarterly performance**

- **Reviewed performance of the Pension Fund's Custodians, Investment Advisor and Actuaries**

## **PENSION COMMITTEE MEETINGS 2013/14 AND ONWARDS**

In addition to the annual cyclical work programme as shown in **Annex C** there are a number of issues that are likely to be considered by the Pensions Committee in the coming year and beyond:

- The new LGPS scheme being introduced from April 2014
- Implementation of the investment Strategy Review - including interviewing for potential multi asset managers.
- Consideration of the outcomes of the funding Valuation 2013 and agreeing new employer rates for the fund.
- 2014 is an election year so there is a possibility of member changes and training of new committee members.
- Topical issues discussed as appropriate.

## **INTERNAL & EXTERNAL RESOURCES**

The Pensions Committee is supported by the administrating authorities' finance and administration services and the associated costs are therefore reimbursed to the administrating authority by the Fund. The costs for these services form part of the Administrative and Investment Management expenses as reported in the Pension Fund Statement of Accounts. Estimates for the medium term on Administration and Investment Management expenses follow in this report.

The Pensions Administration service consists of an establishment of 9.8 full time equivalent posts.

The Finance service that supports the pension fund consists of an establishment of 1.5 full time equivalent posts.

## **FINANCIAL ESTIMATES**

### **Administrative Expenses**

	<b>2011/12 Actual £000's</b>	<b>2012/13 Actual £000's</b>	<b>2013/14 Estimate £000's</b>	<b>2014/15 Estimate £000's</b>	<b>2015/16 Estimate £000's</b>
Administration & Processing	522	566	736	630	630
Actuarial Fees	9	30	30	30	30
Audit Fees	35	21	21	21	21
Other Fees	5	5	5	5	5
Other Costs	15	10	10	10	10
<b>TOTAL</b>	<b>586</b>	<b>632</b>	<b>802</b>	<b>696</b>	<b>696</b>

The Administration and Processing costs will increase from 2013/14 due to the purchase of an upgraded pension Administration system called ALTAIR from Heywood Limited. The contract is for five years but the 1st year costs include the implementation costs and an upfront licensing fee.

## Investment Management expenses

	2011/12 Actual £000's	2012/13 Actual £000's	2013/14 Estimate £000's	2014/15 Estimate £000's	2015/16 Estimate £000's
Administration, Management & custody	1,053	1,063	1,100	1,100	1,100
Performance Measurement services	12	12	12	12	12
Other Advisory Fees	73	72	70	70	70
<b>TOTAL</b>	<b>1,138</b>	<b>1,147</b>	<b>1,182</b>	<b>1,182</b>	<b>1,182</b>

Please note the following regarding the above figures

- Takes no account of any inflationary increases
- Management and custody fees are charged according to the fund value; therefore an average figure has been applied for 2013/14 onwards.
- Based on 2012/13 fund and staffing structures.

## TRAINING AND DEVELOPMENT STRATEGY

Long membership of the committee is encouraged in order to ensure that expertise is developed and maintained within. The Council recommend that the membership of the Pension Committee remain static for the life of the term in Council, unless exceptional circumstances require a change.

Training and development took place during 2012/13 to ensure that Members of the Committee were fully briefed in the decisions they were taking.

CIPFA's knowledge and Skills self assessment training questionnaire was distributed to members in January 2011 and the common training requirements identified from these questionnaires covered the following areas:

- Investment Strategy – more awareness of the limits placed by regulations on investments within the LGPS
- Outsourcing – pension considerations in relation to outsourcing and Bulk transfers.
- Scheme specific legislation – more knowledge on the features covering the main features of the benefit side of the LGPS.

The Investment Strategy and Outsourcing training took place during 2012/13 and training regarding the benefits side of the LGPS will take place when the new LGPS scheme is introduced from April 2014.

Training logs are maintained and attendance and coverage can be found in **Annex B**.

The Fund uses the three day training courses offered by the Local Government Employers (LGE) which is specially targeted at elected members with Pension Fund responsibilities. All new members are encouraged and given the opportunity to attend.



Members receive briefings and advice from the Funds Investment adviser at each committee meeting.

The Fund is a member of the CIPFA Pensions network which gives access to an extensive programme of events, training/workshops, weekly newsletters and documentation, including briefing notes on the latest topical issues.

The Pension Fund Accountant also attends quarterly forum meetings with peers from other London Boroughs; this gives access to extensive opportunities of knowledge sharing and benchmarking data.

### **TRAINING PLAN FOR 2013/14 and ONWARDS**

Associated training will be given when required which will be linked to the Pension Fund meeting cyclical coverage for 2013/14 as shown in **Annex C**.

In addition to the cyclical meeting as shown in Annex C, special pension committee meetings will be arranged from time to time to discuss matters that fall outside of the cyclical meetings.

Training will be targeted as appropriate.

**PENSIONS COMMITTEE MEETINGS HELD DURING 2012/13**

**ANNEX A**

MONTH	TOPIC	ATTENDED BY
<b>27 June 2012</b>	<ul style="list-style-type: none"> <li>• Noted the Fund's External audit Plan for the 2011/12 accounts</li> <li>• Pension Fund Performance Monitoring for the quarter ending 31 March 2012</li> <li>• Agreed the adaptation of an internal Pension fund Cash Management Policy.</li> </ul>	Cllr Becky Bennett (chair) Cllr Georgina Galpin (sub for Melvin Wallace) Cllr Roger Ramsey John Giles (UNISON) Andy Hampshire (GMB)
<b>30 August 2012 (SPECIAL)</b>	<ul style="list-style-type: none"> <li>• Agreed to admit Innovate to the Pension Fund</li> </ul>	Cllr Melvin Wallace Cllr Eric Munday Cllr Georgina Galpin (sub for Roger Ramsey) Cllr Pat Murray Andy Hampshire (GMB)
<b>25 September 2012 (SPECIAL)</b>	<ul style="list-style-type: none"> <li>• Considered and noted the 2011/12 unaudited accounts</li> </ul>	Cllr Becky Bennett (chair) Cllr Georgina Galpin (sub for Melvin Wallace) Cllr Eric Munday Cllr Steven Kelly (sub for Roger Ramsey) Cllr Denis Breeding (sub for Pat Murray) John Giles (UNISON) Andy Hampshire (GMB)
<b>02 October 2012</b>	<ul style="list-style-type: none"> <li>• Noted the Business Plan/Annual Report on the work of the Pensions Committee 2011/12</li> <li>• Pension Fund Performance Monitoring for the quarter ending 30 June 2012</li> <li>• Noted the initial analysis of Investment Strategy Review</li> </ul>	Cllr Melvin Wallace (chair) Cllr Becky Bennett (vice chair) Cllr Georgina Galpin (sub for Eric Munday) Cllr Roger Ramsey Cllr Ron Ower Cllr Pat Murray John Giles (UNISON)
<b>31 October 2012</b>	<ul style="list-style-type: none"> <li>• Reviewed Pension Fund's Governance Compliance Statement 2012</li> <li>• Noted Whistleblowing Report</li> <li>• Reviewed the services of the Pension fund Actuary</li> <li>• Reviewed the services of the Pension Fund Custodian</li> <li>• Reviewed the services of the Pension fund Investment Advisor</li> <li>• Agreed Pension Fund Annual Report – Year ended 31 March 2012</li> </ul>	Cllr Melvin Wallace (chair) Cllr Becky Bennett (vice chair) Cllr Eric Munday Cllr Roger Ramsey Cllr Clarence Barrett (sub for Ron Ower) Andy Hampshire (GMB)
<b>27 November 2012 (SPECIAL)</b>	<ul style="list-style-type: none"> <li>• Discussed the analysis and modelling for the Investment Strategy Review</li> <li>• Considered the DCLG consultation 'Investment in Partnership' which sought views in whether any regulation changes were required to remove barriers preventing pension funds investing in infrastructure</li> </ul>	Cllr Melvin Wallace (chair) Cllr Georgina Galpin (sub for Eric Munday) Cllr Roger Ramsey Cllr Ron Ower Cllr Pat Murray John Giles (UNISON) Marilyn Clay – employer representative as observer

**PENSIONS COMMITTEE MEETINGS HELD DURING 2012/13**

**ANNEX A**

<b>MONTH</b>	<b>TOPIC</b>	<b>ATTENDED BY</b>
<b>12 December 2012</b>	<ul style="list-style-type: none"> <li>• Pension Fund Performance Monitoring for the quarter ending 31 September 2012</li> <li>• Noted the impact of Auto Enrolment</li> <li>• Agreed Interim amendment to Statement of Investment Policy</li> </ul>	Cllr Melvin Wallace (chair) Cllr Georgina Galpin (sub for Becky Bennett) Cllr Eric Munday Cllr Roger Ramsey Cllr Clarence Barratt (sub for Ron Ower)
<b>26 March 2013 (Earlier start time of 6:30pm)</b>	<ul style="list-style-type: none"> <li>• Pension Fund Performance Monitoring for the quarter ending 31 December 2012</li> <li>• Noted Automatic Enrolment implementation progress</li> <li>• Considered and agreed the Communication Strategy 2013-2015</li> <li>• Considered Briefing report on impact of the Public Services Pensions Bill</li> <li>• Agreed the Statement of investment Principles</li> </ul>	Cllr Melvin Wallace (chair) Cllr Fred Thompson (sub for Becky Bennett) Cllr Eric Munday Cllr Roger Ramsey Cllr Ron Ower Cllr Pat Murray observer until 7:45pm Cllr Denis Breadding (sub for Pat Murray from 7:45pm) John Giles (UNISON) Andy Hampshire (GMB)

Please note that three members constitute a quorum.

Target dates for issuing agendas were met.

**PENSIONS COMMITTEE MEMBER TRAINING 2012/13**

**ANNEX B**

<b>DATE</b>	<b>TOPIC COVERED</b>	<b>LOCATION</b>	<b>COST</b>	<b>ATTENDED BY</b>
<b>30 May 2012</b>	Baillie Gifford – ‘Global Investor Roundtable’ – our newly appointed Global Equity Manager explaining longer term investment opportunities	Corinthia Hotel, London	Free	Cllr Wallace
<b>14 June 2012</b>	CIPFA – Delivering Training on ‘Introduction to the LGPS’, covered key themes: <ul style="list-style-type: none"> <li>• Background, Regulations and Governance of the LGPS</li> <li>• Managing Scheme Liabilities</li> <li>• Audit and Accounting Requirements</li> <li>• Developing investment Strategies</li> </ul>	Canary Wharf, London	Included in subscription)	Cllr Murray Cllr Breathing Cllr Wallace
<b>26 June 2012</b>	Pensions overview delivered by Pension Fund Accountant	Central Library	Officer Time	Cllr Bennett
<b>27 June 2012</b>	Hymans – Fund’s Advisor delivering training on Investment Strategy Review – covered: <ul style="list-style-type: none"> <li>• Understanding the importance of an investment strategy</li> <li>• Why periodic review is sensible</li> <li>• How a review may be undertaken and included issues to consider and include.</li> </ul>	Town Hall – prior to Pensions Committee meeting	Included as part of the fee schedule	Cllr Bennett Cllr Ramsey Cllr Galpin John Giles (UNISON) Andy Hampshire
<b>6 September 2012</b>	Pensions overview delivered by Pension Fund Accountant	Central Library	Officer time	Cllr Pat Murray
<b>18/20 September 2012</b>	Briefing sessions on Statement of Accounts (inclu, Pension Fund) – delivered by Mike Board and Debbie Ford	Town Hall	Officer Time	Cllr Galpin Cllr Ramsey Cllr Breathing Cllr Murray
<b>02 October 2012</b>	Hymans- Fund’s actuary delivered training covering: <ul style="list-style-type: none"> <li>• Pensions issues, impact on Transferring Local Government Employees (Admitted Bodies)</li> </ul>	Town Hall – prior to Pensions committee meeting	£2,750	Cllr Galpin Cllr Wallace Cllr Ramsey Cllr Bennett Cllr Ower Cllr Murray (part) John Giles (UNISON)
<b>01 November 2012</b>	Infrastructure roundtable – delivered by Partners Group	Heron Tower, London	Free	Cllr Wallace Cllr Munday
<b>16 November 2012</b>	Ruffer conference	London	Free	Cllr Wallace Cllr Munday

**PENSIONS COMMITTEE MEMBER TRAINING 2012/13**

**ANNEX B**

DATE	TOPIC COVERED	LOCATION	COST	ATTENDED BY
27 November 2012	Hymans – Fund’s Advisor delivering follow up training on Investment Strategy Review - covered: <ul style="list-style-type: none"> <li>• Objectives and initial conclusions</li> <li>• Understanding the current issues (low yields, weak funding level, stagnant economic conditions and negative cash flow</li> <li>• Strategy Proposals – up for discussion</li> </ul>	Town Hall – as part of the Special Pensions Committee meeting	Included as part of the fee schedule	Cllr Ramsey  Cllr Wallace Cllr Ramsey Cllr Murray Cllr Ower Cllr Galpin John Giles (UNISON) Marilyn Clay (employer representative)

**INDICATIVE PENSIONS COMMITTEE CYCLICAL MEETINGS AND COVERAGE 2013/14**

**ANNEX C**

	<b>JUNE 2013</b>	<b>SEPTEMBER 2013</b>	<b>NOVEMBER 2013</b>	<b>DECEMBER 2013</b>	<b>MARCH 2014</b>
<b>Formal Committees with Members</b>	<ul style="list-style-type: none"> <li>▪ Overall Monitoring Report on Pension Fund to end of March 13:                             <ul style="list-style-type: none"> <li>a) Property Manager</li> <li>b) Multi Asset Manager</li> <li>c) Pooled Global Equity Manager</li> </ul> </li> <li>▪ External Audit Plan 2012/13</li> </ul>	<ul style="list-style-type: none"> <li>▪ Overall Monitoring Report on Pension Fund to end of June:                             <ul style="list-style-type: none"> <li>a) UK Equities Manager</li> <li>b) UK Bonds Manager</li> </ul> </li> <li>▪ Pension Fund Accounts 12/13</li> <li>▪ Business/Work Plan inc. work of the committee</li> </ul>	<ul style="list-style-type: none"> <li>▪ Annual review of Custodian</li> <li>▪ Annual review of Adviser</li> <li>▪ Annual review of Actuary</li> <li>▪ Review of Governance Policy</li> <li>▪ Whistleblowing Annual Assessment</li> <li>▪ Administration Strategy (regs change) if necessary</li> <li>▪ Pension Fund Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>▪ Overall Monitoring Report on Pension Fund to end of September:                             <ul style="list-style-type: none"> <li>a) Property Manager</li> <li>b) Passive Equity Manager</li> <li>c) Pooled Global Equity Manager</li> </ul> </li> <li>• Review of Funding Strategy Statement</li> <li>• Valuation 2013 results</li> </ul>	<ul style="list-style-type: none"> <li>▪ Overall Monitoring Report on Pension Fund to end of December:                             <ul style="list-style-type: none"> <li>a) UK Equities Manager</li> <li>b) UK Bonds Manager</li> </ul> </li> </ul>
<b>Officer Meeting</b>	Meeting: 20 May 13 <ul style="list-style-type: none"> <li>▪ UK Equities</li> <li>▪ UK Bonds</li> <li>▪ Passive Equity Manager</li> </ul>	Meeting: 19 Aug 13 (am) <ul style="list-style-type: none"> <li>▪ Property</li> <li>▪ Global Equity</li> <li>▪ WM presentation Meeting</li> <li>• Advisor Review (TBC)</li> <li>• Custodian Review (TBC)</li> </ul>	No meeting	Meeting: 15 Nov 13 (pm) <ul style="list-style-type: none"> <li>▪ UK Equities</li> <li>▪ UK Bonds Manager</li> </ul>	Meeting: 25 Feb 14 (am) <ul style="list-style-type: none"> <li>▪ Property</li> <li>▪ Multi Asset Manager</li> <li>▪ Global Equities</li> </ul>
<b>Training</b>	Associated Training	Associated Training	Associated Training	Associated Training	Associated Training



**Haverling**  
LONDON BOROUGH

Annual Report of the  
Standing Advisory Council  
on Religious Education

## **STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION**

**SUBJECT: ANNUAL REPORT 2012/13**

### **INTRODUCTION BY COUNCILLOR ROCHFORD**

As Members will know, the most important role of the Standing Advisory Council on Religious Education (SACRE) is the oversight of the provision of sound teaching in RE through all the borough's schools for all ages and abilities of pupils. As Members will also be aware, education continues to be at the forefront of interest both nationally and locally. Academies are now well established and today we are looking at the rise of the "Free School". The debate about public examinations; the pressures being felt at the reception end of the education process and the examination grades at the other remain very much in the public consciousness – frequently reinforced by media activity. During these times of continuing - and at times, dramatic - change it remains vitally important for children to have some stability and the work of SACRE (through the Agreed Syllabus) and its influence on the teaching of RE goes some way to provide that.

Good RE teaching is not just about facts and information - though in our country's multi-faith society of today it will help to dispel some of the myths surrounding the beliefs of some of the faith groups - but, SACRE believes it is also instrumental in helping pupils (tomorrow's citizens) to learn **from** different religions, beliefs, values and traditions while exploring their own beliefs and questions of meaning. Teaching pupils respect for all faiths, belief systems and philosophies and providing them with information on what members of the different religions have contributed towards our nation should also help to combat sectarian conflict in the wider society.

You will see from the Annual Report which follows, that Havering's SACRE has worked hard to build on those principles. Whilst the Agreed Syllabus, 'Pathways', in



place since the end of 2007, continues to be a most effective tool in both Primary and Secondary schools across the borough and beyond and has proved to be a valuable asset, the time has come for its review and, looking forward a little, it is appropriate to see where changes in society since the last review have impacted our understanding of the teaching of RE and – in the current spirit of “partnership working” Council will be pleased to know that SACRE is exploring the possibility of holding a joint Agreed Syllabus Conference with Redbridge’s SACRE.

SACRE members thank the Council for its continued generous provision of sufficient funds to provide training and to support SACRE’s work. SACRE’s termly meetings continue to have lively discussions on the topics brought before them. Recently, there have been some changes in the membership of SACRE – a process which is on-going. In part this reflects the aging of SACRE members themselves, but it also reflects the demographic changes being experienced in our borough and it demonstrates that SACRE remains as proactive and relevant today as it was fifty or so years ago. It should give Council the confidence to continue to place its trust in the genuine cultural and spiritual contribution SACRE has for today and tomorrow.

As I have reported in past Councils, SACRE’s practice is to hold its summer meeting in either a school or a place of worship. During 2012, the visit was to Engayne Primary School which recently become a ‘Teaching School’, accredited by the National College for School Leadership and so a Primary School with a progressive outlook. Not only do these visits provide members with an enjoyable change of venue, but contribute positively to their understanding of how education and faith is being expressed today in Havering. This ensures that any changes to the RE curriculum will remain relevant and firmly grounded in reality.

As ever, it would be remiss of me not to conclude without reference to the Michael Edwards Award, given – as Members will recall – annually to the school in which the principles he championed are best reflected. To date the award has alternated between senior and primary schools, but last year SACRE considered that it would be appropriate for it to be offered more widely and so, whilst holding fast to the principles of respect and understanding between faiths and cultures, SACRE extended the scope of the competition to other faith schools, to schools specifically for pupils with special educational needs, to non-Community schools and to Pupil Referral Units so that many more in the community can participate in what has

become an annual expression of positive values in society. Accordingly, this year it was awarded to Ravensbourne School for pupils with Profound and Multiple Learning Difficulties.

SACRE's ambition for the future is to be able to re-engage with the borough's senior schools and persuade the academies to take advantage of not only its RE syllabus and the borough's skilled and vastly experienced team of professional support, but to embrace the spirit of multi-faith, multi-cultural understanding as epitomised by the ethos underpinning the Michael Edwards Award.

It therefore gives me great pleasure to commend SACRE's Annual Report for 2012/13 to Council.

Councillor Paul Rochford



**HAVING  
STANDING ADVISORY COUNCIL  
ON RELIGIOUS EDUCATION**

**ANNUAL REPORT 2012 / 13**



## Chair's Foreword

I am pleased to write the foreword for SACRE's Annual Report.

The past year has not been as straightforward for SACRE as in former years. This was mainly due to government changes in the education system with more schools leaving the local authority's care to form independent academies. This has had a dramatic effect on the teaching of RE, particularly at secondary level, with the introduction of the English Baccalaureate which has led to a resulting decline in RE teaching across the country. Havering's SACRE decided to address its concerns by inviting Ofsted's subject specialist for RE, Alan Brine, to speak to it in early May. Mr Brine's lively and interesting presentation - while addressing all the issues, together with SACRE's concerns - also gave us cause for hope, which we found very encouraging.

Despite concerns that the current changes in the education of our country's children was leading to a decline in the teaching of RE, SACRE continues to believe that sound RE teaching is invaluable in setting both moral and spiritual parameters for today's children, to equip them to be our citizens of tomorrow. SACRE upholds its belief that teaching pupils respect for **all** faiths and providing them with information on what members of the different religions have contributed towards our nation can only help to combat faith-related bullying and work towards dispelling some of the myths surrounding the beliefs of some of the faith groups, which are all too frequently misrepresented in some of the media.

Havering SACRE members followed their usual practice of gathering away from the Council Chamber for their 2012 summer term meeting. We chose to visit Engayne Primary School, which had recently become a 'Teaching School', accredited by the National College for School Leadership. SACRE had also agreed to become one of the school's strategic partners. The school's Head of Humanities, Robin Field, offered members of SACRE a superb presentation, giving a beneficial insight into the teaching of RE at Engayne, which everyone enjoyed and appreciated. Although I have a background in education, many of the other SACRE members do not and it was encouraging for them to see evidence - not only of good practice in the teaching of RE, but also of the obvious enjoyment of those to whom it is delivered - which this presentation clearly illustrated. It was also valuable to us all to see proof of cross-curricular links and to see evidence from a school addressing issues in the light of the latest government thinking.

We were delighted to offer the annual Michael Edwards Award to Ravensbourne School for pupils with Profound and Multiple Learning Difficulties. This was presented at their Harvest Assembly in October and was awarded for outstanding engagement in RE.



Finally, it is very satisfying for us to be able to welcome the first representative of the Buddhist faith that we have had in the twenty years that I have been a member of SACRE and we look forward to sharing his input.

It gives me pleasure to commend this report.

*Pamela A. Coles*

(Chair of SACRE)

## **Observations from the Secondary RE Advisor**

The All Party Parliamentary Group (APPG) on Religious Education recently published a report into the subject called "*RE: The Truth Unmasked*" (APPG on RE, 2013). This report highlighted the important contribution that RE makes to the lives of our young people. It stated:

- RE makes a positive contribution to key aspects of pupils' personal development, most notably in relation to the understanding and appreciation of the diverse nature of our society. (Ofsted 2010:6)

In his foreword to the report Stephen Lloyd (MP and Chair of the APPG on RE) says:

"Our hardworking teachers not only impart information, they also help shape the views of the next generation. The importance of mutual respect and understanding, for faiths and belief, is crucial in a society where there are now many different religions and cultures. This is why I believe religious education is so important."

Here in Havering, SACRE members, senior leaders, teachers, parents and young people recognise these and the many other positive effects of the Religious Education taught in our schools.

There are of course issues that face our subject as educational change moves at a rapid pace under the present Coalition Government. These are explored in more detail in the APPG report, and in the analysis of the yearly surveys conducted by the National Association of Teachers of RE (NATRE). These issues include:

- After 2014, short course GCSEs will not be recognised in the headline measures of a school's performance. •
- In 2011 RE was excluded from the English Baccalaureate (EBacc).
- From 2013 bursaries for RE trainee teachers have been withdrawn.
- The extension of the academies programme together with local authority cut backs have resulted in the loss of funding and of time for advisers and consultants who provided professional support to SACREs.

*(APPG RE: The Truth Unmasked, 2013)*

The APPG report states:

"In many of these cases RE has been the unintended victim of a combination of major policy changes rather than the subject of a deliberate attack. Nevertheless the combined impact of so many severe setbacks in such a short time has been to convey the message that even though it is a statutory subject, RE is of less value than other subjects."

Over the coming year SACRE will attempt to minimise the effects of these challenges on RE in Havering schools. These issues, along with the important curriculum reforms and the RE Council Review of the Curriculum will be at the forefront of our minds as we seek to ensure that teachers of RE in Havering are supported to deliver the best possible religious education for their pupils.

## **REPORT ON RE IN EDUCATION FOR THE YEAR 2012/13:**

### **1. Religious Education (RE)**

#### **1.1. Standards in Religious Education**

Examination results at GCSE are monitored as part of the Borough's overall monitoring of standards.

The results for 2012 GCSE courses:

#### **GCSE full course**

The proportion of Havering students achieving an A\*- C and A\*- G grade in the full GCSE dropped in 2012 (see table below), taking the LA's figure to below the national average for A\*- C

#### **GCSE short course**

In the short course GCSE, the proportion of students achieving an A\*- C and A\*- G grade also dropped slightly in 2012. However, the drop in the national figure was even greater, leaving Havering's position relatively improved (see table below).

Both locally and nationally, there was an increase in the number of students taking the full course and fewer taking the short course.

		Full Course		Short Course	
		A*-C %	A*-G %	A*-C %	A*-G %
LA	2012	74.10%	99.00%	49.10%	95.90%
	2011	70.30%	98.70%	61.30%	97.40%
	Diff	3.80%	0.30%	-12.20%	-1.50%
National	2012	72.60%	98.50%	50.40%	94.70%
	2011	72.10%	98.40%	50.70%	94.90%
	Diff	0.50%	0.10%	-0.30%	-0.20%
LA vs. NA	2012	1.50%	0.50%	-1.30%	1.20%
	2011	-1.80%	0.30%	10.60%	2.50%

#### **1.2. Agreed Syllabus**

Schools implemented the Havering Agreed Syllabus 'Pathways', (published in November 2007) in September 2008. The vast majority of Primary schools are using the new schemes of work as the basis for delivering the Agreed Syllabus. These were updated and shared with schools in September 2010. Most Secondary schools have developed their own schemes of work.

### **1.3. Teacher Training**

Advice is provided to Primary schools through the Havering School Improvement Service (HSIS) and there are regular, well-attended meetings for Primary RE co-ordinators. In 2012/2013 this consisted of:

- An experienced trainer from The Scripture Union and members of his team, explored the teaching of Christianity with specific reference to the Havering Schemes of work.
- Daniel Hugill, secondary adviser to SACRE, shared recommendations and advice on good practice in the Primary phase using practical examples from the Annual NATRE conference.
- An experienced national trainer from RE Today Services Team, explored the teaching of Islam and Judaism with reference to the Havering Schemes of Work. Recommended activities were creative, visual, active and involved enquiry based learning.

Attendance at the RE Co-ordinators conferences remains high, varying between 25 and 30 schools represented. Where RE co-ordinators are unable to attend, all materials are electronically forwarded to those schools along with explanatory letters. This includes Independent and Special schools.

### **1.4. Complaints concerning RE**

No formal complaints were made about religious education under the local statutory complaints procedure during 2012.

## **2. Collective Worship**

### **2.1. Monitoring**

Monitoring from Hsis during the academic year has taken the form of spiritual, moral, social and cultural health checks which include formal written reports to Primary School head-teachers and chairs of governors. This is a traded service and therefore is only offered to those schools who buy into the service.

### **2.2. Training**

There has been no training on collective worship during the year.

### **2.3. Determinations**

There were no applications for determinations (to alter the character of collective worship for all or some pupils in a particular school) during 2012. There were a number of Freedom of Information requests throughout the year which were a nil return on applications to change the character of schools in Havering.



## **2.4. Complaints concerning collective worship**

No formal complaints were made about collective worship under the local statutory complaints procedure during 2012.

## **3. Links with other agencies**

### **3.1. National**

Havering SACRE belongs to the National Association of SACREs (NASACRE). Members attend conferences and other events and report to full SACRE meetings.

### **3.2. Local**

SACRE has links with a range of faith and secular groups in the borough. The practice of holding some SACRE meetings in schools and different places of worship continues.

## **4. SACRE arrangements**

### **4.1. Meetings**

SACRE holds regular meetings during the year. The meetings are usually well attended with good representation from the faith groups and the local Humanist Association. There tends to be one meeting each term. SACRE sets its own agenda and commissions reports and updates from the Local Authority Advisers. Since the last Annual Report, SACRE has met three times during 2012/2013.

During the 2012 Summer Term SACRE visited at Engayne Primary and National teaching school where SACRE members had a presentation from Robin Field, the RE leader on how Engayne Primary approached teaching and learning in RE with practical examples of the use of technology, artefacts and the pupils' work. Mr. Field generously gave permission for materials to be shared with all Primary schools. In the Autumn Term SACRE met in the Town Hall but the Spring Term meeting was deferred until May in order that SACRE could receive a presentation from Mr Brine an OfSTED HMI specialising in Religious Education.

SACRE continues to receive regular reports on local and national developments in RE. Topics discussed include: the National Curriculum Review currently underway, the relationship between autonomous academies and the Local Agreed Syllabus, and the effect of the English Baccalaureate on the teaching of Religious Education in secondary schools.

### **4.2. Budget**

SACRE has a small annual budget to cover the cost of its work which is administered by the Education Service.

#### **4.3. Professional and administrative support**

SACRE has the services of a Committee Officer from Committee Administration at each of its meetings, both to minute the meeting and to give procedural advice. The Secondary and Primary Advisers attend SACRE meetings to report on work with schools, to offer advice and to assist SACRE in carrying out its role.

#### **4.4. Monitoring**

SACRE continues to monitor standards and quality in RE, the quality of provision for collective worship and for pupils' spiritual development from any information included in the most recent OfSTED reports for primary, secondary and special schools. In addition, examination results at GCSE and A/S and A level are monitored as part of the Borough's overall monitoring and evaluation of standards.

### **5. The Michael Edwards Award**

This annual award is presented in commemoration of the life and work of Michael Edwards, Adviser/Inspector for Religious Education in Havering, who died in 2004.

The award is made to schools which demonstrate good practice in multi-faith RE. The award alternates between primary and secondary schools and this year was open to Primary, Special and PRU schools. The successful school was Ravensbourne School for pupils with Profound and Multiple Learning Difficulties. The ME Award has been opened to other schools such as the borough's pupil referral units and other Faith Schools to broaden its scope and be more inclusive – the way Michael Edwards would have wanted it. The move from maintained to academy status of the borough's secondary schools means that, for the time being they are not engaging in the way they used to, however, SACRE is considering ways in which to address this situation and proposes to initiate what it hopes will be a positive dialogue with those schools.

## MEMBERS OF SACRE

The following is a list of SACRE members and officers in attendance for the period covered by this report.

Name	Group	Representing	Joined	Left
Mr Kevin Walsh	A	Roman Catholic	22/02/2007	
Revd. Lee Sunderland	A	Jewish Community	05/03/2009	
Mrs Pamela Coles	A	Methodist	Pre 2004	
Mr Sansar Narwal	A	Sikh Community	Pre 2004	
<i>Miss Joan Watson</i>	A	<i>Religious Society of Friends</i>	26/11/2009	<b>27/03/13</b>
Mr Kamal Siddiqui	A	Muslim Community	05/03/2008	
Mr M Saleem	A	Muslim Community	21/10/2010	
Mr Om Dhir	A	Hindu Community	06/06/2007	
Dr John Lester	A	Baha'i Faith	10/11/2004	
Mrs Christine Seymour	A	Havering and District Humanist Society	26/11/2009	
Mrs Susan Freeman	B	Church of England	05/03/2009	
Mrs Alison Seaman	B	Church of England	07/11/2007	
Mrs Anne Masters	C	ATL	28/01/2009	
Mr Nick Hills	C	NUT - Seniors	26/11/2009	
Ms Linda Munday	C	NUT - Primary	11/01/2010	
Mr Chris Pearson	C	NASUWT	30/06/2004	
Mr Keith Shurlock	C	ASCL	05/03/2009	
Cllr Paul Rochford	D	Local Authority	09/06/2010	
Cllr Pam Light	D	Local Authority	25/05/2011	
Cllr Paul McGeary	D	Local Authority	09/06/2010	
Cllr Damian White	D	Local Authority	09/06/2010	
Cllr Gillian Ford	D	Local Authority	11/07/2004	
Cllr Wendy Brice-Thompson		Co-opted	07/06/2010	

### Advisors:

*Judith Payne, Primary and Daniel Hugill, Secondary*



**Haverling**  
LONDON BOROUGH

Statement from the  
Champion for the Armed  
Forces

## **Champion for Armed Forces**

The Champion for Armed Forces was appointed by Council in May 2013 and has therefore not been in post for most of the period covered by the Annual Report cycle. However, Cllr Gardner attended Armed Forces Day events on 29<sup>th</sup> June and would like to put on record how proud he is to have been appointed as Member Champion for the Armed Forces in Havering.

## **Councillor Peter Gardner**



**Haverling**  
LONDON BOROUGH

Annual Report of the  
Champion for Diversity

## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR DIVERSITY 2012/13**

### **Introduction**

Over the past year, the Council has worked hard to improve access to Council services and to provide information about the range of provision on offer to minimise the disadvantages that some residents may experience due to disability, vulnerability or language barriers.

I have seen first-hand the work of Diversity in action and I would like to place on record my appreciation for the work of all Council staff in their efforts to support those who most need our help and to reduce the inequality that prevails in our society between different groups of people.

It is with pleasure that I present this report as the Member Champion for Diversity and would like to expand upon some of the work delivered by the Council in this important area

### **Community Engagement**

As Member Champion for Diversity, I am kept informed about the good work carried out by the Havering BME Forum and attend the annual community cultural celebration held in Queens theatre, that they organise in partnership with the Council's Community Engagement Team.

A range of other community events that promote equality and diversity in the borough have taken place, including working in partnership with Havering College for Further and Higher Education and voluntary sector organisations to host the International Women's Day event, the Harold Hill Festival and numerous other community-led events that the Council has supported.

**Active Living** is the new older people's programme launched earlier this year to help keep older people active and included :

- Work in partnership with HAVCO Volunteer Centre to deliver the Over 50's Volunteer Project, providing opportunities for older people to get involved and make a difference
  - Building the capacity of the Faith Sector – befriending, cultural awareness, mentoring and dementia awareness workshops have been run with 20 faith organisations across the borough, recognizing the important role that faith plays in community cohesion and supporting vulnerable people in the community.
  - Continuing the ever popular free swimming initiative for the over 50s
  - The launch of the Havering Circle, a new social membership scheme for older people designed to strengthen community networks, which now has over 300 members and is growing daily.
- The Central Park consultation directly consulted with children (via schools), youth (Myplace youth groups including their youth board) and older people's groups (over 50s forum and older people's group at MyPlace) as well as with Havering Association for people with Disabilities (HAD). It also used a variety of consultation methods including boxes at a variety of venues, drop-in sessions, and public events, face to face and online to allow a diverse range of people as possible to contribute. In addition, the consultation was available in larger print format.

### **Diversity Programme Team**

LBH has a small **Diversity Programme Team (DPT)** that sits within the Corporate Policy and Community Section. It is responsible for:

- Advising on Council's statutory duties under the Equality Act 2010 and other relevant legislation
- Ensuring the Council is compliant with legislation and follows best practice
- Advising on any E&D related queries and issues regarding service users
- Producing and overseeing the Council's Single Equality Scheme and Action Plan that sets out everything we want to achieve in our ambitions for reducing inequality
- Ensuring the council has a programme of E&D training in place for staff

Some of our main achievements are:

#### **1. Implementation of the Public Sector Equality Duty**

The Equality Act 2010 introduced the **Public Sector Equality Duty (PSED)**, which places various obligations on LBH as a public body to ensure that equality and diversity are fully embedded into the provision of public services, employment and procurement practices.



The **general duty** requires LBH to have due regard to the need to do the following in relation to the exercise of its public functions:

- Eliminate unlawful discrimination, harassment and victimisation, and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

The **specific duties** require LBH to carry out the following activities:

- Publish information to show its compliance with the general duties, at least annually
- Set and publish equality objectives, at least every four years.

The team has been working hard to ensure Council's compliance with the general and specific duties.

## **2. Council's new Single Equality Scheme**

In 2012/13 one of the most pressing areas of work to comply with the PSED was to develop Council's new Single Equality Scheme (SES). The SES is the key overarching strategic document which sets out the Council's aims and objectives for achieving and demonstrating compliance with the Equality Act, and for putting into practice the Council's commitment to being fair to all.

The new SES is informed by the demographic information we have on our population, in particular the diversity and socio-economic data analysis, three-month consultation with key stakeholders from across the local community and our workforce, and in-depth service plan equality mapping.

What the document shows is the vast array of services that the Council provides for some of our most vulnerable- the frail elderly and disabled people- some of the people who most need our support.

The 2013 - 2016 Single Equality Scheme, Action Plan and supporting Appendices can be found on the [Council's Equality and Diversity web pages](#).

## **3. Corporate Equality and Diversity training programme**

A major focus of the DPT in the past year has been the delivery of an Equality and Diversity training programme for staff members, ensuring that all employees are aware of new legislation, how to complete Equality Analysis correctly and respond to different customer and workforce issues.

### **Face to Face Equality and Diversity Sessions**

Due to the huge number of staff members requiring Equality and Diversity training, a well thought of training provider, Equality Works, was contracted in January 2012 following a tough procurement exercise. This training was financed by £40,000 in funds secured from CMT and received excellent feedback for the way in which it was devised and delivered.

A total number of 400 employees attended that training between January and July 2012. Due to the large number of employees still asking to attend this course, additional twelve sessions have been commissioned between September 2012 and February 2013, with 240 further employees attending the training by the end of the 2012/13 financial year.

### **Bespoke Training for Front Line Employees**

Following the success of the core training course, The Garnett Foundation – a leading behavioural change agent that uses interactive drama-based training techniques in culture change carried out training for 70 employees in the Gardening Maintenance Team

Due to the extremely positive feedback from the theatre-based training sessions, further theatre-based training will be provided to Streetcare employees, Transport Depot staff members and other front line services in 2013/14.

### **Social Care and Learning Equality Analysis (EA) Training**

Nearly 80 Adults, Children and Learning and Achievement professionals attended three hour bespoke EA coaching in Spring 2012 – which included real-life case studies and group work. Tailored EA coaching has also been delivered to the Health and Safety, Libraries Management Teams and Homes and Housing staff.

### **Equality Risk in Report Writing Sessions**

Council Report Writers, Committee Support and Administration, and Highways Engineers teams have attended tailored Equality Risk in Report Writing sessions so that Members can be confident that decisions they are being asked to take have been thoroughly assessed for equality implications.

### **Members' Awareness Raising Sessions**

In summer 2012, Members attended **Hate Crime, Equality Act 2010 and Judicial Review** awareness raising sessions. The training sessions were delivered by a leading Hate Crime charity and a leading discrimination law QC.

### **Equality in Service Planning Workshops**

Customer Services, Housing and other teams attended Equality in Service Planning Workshops.

### **Online modules**

Three Online Modules in Bullying and Harassment, Equality and Diversity and Equality Analysis are available to employees and members. In addition, a dedicated Disability Awareness e-module is available to access via the [Council's Intranet home page for all staff and Members to access](#).

#### **4. Effectively supported the Diversity Management Groups**

During the past year both the Corporate and Directorate Diversity Management Groups meetings have been well attended and with the help of DPT continued to drive the Council's equality agenda and Equalities Analysis process.

#### **5. Worked with other services to improve access to Council's services/facilities and information about those services/facilities**

The Council has a legal duty under the Equality Act 2010 to provide **reasonable adjustments** on request for workers and service users with disabilities, for example by providing documents in Easy Read, large print, audio or Braille, or by providing a British Sign Language interpreter.

The Equalities Achievements of other service areas are summarised below.

#### **Human Resources**

- Retained the Investors in People (IIP) Award in October 2012 displaying the Council's continued commitment to engaging with our employees to deliver excellent services to the community.
- Implemented a new Secondment Policy in October 2012 that supports the development of employees and provides a framework for fairness in the access to those opportunities.
- Retained the Council's Positive About Disabled People 'Two Tick' Award in September 2012 which illustrates the Council's continued commitment to employing and retaining disabled people.
- Implemented a revised Organisational Change and Redundancy Policy in June 2012 which confirms the Council's commitment to manage such changes in a fair, consistent and transparent manner while communicating in an open and honest way.
- Introduced a new Flexible Working (Location) Policy in April 2012 designed to provide greater opportunity for modern and innovative approaches to the way that work is carried out. It recognises the business case for adopting different models for delivering services to meet customers' needs. It also recognises and supports the need for staff to maintain a work-life balance, combining caring responsibilities and other personal interests with work.
- Published Workforce Equalities data in January 2012 which will be updated and improved upon at the end of the current financial year.

- Held a campaign during 2012 designed to promote awareness of the Equality Act Protected characteristics and to encourage employees to provide their equality data either using 'Self Service' or a confidential 'off line' process to improve the quantity and quality of information available and enabling analysis of that data.
- Introduced an Equality competency in PDR's for all employees as part of the Performance Management Strategy.
- Implemented a revised Equality in Employment policy in December 2011 to ensure that the Council fulfils its legal obligations under the Equality Act 2010, and complies with provisions contained in the various Codes of Practice.
- Implemented a new Family Friendly Policy in October 2011 which brought together provisions relating to:
  - Maternity leave
  - Paternity leave
  - Parental leave
  - Adoption leave
- Introduced a new Flexible Working (Hours) Policy in October 2011 which is concerned with various flexible working patterns that can be used to complement the types of flexible working locations. This policy supports the Council's commitment to supporting working parents and carers of adults and ensures that the Council fulfils its statutory duties.
- Implemented a revised Leave Policy in March 2011 designed to establish a clear policy for leave for personal or professional reasons, to ensure consistency of approach, to accord with legislation and the Council's commitment to good employment practice.

### **Community Safety**

The community Safety Team provide a range of services targeted at vulnerable people.

### **Annual Havering Domestic Violence Conference**

The overall theme of the last Havering Domestic Violence conference was safeguarding those experiencing domestic violence and forced marriage/honour-based-violence. This involved the following themes:

- Presenting an overview of domestic violence in the borough through the Joint Strategic Needs Assessment.
- Examining the findings of Serious Case Reviews, and the impact on the toxic trio (DV, mental health and substance abuse on child mortality). And how the Local Safeguarding Children's Board is safeguarding children in these families.
- The effectiveness of multi-agency services working with children and families who are experiencing domestic violence.
- How young people experience domestic violence, including the different media through which young people are being abused; programmes available to parents and their children that help them to cope with their experiences; and examining best practice in safeguarding teenagers.
- Safeguarding victims of forced marriage and honour-based violence.

## **1. Banking Protocol**

Developed by the Havering Community Safety Partnership in conjunction with our local banks, the Metropolitan Police, Community Police Consultative Group and Age Concern, the scheme has a strong focus on prevention and early intervention. It provides a route for bank staff to tactfully intervene when older and vulnerable customers seek to withdraw unusually large sums of cash.

Therefore, not only does it focus on preventing our residents from being a victim of crime but also identifies vulnerable residents who might be living with dementia, so we can intervene and provide access to vital support services.

## **2. Street Pastors**

This is a voluntary, multi denominational Church response to urban problems. This innovation aims to curb crime and anti-social behaviour through communication and engagement and joint working with key agencies. The scheme is operated on a voluntary basis normally on Friday nights which is the peak time for night life in Romford Town Centre.

## **Culture and Leisure**

### **Libraries**

- The Disability Award from HAD was given to Rainham Library for their Listening Group - a "reading group" which uses audio material instead of print.
- In June 2013 the Library Service established a new Reading Group at Romford Library aimed specifically for people with hearing impairments. The group now runs monthly on the first Tuesday of every month.
- Young people from PACT visited 3 of our libraries to deliver autism awareness training for staff. Following this the young people have also come on additional visits to our libraries and helped identify strengths and weaknesses in service provision.
- Libraries Disability Workshop - following feedback from service providers, libraries ran a disability workshop aimed at consulting users of our services (as opposed to the service providers themselves). Taking advice from providers, it was decided that the first workshop would focus on people with Learning Disabilities. This year the focus will be on mental health.
- The Libraries continue to employ 8 people through the Rose Programme, and has been a very positive experience for all involved.
- The Library Housebound Service is provided for people who are permanently or temporarily housebound. They are visited on a regular basis with items chosen specifically to their requirements.
- Library staff have received specialist training to offer Bag Book story sessions to adults and children with special needs across the borough. This has led to them working within specialist care settings for adults in addition to the regular school work.
- Ravensbourne School are participating in the Summer Reading Challenge again this year, using Bag Books to complete the Challenge.
- Havering Libraries have signed up to the RNIB 6 step programme run by RNIB (Royal National Institute of Blind People) and Society of Chief Librarians. The programme outlines a number of actions which libraries can take to make their services accessible to blind and partially sighted people. These include having a dedicated "Champion" providing access to large print and audio books and having a strategy in place for provision of access technology.
- Libraries recently invested in 'Dolphin software' which means the public computers are accessible via screen magnification and audio output.

- Many staff completed the DisabledGo training earlier this year and all staff will have completed the Corporate "Introduction to Equality and Diversity" training by the end of the year.
- The development of Community Profiles for all of our Libraries this year, provides us with new valuable information to allow us to understand and respond to the diverse needs of our communities.
- 9 of our 10 libraries are DDA compliant. Rainham, the remaining library, is being re-provided and will be DDA compliant.
- Libraries work with Mind and Havering Adult College to provide the 'Six Book Challenge' and celebrate the successes each year. The Six Book Challenge encourages people with low literacy skills to participate and improve their skills.
- First Click and ICT volunteers - to ensure our community is not technologically disadvantaged we offer First Click classes and also provide volunteers to support customers using the public computers.
- Accessibility from home - Havering now have an excellent 24 hour service. We provide downloadable audio and e-books, access to the library catalogue (which includes the catalogues of the other consortium members), there is facility to renew and reserve items online. In addition to these, we now have a wide range of online resources, courses and materials - these include, encyclopaedias, magazines and newspapers, business resources, legal information and online language, business, educational and leisure courses.
- The Library Service is currently leading on the development of a borough-wide, multi-agency Literacy Strategy.

## **Leisure and Sport**

- Establishment of Culture Disability Forum.
- The Council signing up to 'Inclusive and Active 2', with commitment at Chief Executive level. Development and implementation of I&A2 action plan.
- Participation in Paralympic 'Flame' event (see the Paralympics section below).
- Production of Havering Paralympic Sport directory.
- On-going audit of sports provision for disabled people.
- The annual 'Havering Active for All' Inclusive Sport taster and consultation days (involving C&L, Youth Service, YMCA, SLM and local clubs ).

- Rolling out 'Be Inclusive and Active' online training to all Health and Sports Development Staff and individuals from YMCA, School Sport Collective, SLM, Havering Adult College and the integrated Youth Service.

Over 30 disabled people and their friends and families gathered together in November 2012 at Hornchurch Sports Centre to enjoy a selection of inclusive sports.

The 'Active for All' event was supported by Havering Council and put on by local sports clubs and organisations, all of whom offer on-going opportunities for disabled people.

Those attending enthusiastically took part in a range of sports, including Archery provided by Havering Disabled Sports Association, Boccia led by the YMCA, Cricket run by Harold Wood Cricket Club, Mini Tennis run by Havering Tennis Club, Cycling, with specially adapted bikes and trikes provided by Trailnet, a company based in Thorndon Country Park, and WRS Resistance Sliding.

- Re-establishment of an 'Inclusive and Active' Steering Group (to replace Disability Steering group).
- Full participation in Panathlon (inter borough competition for Disabled Young People).
- Bringing in external 'Sportivate' funding to run sports courses for disabled young people.
- 'Here come the Girls' annual sports events for women (in partnership with YMCA).
- Involvement with Age Concern's, 'Just for Him' events (men's health/sport).

### **School Sport Collective**

- Training of Young Leaders from Champion School to assist with running a Havering Panathlon day prior to the main event.

Five Havering schools were represented in the borough's squad for the 2013 Panathlon Challenge, a multi-sports competition for young disabled people. 35 young people competed for Havering against Barking & Dagenham and Hackney in Round 1, across sports including Athletics, Boccia, Football, New Age Kurling, Polybat and Table Cricket, picking up Gold medals in the Football and Kurling events.



Havering qualified as East London's best runners up to make it through to the East London Final for the first time since competing in Panathlon in 2009, where we finished 3rd.



- Havering competed in 5 specific disability competitions at the 2013 Balfour Beatty London Youth Games - with some fantastic results to show for the hard work and effort put in by the Havering competitors. Havering's Boys Disability Athletics squad, finished second overall, their best performance in recent years, and the girls athletics squad completed a great day of competitive action with a 5th place overall.
- Over 45 young people from Havering, across 5 schools competed in a Havering Disability Athletics Competition in May 2013 at Hornchurch Stadium, aiming to secure a place in the borough squad to compete against the best in London and those that qualified at the trials did not disappoint.
- Qaisar Jamil (pictured below receiving his medal from London 2012 Paralympic Silver Medallist Libby Clegg) won gold the Hearing Impaired Shot Put event, one of 7 gold's Havering won on the day, to add to the 4 Silvers and 5 Bronze Medals across various Track and Field Disciplines.



- Havering also reached the Quarter Finals of the Disability Football Tournament for the first time. Pupils with learning difficulties from Brittons Academy, were unfortunate to be knocked out on Penalties immediately before the medal matches.
- Havering also competed in the Boys and Girls Disability Swimming Competitions, finishing 15th in both events. The squad of pupils from Sanders Draper was all competing in this event for the first time. The growth of awareness for disability specific events is increasing and a Havering Schools Disability Swimming Gala will be introduced in 2014 as trials to represent Havering at LYG for the coming year's competition.

### **Paralympics**

- The Paralympic Flame Celebration was held at the Havering Show on Sunday 26 August. Our Paralympic Flame Ambassador, Nicole Evans, collected the flame from Trafalgar Square on behalf of Havering, and was presented on the stage at Havering Show by the Leader of the Council and Peter Bruce, head coach for Havering Tennis Club. This event was used as an opportunity to promote the wide range of inclusive sports on offer in the borough, with free taster sessions in tennis, archery, rowing.
- Amy Marren, a Hall Mead pupil (aged 13) who trains with the Romford Town Swimming Club, has been selected by the GB Paralympic Team to compete in the Games this year.
- On the eve of the London 2012 Olympics and Paralympics, Mike Brace CBE, a former Paralympian and Chairman of Paralympics GB, gave an inspirational talk about his life and Paralympic experiences at Romford Central Library.

### **Parks & Open Spaces**

- After consultation with partners, the Parks team installed a number of pieces of equipment suitable for disabled children in four of our play areas.
- After consultation with Positive Parents, the Parks team have plans to install the first adult changing facility in one of Havering's Parks (which will make Havering one of the first Councils in the country to do so).

## Arts Service

- The Arts Service provided support for this year's Havering Mela, including event management and provision of event facilities, supplying marketing materials and live music and dance programming.

The music and dance extravaganza included Bollywood and classical Indian dancing and traditional Asian music. There was also face and henna painting, clothes and jewellery stalls, and Pakistani and Indian food including biryani, samosas and mango lassi.



- Soundscapes is a partnership project between LBH Arts Service and Eastern Roots, who together have secured ACE funding to stage and promote a series of eight World Music concerts at the Queens Theatre, featuring musicians from a widely-diverse background including Spanish, African, Asian and East European. The season began in April 2013 and runs until January 2014.
- The Arts Service organised a week long programme of drama, digital media and creative writing workshops over Spring half term for children with Autism and Aspergers Syndrome, building towards a public performance attended by 100 family members, carers and friends.
- Fairkytes Arts Centre have run regular pottery and craft sessions (3 a week) for adults with learning disabilities.
- The Revellers dance group (for young people with learning disabilities that is based at the Robert Beard Youth Centre and supported by the arts service) continues to thrive, with public performances at this year's Big Dance and Havering Show as part of the Paralympic Flame Celebration.
- Havering's first Literacy Strategy was approved by Cabinet in July 2013. The strategy aims to improve partnership working and deliver a more effective and joined-up service for raising the literacy levels of children and adults in the borough. The strategy, include recommendations for improvement and an action plan for its implementation over the next few years.

Research shows that poor literacy skills can be part of a vicious cycle of factors that lead to disadvantage and poverty of opportunity, therefore investment in literacy development will help to promote greater equality of opportunity and narrow the gap in attainment.

### **Ethnic Minority Achievement Team (HSIS Learning and Achievement)**

- Training for NQTs regarding equality, diversity and racism.
- Ethnic minority achievement 'health checks' offered to primary and secondary schools.
- Partnership working with the Schools' Admission Team to deal with 'out of cohort' arrivals who have English as an additional language.
- Support for children in this vulnerable group to get the best possible provision in our LA schools. Exam and key stage results have demonstrated that this support makes a real difference.

### **Traveller Education Outreach Officer**

- Strong take up of "2 year old" offer from among the Traveller community, and successful work with mothers of pre-school children, encouraging them to take up nursery places.
- Escorting the NHS Immunisation Team onto traveller sites with successful take up of their services.
- Enabling a number of young travellers to access college courses.
- Supporting Traveller women to access adult education
- Working with the Havering Admissions Team to encourage families into Primary school places.
- Liaising with Homes, Housing and Public Protection in order to resolve issues around traveller families.
- Liaising with many Havering agencies such as Home/School Support, Children's Centres, Family Support workers and Youth services.

## **Children's Centres**

### **1. Multicultural Groups**

There are now three multicultural groups that are delivered by home Start in Children's Centres located in the central, south and north part of the Borough.

- Isolated parents that do not have support from families or friends
- Parents with non or limited English
- Parents that experience issues around culture and faith
- Asylum seekers and refugees
- Traveller, Gypsy and Roma families
- Families that have recently moved to Havering

### **2. Shake Rattle and Roll Group**

The group is aimed at supporting children under five with:

- disabilities or learning difficulties
- speech, language and communication delay or learning difficulties
- additional needs
- English as a second language

### **3. Sensory room and sensory garden at Elm Park Children's Centre**

The sensory room and garden are available to access by different groups (Creche, Breastfeeding support) and agencies (First Step, Contact etc)

Families of children with additional needs can use the sensory room/sensory garden on a Friday afternoon. The families can also use the wide range of sensory equipment in the sensory room (tunnels, bubble tubes etc)

#### **4.ESOL Classes**

Offer free ESOL classes for parents with young children. It is especially beneficial for those parents that can not attend ESOL provision due to child care commitments.

Children's Centres classes provide for whole families as children stay with parents during their learning.

#### **5. Pilot project focused on working with Asylum Seekers, Migrant and Refugees**

Training offered for Family Support Workers and Social Workers to support Asylum Seekers, Refugees and Migrants.

#### **6. Dads and Kids Saturday Clubs**

The project aims to target Havering's fathers and their young children aged between 0 and 9. It will provide an opportunity for fathers/male carers and their children to meet, share experiences and have lots of fun together.

Specific objectives of the service are:

- Fathers are given ideas of activities to continue in the home environment with their child and therefore feel more positive and confident to support their child's learning and development at home.
- Fathers will have a wider social and support network.
- Fathers will sometimes be referred onto other agencies, staff will support them in this transition.
- Fathers will receive information on: all our services i.e. sleep clinics, small talk, the services of partners agencies and other relevant agencies.

#### **Fathers Support and Advice Service**

The primary objective of the support and advice service is for a father to be actively involved and engaged with his child's or children's lives by encouraging his participation in the child's safeguarding plan, to improve life outcomes for these children.

Specific outcomes that the project aims to achieve are:

- For the father to have a greater understanding of the processes associated with Child Protection or Child in Need proceedings.
- For the father to increase his active involvement in his child or children's lives and participation in the safeguarding plan. Part of this will be ensuring the

father's opinions and requests are recorded in all (relevant) stages of the CP/CIN process:

- Child in need meeting
  - Initial child protection conference
  - Core group meeting
  - Child protection review conference
  - Legal planning meeting
- For the father to be confident in expressing his requests and opinions around the situation, enabling him to work towards gaining a positive working relationship with all the professionals involved in the proceedings and to ensure his continued participation in the safeguarding plan once the service has ended.
  - To enable the father to be more confident in resolving difficulties he may be facing in his life, and accessing services that will support him in doing so.

#### **8. IOM Fathers Project (in partnership with Havering Community Safety and the London Probation Trust)**

There are five primary objectives that we hope to achieve as a result of a father (who is an offender) completing the IOM Fathers Programme. Through achieving these objectives, it is hypothesized that a client's likelihood of re-offending will be reduced.

- Enhance parenting and personal skills of offenders
  - Ability to teach children right from wrong
  - Ability to handle children fighting
  - Provide a 'toolbox' of positive discipline techniques (e.g. ignore/praise, family rules, consequences)
  - Ability to manage anger
  - Ability to express emotions
  - Ability to make plans to achieve personal goals
  - Ability to access community resources
- Improve parent/child relationship
  - Spending quality time with children
  - Giving praise and positive attention
  - Providing nurture and emotional warmth
  - Planning family activities
  - Understanding child development

- Promote children's ability to cope with everyday challenges (i.e. increasing resilience)
  - Self-esteem
  - Self-discipline
  - Social competence
  - Ability to manage and express feelings and emotions
  
- Improve thinking and behaviours within a family context (linked to probation eOASys profile)
  - Level of interpersonal skills
  - Impulsivity
  - Aggressive/controlling behaviour
  - Temper control
  - Ability to recognise problems
  - Problem solving skills
  - Awareness of consequences
  - Achieves goals
  - Understands other people's views
  - Concrete/abstract thinking
  
- Support clients in making links with services that will support them with other difficulties that impact on their own and their family's lives (e.g. drugs and alcohol, housing etc...).

### **Adult College**

- Conducted an equality and diversity audit from which a list of outcomes for 2011-13 have been drawn up
  
- From the audit an equality and diversity statement was produced with the outcomes reproduced as an action plan. This was shared with all staff and is central to driving the E and D agenda forward. The outcomes are:
  - Gap in male success rates to be eliminated
  - Learners who have disclosed an additional need to be contacted at least 14 days prior to their course starting and then again after 6 weeks to ensure support needs are put in place for them to complete their learning journey
  - Updated and accessible website to ensure the community at large can access information, be signposted to appropriate information or have the opportunity for information to be reproduced in an agreed format. This includes the introduction of a Virtual Learning Environment
  - Ensure the college population reflects the every changing diversity of the community



- Curriculum managers had group and individual meetings to discuss each area's needs and this was then disseminated and shared with teaching, support and administrative staff. This is followed up by a monthly email with all the relevant E and D news for the coming month as well as guidance on how best to embed within lessons or when dealing with customers as a front facing member of staff
- At present 90% of staff have completed an online equality and diversity training module which looks specifically at the area within an education environment. By the end of December 2012 this will be 100% completion
- The plan was shared and agreed with DPT and seen as good practice for departments to adopt.
- Classroom visits have focussed specifically on equality and diversity looking at attitudes and behaviours primarily and this is then feeding into ongoing development of outcomes.
- A male participation study is taking place at present to look at the gaps with a view that the curriculum will develop and address these in 2013.
- This year the College was awarded the Two Ticks Award by Jobcentre Plus showing our commitment to employing disabled people.

## **Customer Services**

### **Visitor Centre**

The Visitor Centre was opened in 2012 and has proved to be a great success. It promotes local businesses and events and has been popular with customers in terms of signposting and advice.

### **Contact Centre**

A timetable for more services to be delivered from the Contact Centre is in place, ensuring one point of access for customers and first contact resolution as much as possible.

### **Surveys**

In 2012/13 we introduced an automated feedback facility for customers to give us their views on service delivery. This gives us valuable information to inform service improvements.

### **Public Advice and service Centre (PASC)**

In 2013, we celebrated 10 years of the PASC being open. The PASC, which is based in Romford Town centre, was introduced by the Council in 2003 with the sole aim of making its services more accessible under one roof for local residents.

Over the years the PASC has updated the way it serves residents, in line with the Council's work towards modernising its services and making Council services and information more accessible.

Self-serve pods are now available for customers to access some Council services without having to wait in a queue to speak to an Advisor. A member of the Customer Services team is always on hand to assist customers.

### **Asset management**

- We have installed fire evacuation lifts in the following buildings: Romford Central Library, Mercury House
- We are also planning to install fire evacuation lifts in Rainham Library and Harold Hill Library
- The Town Hall has been fitted with a disabled refuge communication system.

### **Homes, Housing and Public Protection**

Havering Council's housing stock consists of 10,194 tenanted homes and 2,224 leasehold properties.

Homes and Housing is the largest division of the Council's Homes, Housing and Public Protection service. It used to be an Arms Length Management Organisation (ALMO) called Homes in Havering but in October 2012 it was brought back in-house (under the Homes, Housing and Public Protection service) following an extensive public consultation.

The Homes, Housing and Public Protection service is currently reviewing and refreshing the Council's Housing Strategy along with a number of sub-strategies on Homelessness, Private Sector Housing, Affordable Housing, Older Persons Housing, Supported Housing.

As part of the consultation on the above strategies and sub-strategies the Council has consulted extensively with a wide range of stakeholders, including Housing Register applicants and local communities. Housing Needs and Demand Assessment (2012) has also been carried out to identify future housing needs in the Borough. Additionally, four focus groups with older people, young people in supported housing, people with

learning disabilities and BME groups were carried out to inform the strategies and sub-strategies.

The reviewed strategies and sub-strategies will come into effect from November 2013.

The Council's Housing Service can help with a range of housing needs: from needing to move in an emergency to requiring extra support to remain living independently at home.

Further information is available on the [Council's Housing services pages](#).

### **Public Health**

From 1<sup>st</sup> April 2013, the Health and Social Care Act 2012 transfers public health responsibilities from the Department of Health to local government. Local authorities will have a duty to promote the health of their residents and will also take on key functions to ensure that robust plans are in place to protect local populations and provide public health advice to NHS commissioners.

From April 2013, the London Borough of Havering will be responsible for all Public health responsibilities. The wide range of baseline **Public Health commissioning responsibilities** are detailed within [Public Health in Local Government factsheet, Commissioning Responsibilities](#).

In addition to these responsibilities a range of **mandatory services** have also been defined in [Healthy Lives, Healthy People: update and way forward](#) and are reiterated in the Local governments new public health functions factsheet.

[Healthy lives, healthy people: Improving outcomes and supporting transparency](#), presented the [Public Health Outcomes Framework \(PHOF\) for England 2013-2016](#). This document provides the monitoring framework (indicators) to measure desired outcomes across all Public Health responsibilities from April 2013. The framework includes 66 supporting indicators, grouped into four 'domains' that cover the full spectrum of public health: 1) Improving the wider determinants of health 2) Health improvement 3) Health protection 4) Healthcare public health and preventing premature mortality.

These responsibilities were with local government until 1974 so the 'return home' has been broadly welcomed as an opportunity for integration of services to tackle the determinants of health inequalities and demographic challenges.

The Council will also be supporting the strategic responsibilities of the Health and Wellbeing Board that will become Council committees from April 2013.

[Healthy Lives Healthy People: our strategy for public health in England](#), sets out the government's vision for a new, integrated and professional public health system,

designed to be more effective and to give clear accountability for the improvement and protection of the public's health.

To summarise, there are three domains of Public Health:

- Health improvement (including people's lifestyles as well as inequalities in health and the wider social influences of health)
- Health protection (including infectious diseases, environmental hazards and emergency preparedness)
- Health care improvement (relating to service planning, efficiency, audit and evaluation).

From April 2013, the London Borough of Havering and other local authorities will have statutory responsibility for leading on local health improvement and prevention activity.

The Council and its Public Health service will also be expected to make a valuable contribution to the continuing development of the Joint Strategic Needs Assessment and the implementation of the [Health and Wellbeing Strategy](#).

The Health and Wellbeing Strategy's objectives (themes) and priorities for action are summarised below:

Themes	Priorities for Action
<b>Prevention, keeping people healthy, early identification, early intervention and improving wellbeing</b>	1. Early help for vulnerable people to live independently for longer
	2. Improved identification and support for people with dementia
	3. Earlier detection of cancer
	4. Tackling obesity
<b>Better integrated support for people most at risk</b>	5. Better integrated care for the 'frail elderly' population
	6. Better integrated care for vulnerable children
	7. Reducing avoidable hospital admissions
<b>Quality of services and patient experience</b>	8. Improve the quality of health services to ensure that patient experience and long-term health outcomes are the best they can be

For further information on the public health transition to local authorities, please refer to the White Paper produced by the Department of Health: [Healthy Lives Healthy People: our strategy for public health in England](#)

I remain proud to be the Havering's Diversity Champion at Member level and look forward to following its progress in future.

**Councillor Robby Misir**



**Haverling**  
LONDON BOROUGH

Annual Report of the  
Champion for the Historic  
Environment

## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR HISTORIC ENVIRONMENT 2012/13**

I have divided this year's Historic Environment Report into 9 parts with 3 appendices;

1. English Heritage and Local Government Association recognition.
2. Policy context.
3. New research on local history in Havering 12/13.
4. Olympics and Paralympics.
5. World War I.
6. Health and Wellbeing.
7. Education and Personal Development.
8. Towns and Communities.
9. Recommendations.

Appendix 1 Havering Local Studies and Family History Centre 2012/13. Outline of work, prepared by Havering Library Service Local History Librarian.

Appendix 2 Havering Anniversaries 2014-2019. Prepared by the Havering Local Studies Librarian.

Appendix 3 History in the new national curriculum.

The first four sections cover new developments in conservation and the study of the histories of Havering over the last year. The final three sections are based upon the direction for heritage in the borough established by the Heritage and History Sub-strategy of the Culture Strategy, which was approved in Spring 2013.

I am very grateful to Jacqui Barr, the staff of Havering Local Studies and Family History Centre in Central Library, Romford, to the Board, staff and volunteers of Havering Museum and Council officers in Culture, Regeneration, Planning and Communications for their help and advice throughout the year.

### **1. English Heritage and Local Government Association recognition.**

The LGA (Local Government Association) has been working on a project with English Heritage to identify and share best practice in delivering local historic environment services. They argue that "local heritage is at the heart of the identity of places and councils are at the forefront of protecting and opening it up or local residents and visitors to enjoy and learn from." The work of Havering Council and its partners is to be used as a case study of best practice in the publication of the results of this work.

## Case study

### The London Borough of Havering

The London Borough of Havering have taken a strategic approach to heritage conservation, in the context of a creating a wider vision for heritage and history in the borough. This is reflected through three key measures.

Firstly, the Council has a Lead Member for Culture (including heritage) who is also the borough's Heritage Champion, reporting annually to Full Council. Secondly, the Council has agreed a Heritage and History Strategy. This sets out what the Council and the local stakeholders are going to achieve in the next three years, in terms of conserving, restoring and increasing access to the borough's heritage assets, as well as how the borough is going to celebrate significant anniversaries (local and national). Lastly, the Council has set up a Historic Environment Forum, which meets on a quarterly basis and attracts representatives from up to 30 local organisations with an interest in Heritage and History.

In addition, in 2011 a new local social history Museum, run entirely by volunteers, opened in one of the original Romford Brewery buildings. Furthermore the Local Studies and Family History Centre conserves and makes accessible all of the borough's important historical records, which now increasingly includes making them available in a digital format. This service has supported local historians writing books about the history of their local area.

Havering's strategic approach has borne fruit in recent years with the designation of several new Conservation Areas, as well as the renovation of several sites of historical significance. Several multi million pound projects are underway, including the restoration of Raphael Park in Romford. The Council employs a conservation officer in the planning service, who provides guidance and support on all heritage projects. In addition the Council has ensured that heritage is fully embedded in the current Local Development Framework and it is intended that the future Local Plan will do the same, drawing on the aims and objectives of the agreed Heritage and History Strategy.

right: Cemetery © VisitBritain, Britain on View



## **2. Policy context.**

### National policy.

The new national curriculum has been published. This establishes a new structure for the teaching of history in schools with greater emphasis being given to a chronological approach. Primary school children will study history up to and including the Saxons. Secondary school pupils will study the period since then. There will be a new focus on local history in the curriculum. The new curriculum officially comes in to force in September 2014. Havering Museum is planning work with local history teachers to enable it to respond most effectively to the opportunities arising from the new curriculum.

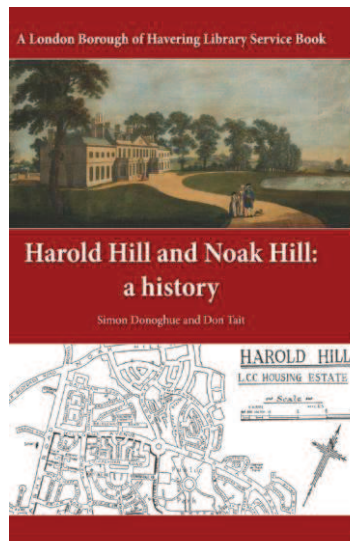
National advocacy responsibility for museums and the public library service (often including local archives such as in Havering) has passed to Arts Council England, who are developing new responses to their increased remit. Advocacy responsibility for archives has passed to the national archive. The nature of this new role for Arts Council is still being developed, as museums and public libraries are vital local services and so the main responsibility and policy direction for them correctly lies with local authorities in all the different communities throughout the nation. I continue to be involved in the development of this thought as a London Councils representative on Arts Council England London Regional Council.

English Heritage have further developed work on the National Heritage Protection Plan (NHPP), which seeks to establish shared priorities and understanding across the many organisations and interest group who have an influence on the conservation of the built and natural historic environment in England. The NHPP Advisory Group brings together stakeholders from the private sector, Crown Estates, Church of England, Country Landowners Association, public sector and others. I represent local government on the group.

### Local policy.

The Heritage and History Sub-Strategy of the Havering Culture Strategy, covering the period 2013-2015, was approved by Cabinet in March 2013 following wide spread consultation with local groups and interested individuals during which it was well-received. Establishing clear shared direction for the study and conservation of objects, documents, buildings and landscapes relating to the history of Havering, across the Council and local voluntary and heritage groups, the sub-strategy also outlined how study and enjoyment of the histories of Havering and conservation of the built and natural historic environment are among the most effective ways of achieving broader local objectives, most notably in relation to Health and Wellbeing, Education and Personal Development, and Towns and Communities. The sub-strategy offered an analysis of future strengths, weaknesses, opportunities and threats in relation to its subject and established an Action Plan which will be delivered over the next two years.

### 3; New research on local history in Havering 12/13.




*Front cover of the new local history book  
By Simon Donoghue and Don Tait*

Simon Donoghue and Don Tait's thoroughly researched "Harold Hill and Noak Hill: a history" was published in July 2013. Based on new research, lavishly illustrated and including primary source material, the study covers the history of the area and the people who have lived in the area from the earliest times. The book makes archive material available to the public in published form for the first time, and will be of use to those studying broader social, cultural, economic and environmental history at certain times as well as to those with an interest in the history of Harold Hill and Noak Hill.

London Borough of Havering Library Service  
Local Studies and Family History Centre

**Alfred Bennett Bamford**  
A Romford Artist  
1857-1939

**New permanent display on the  
1<sup>st</sup> Floor of the Central Library**




**AND**

**AN EXHIBITION OF BAMFORD ILLUSTRATIONS**  
*Friday 17<sup>th</sup> May to Saturday 22<sup>nd</sup> June*  
in

Havering Local Studies & Family History Centre  
Central Library  
St Edward's Way  
Romford  
RM1 3AR

During normal opening hours  
Mon 10-6, Tues 1-5, Wed Closed, Thurs 9-1, Fri 9-5, Sat 9-4  
Telephone 01708 432390 email [LocalStudies@haverling.gov.uk](mailto:LocalStudies@haverling.gov.uk)



*Poster advertising the Alfred Bennett Bamford Exhibition  
at Central Library*

Havering Local Studies and Family History Centre in Central Library has held a number of exhibitions and acquired a number of new documents and items over the course of the year, which are fully covered in Appendix 1.

Among these, however, have been the very popular temporary exhibition of illustrations by Romford artist Alfred Bennett Bamford (1837-1939) and a new permanent display relating to him at the entrance to the Local Studies Library.

With support from Heritage Lottery Fund and Veolia, the Local Studies Library is currently engaged in two major digitisation projects - one of all of its material relating to Victorian Romford and the period after the reign of Queen Victoria, and one of its material relating to the history of Rainham village. The projects, both involving volunteers, will both make archive material more easily available to local residents, students and researchers online, and help to conserve the documents themselves as they will reduce the need for handling.

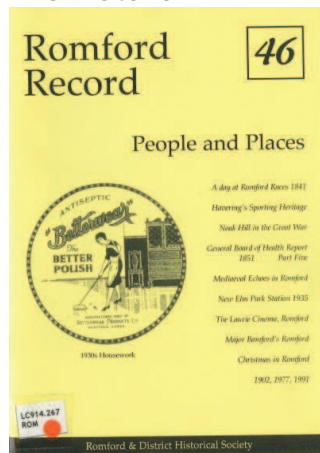
Havering Museum has continued its policy of acquiring new objects in accord with its collections policy, and of showing objects from its collection in temporary themed exhibitions throughout 2012/13. Exhibitions have included one relating to the history of health care in Havering, "Havering's Sporting Heroes" held to mark the London 2012 Olympics and Paralympics, and "Haunted Havering..... And Beyond". Forthcoming exhibitions include one about the history of transport in Havering. New objects acquired by the museum have included the costumes of the Pearly King and Queen of Havering. A replica of one of the fine Saxon glass drinking horns found in Rainham has been loaned to the museum by Valence House museum for display.



*Poster advertising the "Sickness and Health" Exhibition at Havering Museum*

Upminster Tithe Barn continues to display objects of memorabilia and both Romford and Hornchurch and District Historical Societies continue their important work of gathering memories and publishing material about local history. Romford and District Historical Society makes a particularly important contribution with its

admirable publication “Romford Record” edited by Brian Evans, making available valuable new research and archive material.



*Latest edition of the Romford Record*

Havering Historic Environment Forum has continued to be a very popular and efficient way of disseminating knowledge and information about new historical research and new conservation and restoration projects.

The group “Havering’s Hidden History Finders”, who meet at Avalon Road in South Hornchurch, have continued to research the history of Havering. This year they have used archaeological findings in the Ingrebourne Valley (now Hornchurch Country Park) to make models of aspects of the early historic environment.

#### **4; Olympics and Paralympics.**

The Opening Ceremony of the London 2012 Olympic Games was widely viewed as offering a narrative of British history which was able to include most communities in the present-day kingdom. The ceremony also helped to bolster the already strong interest in history in local communities. The developing economic and environmental changes to Stratford in particular, arising from the new Queen Elizabeth II park, new shopping centre, new sports facilities and other new developments in the town could serve as a catalyst for broader change and greater coherence within the whole East London and Thames Estuary and Essex area, which Havering could benefit from. Havering’s Culture Strategy and its Heritage and History Sub-Strategy recognise the importance of the history of Havering as a key part of ensuring that such changes benefit local people and the character and image of the area as a whole, emphasising the appeal of a well-preserved historic environment in enabling people to enjoy the appearance of the place that they are living in, and to attract visitors, shoppers and businesses to the area. It also recognises the importance of local archives and museums to strong communities by encouraging study of and debate about local history and as a contributor to other areas of social policy.

#### **5; World War I.**

2014 will mark the centenary of the start of World War I. A number of interested local individuals and groups are already pursuing projects to mark this event. In

Rainham research has been carried out about names on Rainham War Memorial and it is hoped that the fabric of the memorial can be restored.



*Rainham War Memorial*

Separate research has been carried out in the stories of all the people in the First World War Memorial in St. Edward's C.of E Church in Romford. Other significant World War I sites in Havering include Royal Liberty School which was an army camp during the conflict, Hornchurch Country Park which was a base for the Royal Flying Corps, and the two remaining huts from the army base which was at Grey Towers in Hornchurch during the conflict. One of these is now part of Fairkytes Arts Centre. There are also World War I graves at St. Andrew's Church, Hornchurch. A co-ordinated approach is to be taken to marking the centenary in Havering, looking at opportunities to fund restoration of structures and buildings, but also involving Havering Museum, the Local Studies and Family History Centre and the Queen's Theatre to make most effective use of objects and creative learning opportunities to support teaching related to the anniversary and the social and cultural impacts of the War in Havering schools.

## **6: Health and Wellbeing.**

The Heritage and History Sub-Strategy highlights how local history can make a powerful contribution to health a wellbeing by encouraging walking around local historic sites, but most importantly in terms of mental health and the health of older people by helping people to remain alert and actively engaged in life by stimulating a sense of interest in the world around them, reinforcing the value of their own memories and experience (and subsequently their self-worth) and encouraging a sense of enquiry.

Havering Museum has taken the lead in this aspect of the social benefits of a strong infrastructure for local heritage, working to help older people who are ambulant and those who have more limited mobility.



*Havering Museum Staff working with care home residents*

In terms of older Havering residents with more limited mobility, the museum has been glad to work with four local care homes and their residents on a project funded by the government to develop new ways of encouraging greater socialisation between care home residents and their families. As part of this project the museum has been commissioned by the care homes to visit their residents and record their memories to help shape a number of physical improvements to the environments of the homes, including things such as new gardens. The museum also regularly visits care homes to run reminiscence and other such popular sessions with residents. Care homes report significant improvements in self-esteem and alertness among residents arising from this work, with attendant important benefits for health and quality of life.



*Havering Museum Variety Club "Group Wave"*

For ambulant older Havering residents, the museum works with Havering Council and Havering Circle on the Variety Club, meeting at the museum, and allowing older people both to learn more about local history and to share their memories, but also to learn new skills and try new interests which they may not have been attracted to before.

The scheme contributes strongly to many of the “Five Ways to Wellbeing” which the New Economics Foundation has identified as being important to ensuring good health throughout life; **Connect, Be Active, Take Notice, Keep Learning, Give.**

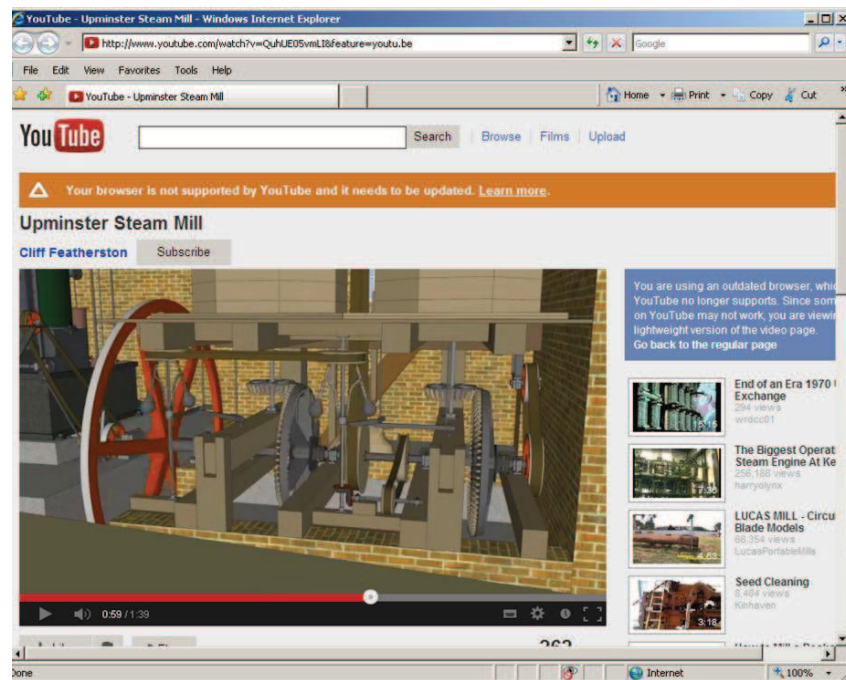
Information about a series of walks produced by the Council in partnership with local residents and funded by Heritage Lottery Fund, have continued to be popular and to provide an enjoyable way of getting exercise as well as learning about the history of the area. A new walk around Upminster is to be produced by Sacred Heart of Mary School as part of their Heritage Lottery Fund supported work at the Old Chapel. Havering-atte-Bower Conservation Society has produced a leaflet suggesting a walk around the village which develops work done as part of the borough-wide Heritage Lottery Fund sponsored project, while a walk developed by Gidea Park and District Civic Society a number of years ago examining Romford Garden Suburb continues to be popular. The Society has promoted the walk further by installing two maps of the estate showing significant buildings in the Main Road and near Gidea Park station.

## **7: Education and Personal Development.**

Havering Museum works closely with schools both supporting the curriculum and fostering important transferrable skills such as the sense of enquiry and the ability to describe and analyse objects and documents. The museum visits schools and has objects which can be taken in to schools, and also hosts a wide range of visits by school groups and youth groups (such as uniformed youth organisations) to the museum.

The Local Studies and Family History Centre hosts visits by school groups using its materials to teach a number of areas of the curriculum including geography, citizenship and history.

Both the Museum and the Local Studies Library support new work and research by adult scholars using their collections as the basis of research as a leisure activity or to study their own family history, or as the basis for published material offering new thought on aspects of history in the borough.



*“YouTube” Animation of Upminster Steam Mill internal mechanism*

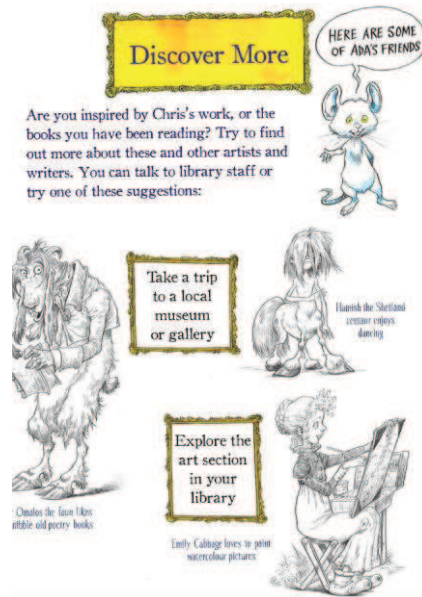
The Old Chapel in Upminster and the Council and Friends of Upminster Windmill have both worked hard with local schools to maximise the educational benefit arising from restoration and planned restoration work at these sites, as has the National Trust at its site in Rainham Hall. At Rainham Hall educational opportunities for young and old are central to the National Trust’s restoration and development plans for the site which have recently won a very significant grant from Heritage Lottery Fund, and are also funded by Veolia Trust.



*Rainham Hall, National Trust*

Havering Library Service has been piloting the new “Arts Award” scheme for Arts Council England, who now have strategic responsibility for museums and libraries, as part of the Summer Reading Challenge. Among other things, the scheme signposts children and families to their local museum.





*Extract from the Arts Award Activity Book "The House & The Mouse"*

Local people with Moderate Learning Disabilities have expressed an interest in work opportunities at Rainham Hall as part of the National Trust project at the site. It is hoped to examine opportunities as part of other restoration projects in Havering too.

## **8: Towns and Communities.**

### **Harold Hill.**

The publication of Simon Donoghue and Don Tait's new history of Harold Hill and Noak Hill has been a very significant event in the study of local history in general and particularly that of Harold Hill. Improvements to football facilities at Dagnam Park were preceded by a thorough, evidenced, consideration of the requirements of the important historic environment at the site and visual impact upon it, and in the context of a thorough assessment of the impact of changes on biodiversity and species habitats at the site, and how best to manage those - including how land needed to be managed prior to any changes being made in order to protect wildlife. A new management agreement has been signed with English Heritage for the moated site at Dagnam Park. It is hoped that the new library in Harold Hill will include a community project, possibly an arts project, which will involve people in thinking about society and history in the community.



The Repton Tree Roundel, Dagnam Park

## Romford.

Great progress has been made in improving the environment and visual appeal of Romford Conservation Area. Thoughtful approaches to new build and architectural solutions to contemporary issues in the context of the setting of the conservation area have been progressed as part of the Angel Way development, providing newly built flats which relate well to the historic environment around them without falling in to the trap of merely imitating historicist styles. The new build makes a valuable contribution to thought of how architecture can respond to contemporary issues such as isolation (particularly among older people) in society and green issues in a very important historic context. The scheme will also see the conservation-base refurbishment of the Woolpack public house as residential apartments. On the opposite side of the High Street a joint English Heritage/ Havering Council scheme has resulted in the restoration of one of the late Victorian shops in this part of the conservation area. The attractiveness of the conservation area has also been greatly enhanced by new focus on the quality of shop fronts proposed within it, and new policy on shop fronts adopted by the Council after consultation. Shop fronts need not be expensive or “olde worlde” but they do need to respect the proportions of the building they are placed in and not break the general impression given by the street scene.



Restored shop front in Romford High Street

Elsewhere in Romford Conservation Area, it is hoped that work will soon start on the restoration of the facades of Quadrant Arcade as part of planning permission for a hotel in the building. Work with St. Edward's C. of E. Church on the churchyard behind St. Edward's Church will both improve the visual setting of the Grade II listed church and improve views, provide a focus for natural habitats and biodiversity in the heart of the town, and provide important space to relax and socialise for residents in the flats around it.

At the end of the Market it is hoped that the scaffolding on Tollgate House will be removed soon.

Havering Museum provides an important cultural and social focus within the town, and is also important as a further attraction to the town and therefore an important contributor to the future economic vitality of Romford. St. Edward's C. of E. Church has arranged a number of musical and social events throughout the year, both to mark historic events such as the centenary of the birth of Benjamin Britten this year and the 60th anniversary of the Coronation, but also to enjoy these things in the environment of the historic church building.

Friends of Cottons Park have continued to promote the environment and use of the park with its historic links to important local families and views to local historic landmarks such as Salem Baptist Church.

The history of Victoria Road and changes to it over time were the subject of an exhibition and work by local artists at 1 Station Parade, Victoria Road, as part of consultation on plans to make very significant environmental improvements in Victoria Road funded by Transport for London.

## Old Photographs Exhibition

*showing Victoria Road and the Barris through the decades*

Opening on Thursday 25th October, 6pm-9pm  
at: One Station Parade, Victoria Road,  
Romford, RM1 2JA

Studio Weaver  
onestationparade@studioweaver.com  
0208 510 8665



*Poster advertising old photographic exhibition,  
Victoria Road, Romford*

On 24th July 2013 Cllr. Pam. Light co-ordinated a photoshoot to mark the centenary of a pilgrimage by women to campaign for the vote in 1913. The pilgrimage reached Romford on 24th July 2013, and the anniversary was highlighted by Mr. M. Newman from Summerhill School in Suffolk. The event received coverage in local newspapers and a small exhibition was planned in Havering Museum to mark it.



Anniversary of Suffragette Pilgrimage

Upminster.

Old Chapel re-opened after a very fine restoration and improvement programme by Sacred Heart of Mary School, funded by Heritage Lottery Fund, Veolia and others. the Council is leading on plans to restore the fabric of Upminster Windmill in partnership with Friends of Upminster Windmill. Friends of Clockhouse Gardens continue to make a very valuable contribution to the maintenance and restoration of this lovely site in the middle of Upminster, fund-raising to make important improvements to the gardens and to run popular community events. The Council intends to make funding available towards the restoration of the eighteenth-century bridge in Parklands Park in 2014/15. Friends of Parkland Park have been active in helping to move this project forward. Local historian Brian Evans led a popular “Upminster Old and New” walk around Upminster as part of Havering Mini-Open House Walk this year, and staff at Upminster Old Chapel have also organised similar popular community events to help people learn about the history of Upminster.



*Upminster landmarks featured in Havering Mini Open House Event*

Friends of Upminster Park have continued to act as a strong voice for the park and its setting throughout the year, and to organise popular and successful events to fundraise and ensure the maximum number of people enjoy the park. Proposals for the sale of land next to Upminster Park have taken full account of its role as the setting of 5 important listed buildings and the need to use the project to improve the context of these listed buildings.

The exterior of Upminster Barn has been redecorated using traditional black tar coating, other works have been undertaken to protect the building and the entrance driveway has been tarmaced.

### Hornchurch.

Havering Asian Women's Association organised their annual Havering Mela on the Green by the Queen's Theatre again this year. The event allows residents to enjoy dance, crafts, singing and food from a variety of different cultural heritages in Hornchurch and Havering in the setting of Langtons Conservation Area and was well-attended as always.

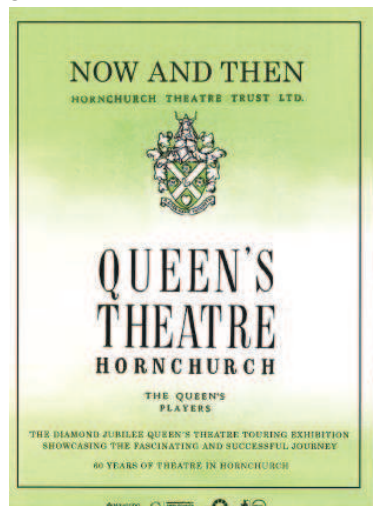


*Havering Mela Celebrations*

The Queen's Theatre hosted the annual Community Cultural Event, organised by Havering BME Forum, in Autumn 2012, giving the opportunity for all to enjoy a wide range of traditions from across the world valued by people in Hornchurch and Havering.

The Council has been successful in winning a further major award from Heritage Lottery Fund for the restoration of Langtons Gardens. This will complement the fine restorations of Langtons House and Fairkytes Arts Centre to make a very attractive eighteenth-century ensemble for all to enjoy. The Council has worked with Friends of Langtons Estate on this project, who have been ceaseless in their fundraising and work in the community to promote awareness of the importance of the gardens. The Friends have worked closely with the Historic Buildings and Landscapes Officer to arrange for two pre-school groups and Langtons School to come in to the gardens and plant bedding plants. New, much more sympathetic, gates from the old works yard to Langtons Gardens have been installed and in Langtons House new more environmentally sustainable lights have been installed in the hall and further improvements have been made to the original eighteenth-century kitchen.

The Queen's Theatre Hornchurch marked its sixtieth anniversary this year, the sixtieth anniversary of new drama being made in Hornchurch all year round. The 2012 community play, written by local authors, was about the founding of the theatre, and the theatre received a Heritage Lottery Fund grant to produce a touring exhibition about the history of the theatre and to work with local people to gather recollections about the theatre.



*The 60<sup>th</sup> Anniversary of the Queen's Theatre*

The refurbishment of Hornchurch High Street has improved the environment of the link between the two Hornchurch conservation areas, St. Andrew's and Langtons, also improving the impression of the village as a whole and the integration of the historic environment in to the modern environment. It also strengthens nature conservation in the village, linking the improved conservation of the natural environment and habitats which have been developed in Harrow Lodge Park to the area around listed St. Andrew's Church in St. Andrew's Conservation Area. A small amount of funding has been made available to make improvements to the historic and natural environment of the setting of St. Andrew's Church, Hornchurch, as part of the Council's capital programme in 2013/14.

Essex Wildlife Trust is preparing the build a very attractive new visitor centre at Hornchurch Country Park and to make other improvements to the natural and historic environment of the park, which is on both sides of the River Ingrebourne which was the Saxon boundary between Havering, Rainham and Upminster.

The new visitor centre will be a fine addition to the landscape and include space for local history.



*Hornchurch Country Park Events*

## Elm Park.

Local historian Brian Evans led a popular walk around Elm Park examining the history of the area as part of the Hornchurch Festival of Arts and Heritage in 2013. Significant improvements have been made to nature conservation at Harrow Lodge Park, improving habitats and the links between Elm Park and the natural environment. Aspects of the history of Elm Park have been used in articles about local history in the Romford Recorder throughout the year.



*Historical walk through Elm Park*

## South Hornchurch.

A section on the history of South Hornchurch, its links to Hornchurch and the importance of Bretons Manor House and the families who lived in it was included in the "Visit Havering" guide for 2013, and examples from the history of South Hornchurch have been included in articles dealing with social and agricultural history published by the Romford Recorder throughout the year.



*Visit Havering Guide 2013*

## Cranham.

All Saints Church in Cranham is exploring the idea of pursuing a community memory project with Havering Museum Ltd. to help overcome barriers experienced by older people living in Cranham. Material relating to Cranham in various stages of its history from Saxon times to the nineteenth century has been used in articles about local history published by the Romford Recorder during the year, and the history of Boyd Hall School in Cranham has been the subject of a talk at Havering Historic Environment Forum.

## Gidea Park.

The restoration of Raphael Park is nearing completion, strengthening nature conservation corridors leading in to Romford at this important site and opening up fine views through this important example of English landscape design. Friends of Raphael Park and Lodge Farm Park have made an invaluable contribution to this restoration project funded by Heritage Lottery Fund, Veolia and others, raising a significant amount of money for improvements themselves.





*Bandstand Restoration Works in Raphael Park*

Gidea Park and District Civic Society continue to lobby for environmental improvements throughout Romford garden Suburb, reflecting the national significance of the site as an example of Edwardian Arts and Crafts town planning ideals. Attention is currently focussed on seeking to ensure maximum visual benefit to the townscape from changes associated with the Crossrail project at Gidea Park station.

Historic paint analysis has been carried out in the Conference Room at the Royal Liberty School, which was previously one of the principal rooms in the eighteenth-century house, to guide planned redecorations. A new traditional oak wood floor has been installed in the hall.

### Rainham.

The National Trust has been successful in applying to Heritage Lottery Fund for very substantial funding to restore and improve Rainham Hall, developing new learning and other related facilities there, seeking to maximise the positive benefit of having a National Trust property in the centre of the village on the economy, local society and the environment.

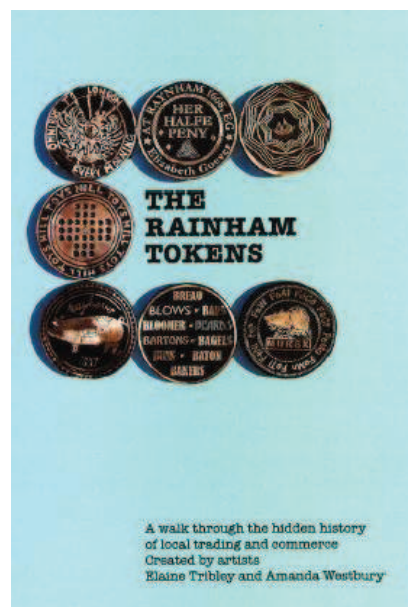


OR. STABLE BLOCK

*Visualisation of Proposed café in Rainham Hall Stable Block*

The group “Havering’s Hidden History Finders” have been involved in work on the regeneration of Rainham Village. The Church of England recently held a seminar attended by representatives of Anglican churches from throughout East London and Essex in St. Helen and St. Giles Church, Rainham, examining the economic benefits accruing from heritage. Restoration of the gardens at Rainham Hall by the National Trust has been completed and work has begun on the fine new library, community facilities and flats near Rainham Hall by the station. When complete this will form a unique ensemble of buildings and landscape stretching from the Romanesque church through the eighteenth-century hall to the fine modern new library, which will be a great benefit to Rainham Village conservation area as a whole.

The Rainham Tokens, a series of bronze artworks by Elaine Tribley and Amanda Westbury examining the hidden history of local trading and commerce in Rainham of its centuries of history have been embedded in the pavement in the conservation area. Links to the Thames from Rainham Village have been strengthened by on-going works on the pathway linking the village to the river.



*Rainham Token bronze artworks*

### Wennington.

Examples from the history of Wennington have been used in articles about local history published in the Romford Recorder throughout the year. Fine new views of Wennington village gathered around the church will be opened up once a viewing area and pathway on the RSPB reserve are opened to the public.

### Harold Wood.

Friends of Harold Wood Park continue to fundraise to improve various aspects of the park, including to improve understanding of the history of Harold Wood. A local resident has researched the history of some of the significant surgeons and other medical figures who worked at Harold Wood Hospital and suggested names for roads on the new estate on the former hospital site as a result. The listed building

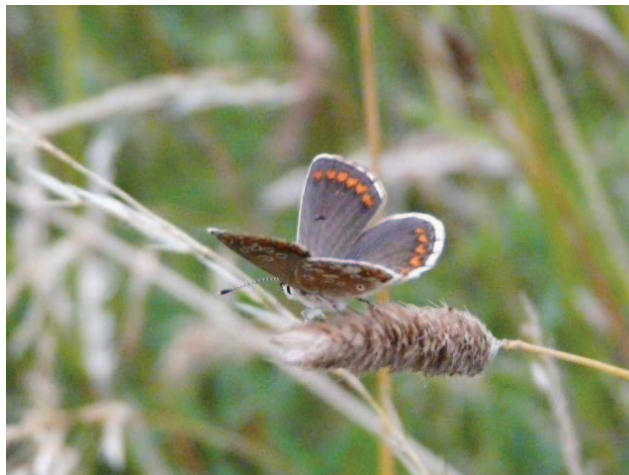
“The Grange” has been restored and converted to residential usage as part of the development of the hospital site.

### Mawneys.

It is hoped that it may be possible to restore the gates and railings of King George’s Playing Fields to add an attractive historical feature to the environment at this busy site in 2013/14. Friends of King George’s Playing Fields continue to fundraise and organise popular community events, often with a focus on community history. Aspects of the history of Mawneys and the development of housing here in the nineteenth century have been included in articles on local history published by the Romford Recorder over the year.

### Collier Row.

Collier Row Library has worked with Essex Wildlife Trust and other local groups to run events relating to local history and nature throughout the year, and to include local history in their work.



*Brown Argus Butterfly in Bedford's Park*

### Havering-atte-Bower.

Improvements in nature conservation and wildlife habitats throughout Havering have contributed to a significant increase in butterflies spotted by nature conservation volunteers at Bedfords Park. One one day in July over 20 species of butterfly were recorded in the park by volunteers, the best result in recent years.

The organisation Clear Village, Friends of Bedfords Park, Essex Wildlife Trust and the Council continue to work together on the restoration of the walled garden in Bedfords Park and is use as a community resource, particularly looking at growing

food and the history of growing food. A Harvest Festival event giving opportunities to learn about the history of food will be held in the park from 23rd-27th September.



**HARVEST FESTIVAL 2013**  
**BEDFORDS PARK**

Monday 23rd- Friday 27th September  
**FREE EVENT!**

This week-long event presents a unique hands-on opportunity for students to learn about food growing and foraging, animal rearing, farming, cooking, healthy eating and woodcraft.

As subjects that children will have learnt, or will be learning, through their curriculum at school, this event presents a fantastic opportunity for them to get out of the classroom and become a part of the action.

Students will have the opportunity to participate in the harvest, with every child being able to take something from the garden. They will taste some of the natural growing foods, learn about the history of certain produce, visit the mini farm yard to learn about animal rearing for work and for food, see potatoes and corn being cooked on the open fire, learn about woodcraft and more...

Rarely is there an opportunity for students to experience first hand such a full range of activities, all in one place, and right on the door step in Havering.

2 sessions each day: 10:00 - 12:00 & 13:00 - 15:00. Max capacity of 200 students per morning session and 200 per afternoon session.

Schools **MUST** book in advance.

*Harvest Festival Event*

Friends of Bedford Park continue to do much vital practical restoration work in Bedford Park, working with Essex Wildlife Trust and the Council's Parks Department.

Havering-atte-Bower Conservation Society continue to work to protect the environment of the village and to bring local people together through community events, including those such as Horseman's Sunday which promote interest in local traditions and history. Working with the local church, the Council has installed new notice boards on the village green.

## **9; Recommendations.**

1. That work continues to promote the health benefits of being involved with local history, particularly in relation to older people both in care homes and living in their own homes.

2. That local heritage organisations and the local authority work with teachers to ensure maximum benefit to local education from the resources at their disposal to support teaching of the new national curriculum.

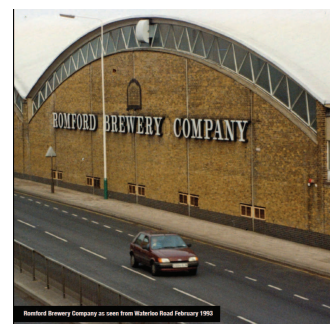
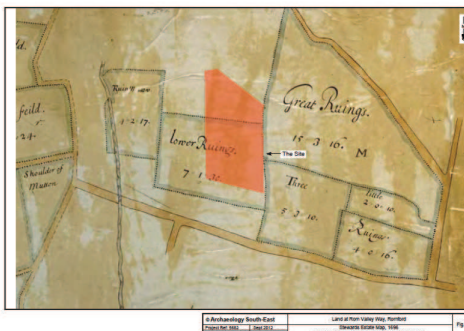
3. That priority continues to be given to the skilled workforce required to maintain the historic and natural environment for the enjoyment and benefit of all.

## HAVERING LIBRARIES

### LOCAL STUDIES & FAMILY HISTORY CENTRE 2012/2013

Havering's Local Studies and Family History Centre is part of the Havering Library Service in the Central Library. There are two staff, a Local History Librarian and a Family History Senior Library Assistant. Volunteers have been engaged to help deliver two major digitisation projects over the next two years. The service is open to the public 36 hours per week including Saturdays and one late evening.

This extract from the 1696 Stewards Estate map from the 2012 **Land at Rom Valley Way, Romford** **Archaeological Desk-Based Assessment** is typical of the use made of the collection by archaeological researchers



One of the image panels made up from the Local Studies collection for a display in the **Brewery Shopping Centre**

Visitors to the library are able to browse a collection of key books about the Borough as well as a range of local history journals and an extensive collection of books dealing with specialist aspects of family history. Local newspapers back to 1866 and copies of parish registers for the area are available on microfilm.

A subscription to Ancestry.com and to FindMyPast offers free online access to a wide range of records of great interest to family and local historians, in particular Census returns between 1841 and 1911 as well as indexes to the General Registrar's record of births, marriages and deaths since 1837. Access to these online resources is also available at Hornchurch and Upminster Library.

Appointments are available for those requiring assistance with their family history and for access to unique material relating to the history and development of Havering, including rare books, Council Minutes since 1819, Rate Books covering the period 1839 through to the 1950s, maps including Edward Gotto's 1853 map of Romford and copies of nineteenth century tithe maps for Hornchurch and Upminster as well as an extensive collection of historic illustrations.

Enquiries are accepted in person, by telephone, letter or e-mail. In addition, Local Studies staff offer support and outreach services to groups and individuals through courses, talks, group research sessions and project work with partner organisations. The Local History Librarian assists other Council departments with information, research and copies of items and images in the Local Studies collection.



View of Victoria Road displayed in the exhibition by Studio Weave at One Station Parade one of several initiatives across Havering assisted by the Library Service's Local Studies collection.

## DIGITISATION

A key strand of the Havering Library Service plan is to improve access to the local history collection through an improved online presence and digitisation of the collection. Two major projects have been awarded external funding which will enable significant steps to be taken in the digitisation of our collection.

**Heritage Lottery Fund** awarded £49,900 for **Romford –the birth and death of a Victorian Town**. This project will focus on the image collection, which includes glass plates and lantern slides, photographs; including unique images that capture the old town and early views of the 1960s town emerging. Postcards and prints, including a collection by the local artist Alfred Bennett Bamford, plans such as Edward Gotto's map of Romford 1853, and manuscript notes of Arthur Cornell will illuminate the story of the town and provide rich resources for additional online research.

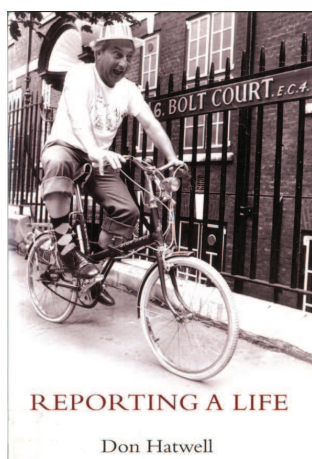
**Veolia Havering Riverside Trust** made an award of £ 20,000 to develop the project **Rainham- a village near the Thames** which will digitise images, maps and documents relating to Rainham, South Hornchurch and Wennington.

Both projects will see the cataloguing of significant elements of the Local Studies collection using the cataloguing software CALM and will be dependent on the work of volunteers who will receive training in cataloguing, local and family history research, image scanning and will also help develop education packs and online exhibitions based on the projects.

The projects will take place over the coming two years, with training commencing in May 2013 and it is anticipated that the first catalogued images will be online by October 2013. This is a major development of this part of the Havering Library Service and represents the first co-coordinated use of volunteers in Local Studies.

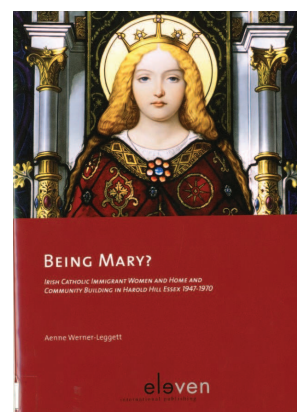
## LOCAL STUDIES COLLECTION

The Local Studies collection policy is to collect material about the Havering area, to organise and exploit the material and make it available to users. In addition the service is responsible for ensuring safe storage of material to serve the immediate and long term needs of users and to conserve items keeping them free from damage and possible destruction. Local Studies also serves as a repository for historic Council records e.g. minute books and rate books. The service concentrates on paper based two dimensional items e.g., books, documents, ephemera, photographs, newspapers and pamphlets.



During 2012/13 new books added to stock included **Reporting a Life** by the former Romford Recorder journalist Don Hatwell.

Aenne Werner-Legget's PHd thesis published as a book in 2012 **Being Mary? Irish Catholic Immigrant Women and Home and Community Building in Harold Hill Essex 1947-1970**.



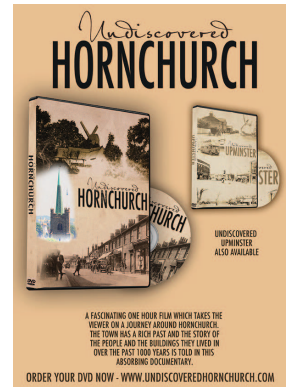
The Millers of Upminster  
Windmill

The story of the Abrahams



Linda Hawthorn

Linda Hawthorn's pamphlet **The Millers of Upminster Windmill-the story of the Abrahams** is a worthwhile addition to the information available about the mill and tells the story of the last millers, with unique photographs and a detailed family tree. **Undiscovered Hornchurch** the DVD by **Mike Jones** with historical contributions from **Tony Benton and Richard Moorey** provides a visual record of Hornchurch and includes a number of images and film extracts from our collection.



A number of organisations and individuals have donated items to Havering Local Studies during the 2012/2013 year. Significant highlights include



- Mr Peter Cockerill donated a unique and rare collection of original Romford Garden Suburb, Gidea Park photographs which appear to be those used in the 1911 and 1912 Garden Suburb catalogues. This view of Reed Pond Walk was taken on 22<sup>nd</sup> March 1911



- Mr Ken Ruthven donated a collection of his own photographs of the Romford area and copies of older images. They provide some particularly unique views of Romford in the 1960s as major changes were underway such as this view of the Duke of Wellington pub shortly before it was demolished.

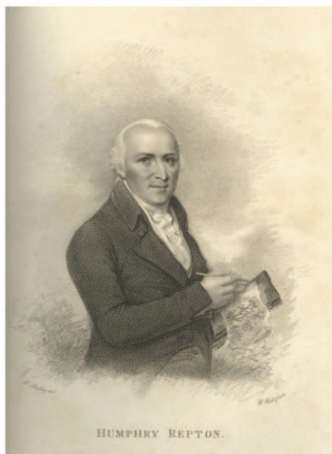
- The Chadwell Heath Historical Society donated several documents and photographs collected by the late Mr Eric Dinnes.

- Maisie Whitelock donated a copy of her detailed study **Results of Research into the lives and family history of Geraldine Elizabeth Batt & Maragaret Sarah Simpson (Nee Batt) who are buried side by side in the graveyard of St Mary Magdalene, North Ockendon** but also all of her research notes. A fascinating example of how a single gravestone can reveal an intriguing story.



## EXHIBITIONS

Humphry Repton (1752-1818)



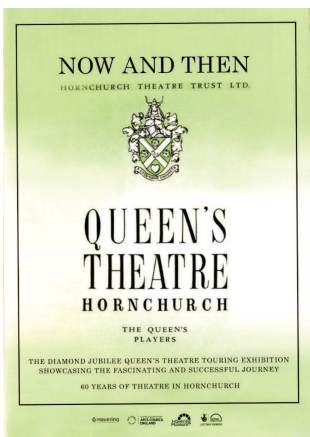
The landscape gardener of Hare Street, Romford

The Local Studies and Family History Centre continues to display and support exhibitions celebrating the rich history of Havering. During 2012/2013 these have included

In April 2012, as a continuation of the Gidea Park Centenary celebrations **Humphry Repton – the landscape gardener of Hare Street, Romford** was displayed at the Lloyds TSB Bank which was built on the exact spot of Repton's Cottage at the corner of Main Road and Balgores Lane.



**Havering's Royal Links** was created for display with the 2003 display organised for the Queen's Golden Jubilee **60 Years of Celebrations for the New Elizabethan Age** and was available to view in the Central Library during May and June 2012



Having assisted the Queen's Theatre with research sessions and facilities for their Diamond Jubilee exhibition we were happy to host the final display in March 2013 which included a number of images from our collection.



The **75 Years of Hornchurch Libraries** exhibition was also displayed in Local Studies this year.

**Sporting Memories** exhibition compiled in 2008 was refurbished and added to by the Reader Development Team of the Library Service to tour the borough's libraries in support of the 2012 Olympics.



**Havering-atte-Bower – images through time** was prepared for Collier Row Library to tie in with CityRead 2013.

The very successful **Romford Garden Suburb Gidea Park Centenary Exhibition** was displayed in two parts during April and May 2012 at Gidea Park Library.





A visitor views the Sport display during the summer of 2012

With the addition of a glassed off display area in the corridor leading to Local Studies, it has been possible to assemble small displays, often using original books, newspapers and documents to support or compliment other events, Library Service activities or the main display in the room.

During 2012/13 these have included displays for **National Poetry Day**, **London Open House**, **the Queens Theatre Diamond Jubilee exhibition**, **Armistice Day** and **Sport** to link to the 2012 Olympics. This also enabled a display of our local history publications for sale.

### **ENQUIRIES AND USERS**

Approximately 1,720 people visited the Local Studies and Family History Centre in 2012/13. Of these 363 had made appointments for specialist assistance with family history enquiries or to receive detailed help and access to more unique material in our collection. There have been 209 microfilm reader bookings to view historic local newspapers, parish registers and other material.

Data for use of the subscription family history databases available in the Central Library, Hornchurch Library and Upminster Library reveals that Ancestry.com was logged into 3,910 times in the period April 2012 to March 2013. We have three logins for FindMyPast which was logged into 863 times during the same period.

The department responds to a wide range of enquiries via letter, e-mail and telephone. Enquirers are encouraged to use the generic Local Studies email address from which in excess of 160 replies have been sent to enquiries, though individual staff continue to receive and respond to the bulk of the department's enquiries through their personal e-mail addresses.

Typical responses to the enquiry service include

***In response to an electoral registration enquiry which was outside our collection boundaries***

How kind of you reply so quickly and very informative. Indeed I am looking at a Chadwell Heath address, 28 Nicholas Road, Chadwell Heath Dagenham RM8 3ED. I was unaware that it was not in your collection, and have contacted the London Borough of Barking and Dagenham local studies centre. Thank you for being so helpful

***In response to an enquiry about Longsight House, later Beethoven House and Te Whare Puni in Butts Green Road***

*Thank you so much. It must have taken you ages to find all this extra information, I really appreciate all of your efforts.*

### ***Enquiry about 99-103 South Street in Romford, now a pub***

*this information is brilliant and I really appreciate the help and time you have put into this*

### ***A family history enquiry about Vernon Gibson***

*Thank you so much for your very comprehensive reply to my enquiry about Vernon William Gibson. The amount of relevant detail that you sent me was amazing and so helpful.*

### ***An enquiry about Romford Lodge and the family who lived there***

*thank you very much for replying so quickly to my request for address detail of my ancestors.. You have done a very good job of research plus attaching 2 maps and 1 photo which is all very interesting and exciting..*

## **PROMOTION AND PARTNERSHIPS**

The Family History Senior Library Assistant has offered a range of courses and taster sessions for groups or individuals wishing to learn about tracing their family history.

A charged for ***Family History for Beginners*** course lasting 5 weeks ran three times during the year at Hornchurch, Upminster and Romford. In addition 19 talks about family history have been delivered in libraries across the Borough and in other venues such as the Havering Museum and the East of London Family History Computer Group. 351 people attended the talks on varied subjects including Ancestry & Find My Past, Beginning Family History, Entertaining Ancestors, Life in the Victorian Workhouse, Victorian Ancestors, Wills & Probate and Christmas Food and Traditions.

The Local History Librarian attends the Historic Environment Forum and provides updates about the work of the department. School visits this year have included the whole of the reception year group at Mead School who were shown images of **Harold Hill in the past** as part of their 60<sup>th</sup> anniversary celebrations. Pupils from Brookside School visited Harold Hill Library and the Local Studies Librarian gave a talk with slideshow about **Havering's Royal Connections** while local historian Don Tait showed various artefacts from the period of the 1953 Coronation. Two classes from Dame Tipping School in Havering-atte-Bower visited Local Studies and were shown books, documents, maps and photographs of the village. St Peter's School in Romford visited for three sessions, two exploring Havering in the **Second World War** and one discovering **Victorian Romford** through maps, illustrations, old newspapers and other documents. A total of 250 children were present at these sessions.

Local Studies continues to work with the **Havering Museum** and images and information from our collection were included in their displays throughout the year.



One of the images supplied to the newly refurbished and reopened Upminster Chanel.

We continued to support the **Queens Theatre** research volunteers throughout the year and the **Old Chapel, Upminster** volunteers and Heritage Officer.

Work concluded on the **Harold Hill and Noak Hill – a history** book written by the Local History Librarian and Don Tait. The book was taken to the printers in February 2013 and will be published by the Havering Library Service in 2013/14.

## HAVERING ANNIVERSARIES: A 5 YEAR VIEW 2014-2019

### Introduction

This document highlights anniversaries in The London Borough of Havering occurring in the five year period 2014-2019. This list and structure was considered by the *Havering Historic Environment Forum*, where the idea began in 2008 and the first document was produced for the period 2009-2014.

The updated list will use the same criteria as the first document i.e. the document is not intended as a timeline of Havering's History but a consideration of significant anniversaries in the 2014-2019 period. Below is the rationale which informed the original Havering Anniversaries document, as with the first document, the idea is to inspire and inform ideas for exploring the history of Havering

This updated version is based on the same sources as the original one - 1) suggestions made through the *Historic Environment Forum* 2) A survey of dates included in *The Victoria County History of Essex Volume 7 ed. W.R. Powell* 3) *Statutory List of Buildings of Special Architectural or Historic Interest Havering edition*. 4) Individuals with Havering connections included in the *Dictionary of National Biography* birth dates or death dates. 5) *The Buildings of England London 5: East by Bridget Cherry, Charles O'Brien and Nikolaus Pevsner* 6) *London Borough of Havering Brochure on Parks and Recreation Grounds March 1966 by Sydney Porter*.

Anniversaries less than 50 years are less readily traced in this way so there is an imbalance which is noted. Various local history books have been consulted and the document has been circulated to those attending the Historic Environment Forum in draft form

### Which anniversaries?

There does not appear to be an accepted norm for the marking of anniversaries and anniversaries are clearly not the only reasons to draw attention to our local history but they do provide a focus and may help in planning articles, walks, talks, memorials, events, celebrations, exhibitions or improvements to aspects of our local heritage. In general no specific suggestions are made for how individual anniversaries can be celebrated, the document is intended to inspire and inform.

In compiling this list the following rationale has been used and there is some scope for debate.

During the first hundred years 25, 50, 75 and 100 years seem to be clearly established as worthy of special recognition, however it is not unusual to commemorate 5, 10, 20, 30, 40, 60, 70 and 80 years of buildings, organisations, parks etc.

After 100 years the 125<sup>th</sup>, 150<sup>th</sup>, 175<sup>th</sup> and 200<sup>th</sup> Anniversaries seem appropriate whereas after 200 years every 50<sup>th</sup> or 100<sup>th</sup> year would provide a reasonable guideline. The list below has been compiled with these in mind so 70<sup>th</sup> anniversaries would also appear as 75<sup>th</sup>\* Anniversaries within the 5 year plan. The intention is not to be prescriptive but to identify some of the key events or little

known anniversaries in the Borough. Other celebrations of the Borough's heritage could be added to the list where people have decided to commemorate or mark events etc which do not fit these suggested datelines e.g. 140<sup>th</sup> anniversary of the Boyd School Building in Cranham, built in 1870 and commemorated in 2010.

This document is ongoing and additional suggestions will be added during the course of the document's life. Please send information to

**Simon Donoghue, Local History Librarian, London Borough of Havering Library Service, Local Studies and Family History Centre, Central Library, St. Edward's Way, Romford RM1 3AR t: 01708 432392 e-mail: [Simon.Donoghue@havering.gov.uk](mailto:Simon.Donoghue@havering.gov.uk)**

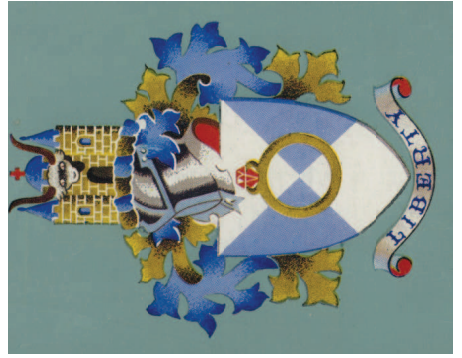
\* Diamond Jubilee for events



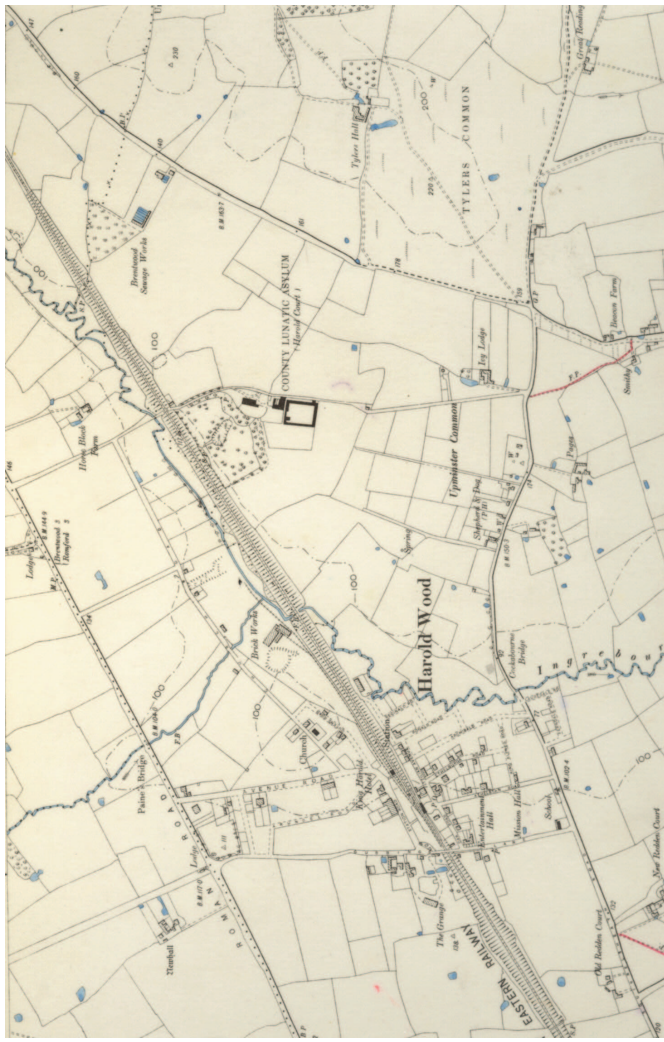
**William Leefe Robinson, the first recipient of the Victoria Cross in World War I flew from Hornchurch.**

**2014 is the centenary of the start of the First World War and in 2015 it will be the centenary of the first airfield in Hornchurch in 2015 as Royal Flying Corps Suttons Farm opened in 1915.**

**2018 marks the centenary of Leefe Robinson's death**



**In 2015, the London Borough of Havering will be 50 years old**



**Harold Wood will be 150 years old in 2018**

Y E A R	MAJOR LOCAL ANNIVERSARY	COMMUNITY ANNIVERSARIES SIGNIFICANT EVENTS AND ORGANISATIONS	PARKS AND SIGNIFICANT BUILDINGS ANNIVERSARIES	LOCAL PERSONALITIES ANNIVERSARIES	CHURCH AND SCHOOL ANNIVERSARIES <i>Suggestion: These institutions are usually very good at celebrating their own anniversaries and a lead should be taken from them for any celebrations.</i>	NATIONAL ANNIVERSARIES AND EVENTS WITH SIGNIFICANT LOCAL RELEVANCE
2014	175 Years Romford Station	<ul style="list-style-type: none"> <li>• 200 years since the enclosure of the commons in the Liberty of Havering</li> <li>• 50 years Havering Arts Council</li> <li>• 50 years Havering Cormorants Diving Club 1964</li> </ul>	<ul style="list-style-type: none"> <li>• 50 1964 Collier Row Library built</li> <li>• 150 years since Denny Stone opened his first shop in Romford at 62, Market Place in 1864. Stones store became Debenhams in the 1960s</li> <li>• 125 years St Leonards Home built in 1889</li> <li>• 100 years Blucher's Head renamed Duke of Wellington after nearly 100 years in 1914</li> <li>• 75 years Burtons store in Hornchurch opened replacing the old Britannia Inn in 1939</li> <li>• 50 years Abbs Cross Estate (area around Abbs Cross Gardens) 1964</li> <li>• 50 years Nat West Bank in South</li> </ul>	<ul style="list-style-type: none"> <li>• 375 years since the death of the poet Francis Quarles of Stewards in Romford</li> <li>• 300 years since the birth of Richard Woods Landscape Gardener of North Ockendon 1714 or 1715, not known. Employed at Gidea Hall and landscaped Hare Hall</li> <li>• 275 years Death of Charles Churchill poet. Son of Rainham vicar 1764</li> <li>• 150 years Death of John Laurie in 1864, developer of Laurie Town in Romford</li> <li>• 125 years Birth of transport entrepreneur Edward Hillman</li> </ul>	<ul style="list-style-type: none"> <li>• 125 1884 Church of the Ascension Collier Row built by Ernest C Lee 125<sup>th</sup> anniversary</li> <li>• 50 years Holy Redeemer RC Church Harold Hill</li> <li>• 50 1964 Church of Jesus Christ of the Latter Day Saints, Butts Green Road, Hornchurch. 50<sup>th</sup> anniversary</li> <li>• 150 years since the building of Mrs Skeale's Infants School, South End Road, South Hornchurch in 1864</li> <li>• 125 years Harold Wood Methodist Church originated in Athelstan Road at the Mission Hall in 1889</li> <li>• 100 years Ardleigh Green Baptist church, Ardleigh Green Road, originated in 1914</li> </ul>	<ul style="list-style-type: none"> <li>• 100 years 1914 First World War began</li> <li>• 75 years Second World War began</li> </ul>

<p>Page 99</p>			<p>Street, Romford 1964</p> <ul style="list-style-type: none"> <li>• 50 years Factory Road demolished and new flats in Elvet Avenue/Durham Road erected 1964</li> </ul>		<p>as a mission of Hornchurch</p> <ul style="list-style-type: none"> <li>• 75 years Redden Court School opened in Harold Wood 1939</li> <li>• 75 years St Peters Church in Harold Wood opened on its current site, 1939</li> <li>• 75 Years Our Lady of La Salette RC Church opened in 1939</li> <li>• 75 Years St Georges Church in Harold Hill began in Straight Road 1939</li> <li>• 75 years St Joseph RC church opened in 1939</li> </ul>	
<p>Page 100</p>	<ul style="list-style-type: none"> <li>• 100 years RFC Suttons Farm (RAF Hornchurch) in 1915</li> <li>• 50 years London Borough of Havering created</li> </ul>	<ul style="list-style-type: none"> <li>• 550 Years since the Liberty of Havering Charter in 1465</li> <li>• 125 years Volunteer Fire Brigade formed in Romford in 1890</li> <li>• 50 years Havering MIND 1965</li> </ul>	<ul style="list-style-type: none"> <li>• 300 years since the Goathouse in Noak Hill was renamed The Bear in 1715</li> <li>• 50 years Damyns Hall destroyed in fire 1965</li> <li>• 10 years Queens Hospital opened in 2005</li> <li>• 50 years since the opening of the present Central Library in Romford</li> <li>• 25 years Liberty 2 opened in 1990</li> <li>• 5 years Havering Museum opened in 2010</li> </ul>	<ul style="list-style-type: none"> <li>• 350 years since the visit of Samuel Pepys to Dagnams in Noak Hill</li> </ul>	<ul style="list-style-type: none"> <li>• 125 years The church of St. Alban, Princes Road began in 1890</li> <li>• 50 years United Reformed Church in Western Road 1965</li> <li>• 25 years Havering College opened 1991</li> </ul>	<p>70 years since the end of Second World War</p>

	<ul style="list-style-type: none"> <li>• 60 years Romford and District Historical Society 1956</li> <li>• 10 years RSPB Rainham Marshes opened to the public 2006</li> <li>• 50 years All Saints Players (Ardleigh Green Amateur Dramatic Group) 1966</li> <li>• 25 Years Stage One Theatre Company (Romford) 1991</li> </ul>	<ul style="list-style-type: none"> <li>• 300 years since earliest reference to a pub called The Phoenix in Rainham</li> <li>• 60 years Hornchurch Stadium 1956</li> <li>• 70 years Upminster Court purchased by Essex County Council for use as offices for the Education Service 1946</li> <li>• 60 years Kent View, built in 1956 by the Seven Kings housing association on the site of Wennington House.</li> <li>• 60 years The Optimist, Upminster 1956</li> </ul>	<ul style="list-style-type: none"> <li>• 70 years Phoenix Timber moved to Frog Island in Rainham 1946</li> </ul>	<ul style="list-style-type: none"> <li>• 50 years Closure of Wennington School in 1966</li> <li>• 50 years Nelmes School opened 1966</li> <li>• 50 years Parsonage Farm Junior School 1966</li> <li>• 20 years Havering Vith Form College opened in 1996</li> </ul>	<ul style="list-style-type: none"> <li>• 950 years since Battle of Hastings and deaths of King Edward the Confessor and King Harold</li> <li>• 50 years England won the football World Cup in 1966. Three of those who played in the tournament were Havering residents at the time – Geoff Hurst, Martin Peters (in the process of moving) and Jimmy Greaves. Havering offered a Civic Reception for the players in 1966 but this didn't go ahead.</li> </ul>
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- 125 years Romford Local Board of Health purchased Romford Market
- 125 years End of the Liberty of Havering-atte-Bower in 1892
- 125 years The London, Tilbury and Southend railway line from Upminster to Grays was opened in 1892
- 100 years Charles Thomas Perfect's Ye Olde Village of Hornchurch published in 1917
- 50 years Havering Numismatic Society 1967
- 50 years Upminster Windmill opened to the public in 1967 by the Hornchurch and District Historical Society

- 300 years Demolition of Stewards Manor in Romford before September 1717
- 175 years Havering Grange thought to have been built in 1842
- 80 years Town Hall, Romford and the granting of Borough status to Romford
- 80 years Nash estate development began in Collier Row c 1937
- 80 years Rise Park development c1937
- 60 years South Essex Crematorium opened in 1957
- 50 Years Hornchurch Library in North Street opened
- 50 years The Liberty Shopping Centre built between 1967 and 1972

- 175 Year Church of St Thomas, Noak Hill 1842
- St. John And St. Matthew Church built South Hornchurch
- 60 years Scargill Infants and Junior School 1957
- 60 years All Saints Church Ardleigh Green built 1957
- 50 Years Our Lady Of La Salette RC Church, Rainham 1967
- 50 years Pinewood Infants and Juniors 1967
- 50 years Salvation Army Citadel opened 1967

150 years Harold Wood where development was underway in 1868

- 125 years The London, Tilbury and Southend railway line from Romford to Upminster was opened on 7<sup>th</sup> June 1893
- 100 years Harold Court used as a tuberculosis sanatorium from 1918
- 70 years Deri Park opened as the football ground of Rainham FC 1948
- 50 years First Class Cricket played by Essex County Cricket Club for the last time at Gallows Corner in 1968

- 300 years since The Bell in Rainham Broadway recorded for the first time(1718)
- 175 years Main engineering works of the Eastern Counties railway were opened in 1843 at Squirrels Heath
- 150 years in 2018 Harold Wood Station opened in 1868
- 150 years King Harold Public House and development at Harold Wood underway in 1868
- 150 years Harold Court built in 1868
- 125 years Romford Infirmary opened in 1893
- 70 years Harold Hill Estate 1948
- Matthews Mill in Harold Wood demolished 1968

- 200 years Death of the landscape gardener Humphry Repton of Hare Street, Romford in 1818
- 200 years Death of John Heaton of Bedford 1818
- 175 years since the death of Thomas Wedlake the Hornchurch iron founder in 1843
- 100 years since the death of William Leefe-Robinson VC in 1918

- 200 years First school opened in Cranham by Thomas Boyd of Cranham Hall 1818
- 70 years Hacton (formerly Hacton Lane) junior and infants school, Chepstow Avenue, was opened in 1948
- 60 years Abbs Cross school, Abbs Cross Lane, was opened in 1958 as a mixed secondary (technical) school
- 60 years Gidea Park (Wesleyan) Methodist church, Manor Avenue built 1958
- 60 years Engayne Primary School 1958
- 50 years Newtons Infants opened 1968
- 50 years St Peter's RC School in Romford moved to new premises in Dorset Avenue in 1968

	<ul style="list-style-type: none"> <li>• 200 years since the Romford Commissioners for Lighting and Paving were appointed in 1819. First secular local government in the Borough</li> <li>• 150 years Bretons purchased as sewage works by Romford Local Board of Health in 1869. 50 YEARS SINCE CLOSURE IN 1969</li> <li>• 125 years Romford Golf Club founded in 1894</li> <li>• 60 years Hornchurch and District Historical Society formed 1959</li> <li>• 50 years since the closure of Romford Market to through traffic in 1969</li> <li>• 50 Years Closure of Newnan's Timber in Rainham, thus closing the old Rainham Wharf 1969</li> <li>• 50 years HAD (Havering Association for People with Disabilities) 1969</li> <li>• 50 years Royal Liberty Morris 1969</li> </ul>	<ul style="list-style-type: none"> <li>• 275 years The Royal Oak in Havering-atte-Bower recorded from 1744</li> <li>• 250 years George Inn Upminster, still standing as a private house</li> <li>• 250 years Hare Hall built. Architect James Paine for John Wallinger in 1769</li> <li>• 150 years David McIntosh built Park Farm at Havering-atte Bower in 1869</li> <li>• 125 years The Harrow, Hornchurch rebuilt in 1894</li> <li>• 60 years Bedfords demolished</li> </ul>	<ul style="list-style-type: none"> <li>• 125 years Death of James Theobald MP following an accident at Romford Station 1894</li> <li>• 100 years Death of Thomas Lewis Wilson the Upminster historian in June 1919</li> </ul>	<ul style="list-style-type: none"> <li>• 175 years National School built next to Chaplaincy in Hornchurch 1844</li> <li>• 70 years Synagogue erected in Elm Park 1949</li> <li>• 50 years Towers Junior School 1969</li> <li>• 50 years Brady School opened 1968</li> </ul>	<p>La Salette Roman Catholic junior mixed and infant school, Dover's Corner, New Road, was opened in 1957</p>
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Statutory guidance

# National curriculum in England: history programmes of study

Published 11 September 2013

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## **Purpose of study**

A high-quality history education will help pupils gain a coherent knowledge and understanding of Britain's past and that of the wider world. It should inspire pupils' curiosity to know more about the past. Teaching should equip pupils to ask perceptive questions, think critically, weigh evidence, sift arguments, and develop perspective and judgement. History helps pupils to understand the complexity of people's lives, the process of change, the diversity of societies and relationships between

different groups, as well as their own identity and the challenges of their time.

## Aims

The national curriculum for history aims to ensure that all pupils:

- know and understand the history of these islands as a coherent, chronological narrative, from the earliest times to the present day: how people’s lives have shaped this nation and how Britain has influenced and been influenced by the wider world
- know and understand significant aspects of the history of the wider world: the nature of ancient civilisations; the expansion and dissolution of empires; characteristic features of past non-European societies; achievements and follies of mankind
- gain and deploy a historically grounded understanding of abstract terms such as ‘empire’, ‘civilisation’, ‘parliament’ and ‘peasantry’
- understand historical concepts such as continuity and change, cause and consequence, similarity, difference and significance, and use them to make connections, draw contrasts, analyse trends, frame historically valid questions and create their own structured accounts, including written narratives and analyses
- understand the methods of historical enquiry, including how evidence is used rigorously to make historical claims, and discern how and why contrasting arguments and interpretations of the past have been constructed
- gain historical perspective by placing their growing knowledge into different contexts: understanding the connections between local, regional, national and international history; between cultural, economic, military, political, religious and social history; and between short- and long-term timescales

## Attainment targets

By the end of each key stage, pupils are expected to know, apply and understand the matters, skills and processes specified in the relevant programme of study.

Schools are not required by law to teach the example content in [square brackets] or the content indicated as being 'non-statutory'.

## Subject content

### Key stage 1

Pupils should develop an awareness of the past, using common words and phrases relating to the passing of time. They should know where the people and events they study fit within a chronological framework and identify similarities and differences between ways of life in different periods. They should use a wide vocabulary of everyday historical terms. They should ask and answer questions, choosing and using parts of stories and other sources to show that they know and understand key features of events. They should understand some of the ways in which we find out about the past and identify different ways in which it is represented.

In planning to ensure the progression described above through teaching about the people, events and changes outlined below, teachers are often introducing pupils to historical periods that they will study more fully at key stages 2 and 3.

Pupils should be taught about:

- changes within living memory – where appropriate, these should be used to reveal aspects of change in national life
- events beyond living memory that are significant nationally or globally [for example, the Great Fire of London, the first aeroplane flight or events commemorated through festivals or anniversaries]
- the lives of significant individuals in the past who have contributed to national and international achievements, some should be used to compare aspects of life in different periods [for example, Elizabeth I and Queen Victoria, Christopher Columbus and Neil Armstrong, William Caxton and Tim Berners-Lee, Pieter Bruegel the Elder and LS Lowry, Rosa Parks and Emily Davison, Mary Seacole and/or Florence Nightingale and Edith Cavell]
- significant historical events, people and places in their own locality

## Key stage 2

Pupils should continue to develop a chronologically secure knowledge and understanding of British, local and world history, establishing clear narratives within and across the periods they study. They should note connections, contrasts and trends over time and develop the appropriate use of historical terms. They should regularly address and sometimes devise historically valid questions about change, cause, similarity and difference, and significance. They should construct informed responses that involve thoughtful selection and organisation of relevant historical information. They should understand how our knowledge of the past is constructed from a range of sources.

In planning to ensure the progression described above through

teaching the British, local and world history outlined below, teachers should combine overview and depth studies to help pupils understand both the long arc of development and the complexity of specific aspects of the content.

Pupils should be taught about:

- changes in Britain from the Stone Age to the Iron Age

**Examples (non-statutory)**

This could include:

- late Neolithic hunter-gatherers and early farmers, for example, Skara Brae
- Bronze Age religion, technology and travel, for example, Stonehenge
- Iron Age hill forts: tribal kingdoms, farming, art and culture

- the Roman Empire and its impact on Britain

**Examples (non-statutory)**

This could include:

- Julius Caesar’s attempted invasion in 55-54 BC
- the Roman Empire by AD 42 and the power of its army
- successful invasion by Claudius and conquest, including Hadrian’s Wall
- British resistance, for example, Boudica
- ‘Romanisation’ of Britain: sites such as Caerwent and the impact of technology, culture and beliefs, including early Christianity



- Britain's settlement by Anglo-Saxons and Scots

### **Examples (non-statutory)**

This could include:

- Roman withdrawal from Britain in c. AD 410 and the fall of the western Roman Empire
- Scots invasions from Ireland to north Britain (now Scotland)
- Anglo-Saxon invasions, settlements and kingdoms: place names and village life
- Anglo-Saxon art and culture
- Christian conversion – Canterbury, Iona and Lindisfarne

- the Viking and Anglo-Saxon struggle for the Kingdom of England to the time of Edward the Confessor

### **Examples (non-statutory)**

This could include:

- Viking raids and invasion
- resistance by Alfred the Great and Athelstan, first king of England
- further Viking invasions and Danegeld
- Anglo-Saxon laws and justice
- Edward the Confessor and his death in 1066

- a local history study

**Examples (non-statutory)**

- a depth study linked to one of the British areas of study listed above
  - a study over time tracing how several aspects of national history are reflected in the locality (this can go beyond 1066)
  - a study of an aspect of history or a site dating from a period beyond 1066 that is significant in the locality
- 
- a study of an aspect or theme in British history that extends pupils' chronological knowledge beyond 1066

**Examples (non-statutory)**

- the changing power of monarchs using case studies such as John, Anne and Victoria
  - changes in an aspect of social history, such as crime and punishment from the Anglo-Saxons to the present or leisure and entertainment in the 20th Century
  - the legacy of Greek or Roman culture (art, architecture or literature) on later periods in British history, including the present day
  - a significant turning point in British history, for example, the first railways or the Battle of Britain
- 
- the achievements of the earliest civilizations – an overview of where and when the first civilizations appeared and a depth study of one of the following: Ancient Sumer, The Indus Valley, Ancient Egypt, The Shang Dynasty of Ancient China

- Ancient Greece – a study of Greek life and achievements and their influence on the western world
- a non-European society that provides contrasts with British history – one study chosen from: early Islamic civilization, including a study of Baghdad c. AD 900; Mayan civilization c. AD 900; Benin (West Africa) c. AD 900-1300

## Key stage 3

Pupils should extend and deepen their chronologically secure knowledge and understanding of British, local and world history, so that it provides a well-informed context for wider learning. Pupils should identify significant events, make connections, draw contrasts, and analyse trends within periods and over long arcs of time. They should use historical terms and concepts in increasingly sophisticated ways. They should pursue historically valid enquiries including some they have framed themselves, and create relevant, structured and evidentially supported accounts in response. They should understand how different types of historical sources are used rigorously to make historical claims and discern how and why contrasting arguments and interpretations of the past have been constructed.

In planning to ensure the progression described above through teaching the British, local and world history outlined below, teachers should combine overview and depth studies to help pupils understand both the long arc of development and the complexity of specific aspects of the content.

Pupils should be taught about:

- the development of Church, state and society in Medieval Britain 1066-1509

### **Examples (non-statutory)**

This could include:

- the Norman Conquest
- Christendom, the importance of religion and the Crusades
- the struggle between Church and crown
- Magna Carta and the emergence of Parliament
- the English campaigns to conquer Wales and Scotland up to 1314
- society, economy and culture: for example, feudalism, religion in daily life (parishes, monasteries, abbeys), farming, trade and towns (especially the wool trade), art, architecture and literature
- the Black Death and its social and economic impact
- the Peasants' Revolt
- the Hundred Years War
- the Wars of the Roses; Henry VII and attempts to restore stability

- the development of Church, state and society in Britain 1509-1745

### **Examples (non-statutory)**

This could include:

- Renaissance and Reformation in Europe
- the English Reformation and Counter-Reformation (Henry VIII to Mary I)
- the Elizabethan religious settlement and conflict with Catholics (including Scotland, Spain and Ireland)

- the first colony in America and first contact with India
- the causes and events of the civil wars throughout Britain
- the Interregnum (including Cromwell in Ireland)
- the Restoration, 'Glorious Revolution' and power of Parliament
- the Act of Union of 1707, the Hanoverian succession and the Jacobite rebellions of 1715 and 1745
- society, economy and culture across the period: for example, work and leisure in town and country, religion and superstition in daily life, theatre, art, music and literature

- ideas, political power, industry and empire: Britain, 1745-1901

### **Examples (non-statutory)**

- the Enlightenment in Europe and Britain, with links back to 17th-century thinkers and scientists and the founding of the Royal Society
- Britain's transatlantic slave trade: its effects and its eventual abolition
- the Seven Years War and The American War of Independence
- the French Revolutionary wars
- Britain as the first industrial nation – the impact on society
- party politics, extension of the franchise and social reform
- the development of the British Empire with a depth study (for example, of India)
- Ireland and Home Rule
- Darwin's 'On The Origin of Species'

- challenges for Britain, Europe and the wider world 1901 to the present day

In addition to studying the Holocaust, this could include:

**Examples (non-statutory)**

- women’s suffrage
- the First World War and the Peace Settlement
- the inter-war years: the Great Depression and the rise of dictators
- the Second World War and the wartime leadership of Winston Churchill
- the creation of the welfare state
- Indian independence and end of Empire
- social, cultural and technological change in post-war British society
- Britain’s place in the world since 1945

- a local history study

**Examples (non-statutory)**

- a depth study linked to one of the British areas of study listed above
- a study over time, testing how far sites in their locality reflect aspects of national history (some sites may predate 1066)
- a study of an aspect or site in local history dating from a period before 1066

- the study of an aspect or theme in British history that

consolidates and extends pupils’ chronological knowledge from before 1066

**Examples (non-statutory)**

- the changing nature of political power in Britain, traced through selective case studies from the Iron Age to the present
- Britain’s changing landscape from the Iron Age to the present
- a study of an aspect of social history, such as the impact through time of the migration of people to, from and within the British Isles
- a study in depth into a significant turning point, for example, the Neolithic Revolution

- at least one study of a significant society or issue in world history and its interconnections with other world developments [for example, Mughal India 1526-1857; China’s Qing dynasty 1644-1911; Changing Russian empires c.1800-1989; USA in the 20th century]

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**Haverling**  
LONDON BOROUGH

Annual Report of the  
Champion for the Over 50's



## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR OVER 50'S 2012/13**

I thought I would start with a few statistics that the majority of you might not be aware of.

There are approximately 22,400 residents between 65-74, 15,650 between 75-84 and 6,650 aged 85 plus. In just five years, these figures are projected to rise to 24,300 for the 65-74 age group, 15,600 aged 75-84 and 7,800 aged 85 plus.

At this time there are 5,206 residents in receipt of social care, the largest group of 2,578 being the 85 and overs.

Due to the excellent work of all staff in Adult Social Care, only 98 residents were admitted to residential care homes with the rest being supported in their own homes. Last year, the number was 123.

You can see the importance of keeping as many as possible of our older residents active and healthy. This report outlines the combined programmes of several departments to achieve this.

Mr Mayor, I recommend the acceptance of this report.

**Councillor Pam Light**

## **Arts Service**

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Older people continue to enjoy an enhanced offer of arts and culture in Havering, with this age group making up over 60% of attendees at both the Queens Theatre and Fairkytes Arts Centre.

Concerts, shows and activities at both centres are consistently programmed with older people in mind, and Fairkytes hosts a wide range of community and voluntary groups such as the music appreciation society and the Dawn Chorus.

Special events such as this year's outdoor performance of the Mikado in Fairkytes Garden have also been staged with an older audience in mind.

The Over 60s Artist of the year competition and the Over 60s Musician of the year competition have and will surely prove as successful and popular as ever, while this year's Short Story Competition also features a section purely for Over 60s writers.

## **Fairkytes**

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Over 50s attendances at Fairkytes Arts Centre continue at their usual high level, enjoying music, singing, painting, drawing, pottery and a host of other activities, including specially targeted sessions for visiting groups from residential centres and sheltered housing units.

## **Health & Sports Development**

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The Health & Sports Development Team continue to deliver their sport and physical activity programme for adults, many of which proved popular with those aged 50+, including yoga, dance, armchair exercise, tai chi and healthy walks programme. The team has also worked with partner organisations such as Homes in Havering to provide activities such as chair based exercise for less mobile residents.

## **Libraries**

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Libraries continue to provide a valued service for our residents, with a number of events and activities particularly popular with older residents, including 'Young At Heart' groups, basic IT courses, authors talks, 'knit and natter', poetry, creative writing, reading and 'gratitude' groups. The Reader Development team also does outreach and promotional work with over 50s groups, such as the Perky Pensioners and Harold Wood over 60s group.

Havering has developed a new programme for older people, to help them stay healthy and play an active role in the community, called “Active Living”.

Officially launched in March 2013 the Active Living programme is made up of four key parts:

- Social - Helping to improve social opportunities for older adults, meeting new friends and trying out new activities.
- Healthy - Expanding the opportunities to get fit and active, from gentle exercise classes and walks, to the provision of free swimming for the over 50s at off peak times.
- Supported - Making sure that everyone has someone they can turn to for a chat, advice or help around the house. This includes befriending, providing training and support for volunteers to visit isolated people and supporting a trustworthy handyperson service to carry out minor household repairs and adaptations for residents.
- Involved - Providing local people with more opportunities to volunteer and get involved in their local communities.

The Active Living programme has been a perfect opportunity to encourage people who are aged 50 and over, to become involved in the local community, use their skills and participate in everything the borough has to offer.

We all know Havering has the most elderly population profile in London – and the Council is determined that this borough remains one of the best places in which to grow older.

### **Free Swimming**

The partnership with SLM has been operational since August 2012 and the implementation was designed to coincide with the excitement generated by the London Olympics.

Monitoring has shown that the scheme has been a great success with many sessions now approaching full capacity. There have been 6000 free swims and the success of the scheme has meant that the offer has been extended for another year.

The popularity of the scheme has been used to promote other aspects of Active Living and market the council’s core cultural service offer amongst those people who have shown an interest to remain active.

During the research phase of the Havering Circle the interviewers discovered that, for a number of those attending the sessions, the free swim was their major social activity of the week. In addition groups of people are using the Health Suite as a meeting event.

Sports and Leisure Management (SLM), while supporting the Active Living aims, is also committed to supporting the Health and Well Being agenda. In April 2012 SLM started work with Age Concern Havering and the Stroke Association in the rehabilitation of Stroke or Cerebrovascular Accident (CVA) victims.

Phase One of the programme is targeting stroke victims who have left hospital rehabilitation programmes and find themselves at home with very or no little support or contact with other sufferers. This isolation can lead to Post Stroke Depression and a worsening of symptoms.

Phase One allows use of the pool for one hour per week with volunteers supporting the group. The social aspect is as important as the physical aspect, allowing victims the opportunity to discuss issues with other stroke sufferers.

If Phase One is successful SLM hope to roll the programme out to include aerobic and fitness sessions.

### **Havering Circle**

A key aspect of Active Living is to foster supportive social networks and to combat social exclusion. Havering Council secured £150,000 of Cabinet Office funding to set up and launch Havering Circle.

The Circle is a supportive group aimed at bringing together older borough residents to have fun and share interests. Membership includes access to a network of local helpers who can assist with gardening, cleaning, technology and odd jobs around the home. There is also a monthly calendar with a range of social events including meals, day trips, concerts and money saving offers. Since its launch there have been four calendars of events. There are currently in excess of 200 active members.

### **Volunteering**

We commissioned Havco Volunteer Centre to pilot an Over 50's volunteering initiative within Havering. This delivers the capacity and capability to initiate, recruit, train and manage volunteering activities that directly support the Council's priorities. These activities include Community Clean ups, Cold Weather Befriending, Havering Ambassadors, inter-generational community activities, and other community engagement opportunities.



The agreement has been run as a one-year pilot and is due to expire in October. Due to its success the continuation of the programme will be put on a firmer footing through a competitive process. The Community Engagement Team within the Corporate Policy and Community section has been supporting the new approach to volunteering.

At the first clean up in November 2012 approximately 30 people participated in the Elm Park clean-up. A further 13 clean ups and litter picks have since been undertaken.

### **Handy Person Service (Havering Safe at Home Service {HSHS})**

One important way that local residents can maintain their independence is through targeted help for older residents from the Handy Person Service. This service is contracted to Age UK and the national handyperson service. Over 2425 household referrals were made to the HSHS in the past 12 months. This represents a significant marketing opportunity for Active Living and the cultural events held in the borough.

In order to improve the sustainability of the service a charging structure was introduced in the last year following consultation with local service users. For an agreed subsidised hourly rate, qualified, police vetted fitters assess what can be done to improve safety and security, as well as to undertake small repairs and adaptations to enable residents to stay in their own home.

### **Faith Sector**

It has been recognised that faith organisations have the potential to support older and isolated residents. However, they generally lack the capacity to participate in traditional local government structures or to run large scale volunteer programmes without funding, training and other professional support. They may not be aware of how to refer people to public services, or indeed what services are available for people in need.

A faith outreach survey was undertaken which demonstrated the type of activities currently provided and areas where the faith groups would benefit from additional guidance and training. An action plan has been prepared to address the issues identified. The survey data highlighted that the faith community required support in understanding and development within four areas:

- mentoring,
- befriending,
- cultural awareness
- dementia awareness.

Training around mentoring, befriending and cultural awareness was provided for the faith groups during May – July.

A Dementia & Alzheimer's Awareness event was held at the Salvation Army Centre for all residents on 19th June, 2013. Further outreach work with the faith community is taking place to ascertain the type and level of support these groups may require.

### **Active Living Activities**

In order to give a foundation for future initiatives, a number of activities have been negotiated with existing partners. These include:

- Havering Museum has developed an Active Living Variety Club designed to meet the needs of Havering residents who are isolated and those aged 50 and over. Held at the Havering Museum the bespoke club provides a creative and fun environment where individuals can build their self-confidence and make friends whilst participating in learning and social activities. The museum provides refreshments. Events were held every two weeks from October 2012 and will continue until December 2013.



The Variety Club programme is designed to mentally stimulate and energise people whilst encouraging them to become more active, both within the club, and in other areas across Havering

- Age Concern Havering agreed to help promote Active Living. They celebrated Older People's Day on 1st October 2012 using the national theme of the 'Big Skills Share' and the Active Living's focus on staying healthy. Two events were held:
  - Queens Theatre – This was primarily an information event where older people were informed about the varied range of activities and learning opportunities across the borough. A number of stands promoted the themes of sharing skills and improving health. Invited stakeholders included local colleges, representatives from the libraries, Job Centre plus, community safety, health promotion and other invited stakeholders, such as mobile phone operators who offered advice on new technology.
  - The second event was an activity based celebration of older people, with a variety of activities and taster sessions such as Tai Chi, Zumba and yoga.



Age Concern Havering organised three days of different health and well-being activities in September 2012. These included reduced cost or free taster sessions such as badminton and table tennis at the YMCA, indoor bowls and bowling at “Number 10 Ten Pin bowling alley”. Age Concern Havering also linked with SLM to run activities from Hornchurch Sports Centre such as healthy walks so that borough wide initiatives such as the free swimming and badminton were promoted.

In conjunction with the community chef Age Concern Havering organised and ran community cookery workshops targeted at people over the age of 50

### **Havering Over 50's Forum**

Havering Over 50's Forum has had another successful year. The success can be measured by the popularity of the monthly forums which are attended to full capacity. In addition to dispensing advice, acting as a sounding board for new services, the forum has arranged a number of visits outside the borough which have been extremely popular. The regular newsletter is widely distributed and provides key telephone numbers and information about campaigns that are happening in the locality.

### **Dreywood Court**

Dreywood Court is a stunning new development in Gidea Park designed to help people who currently receive care support to live independently. The development comprises 98 flats, 50 one bedroom units and 48 two bedroom units, for rent and shared ownership. Carefully designed to provide smart, easily maintained accommodation in a secure environment, it incorporates not only the lovely apartments but also a number of attractive communal areas for residents to enjoy.

Plans to fill the scheme have been progressing and the benefits of the scheme have been promoted widely with a special presentation at the Over 50's Forum.

### **Future Plans**

In addition to the activities outlined above, a programme of events and activities will take place between Monday 30 September and Sunday 6 October 2013. The aim of these events and activities will be to provide residents who are 50 or over with the opportunity to have fun, learn new skills and take part in social activities.

A programme of events is already being developed with existing Active Living activities and partner activities and events.

In order to develop the programme a letter from the Over 50's Forum has been sent to organisations and partners inviting them to take part in Active Living Week and

Silver Sunday. Organisations and partners can take part by offering activities, putting on events or providing special deals for residents who are 50 and over.

## **Conclusion**

Coordination of initiatives and projects will support the development of the vision;

- Being an older person in Havering means that you are part of a 'community' that supports each other,
- Older people, especially those without immediate family support networks, will not suffer from social exclusion caused by loneliness,
- Public sector, voluntary sector and community led services are co-ordinated to maximise their positive impact for local people.

All the activities above form part of the Council response to the national "Campaign to End Loneliness". Our on-going commitment to this campaign is founded on the over 65 outreach project, which identified loneliness as an issue for the older residents in Havering and the fact that loneliness adversely affects people's health and leads to a greater demand for adult social care.

## **Havering Circle**

Havering Circle launched in March 2013 and in just a few months has gained over 300 members all actively enjoying and using its services.

Circle launched in 2009 and is a growing network with over 5,000 members. There are also Circles in Kensington & Chelsea, Hammersmith & Fulham, Southwark, Rochdale, Nottingham and Suffolk.

Circle supports its Members across four areas of their lives: social activity, life's practical tasks, tailored learning and appropriate health and wellbeing services. Membership includes access to a network of local Helpers: friendly and vetted local people who can help with gardening, cleaning, technology and odd jobs around the house.

Each month there is a calendar of social events including meals, day trips, concerts and money saving offers. Recent Circle events have included a coach trip to Butterfly World, a visit to the David Bowie exhibition at the V&A and live music in the form of the Jive Aces at Ronnie Scott's.

## **Health & Wellbeing Walks**

Each month Circle features health and well-being events. In June the members went on a 4-mile walk, which forms part of the famous London LOOP. The London Outer Orbital Path (the LOOP for short) is nearly 152 miles and has been divided into 24 well-marked, bite-sized stages. The members met at a cafe in Harold Wood for a short talk about healthy living, and then walked to Upminster Bridge passing the Ingrebourne River and Pages Wood on route. In August they will be completing a lovely Summer walk around Hainault Country Park.



Full membership, which includes a newsletter via post, is £30 a year, or £20 if you want to get your newsletter sent by email. There is also a joint household membership priced at £40.

### **Havering Over Fifties Forum (H.O.F.F)**

Membership is up again this year, with averages of 100 members at the monthly meetings. The new Chairman has proved to be full of enthusiasm and ideas.

A full range of speakers from CAB, Trading Standards to Equity Release and Health Watch and many others, informed and entertained members throughout the year. Outings to Canterbury and St Albans (where members could view the Magna Carta), were enjoyed by all who went. The Annual garden party in the Havering Association for people with Disabilities garden proved a great success on one of the nicest days this summer.

At the Havering Show, over 500 people stopped to chat and the forum gained a few new members. The newsletter in a slightly different format is now produced four times a year. The next one is due just before Christmas. This is not only given to members, but distributed across the Borough via Doctor's surgeries and Libraries.

This year, H.O.F.F has joined with Havering Council to produce an Active Living Week which replaces Older Persons Day with a full week of activities across the Borough for residents to take part in.

The Caring Neighbours Awards, in its fifth year will be held in conjunction with the Community Awards, with the Awards ceremony on 4<sup>th</sup> October in the Council Chamber.

All members are looking forward to their Christmas lunch when they will celebrate another successful year. The new year will kick off with a new round of speakers and a visit to the Queen's Theatre for a rousing afternoon at the Music Hall.

### **Active Living Week Programme -30<sup>th</sup> September-6<sup>th</sup> October**

**Celebrating Over 50s with a programme of events and activities**

**A partnership programme between Havering Over 50s Forum and Havering Council**

Monday 30<sup>th</sup> September

**Take a stroll in Harrow Lodge Park.....**

Meet at Harrow Lodge Park at 11am for a 30min beginners taster walk (FREE)

**Join in a Watercolour Painting Class**

10am-12noon at Fairkytes Arts Centre call **01708 456308** to book (£5 for the session)

Tuesday 1<sup>st</sup> October

**Try Figure Drawing.....**

7.30-9.30pm at Fairkytes Arts Centre call **01708 456308** to book (£5 for the session)

Wednesday 2<sup>nd</sup> October

**Take a stroll in Hornchurch Country Park.....**

Meet at Hornchurch Country park at 10am. Walk is graded "easy" and lasts approx. 1hr (FREE)

**Brighten up your home.....**

Flower arranging session, 1.30-3.30pm at Fairkytes Arts Centre call **01708 456308** to book (£5 for the session)

Thursday 3<sup>rd</sup> October

**Put on your dancing shoes...**

Join in a Tea Dance at New windmill Hall 1.30-3.30 (£3). Get active, meet new people and have fun. Call **01708 433768**.

**Listen to stories at Langtons....**

Come along to Langtons House at 7.30pm to listen to story-telling performances from the 60+ short story writing competition (FREE)

**Turn your hand at pottery....**

10am-12noon, Fairkytes Arts Centre call **01708 456308** to book (£5 for the session)

Friday 4<sup>th</sup> October

**Keep Fit with Zumba Gold...**

Join in this first time beginners session of Zumba Gold at Derham Hall in St Laurence Church, Upminster, 11.45-12.45 (£3.50)

**Reminisce....**

Join in Havering Museum's reminiscence session at 1.30-3.30 (£3).

**Listen to musicians at the Queen's...**

Come along to the Queen's Theatre to listen to entries for the havering 60+ Musician of the Year (FREE)

**Make your own jewellery...**

10am-12noon, Fairkytes Arts Centre call **01708 456308** to book (£5 for the session)

Saturday 5<sup>th</sup> October

**Take a Tour of Havering's Local Heritage...**

Join Havering Museum on this unique bus tour of Havering's fascinating historical buildings and landscapes.

## **Silver Sunday...**

The Silver Sunday Awards, run by Havering Over 50s Forum and the Council, aims to recognise the contribution that older residents make to the borough. Residents can nominate an older person who has made a contribution to their community, since turning 50, by completing a nomination form which is available online, in libraries and the Havering Visitors Centre. For more information visit [www.havering.gov.uk/silversunday](http://www.havering.gov.uk/silversunday)

## **Competitions...**

Details of how to enter Havering 60+ Musician of the Year and the Havering 60+ Short Story Writing Competition.

Contact Mark Etherington, Fairkytes Arts Centre call **01708 456308**

## **Keep Fit...**

Don't forget you can also take advantage of the extended free swimming and court hire on offer at Central park Leisure Centre and Hornchurch leisure Centre at certain days and times.

- Free Swimming
- Free Badminton
- Free Squash (Hornchurch Leisure Centre only)
- Free Access to the Health Suite

Week long activities in Havering Museum – Tai Chi, African drumming, afternoon tea, Photography etc

Sessions at Libraries including:

- Young at Heart groups (£1) – theme/activity tbc
- Knit & Knatter and Craft Groups
- IT training
- Family History/Ancestry workshops (£2)
- Volunteering Drop In



**Haverling**  
LONDON BOROUGH

Annual Report of the  
Champion for the Voluntary  
Sector Compact

## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR VOLUNTARY SECTOR COMPACT 2012/13**

I have divided this year's Voluntary Sector Compact Champion's Report into two sections;

1. Participation.
2. New initiatives.

The report aims to use a few examples to create a general picture of the work of volunteers and the voluntary sector in the borough over the last year rather than offering a thorough account of all of the vital work done by the panoply of volunteers and third sector groups in every aspect of the borough's life.

### **1. Participation.**

Residents recorded an incredible 6,314 hours of volunteering in Havering Library Service in 2012/13.

Examples of volunteering in libraries:

- Summer Reading Challenge volunteers. 3,678 children participated in this scheme last year. The contribution of volunteers means that in Havering the scheme is used to help children develop the ability to articulate ideas and to analyse their response to books and narratives in conversation with an adult, and allows encouragement to be given to children to develop their reading. This is not universally true in all public library services, and that ability to do it in Havering is due to large-scale resident volunteering to support the scheme.
- Reading Buddies. Volunteers support readers of all ages and abilities with their reading and literacy.
- Peer support - computers. Volunteers contribute informal support to increase confidence with IT and help with specific computer-based tasks.
- Virtual Homework Club. Volunteers support this new initiative which runs after school and at weekends.
- Housebound Service volunteers. Volunteers assist the preparation of library materials for delivery to library clients who are housebound.
- Saturday Club helpers. Volunteers work with young children in libraries to promote enjoyment of language and culture.
- Library Ambassadors. Volunteers act as advocates for Havering Library Service and raise awareness of everything that is on offer to residents in the borough's 10 libraries branches and its 11th branch - the online virtual library.
- Digitisation volunteers. Volunteers are cataloguing and digitising historic material relating to Rainham and Victorian Romford from the Local Studies and Family

History Library in Central Library in projects funded by Veolia and Heritage Lottery Fund.

Outcomes reported by residents who volunteer in Havering Library Service:

- Gaining confidence and taking responsibility.
- Improved listening and communication skills.
- Seeing the pleasure which children get from reading, and seeing them come back for more.
- Seeing children gain more confidence in reading and communicating.
- Meeting other volunteers and improving social skills.
- Experience of a working environment.

Friends of Parks groups continued to make a vital contribution to community life, the quality of the environment and nature conservation over the last year. These are some of the contributions that “Friends” groups have made over the last year:

#### **Upminster Park.**

- Provided well-informed and incisive challenge to land swap and asset proposals.
- Installed 2 table tennis tables in August 2012 having attracted £10,000 to fund them from Veolia.
- Gained £7,000 of funding from Veolia and the Havering Council Community Chest to install additional items of play equipment.
- Held a Fun Day in May 2013.
- Replanted the lavender bed on October 2012.

#### **Harrow Lodge Park.**

- Harrow Lodge Nature Conservation Volunteers are the longest established such group in the borough.
- Carried out regular lake clearance works.
- Together with Parks Protection Service Played a significant role in removing infected wildfowl and dead fish from the lake after the tragic infection this summer.
- Gardeners at the “Secret Garden” provided by the Sure Trust as part of an NVQ Horticulture Level 2 course.

#### **Harold Wood Park.**

- Gained £3,000 from Veolia to fund “Colour in the Park”, planting bulbs, shrubs and the installation of a King Harold sculpture with local schools.
- Gained £11,000 from Havering Council Community Chest and Veolia to fund installation of additional skate equipment.
- Created a herb garden in October 2012.

#### **King George’s Playing Field.**

- Gained £8,000 from Veolia to fund the installation of an outdoor gym.
- Arranged for and funded a gardener to improve planted areas.
- Installed a new path provided by PlayFootball.

#### **Raphael Park.**

- Created a sculptural picnic area inspired by the children’s book character “Percy the Park Keeper” by Nick Butterworth.

- Held “Music in the Park” in 2012. 6,000 people attended.

### **Bedfords Park.**

- Hold regular working parties to do conservation work in the park, putting in paths, undertaking clearance and similar.
- Undertake counts of insect and bird species in the park.
- Assist Clear Village and Essex Wildlife Trust with works and events at the Walled Garden.

### **Cottons Park.**

- Installed additional skate equipment in partnership with the Youth Service.
- Young Friends Group being established.
- Organised annual fund day.

### **Langtons Gardens.**

- Held annual Christmas pantomime with local drama group “College Players”.
- Provided catering at annual Langtons Summer Concert.
- Assisted with successful Heritage Lottery Fund bid for the restoration of Langtons Gardens and public consultation.

### **Clockhouse Gardens.**

- Raised funds to undertake restoration of the historic and natural environment at the gardens.
- Studied the history of the gardens.

### **Parklands Park.**

- Are developing plans to contribute to the restoration and conservation of the site.

Havering’s Healthy Walk Leaders volunteer their time 6 days a week to lead walks across the borough throughout the year. There were 308 walks from April 2012 to March 2013. These were led by a team of 25+ walk leaders. There were 10,965 attendances at these walks over the year, contributing strongly to the health and wellbeing of those taking part.

In the last year Havering Ramblers have held 9 work parties, each consisting of between 5-10 volunteers, and have helped to clear 6 footpaths that were overgrown. The group hold monthly meetings with the Havering Council Parks and Open Spaces Service to identify footpaths that need maintenance. Where appropriate they help out using hand tools provided by the Parks team.

## **2; New initiatives.**

Planning permission has been granted for a new youth centre in central Romford to be run by an Anglican-led community organisation.

The Council is developing a partnership with Action on Hearing Loss (formerly RNID) to lead on making services and society more inclusive for deaf people.

Friends of Upminster Windmill are partners in a Council-led bid to gain funding from Heritage Lottery Fund for the restoration of Upminster Windmill and provision of ancillary facilities to aid maintenance of the structure and promote its use in education and learning.

Volunteers for the National Trust were an important part of the successful bid to Heritage Lottery Fund by the National Trust for the restoration of Rainham Hall.

Positive Parents have produced a prospectus outlining their aims for the quality of life of disabled children.

**Councillor Andrew Curtin**





**Haverling**  
LONDON BOROUGH

Annual Report of the  
Champion for Younger  
Persons

## **Champion for Younger Persons - Cllr Rebecca Bennett**

### **‘Creating Brighter Futures’ – new Youth Vision and Assets launched**

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In April 2013, an event was held in Romford Market to mark the launch of the new Youth Vision and Assets Framework which was approved by Cabinet earlier in the year.

Creating Bright Futures is based around 12 key personal attributes or ‘assets’, from confidence to problem solving, curiosity and independence, which aim to equip them for the future. The assets will be taught in a range of ways including workshops, targeted activities for young people and other innovative programmes.

Young people from all over the borough came along to enjoy the workshops and entertainment on offer at the launch event, which were framed around these ‘assets’, and included Zumba classes, a workshop with designer-to-the-stars Mrs Jones who showed people how to make and customise their own clothes, BMX stunts, and interactive performances by local theatre group Habbit Shed.

### **Myplace celebrates its first birthday**

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Myplace – the contemporary community centre in Harold Hill, celebrated its first birthday on Saturday (15 June) by inviting people to join in a fun-filled day of free activities.

The centre has been extremely popular with the community since opening last June, particularly among young people, who have taken advantage of the many facilities on offer including a recording studio, theatre, an IT suite, dance and music performance space and a juice bar and café.

It has also played an instrumental part in transforming the lives of some local youths and has seen anti-social behaviour in the area fall. Over the summer 2012 there was a drop in antisocial behaviour of around 50% compared to summer 2011 in Harold Hill.

Since myplace opened, it has been the winner of a Green Apple Environmental Award, it has hosted BBC Question Time, run its own Christmas market, with all the goods hand-made by the young people who visit the centre, and delivered a HYPE TV project where young people worked on a filming project alongside a professional media company, amongst many other achievements.



In the evening of the first birthday celebrations, young people enjoyed a Blastbeat music gig. BlastBeat is an award winning, fun and exciting, music and multimedia business programme offered to teenagers around the country to teach social entrepreneurial skills, promote young

musicians, and support youth communities on a local and national level.

The young people form an Event Social Enterprise, assume a role in the company, and are tasked with planning, promoting, and staging a live music event.

## Young People find their 'NICHE'





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In May 2013, a range of free courses/workshops for young people was launched in Romford.

The courses are part of a project named NICHE, which stands for 'Non-Institute of Collaborative Happenings and Endeavours' and is being provided by the Council in partnership with the Romford Contemporary Arts Programme.

The free courses were all run by professionals and based around the 12 personal 'assets' as part of the 'Brighter Futures' Youth Strategy, designed to help young people develop their confidence, problem solving, curiosity, independence, etc.

For example the 'communication course', led by Natalie Campbell, who has worked in various marketing and media roles, taught young people about getting their message across, and the 'consideration course', taught by writer Gemma Seltzer, used creative writing techniques to teach about kindness and consideration.

			
<p><b>Professors of Confidence:</b> Natalie Bays and Josef Easeman <b>Course Name:</b> NO your place</p>	<p><b>Professor of Flexibility:</b> Marie-Louise Jones <b>Course Name:</b> FASHIONFLEX</p>	<p><b>Professor of Innovation:</b> Artemis Evlogimenou <b>Course Name:</b> Online satirical series - Performance and Production</p>	<p><b>Professor of Consideration:</b> Gemma Seltzer <b>Course Name:</b> Off the Page</p>

## Havering's new Young Leader

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Havering has a new Young Leader, Princess Bright, 17, who was elected by her peers in an online vote.



Princess attended her first official meeting at the Town Hall on Wednesday 15 May, following the outcome of her successful election on Friday 10 May.

The Coopers' Company and Coborn sixth-form pupil also has five deputies; Peace Ugbeikwu, Marhia Fayyaz, Stacey Button, Alex Kirby and Ryan Fernandes, as well as Nikhita Lester, who will assist Princess and her deputies in their new roles.

This is the first time Havering has appointed a number of deputies to assist the Young Leader, and Princess follows in the footsteps on last year's young leader, Alicia Murphy.

Princess attended the Albany Business and Enterprise Academy in Hornchurch where she was deputy head girl, house leader, school council leader, business and enterprise squad leader and deputy sports captain. She is now studying for her A-levels.

She got her first taste of politics aged 11 when her mother was the Civic Mayor of Hackney and Princess was her official consort. Princess is also heavily involved in the local community; along with her father she helps to run free maths tuition for young people at Myplace in Harold Hill and she is a youth leader at the Redeemed Christian Church of God whereby one of her responsibilities is fundraising for local charities, and along with her deputies, she plans to organise a fundraising event for children's charity Richard House.

Her role includes representing her peers at the Havering Youth Congress as well as across London and the rest of the UK, Princess will also be responsible for putting across the wants and needs of young people to politicians and decision-makers.

Princess' own plans for the role include; holding a surgery for young people to raise issues, promoting a youth citizen panel which will be open to all young people who want to get involved and have their say, championing the causes of local young people, planning youth conferences in the borough and holding workshops with the police and local young people to discuss issues of community safety.

## London Youth Games

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Havering finished 7th overall at the 2013 Balfour Beatty London Youth Games, including Team Gold in the Trampolining competition, inspired by Susanna Badley's individual gold in the same event (team picture below).



Over 460 young people competed at the London Youth Games for Havering across 48 competitions, a record for Havering participants - with over 50 adults acting as team managers and assistants, organising the teams to compete.

Other great results for Havering at this year's games included Silver Medals in Disability Boys Athletics, Aquathlon and Indoor Rowing and Bronze Medals for Girls Athletics and Diving.

## Dickens Social Reporters

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In April 2013 Havering Library Service teamed-up with The Reading Agency and Mayor of London to support young people develop their passion for writing and current social

issues through the 'Dickens Social Reporters' project, commemorating the bicentenary of Charles Dickens.

Romford Library delivered a ten-week programme that saw the reporters - youngsters aged between 11 and 19 - take part in a series of weekly challenges. They learnt about and practiced various forms of journalism including video, photography and writing, to explore topics such as street life, education, schools and literacy, crime and punishment, housing, debt and poverty, theatre and the arts, and family life.

## **Having Music School's Gateway to Music**

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Talented pupils from Having Music School played at the O2 in February 2013 as part of a special concert to celebrate the diversity of London's music and cultural life, funded by the Jack Petchey Foundation.



The Intermediate and Senior Percussion ensembles, made up of young musicians aged 10 to 19 and conducted by HMS manager Jan Flanders, performed three pieces on their own.

They then joined an orchestra of two hundred players from ten London Boroughs in the première performance of a specially written piece under the direction of the composer, Thomas Hewitt-Jones.

The HMS Recorder Consort and the Stage Band also provided entertainment in the bar before the performance and during the interval.

## **Having Music School's 'Remix the Mix'**

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Budding musicians from Having will get the chance to increase their musical skills as well as trying something new after receiving funding from the Mayor's Fund for Young Musicians.

Having Music School will work with neighbouring Barking and Dagenham Community Music Service on a collaboration, 'Remix the Mix', with the urban arts organisation Bigga Fish.

The project aims to help pupils to bridge the gap between traditional orchestral performances with more urban youth music. Young musicians aged 14 to 19, will work to combine different genres into their 'Remix the Mix' orchestra.

The project starts in August with a visit to the Urban Prom at the Royal Albert Hall. An open mic 'Push' event in November at the Broadway Theatre and workshops during the autumn and spring terms will lead to a final concert at the Queen's Theatre on 30<sup>th</sup> March 2014.

## **Having Music Education Hub provides outstanding musical experiences**

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Having young musicians performed in the Olympics opening ceremony, playing with the London Symphony Orchestra in August 2012. The LSO provided further opportunities for Having musicians through their Take A Bow and Fanfare projects and the Next Generation scheme. In May, more of our young musicians played with the LSO in Trafalgar Square under the baton of Valery Gergiev, to an audience of 10,000.

The Royal Opera House has supported several projects in the Borough, including the Young and Junior Musician competitions. The Thames Reach Youth Orchestra, a partnership between Having, Thurrock and Barking & Dagenham Hubs, was conducted by David McCallum from the ROH at its October and February courses and the ROH provided opera singers and even ballet dancers to support performances to parents.

Working with five neighbouring Hubs, the ROH led a summer school in July based on *Carmen* for instrumentalists and singers. Having students made up a quarter of the 86 participants. Alongside ROH professionals and tutors from the five Hub areas, the young musicians performed seven numbers from *Carmen* and two pieces that they had devised together on the course.

The London Chamber Orchestra's *Inside the Orchestra* and *Music Junction* projects involved students from Drapers' Academy and Having Music School working with Barnardo's and Having Young Carers. HMS musicians mentored youngsters with care responsibilities as they took their first music lessons. The project culminated in a concert at the prestigious Cadogan Hall, where the young musicians dominated the front of the stage and side balconies.

Having Music School students have enjoyed workshops and performances in local venues given by the Grand Union Orchestra (music from other cultures) and the Flautadors recorder quartet (early music).

## **Developing and Celebrating Young Talent**

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We have so many talented young people in Having. In Culture & Leisure we work to attract, develop, encourage and reward this talent in many ways.

### ***Talented 30 Awards***

Some of Having's most gifted youngsters were honoured in the 2013 Talented 30 awards in July. This is a scheme promoted and sponsored by Having Council and Having College of Further & Higher Education, which aims to recognise the talents of 30 local young people in a variety of cultural activities such as art, dance, drama, music and sports. Winners are awarded with a £200 grant to help them to further enhance their skills and performance.



This year's winners include Amy Marren, the 14-year-old swimmer who represented Team GB in the Paralympic Games last summer and 18-year-old National Youth Orchestra member, Christopher Karwacinski who recently played in the grounds of Buckingham Palace.

### ***Havering Junior Musician Festival 2013***

Eight junior musicians were given awards at the Havering Junior Musician Festival 2013 in June.

The talented youngsters were picked from more than 60 entrants for showing outstanding talent, effort and potential in their musical ability.



As part of its three-year collaboration with Havering Music School, the Royal Opera House supported the Havering Junior Musician competition by offering two adjudicators.

The overall winner was Jonathan Belay. He also won the Dannatt-Broad shield award and received a £100 voucher given by Advance Music.

### ***Young Musician of the Year Awards***

Havering's Young Musician of the Year Awards took place for the 33rd year this year. The awards are for instrumentalists and singers from grade six standard and above, and composers in academic year nine or above, up to 19-year-olds.



In preparation for the competition, young musicians get the chance to work with professional musicians from The Royal Opera House in a workshop. The most impressive performers are then nominated to go forward and perform in the Finalists' Concert, after which the winners are announced.

Christopher Webb won this year's award with his original composition 'Harrow-on-the-Hill'.

### ***Primary Colours***

Havering's 'Primary Colours' art competition found itself in a unique position this year, with an entire school year winning outright first prize.

The competition, organised by Havering's Art Service, is open to all children and primary schools aged 5-10 and is intended to find the best budding young artists in the borough, with an exhibition at the Queen's Theatre every year.



The judges were more than surprised, then, to discover the work they chose as overall winner, a collage after Van Gogh's 'Sunflowers', was in fact a collaborative effort by the whole of Year 3 at St Joseph's Catholic Primary School in Upminster.

## Youth Zone

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Youth Zone provides information, advice and guidance to young people on a wide range of issues, as well as providing specific health interventions.

A recent HealthWise report showed that over a 6 month period (Nov 2012-Apr 2013) Youth Zone helped over 1,000 young people. 74% were repeat users and 25% new attendees. Over the whole Young People's Sexual Health Service for BHRUT, Youth Zone sees 68% of its clients.

The Condom Card scheme and THT National Chlamydia Screening Programme have been particularly successful.

- Over 400 Chlamydia Screens were held between April 2012 - March 2013, and staff have already seen another 185 since April of this year, not including those carried out by the nurses.
- The C-Card scheme runs across 24 London Boroughs and Havering has the sixth highest number of registrations and third highest percentage of repeat visits.

## Quality Family Information Service

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The Council has been awarded The National Association of Family Information Services – [Families First Quality Award](#), for providing a high-quality information service to parents and professionals.

It's the fourth time our Family Information Service has received the award which also confirms that we're meeting the requirements of the Information Duty of the Childcare Act.

It shows the Council's commitment to supporting and providing early help to Havering families including helping them to access early educational childcare for two-year-old children.

## Havering Young Linguists of the Year

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In April, St.Edward's Language College hosted this year's *Mike Bristow Language Awards*, recognising Havering's youngsters' outstanding achievement in languages, from across all schools.

The ceremony is coordinated by the Havering Twinning Educational Association and the



Havering Languages Adviser, Dan Alliot, from the Europa Centre for Languages. The awards are sponsored by a number of individuals and organisations, not least of all Annette Bristow, the widow of Mike Bristow for whom the awards are named. Learners from each school received their awards, including those for French, German, Spanish, Italian, Russian and Mandarin, and those sponsored by Councillors Michael White and Andrew Curtin.

RJ Mitchell Primary School brought a group of young learners to perform songs and conversations in French, and received the Diane Lowe Award for the outstanding implementation of Primary Languages across their school.

The overall *Havering Linguist of the Year* award and the Manny Goldstein Cup went to Ciara Blackledge, a Y12 student from Sacred Heart School, recognised for her high level of language competence in French and Italian, following her participation in a demanding and spontaneous interpreting competition.

The awards take place annually and bring together language teachers, young learners, award winners and their parents from across all Havering schools, to celebrate the success and enthusiasm of our children in the development of their language skills and intercultural understanding.



## **IAG and the Targeting Toolkit**

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In August 2012 the London Borough of Havering commissioned Prospects Limited to deliver a Targeted Information Advice and Guidance contract aimed at providing support for 13-19 (up to 25 for LLDD) vulnerable young people in Havering. The contract is delivered in partnership with local schools through early identification of vulnerable learners through the use of a Targeting Toolkit.

The Targeting Toolkit uses key indicators that have been identified as contributing factors in young people disengaging from education. The indicators are weighted and by using school level data it is possible to identify vulnerable young people in need to additional support and guidance.

Young people who become disconnected from education face a higher risk of unemployment, teenage pregnancy, criminality or drug abuse and many of these become NEET.

From both the school's perspective and that of the Local Authority, dealing with NEETs at age 15+ is expensive and largely unproductive. Early identification and prevention provide the key solutions. This early intervention has been embedded at Havering schools.

Prospects have successfully delivered the first year of the contract and have provided 333 interventions to young people identified as being at risk of disengagement by the Targeting Toolkit. Prospects Participations Advisors continue to provide drop in services across the borough to support those young people that have become disengaged (NEET). As at July 2013 the boroughs NEET figures were 5%, whilst the unknowns were at 3.7%, whilst 81.5% of resident learners remain in learning.

Council, 9<sup>th</sup> October 2013

## MEMBERS' QUESTIONS

### 1 Harrow Lodge Park

**To the Cabinet Member for Culture, Towns & Communities, (Cllr Andrew Curtin)**

By Councillor John Mylod

**Question:**

Given the appalling condition of Harrow Lodge Park, and in particular the water features, would the Cabinet Member set out what investment and improvements are to be made in the short and long term to deal with this highly unsatisfactory situation?

### 2 London Living Wage

**To the Cabinet Member for Transformation (Councillor Michael Armstrong)**

By Councillor Keith Darvill

**Question:**

How many employees of the Council are paid below the current London Living Wage of £8.55p per hour?

**3 Romford Leisure Centre**

**To the Cabinet Member for Culture, Towns & Communities, (Cllr Andrew Curtin)**

By Councillor Jeffrey Tucker

**Question:**

Please provide an update regarding the new Romford Leisure Centre.

In particular what progress has been made in developing the Western Road site and has there been any changes regarding the projects financial viability?

**4 Christmas decoration – Rush Green**

**To the Cabinet Member for Community Empowerment (Councillor Robert Benham)**

By Councillor Fred Osborne

**Question:**

Can the Cabinet Member please advise as to the reason why there has never been any Christmas decoration supplied to the Rush Green Shopping area as this is a main thoroughfare to Romford. Also this is the only area without anything being carried out.

**5 Fire Rescue Unit at Hornchurch**

**To the Leader of the Council (Councillor Michael White)**

By Councillor Barbara Matthews

**Question:**

Would the Leader set out what steps were taken by this Administration to retain the Fire Rescue Unit at Hornchurch fire station?

**6 Football pitches at Dagnam Park**

**To the Cabinet Member for Culture, Towns & Communities, (Cllr Andrew Curtin)**

By Councillor Pat Murray

**Question:**

Have the proposed plans for football pitches at the Manor, Dagnam Park been fully approved by Sport England and Havering Sports Council

**7 A&E at King Georges**

**To the Deputy Leader of the Council, Cabinet Member for Individuals (Councillor Steven Kelly)**

By Councillor Mark Logan

**Question:**

When will the A/E at King Georges close and merge in with the Queen's hospital Romford

**8 Road and Footway Lining**

**To the Cabinet Member for StreetCare (Councillor Barry Tebbutt)**

By Councillor Brian Eagling

**Question:**

In respect of road/footway lining, would the Cabinet Member give an assurance that:

- a) All marked parking bays, including on footways, are clearly marked so that enforcement is carried out in a fair and transparent manner.
- b) All road/pavement lines are inspected after reinstatement works

**9 Briar Road Estate Parking Plan**

**To the Deputy Leader, Cabinet Member for Individuals (Councillor Steven Kelly)**

By Councillor Paul McGeary

**Question:**

When will the Council bring forward a draft parking plan to address the expected congestion during the building and construction phases due to commence shortly and also the long term pressures that are likely to arise following completion of the developments?

**10 TFL consulting on London buses**

**To the Leader of the Council (Councillor Michael White)**

By Councillor David Durant

**Question:**

TfL are consulting on London Buses going cashless!

The Council has responded listing the drawbacks and objected, particularly because the number of cash-fares remains high in Havering.

The final decision will be taken by GLA Mayor who was elected on a promise to support outer-London.

Does the Council Leader agree that Boris Johnson would be breaking this election promise if he allows London Buses to go cashless?

**11 Roads & Pavements (weeds issue)**

**To the Cabinet Member for StreetCare (Councillor Barry Tebutt)**

By Councillor Ray Morgon

**Question:**

Would the Cabinet Member confirm what he intends to do to eradicate the annual problem of weeds covering many roads and pavements across Havering throughout the summer?

**12 Sunset Drive Park Home Site**

**To the Cabinet Member for Housing (Cllr Lesley Kelly)**

By Councillor Denis O'Flynn

**Question:**

Will she make a statement about progress in ensuring that the terms of the amended Caravan Sites Act License have been complied with?

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**COUNCIL, 9 OCTOBER 2013**

## **MOTIONS FOR DEBATE**

### **A HAROLD HILL AMBITIONS PROGRAMME**

#### **Motion on behalf of the Labour Group**

This Council calls upon the Administration to disclose full details of its Harold Hill Ambitions Programme and its Implementation Plans to ensure democratic participation of its residents and their elected representatives in the future development of such plans.

#### **A1: Amendment on behalf of the Administration**

This Council notes that after many years of Labour inactivity, this Administration has delivered on its manifesto pledge to revitalise the Harold Hill community through its ambitions programme.

### **B MEMBERS' ALLOWANCES**

#### **Motion on behalf of the United Kingdom Independence Party Group**

In view of the cuts that will inevitably have to be made to the 2014 budget in Havering, we propose that the Council agrees that ALL allowances for Councillors be cut by 30% to take effect from 1st January 2014. It is unfair that the Council Tax payers of Havering and the various departments within the Council are asked to bear the full brunt of these cuts and so by taking this reduction in Member allowances the Council is demonstrating that Members too are prepared to deal with the hard times ahead.

**B1: Amendment by the Independent Residents' Group**

- Add the words **Special Responsibility** between ALL \*\*\* allowances.
- Add the words (**not the basic allowance**) between allowances \*\*\* for councillors.
- Replace the word Member between reduction in \*\*\* allowances with **Special Responsibility**.

Motion then to read:-

In view of the cuts that will inevitably have to be made to the 2014 budget in Havering, we propose that the Council agrees that ALL **Special Responsibility** allowances (**not the basic allowance**) for councillors be cut by 30% to take effect from 1st January 2014.

It is unfair that the Council Tax payers of Havering and the various departments within the Council are asked to bear the full brunt of these cuts and so by taking this reduction in **Special Responsibility** allowances the Council is demonstrating that Members too are prepared to deal with the hard times ahead.

**B2: Amendment by the Labour Group**

The Council believes that Councillors Base and Special Responsibility Allowances should be set following the recommendations of the Independent Panel facilitated by London Councils and due to report early in 2014.

**B3: Amendment by the Administration**

This Council notes that savings in budgets for the Councillors' allowances scheme for 2014/15 have been included in the Medium Term Financial Strategy and will be considered and decisions taken in February 2014 as part of the budget process for that year.

**C BUS STOP KERB BUILD OUT, BUTTS GREEN ROAD**

**Motion on behalf of the Independent Residents' Group**

The Highways Advisory Committee unanimously rejected a proposal to put a bus stop kerb build-out outside the new Tesco store in Butts Green Road, Hornchurch, because the committee considered it would cause congestion and be a road safety hazard, particularly for motorists at night and for cyclists.

This decision was overturned by Cabinet Member for Community Empowerment and he did so without giving HAC members an opportunity to reconsider the matter or even informing Members of his intentions thus avoiding a 'call in' to examine his decision.

He said he did so because a kerb build-out was needed to make the bus stop fully accessible for wheelchair users and because he wanted it in place before Tesco opened.

A worthy aim but not something that should be imposed irrespective of local conditions and at the expense of road safety!

Therefore the Council regrets the Cabinet Member's conduct and his decision to 'booby-trap' Butts Green Road, Hornchurch against the unanimous advice of the Highways committee.

**C1: Amendment on behalf of the Administration**

This Council notes that the Cabinet Member for Community Empowerment took an executive decision as to the build out at the bus stop outside the site of the new Tesco convenience store in Butts Green Road upon the professional advice of Highways Engineers and of TFL and after considering the advice of the Highways Advisory Committee and that the change will be kept under close review and revisited if necessary.

**D WEBCASTING OF REGULATORY SERVICES COMMITTEE MEETINGS**

**Motion on behalf of the Independent Residents' Group**

The Council agrees that in the interests of transparency all future meetings of the Regulatory Services Committee must be webcast, particularly as the existing Webcasting contract allows for the coverage at no extra cost.

(No Administration amendment).

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