



## COUNCIL MEETING

**7.30 pm Wednesday, 13 July 2022**  
**At Council Chamber - Town Hall**

**Members of the Council of the London Borough of Havering are advised that a meeting of the Council is scheduled to take place on the date and time shown above to deal with the following business.**

**Alison McKane**  
**Monitoring Officer**

**For information about the meeting please contact:**  
**Anthony Clements tel: 01708 433065**  
**[anthony.clements@oneSource.co.uk](mailto:anthony.clements@oneSource.co.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.**

## **Protocol for members of the public wishing to report on meetings of the London Borough of Havering**

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

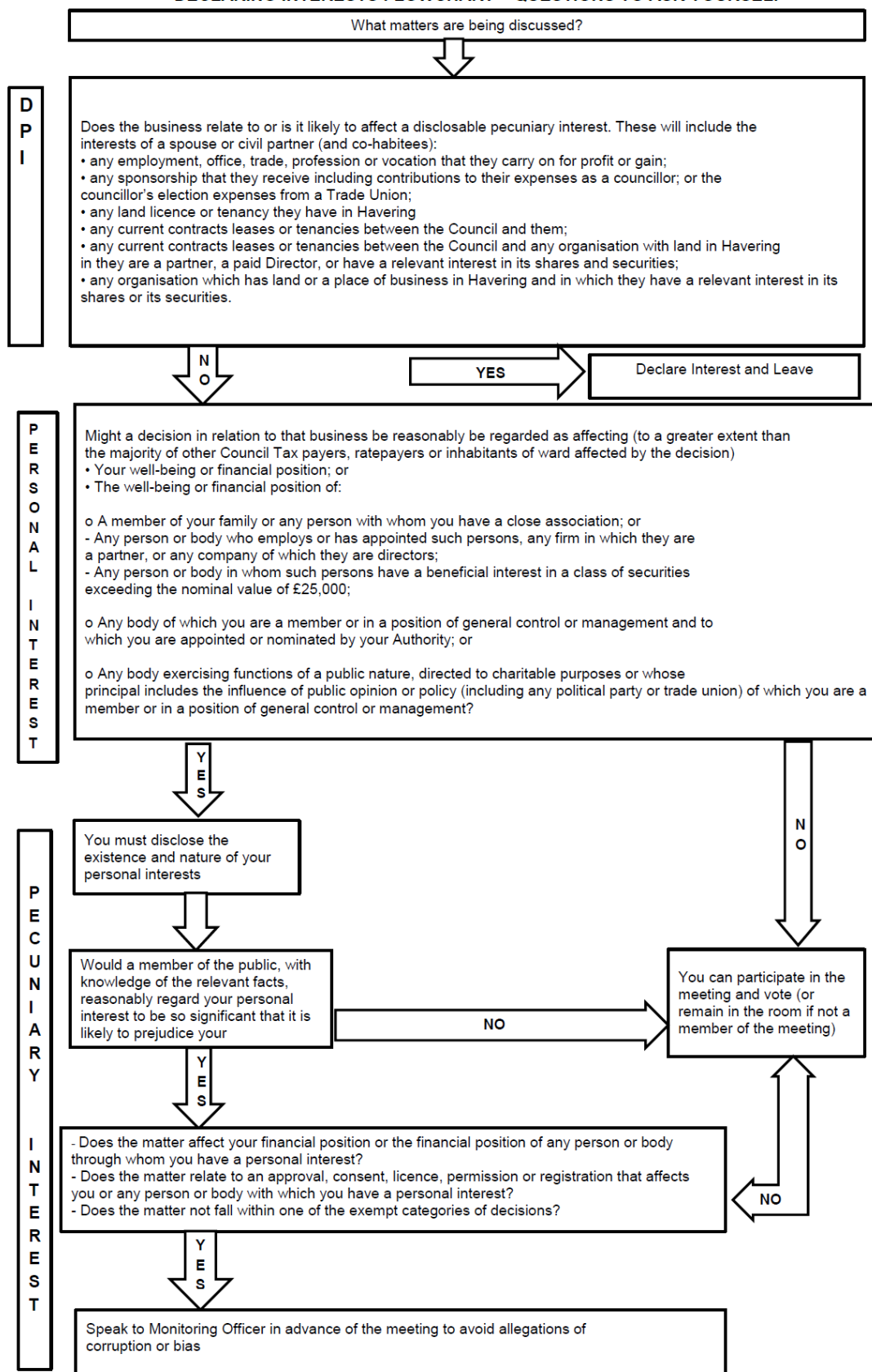
- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

**DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF**



## **AGENDA**

### **1 PRAYERS**

### **2 APOLOGIES FOR ABSENCE**

To receive apologies for absence. Apologies have been received from Councillors James Glass, David Godwin and Robby Misir.

### **3 MINUTES** (Pages 1 - 40)

To sign as a true record the minutes of the Meeting of the Council held on 25 May and 13 June 2022 (attached).

### **4 DISCLOSURE OF INTERESTS**

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

*Members may still disclose any 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**

Notice of intention to present a petition has been received from Councillors Christine Vickery, Dilip Patel, Darren Wise (two petitions) and Matthew Stanton.



**7 COMMITTEE POSITIONS** (Pages 41 - 42)

**NOTE: The deadline for amendments and nominations is midnight, Monday 11 July 2022**

A.To appoint to the following vacant positions:

Chairman, People Overview and Scrutiny Sub-Committee  
Vice-Chair, Licensing Committee  
Vice-Chair, Audit Committee  
Vice-Chair, Pensions Committee

Nominations attached.

**8 ANNUAL REPORTS OF COMMITTEES AND MEMBER CHAMPIONS** (Pages 43 - 186)

Attached for presentation to Council.

**9 MEMBERS' QUESTIONS** (Pages 187 - 190)

Attached.

**10 MOTIONS FOR DEBATE** (Pages 191 - 192)

Attached.

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## MINUTES OF A MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF HAVERING Council Chamber, Havering Town Hall 25 May and 13 June 2022

### **Present (13 June meeting)**

The Mayor (Councillor Trevor McKeever) in the Chair

### **Councillors**

Councillors Mandy Anderson, Pat Brown, Joshua Chapman, John Crowder, Philippa Crowder, Keith Darvill, Osman Dervish, Brian Eagling, Sarah Edwards, Oscar Ford, Gillian Ford, Jason Frost, Laurance Garrard, James Glass, Martin Goode, Linda Hawthorn, Jane Keane, Jackie McArdle, Paul McGeary, Paul Middleton, Robby Misir, Ray Morgon, Barry Mugglestone, Stephanie Nunn, Gerry O'Sullivan, Sue Ospreay, Dilip Patel, Nisha Patel, Viddy Persaud, Keith Prince, Carol Smith, Christine Smith, Matthew Stanton, Natasha Summers, David Taylor, Katharine Tumilty, John Tyler, Christine Vickery, Bryan Vincent, Michael White, Reg Whitney, Julie Wilkes, Christopher Wilkins, Graham Williamson, Darren Wise and John Wood.

(For the 25 May meeting, all Members were present except Councillors Judith Holt and Philip Ruck who had sent apologies).

Approximately 15 Members' guests and members of the public and a representative of the press were also present.

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

Father Roderick Hingley, of the Church of St Alban, Protomartyr, Romford opened the 25 May meeting with prayers.

The meeting closed with the singing of the National Anthem.

### **1 APOLOGIES FOR ABSENCE (agenda item 2)**

Apologies were received from Councillors Judith Holt and Philip Ruck (initial meeting).

For the reconvened meeting, apologies were received from Councillors Robert Benham, Ray Best, David Godwin, Judith Holt, Philip Ruck, Tim Ryan, Frankie Walker and Damian White.

**2 DISCLOSURE OF INTERESTS (agenda item 3)**

**5. MAYORALTY 2022/23.**

Councillor Christine Vickery, Personal, Nominated for position attracting a Special Responsibility Allowance.

**5. MAYORALTY 2022/23.**

Councillor Trevor McKeever, Personal, Nominated for position attracting a Special Responsibility Allowance.

**8. APPOINTMENT OF THE LEADER OF THE COUNCIL 2022/2026.**

Councillor Damian White, Personal.

**8. APPOINTMENT OF THE LEADER OF THE COUNCIL 2022/2026.**

Councillor Ray Morgon, Personal, Nominated for position attracting a Special Responsibility Allowance.

**10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.**

Councillor Bryan Vincent, Personal, Nominated for position attracting a Special Responsibility Allowance.

**10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.**

Councillor Carol Smith, Personal, Nominated for position attracting a Special Responsibility Allowance.

**10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.**

Councillor Christine Smith, Personal, Nominated for position attracting a Special Responsibility Allowance.

**10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.**

Councillor Christine Vickery, Personal, Nominated for position attracting a Special Responsibility Allowance.

**10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.**

Councillor Damian White, Personal, Nominated for position attracting a Special Responsibility Allowance.

**10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.**

Councillor Darren Wise, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor David Taylor, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Dilip Patel, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Frankie Walker, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Gerry O'Sullivan, Personal.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Jane Keane, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Jason Frost, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor John Crowder, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Joshua Chapman, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Katharine Tumilty, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Laurance Garrard, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Mandy Anderson, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Martin Goode, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Michael White, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Natasha Summers, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Osman Dervish, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Philip Ruck, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Philippa Crowder, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Ray Best, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Ray Morgon, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Reg Whitney, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Reg Whitney, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Robby Misir, Personal, Nominated for position attracting a Special Responsibility Allowance.

10. APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES.

Councillor Robert Benham, Personal, Nominated for position attracting a Special Responsibility Allowance.

**3 ANNOUNCEMENTS BY OUTGOING MAYOR (agenda item 4)**

The Mayor asked Councillors to ensure they had each signed copies of the Havering Pledge.

**4 MAYORALTY 2022/23 (agenda item 5)**

**Motion on behalf of the Conservative Group**

That Councillor Christine Vickery be elected to the office of Mayor for the municipal year 2022-23.

**Motion on behalf of the Labour Group**

That Councillor Trevor McKeever be elected to the office of Mayor for the municipal year 2022-23.

**Motion on behalf of the Havering Residents Association Group**

That Councillor Stephanie Nunn be elected to the office of Mayor for the municipal year 2022-23.

**Motion on behalf of the East Havering Residents Group**

That Councillor Brian Eagling be elected to the office of Mayor for the municipal year 2022-23.

The withdrawal by the East Havering Residents Group of the nomination of Councillor Brian Eagling and by the Havering Residents Association Group of the nomination of Councillor Stephanie Nunn were **AGREED** without division.

Councillor Trevor McKeever was **ELECTED** as Mayor for the municipal year 2022/23 by 28 votes to 25 for Councillor Christine Vickery with 0 abstentions (see division 1).

**RESOLVED:**

**That Councillor Trevor McKeever be elected as Mayor for the municipal year 2022/23.**

**Councillor Trevor McKeever**, having made the Declaration of Acceptance of Office of Mayor as required by the Local Government Act 1972, then took the Chair and thanked the Council for the honour bestowed upon him. The Mayor indicated that his Mayoress would be **Mrs Wendy McKeever**.

Councillor Vickery expressed the thanks of the Council to the outgoing Mayor – former Councillor John Mylod for his services during 2021/22. Councillor Mylod suitably replied.

**5 DEPUTY MAYOR**

In accordance with the Local Government Act 1972, the Mayor signified in writing his appointment of **Councillor Stephanie Nunn** as Deputy Mayor for the coming year and to carry out the duties of the Mayor in case of the Mayor's illness or absence.

Councillor Nunn made the Declaration of Acceptance of Office accordingly. The Mayor indicated that the Deputy Mayor's Consort for the year would be **Councillor Barry Mugglestone**.

**6 MINUTES (agenda item 6)**

The Minutes of the Council meeting held on 23 March were before the Council for approval.

It was **AGREED**, without division, that the minutes be signed as a correct record.

**7 ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE (agenda item 7)**

The incoming Mayor – Councillor Trevor McKeever welcomed all new Members and stated that he hoped they would enjoy their time on the Council.

Details of the Mayor's charities would be announced in due course.



8 **APPOINTMENT OF THE LEADER OF THE COUNCIL 2022/2026 (agenda item 8)**

**Motion on behalf of the Conservative Group**

That Councillor Damian White be elected to the office of Leader of the Council for the municipal years 2022 - 2026.

**Motion on behalf of the Labour Group**

That Councillor Keith Darvill be elected to the office of Leader of the Council for the municipal years 2022 – 2026.

**Motion on behalf of Havering Residents Association Group**

That Councillor Ray Morgon be elected to the office of Leader of the Council for the municipal years 2022 – 2026.

The withdrawal by the Labour Group of the nomination for Councillor Keith Darvill was **AGREED**, without division.

Councillor Ray Morgon was **ELECTED** as Leader of the Council for the 2022/2026 period by 27 votes to 22 for Councillor Damian White with 4 abstentions (see division 2).

**RESOLVED:**

**That Councillor Ray Morgon be appointed as Leader of the Council for the period ending at the 2026 Annual Council meeting.**

9 **PROCEDURAL MOTION**

A procedural motion that the meeting be adjourned was proposed by the Leader of the Council and seconded by Councillor Ford.

The procedural motion was **AGREED** without division and it was **RESOLVED:**

**That the meeting be adjourned.**

10 **APPOINTING THE COMMITTEES OF THE COUNCIL AND THE SCHEME OF DELEGATION (agenda item 9)**

A report of the Chief Executive presented the position with appointing the Committees of the Council and the Scheme of Delegation.

Deemed motion on behalf of the Conservative Group

That the report be adopted and its recommendations carried into effect.

Amendment on behalf of the Havering Residents Association Group

Amendment to Committee Structure by Havering Residents Association Group attached at appendix 1 to these minutes. The suggested allocation of seats of seats on committees and sub-committees, in accordance with political balance rules, is attached at appendix 2 to these minutes. A revised set of Special Responsibility Allowances is attached at appendix 3 to these minutes.

Following debate, the amendment on behalf of the Havering Residents Association Group was **AGREED** by 29 votes to 18 with 0 abstentions (see division 3) and **AGREED** as the substantive motion by 27 votes to 18 with 2 abstentions (see division 4).

**RESOLVED:**

- (1) That, so far as necessary to enable any changes proposed and agreed during this meeting to be carried in to effect, Council Procedure Rule 20.2 (proposals to amend the Constitution to be referred to Governance Committee without discussion) be suspended.**
- (2) That, the Committees listed in Appendix 1 to these minutes be appointed for the 2022/23 Municipal Year and that:**
  - (a) As required by statute, two voting co-optees representing the Church of England and the Roman Catholic Church and three parent governor co-optees selected in accordance with the appropriate Regulations, be appointed to the Children & Learning Services Overview and Scrutiny Sub-Committee.**
  - (b) The other non-elected member “appointments” and invitations to attend shown in the Appendix (and particularly its annexes) to the report be confirmed.**
- (3) Those Committees be appointed with:**
  - (a) the membership sizes and**
  - (b) the political balance****indicated in Appendix 2 to these minutes.**
- (4) That the delegation of non-executive functions (as defined by the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (amended) to officers be agreed as set out in the Council’s Constitution.**
- (5) To agree that all officers with delegated powers have power to further delegate those powers to other officers under s.101 of the Local Government Act 1972 or as provided for by any other legislation and may agree a scheme of delegation to officers for their service areas.**
- (6) That the revised Special Responsibility Allowances as shown in appendix 3 to these minutes be agreed.**

# 11 APPOINTMENT OF THE CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES (agenda item 10)

Council **AGREED** the withdrawal by the Conservative Group of Councillors Damian White and Osman Dervish as nominees to the Local Government Association, without division.

The following Members were **AGREED** as nominees to the Local Government Association, without division.

**Councillor Ray Morgon**  
**Councillor Gillian Ford**  
**Councillor Keith Darvill**  
**Councillor Michael White**

## Motion on behalf of the North Havering Residents Group

| Committee                                 | Chairman Councillor | Vice-Chairman Councillor |
|---|---------------------|--------------------------|
| Adjudication and Review (2 Vice-Chairmen) |                     | 1.<br>2.                 |
| Audit                                     | Martin Goode        |                          |
| Governance                                |                     | Martin Goode             |
| Highways Advisory                         | Brian Eagling       |                          |
| Licensing (3 Vice-Chairmen)               |                     | 1.<br>2.<br>3.           |
| Pensions                                  |                     | Martin Goode             |
| Planning                                  |                     |                          |
| Strategic Planning                        |                     |                          |
| Joint Venture Working Party               |                     |                          |
| Overview and Scrutiny Board               |                     | Darren Wise              |

|  |             |             |
|--|-------------|-------------|
| Children and Learning<br>Overview and<br>Scrutiny Sub-<br>Committee    |             |             |
| Crime & Disorder<br>Sub-Committee                                      |             |             |
| Environment<br>Overview and<br>Scrutiny Sub-<br>Committee              | Darren Wise |             |
| Health Overview and<br>Scrutiny Sub-<br>Committee                      |             |             |
| Individuals Overview<br>and Scrutiny Sub-<br>Committee                 |             |             |
| Towns and<br>Communities<br>Overview and<br>Scrutiny Sub-<br>Committee |             | Darren Wise |

**Sub-Committee of the Governance Committee:**

|              |  |  |
|--------------|--|--|
| Appointments |  |  |
|--------------|--|--|

**Motion on behalf of the Conservative Group**

| <b>Committee</b>                                 | <b>Chairman<br/>Councillor</b> | <b>Vice-Chairman<br/>Councillor</b>                          |
|--|--------------------------------|--|
| Adjudication and<br>Review (2 Vice-<br>Chairmen) | Michael White                  | 1. Ray Best<br>2. David Taylor                               |
| Audit  | Viddy Persaud                  | Sarah Edwards  |
| Governance                                       | Osman Dervish                  | Damian White   |
| Highways Advisory                                | Robert Benham                  | Christine Vickery  |
| Licensing<br>(3 Vice-Chairmen)                   | Philippa Crowder               | 1. Christine Smith<br>2. Christine Vickery<br>3. Carol Smith |
| Pensions   | John Crowder                   | Judith Holt  |
| Planning   | Robby Misir                    | Carol Smith  |

|   |                 |                  |
|---|-----------------|------------------|
| Strategic Planning  | Ray Best        | David Taylor     |
| Joint Venture Working Party                               | Dilip Patel     | Tim Ryan         |
| Overview and Scrutiny Board                               | Joshua Chapman  | Jason Frost      |
| Children and Learning Overview and Scrutiny Sub-Committee | Judith Holt     | Michael White    |
| Crime & Disorder Sub-Committee                            | Sue Ospreay     | Keith Prince     |
| Environment Overview and Scrutiny Sub-Committee           | Jackie McArdle  | Tim Ryan         |
| Health Overview and Scrutiny Sub-Committee                | Nisha Patel     | Keith Prince     |
| Individuals Overview and Scrutiny Sub-Committee           | Christine Smith | Philippa Crowder |
| Towns and Communities Overview and Scrutiny Sub-Committee | Sarah Edwards   | David Taylor     |

**Sub-Committee of the Governance Committee:**

|              |              |                |
|--------------|--------------|----------------|
| Appointments | Damian White | Joshua Chapman |
|--------------|--------------|----------------|

Local Government Association Nominees:

Councillor Damian White

Councillor Osman Dervish

**Motion on behalf of the Labour Group**

| <b>Committee</b>                          | <b>Chairman Councillor</b> | <b>Vice-Chairman Councillor</b> |
|---|----------------------------|---------------------------------|
| Adjudication and Review (2 Vice-Chairmen) |                            | 1. Mandy Anderson<br>2.         |
| Audit                                     |                            | Kathy Tumilty                   |

|  |                 |                |
|--|-----------------|----------------|
| Governance   | Keith Darvill   | Jane Keane     |
| Highways Advisory  |                 |                |
| Licensing<br>(3 Vice-Chairmen)   |                 | 1.<br>2.<br>3. |
| Pensions   |                 |                |
| Planning   | Paul McGeary    | Jane Keane     |
| Strategic Planning   | Keith Darvill   |                |
| Joint Venture Working<br>Party   | Paul McGeary    | Jane Keane     |
| Overview and<br>Scrutiny Board   | Keith Darvill   | Paul McGeary   |
| Children and Learning<br>Overview and<br>Scrutiny Sub-<br>Committee    | Mandy Anderson  | Frankie Walker |
| Crime & Disorder<br>Sub-Committee                                      | Trevor McKeever |                |
| Environment<br>Overview and<br>Scrutiny Sub-<br>Committee              | Trevor McKeever |                |
| Health Overview and<br>Scrutiny Sub-<br>Committee                      | Pat Brown       |                |
| Individuals Overview<br>and Scrutiny Sub-<br>Committee                 |                 |                |
| Towns and<br>Communities<br>Overview and<br>Scrutiny Sub-<br>Committee |                 |                |

**Sub-Committee of the Governance Committee:**

|              |  |  |
|--------------|--|--|
| Appointments |  |  |
|--------------|--|--|

**Motion on behalf of the Havering Residents Association Group**

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| <b>Committee</b>   | <b>Chairman<br/>Councillor</b> | <b>Vice-Chairman<br/>Councillor</b>     |
|--|--------------------------------|---|
| Adjudication and Review (2 Vice-Chairmen)                    | Gerry O'Sullivan               | 1.<br>2.                                |
| Audit  | Julie Wilkes                   | Gerry O' Sullivan                       |
| Governance   | Ray Morgon                     | Gillian Ford                            |
| Highways Advisory  | Barry Mugglestone              | Laurance Garrard                        |
| Licensing<br>(3 Vice-Chairmen)                               | Natasha Summers                | 1. Paul Middleton<br>2. John Wood<br>3. |
| Pensions   | Stephanie Nunn                 | Gerry O'Sullivan                        |
| Planning   |                                | Reg Whitney                             |
| Strategic Planning   | Graham Williamson              | Reg Whitney                             |
| Joint Venture Working Party                                  | Phil Ruck                      | Gerry O'Sullivan                        |
| Overview and Scrutiny Board                                  | Gillian Ford                   | Ray Morgon                              |
| Children and Learning<br>Overview and Scrutiny Sub-Committee | Oscar Ford                     |   |
| Crime & Disorder Sub-Committee                               |                                |   |
| Environment Overview and<br>Scrutiny Sub-Committee           | Bryan Vincent                  | Dave Godwin                             |
| Health Overview and Scrutiny<br>Sub-Committee                | Linda Hawthorn                 |   |
| Individuals Overview and<br>Scrutiny Sub-Committee           | Gillian Ford                   |   |
| Towns and Communities<br>Overview and Scrutiny Sub-Committee | Chris Wilkins                  | Bryan Vincent                           |

**Sub-Committee of the Governance Committee:**

|              |            |              |
|--------------|------------|--------------|
| Appointments | Ray Morgon | Gillian Ford |
|--------------|------------|--------------|

**Amendment on behalf of the East Havering Residents Group**  
**(Additional nominations shown in bold)**

| <b>Committee</b>  | <b>Chairman<br/>Councillor</b> | <b>Vice-Chairman<br/>Councillor</b> |
|---|--------------------------------|-------------------------------------|
| Adjudication and Review (2 Vice-Chairmen)                 |                                | 1.<br>2.                            |
| Audit   | Martin Goode                   |                                     |
| Governance  |                                | Martin Goode                        |
| Highways Advisory   | Brian Eagling                  |                                     |
| Licensing (3 Vice-Chairmen)                               | <b>Brian Eagling</b>           | 1. <b>Brian Eagling</b><br>2.<br>3. |
| Pensions  |                                | Martin Goode                        |
| Planning  |                                |                                     |
| Strategic Planning  |                                |                                     |
| Joint Venture Working Party                               |                                |                                     |
| Overview and Scrutiny Board                               |                                | Darren Wise                         |
| Children and Learning Overview and Scrutiny Sub-Committee |                                |                                     |
| Crime & Disorder Sub-Committee                            |                                |                                     |
| Environment Overview and Scrutiny Sub-Committee           | Darren Wise                    |                                     |
| Health Overview and Scrutiny Sub-                         |                                |                                     |



|   |  |             |
|---|--|-------------|
| Committee   |  |             |
| Individuals Overview and Scrutiny Sub-Committee           |  |             |
| Towns and Communities Overview and Scrutiny Sub-Committee |  | Darren Wise |

**Sub-Committee of the Governance Committee:**

|              |  |  |
|--------------|--|--|
| Appointments |  |  |
|--------------|--|--|

**Amendment on behalf of the Conservative Group**  
**(amendments shown in bold)**

| Committee                                 | Chairman Councillor  | Vice-Chairman Councillor                                     |
|---|----------------------|--|
| Adjudication and Review (2 Vice-Chairmen) | Michael White        | 1. Ray Best<br>2. David Taylor                               |
| Audit                                     |                      | <b>Viddy Persaud</b>   |
| Governance                                | Osman Dervish        | Damian White   |
| Highways Advisory                         |                      | Christine Vickery  |
| Licensing (3 Vice-Chairmen)               | Philippa Crowder     | 1. Christine Smith<br>2. Christine Vickery<br>3. Carol Smith |
| Pensions                                  | John Crowder         | Judith Holt  |
| Planning                                  | Robby Misir          | Carol Smith  |
| Strategic Planning                        | Ray Best             | David Taylor   |
| Joint Venture Working Party               | <b>Sue Ospreay</b>   | Tim Ryan   |
| Overview and Scrutiny Board               | <b>Dilip Patel</b>   | <b>Jackie McArdle</b>  |
| Children and Learning Overview            | <b>Sarah Edwards</b> | <b>Christine Smith</b>                                       |

|   |                    |                    |
|---|--------------------|--------------------|
| Scrutiny Sub-Committee                                    |                    |                    |
| Crime & Disorder Sub-Committee                            | <b>Judith Holt</b> | <b>Robby Misir</b> |
| Environment Overview and Scrutiny Sub-Committee           |                    | Tim Ryan           |
| Health Overview and Scrutiny Sub-Committee                | Nisha Patel        | Keith Prince       |
| Individuals Overview and Scrutiny Sub-Committee           | Christine Smith    | Philippa Crowder   |
| Towns and Communities Overview and Scrutiny Sub-Committee | Sarah Edwards      | David Taylor       |

**Sub-Committee of the Governance Committee:**

|              |              |                |
|--------------|--------------|----------------|
| Appointments | Damian White | Joshua Chapman |
|--------------|--------------|----------------|

**Amendment on Behalf of Havering Residents Association Group (amendments shown in bold)**

| <b>Committee</b>                         | <b>Chair</b>                 | <b>Vice-Chair</b>             |
|--|------------------------------|-------------------------------|
| Overview & Scrutiny Board Chair          | <b>Cllr Gerry O'Sullivan</b> | <b>Cllr Phil Ruck</b>         |
| People Overview & Scrutiny Sub-Committee | <b>Cllr Michael White</b>    | <b>Cllr Frankie Walker</b>    |
| Places Overview & Scrutiny Sub-Committee | <b>Cllr Robbie Benham</b>    | <b>Cllr Katherine Tumilty</b> |
| Audit Committee                          | <b>Cllr Julie Wilkes</b>     | <b>Cllr Phil Ruck</b>         |
| Pensions                                 | <b>Cllr Mandy Anderson</b>   | <b>Cllr David Godwin</b>      |
| Planning                                 | <b>Cllr Bryan Vincent</b>    | Cllr Reg Witney               |

|                    |                              |  |
|--------------------|------------------------------|--|
| Strategic Planning | <b>Cllr Laurance Garrard</b> | Cllr Reg Witney  |
| Licensing          | Cllr Natasha Summers         | <b>Cllr Jean Keane</b><br><b>Cllr Laurance Garrard</b><br><b>Cllr Phillipa Crowder</b> |
| Governance         | Cllr Ray Morgon              | Cllr Gillian Ford  |

**Amendment on behalf of the East Havering Residents Group**  
**(Additional nominations shown in bold)**

| Committee   | Chairman Councillor  | Vice-Chairman Councillor            |
|---|----------------------|-------------------------------------|
| Adjudication and Review (2 Vice-Chairmen)                 |                      | 1.<br>2.                            |
| Audit   | Martin Goode         |                                     |
| Governance  |                      | Martin Goode                        |
| Highways Advisory   | Brian Eagling        |                                     |
| Licensing (3 Vice-Chairmen)                               | <b>Brian Eagling</b> | 1. <b>Brian Eagling</b><br>2.<br>3. |
| Pensions  |                      | Martin Goode                        |
| Planning  |                      |                                     |
| Strategic Planning  |                      |                                     |
| Joint Venture Working Party                               |                      |                                     |
| Overview and Scrutiny Board                               | <b>Brian Eagling</b> | Darren Wise                         |
| Children and Learning Overview and Scrutiny Sub-Committee |                      |                                     |
| Crime & Disorder Sub-Committee                            |                      |                                     |
| Environment Overview and                                  | Darren Wise          |                                     |

|   |                     |             |
|---|---------------------|-------------|
| Scrutiny Sub-Committee                                    |                     |             |
| Health Overview and Scrutiny Sub-Committee                |                     |             |
| Individuals Overview and Scrutiny Sub-Committee           |                     |             |
| Towns and Communities Overview and Scrutiny Sub-Committee |                     | Darren Wise |
| People Overview and Scrutiny Sub-Committee                | <b>Darren Wise</b>  |             |
| Places Overview and Scrutiny Sub-Committee                | <b>Martin Goode</b> |             |

#### **Sub-Committee of the Governance Committee:**

|              |  |  |
|--------------|--|--|
| Appointments |  |  |
|--------------|--|--|

#### **Amendments on behalf of the Conservative Group**

Chairman:

Overview and Scrutiny Board: Councillor Damian White

Places Overview and Scrutiny Sub-Committee: Dilip Patel

People Overview and Scrutiny Sub-Committee: Philippa Crowder

The withdrawal of a number of nominations by the East Havering Residents Group and by the Labour Group were agreed by Council without division.

The following appointments were agreed:

#### **Chairman of Pensions Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Labour Group nominee<br/>Councillor</b> |
|--|--|
| <b>John Crowder</b>                              | <b>Mandy Anderson</b>                      |

Councillor Mandy Anderson was **ELECTED** as Chairman of Pensions Committee by 24 votes to 22 with 1 abstention (see division 5).

**Vice-Chairman of Strategic Planning Committee**

|  |  |
|--|--|
| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
| <b>David Taylor</b>                              | <b>Reg Whitney</b>   |

Councillor Reg Whitney was **ELECTED** as Vice-Chairman of Strategic Planning Committee by 25 votes to 22 with 0 abstentions (see division 6).

**Chairman of Appointments Sub-Committee**

|  |  |
|--|--|
| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
| <b>Damian White</b>                              | <b>Ray Morgon</b>  |

Councillor Ray Morgon was **ELECTED** as Chairman of Appointments Sub-Committee by 26 votes to 21 with 0 abstentions (see division 7).

**Vice-Chair of Appointments Sub-Committee**

|  |  |
|--|--|
| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
| <b>Joshua Chapman</b>                            | <b>Gillian Ford</b>  |

Councillor Gillian Ford was **ELECTED** as Vice-Chair of Appointments Sub-Committee by 26 votes to 21 with 0 abstentions (see division 8).

**Chairman of Audit Committee**

|   |  |
|---|--|
| <b>East Havering Residents Group<br/>nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
| <b>Martin Goode</b>   | <b>Julie Wilkes</b>  |

Councillor Julie Wilkes was **ELECTED** as Chairman of Audit Committee by 26 votes to 21 with 0 abstentions (see division 9).

**Vice-Chair of People Overview and Scrutiny Sub-Committee**

| <b>Labour Group nominee<br/>Councillor</b> | <b>Conservative Group nominee<br/>Councillor</b> |
|--|--|
| <b>Frankie Walker</b>                      | <b>Ray Best</b>                                  |

Councillor Frankie Walker was **ELECTED** as Vice-Chair of People Overview and Scrutiny Sub-Committee by 25 votes to 21 with 1 abstention (see division 10).

**Vice-Chair of Places Overview and Scrutiny Sub-Committee**

| <b>Labour Group nominee<br/>Councillor</b> | <b>Conservative Group nominee<br/>Councillor</b> |
|--|--|
| <b>Katharine Tumilty</b>                   | <b>Dilip Patel</b>                               |

Councillor Katharine Tumilty was **ELECTED** as Vice-Chair of Places Overview and Scrutiny Sub-Committee by 25 votes to 21 with 1 abstention (see division 11).

**Chairman of People Overview and Scrutiny Sub-Committee**

| <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> | <b>Conservative Group nominee<br/>Councillor</b> |
|--|--|
| <b>Michael White</b>   | <b>Philippa Crowder</b>                          |

Councillor Michael White was **ELECTED** as Chairman of People Overview and Scrutiny Sub-Committee by 24 votes (including casting vote of the Mayor) to 23 with 1 abstention (see division 12).

**Chairman of Places Overview and Scrutiny Sub-Committee**

| <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> | <b>Conservative Association Group<br/>nominee<br/>Councillor</b> |
|--|--|
| <b>Robert Benham</b>   | <b>Jason Frost</b>   |

Councillor Robert Benham was **ELECTED** as Chairman of Places Overview and Scrutiny Sub-Committee by 24 votes to 23 with 1 abstention (see division 13).

**Vice-Chairman of Audit Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
|--|--|
| <b>Viddy Persaud</b>                             | <b>Philip Ruck</b>   |

Councillor Philip Ruck was **ELECTED** as Vice-Chair of Audit Committee by 26 votes to 21 with 0 abstentions (see division 14).

**Chairman of Governance Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
|--|--|
| <b>Osman Dervish</b>                             | <b>Ray Morgon</b>  |

Councillor Ray Morgon was **ELECTED** as Chairman of Governance Committee by 26 votes to 21 with 0 abstentions (see division 15).

**Vice-Chair of Pensions Committee**

| <b>East Havering<br/>Residents Group<br/>nominee<br/>Councillor</b> | <b>Conservative Group<br/>nominee<br/>Councillor</b> | <b>Havering<br/>Residents<br/>Association Group<br/>nominee<br/>Councillor</b> |
|---|--|--|
| <b>Martin Goode</b>   | <b>Judith Holt</b>                                   | <b>David Godwin</b>  |

Councillor David Godwin was **ELECTED** as Vice-Chair of Pensions Committee Sub-Committee by 26 votes to 18 for Councillor Holt and 3 for Councillor Goode with 0 abstentions (see division 16).

**Vice-Chair of Planning Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
|--|--|
| <b>Carol Smith</b>                               | <b>Reg Whitney</b>   |

Councillor Reg Whitney was **ELECTED** as Vice-Chair of Planning Committee by 26 votes to 21 with 0 abstentions (see division 17).

**Chairman of Strategic Planning Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
|--|--|
| <b>Ray Best</b>                                  | <b>Laurance Garrard</b>  |

Councillor Laurance Garrard was **ELECTED** as Chairman of Strategic Planning Committee by 26 votes to 21 with 0 abstentions (see division 18).

**Chairman of Licensing Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
|--|--|
| <b>Philippa Crowder</b>                          | <b>Natasha Summers</b>   |

Councillor Natasha Summers was **ELECTED** as Chairman of Licensing Committee by 26 votes to 21 with 0 abstentions (see division 19).

**Chairman of Planning Committee**

| <b>Conservative Group nominee<br/>Councillor</b> | <b>Havering Residents Association<br/>Group nominee<br/>Councillor</b> |
|--|--|
| <b>Robby Misir</b>                               | <b>Bryan Vincent</b>   |

Councillor Bryan Vincent was **ELECTED** as Chairman of Planning Committee by 26 votes to 21 with 0 abstentions (see division 20).

**Vice-Chair of Governance Committee**

| <b>East Havering<br/>Residents Group<br/>nominee<br/>Councillor</b> | <b>Conservative Group<br/>nominee<br/>Councillor</b> | <b>Havering<br/>Residents<br/>Association Group<br/>nominee<br/>Councillor</b> |
|---|--|--|
| <b>Martin Goode</b>   | <b>Damian White</b>                                  | <b>Gillian Ford</b>  |

Councillor Gillian Ford was **ELECTED** as Vice-Chair of Governance Committee by 26 votes to 18 for Councillor White and 3 for Councillor Goode (see division 21).



**Vice-Chair of Overview and Scrutiny Board**

| <b>East Havering Residents Group nominee Councillor</b> | <b>Conservative Group nominee Councillor</b> | <b>Havering Residents Association Group nominee Councillor</b> |
|---|--|--|
| <b>Darren Wise</b>                                      | <b>Joshua Chapman</b>                        | <b>Philip Ruck</b>   |

Councillor Philip Ruck was **ELECTED** as Vice-Chair of Overview and Scrutiny Board by 26 voted to 18 for Councillor Chapman and 3 for Councillor Wise (see division 22).

**Chairman of Overview and Scrutiny Board**

| <b>Conservative Group nominee Councillor</b> | <b>Havering Residents Association Group nominee Councillor</b> |
|--|--|
| <b>Damian White</b>                          | <b>Gerry O'Sullivan</b>  |

Councillor Gerry O'Sullivan was **ELECTED** as Chairman of Overview and Scrutiny Board by 26 voted to 21 with 0 abstentions (see division 23).

**Vice-Chair of Licensing Committee (three positions available)**

| <b>Conservative Group nominee Councillor</b> | <b>Havering Residents Association Group nominee Councillor</b> |
|--|--|
| <b>Christine Smith</b>                       | <b>Jane Keane</b>  |

Councillor Jane Keane was **ELECTED** as Vice-Chair of Licensing Committee by 25 votes to 21 with 1 abstention (see division 24).

| <b>Conservative Group nominee Councillor</b> | <b>Havering Residents Association Group nominee Councillor</b> |
|--|--|
| <b>Christine Vickery</b>                     | <b>Laurance Garrard</b>  |

Councillor Laurance Garrard was **ELECTED** as Vice-Chair of Licensing Committee by 26 votes to 21 with 0 abstention (see division 25).

| <b>Conservative Group<br/>nominee<br/>Councillor</b> | <b>Havering Residents<br/>Association Group<br/>nominee<br/>Councillor</b> |
|--|--|
| <b>Carol Smith</b>                                   | <b>Philippa Crowder</b>  |

Councillor Philippa Crowder was **ELECTED** as Vice-Chair of Licensing Committee by 24 votes (including casting vote of the Mayor) to 23 with 1 abstention (see division 26).

## 12 **APPOINTMENT OF THE MEMBER CHAMPIONS (agenda item 11)**

Following the agreement by Council to the withdrawal of several nominations by the Conservative Group, the following Member Champion positions were appointed to:

**Over 50s – Councillor Mandy Anderson**  
**Historic Environment – Councillor Linda Hawthorn**  
**Armed Forces – Councillor Barry Mugglestone**  
**Voluntary Sector Compact - Councillor David Taylor**  
**Equalities and Diversity – Councillor Katherine Tumilty**  
**Young People – Councillor Frankie Walker**

## 13 **STATEMENT BY LEADER OF THE COUNCIL (agenda item 12)**

The Leader of the Council gave a statement indicating that he wished to have engagement with all partners and that he wanted all Members to be involved in service reviews. Quality and quantity measures of service delivery would be developed that were honest, open and transparent. The new Administration would encourage customer feedback.

There would be a greater focus on the management of the Council with a culture of performance being developed. All procedures, processes and standards would be reviewed and the Leader was keen for all Members to participate in this.

Complaints would be put right but it was also important that learning took place on why complaints happened. There would be greater monitoring and control of Council services.

**14 VOTING RECORD**

The record of voting decisions is attached as appendix 4 to these minutes. Note, due to technical issues, it has not been possible to show any abstentions separately where the abstain button was used as part of the voting process.

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**Mayor**

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# London Borough of Havering Committee Structure

## Overview & Scrutiny Board

Policy, Strategy, Performance, HR including payroll, Equalities & Diversity, Democratic, Legal, Member & Electoral, Services, Health & Safety

## People Overview & Scrutiny Sub-Committee

Drug, Alcohol & sexual Services  
Health & Wellbeing  
Health O & Scrutiny  
Adult Care  
Learning and Physical Disabilities  
Employment & Skills  
Education  
Child Protection  
Youth Services  
Fostering & Adoption Services  
Education Traded Services  
Early Years Services  
Looked after Children  
Media  
Communications  
Advertising  
Corporate Events  
Bereavement & Registration Services  
Crime & Disorder

## Places Overview & Scrutiny Sub-Committee

Housing & Accommodation Services  
Land & Property Services  
Planning  
Building control  
Business Services  
Inward Investment  
Asset Management  
Property Services  
Facilities Management  
Sports  
Leisure  
Arts  
Music  
Libraries  
Heritage  
Parks & Open Space  
Highways  
Parking & Traffic  
Waste & recycling  
Climate Change  
Transport & Infrastructure  
Public Protection & Licensing  
Emergency Planning  
Technical Services

## Formal Committees

OneSource, Health & Wellbeing Board  
Borough Partnership,

## Committees

Audit, Governance, Licensing  
Pensions Board, Planning Committee  
Strategic Planning Committee

## Outside Bodies

SACRE  
Joint Health Overview & Scrutiny  
Local Pension Board  
Local London Joint Committee  
Schools Funding Forum  
ICS

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### Revised Committee Seat Allocations

|                              |           | <b>CONS</b> | <b>RES</b> | <b>LAB</b> | <b>EHRG</b> |
|------------------------------|-----------|-------------|------------|------------|-------------|
| Governance                   | <b>12</b> | 5           | 4          | 2          | 1           |
| Licensing                    | <b>7</b>  | 3           | 3          | 1          | 0           |
| Planning                     | <b>7</b>  | 3           | 3          | 1          | 0           |
| Strategic Planning           | <b>7</b>  | 3           | 3          | 1          | 0           |
| Pensions                     | <b>7</b>  | 3           | 2          | 2          | 0           |
| Audit                        | <b>7</b>  | 3           | 2          | 1          | 1           |
| People OSSC                  | <b>12</b> | 5           | 4          | 2          | 1           |
| Place OSSC                   | <b>12</b> | 5           | 4          | 2          | 1           |
| O & S Board                  | <b>12</b> | 5           | 4          | 2          | 1           |
| <b>Total seats allocated</b> | <b>83</b> | <b>35</b>   | <b>29</b>  | <b>14</b>  | <b>5</b>    |

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| Proposed Member Allowances                        |        |    |                |
|---|--------|----|----------------|
| Basic Allowance                                   | 10,412 | 55 | 572,660        |
| Leader of the Council                             | 40,000 | 1  | 40,000         |
| Deputy Leader of the Administration               | 27,000 | 1  | 27,000         |
| Cabinet Members (x 7)                             | 25,000 | 7  | 175,000        |
| Leader of Principal Opposition                    | 12,000 | 1  | 12,000         |
| Leader of Minority Opposition Groups (x 2)        | 2,500  | 1  | 2,500          |
| Mayor   | 12,000 | 1  | 12,000         |
| Deputy Mayor                                      | 6,000  | 1  | 6,000          |
| Overview & Scrutiny Board Chair                   | 10,000 | 1  | 10,000         |
| People Overview & Scrutiny Sub-Committee Chair    | 7,500  | 1  | 7,500          |
| Places Overview & Scrutiny Sub-Committee Chair    | 7,500  | 1  | 7,500          |
| Health Overview & Scrutiny                        |        | 1  |                |
| Governance Chair - Leader of the Council          | 5,000  | 1  | 5,000          |
| Allowance will not be used.                       |        |    | 0              |
| Audit Chair                                       | 5,000  | 1  | 5,000          |
| Pensions Chair                                    | 5,000  | 1  | 5,000          |
| Planning Committee Chair                          | 5,000  | 1  | 5,000          |
| Strategic Planning Chair                          | 7,500  | 1  | 7,500          |
| Licensing Chair                                   | 7,500  | 1  | 7,500          |
| Crime & Disorder                                  |        | 1  |                |
| Topic Group Support Fund                          | 16,000 | 1  | 16,000         |
| (This fund will support additional scrutiny work) |        |    |                |
|   |        |    |                |
| Delete the following Committees:                  |        |    |                |
| Highways  |        |    |                |
| Adjudication & Review                             |        |    |                |
| Joint Venture Working Party                       |        |    |                |
| <b>Total</b>                                      |        |    | <b>923,160</b> |

Saving

171, 190

| DIVISION NUMBER:  | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  |
|---|----|----|----|----|----|----|----|----|
| <b>The Mayor</b>  | X  | 0  | ✓  | ✓  | ✓  | ✓  | X  | X  |
| The Deputy Mayor [Cllr Christine Vickery Vote 1, Councillor Stephanie Nunn votes 2 - X] | ✓  | X  | ✓  | ✓  | X  | X  | X  | X  |
|   |    |    |    |    |    |    |    |    |
| <b>CONSERVATIVE GROUP</b>   |    |    |    |    |    |    |    |    |
| Cllr Robert Benham  | ✓  | ✓  | A  | A  | A  | A  | A  | A  |
| Cllr Ray Best   | ✓  | ✓  | A  | A  | A  | A  | A  | A  |
| Cllr Joshua Chapman   | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr John Crowder   | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Philippa Crowder   | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Osman Dervish  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Sarah Edwards  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Jason Frost  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Judith Holt  | A  | A  | A  | A  | A  | A  | A  | A  |
| Cllr Jackie McArdle   | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Robby Misir  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Sue Ospreay  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Dilip Patel  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Nisha Patel  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Viddy Persaud  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Keith Prince   | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Timothy Ryan   | ✓  | ✓  | A  | A  | A  | A  | A  | A  |
| Cllr Carol Smith  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Christine Smith  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr David Taylor   | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Christine Vickery  |    | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
| Cllr Damian White   | ✓  | ✓  | A  | A  | A  | A  | A  | A  |
| Cllr Michael White  | ✓  | ✓  | X  | X  | ✓  | ✓  | ✓  | ✓  |
|   |    |    |    |    |    |    |    |    |
| <b>RESIDENTS' GROUP</b>   |    |    |    |    |    |    |    |    |
| Cllr Gillian Ford   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Oscar Ford   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Laurance Garrard   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr James Glass  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr David Godwin   | X  | X  | A  | A  | A  | A  | A  | A  |
| Cllr Linda Hawthorn   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Paul Middleton   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Raymond Morgon   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Barry Mugglestone  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Stephanie Nunn   | X  |    |    |    |    |    |    |    |
| Cllr Gerry O'Sullivan   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Phillip Ruck   | A  | A  | A  | A  | A  | A  | A  | A  |
| Cllr Natasha Summers  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Bryan Vincent  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Reg Whitney  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Julie Wilkes   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Christopher Wilkins  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Graham Williamson  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr John Wood  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
|   |    |    |    |    |    |    |    |    |
| <b>LABOUR GROUP</b>   |    |    |    |    |    |    |    |    |
| Cllr Mandy Anderson   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Patricia Brown   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Keith Darvill  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Jane Keane   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Paul McGeary   | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Matthew Stanton  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Katharine Tumilty  | X  | X  | ✓  | ✓  | X  | X  | X  | X  |
| Cllr Frankie Walker   | X  | X  | A  | A  | A  | A  | A  | A  |
|   |    |    |    |    |    |    |    |    |
| <b>EAST HAVERING RESIDENTS' GROUP</b>   |    |    |    |    |    |    |    |    |
| Cllr Brian Eagling  | ✓  | 0  | ✓  | 0  | ✓  | ✓  | ✓  | ✓  |
| Cllr Martin Goode   | ✓  | 0  | ✓  | 0  | ✓  | ✓  | ✓  | ✓  |
| Cllr Darren Wise  | ✓  | 0  | ✓  | ✓  | ✓  | ✓  | ✓  | ✓  |
|   |    |    |    |    |    |    |    |    |
| <b>INDEPENDENT</b>  |    |    |    |    |    |    |    |    |
| Cllr John Tyler   | X  | X  | ✓  | ✓  | 0  | X  | X  | X  |
|   |    |    |    |    |    |    |    |    |
| <b>TOTALS</b>   |    |    |    |    |    |    |    |    |
| ✓ = YES   | 25 | 22 | 29 | 27 | 22 | 22 | 21 | 21 |
| X = NO  | 28 | 27 | 18 | 18 | 24 | 25 | 26 | 26 |
| 0 = ABSTAIN/NO VOTE   | 0  | 4  | 0  | 2  | 1  | 0  | 0  | 0  |
| ID = INTEREST DISCLOSED/NO VOTE   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  |
| A = ABSENT FROM MEETING   | 2  | 2  | 8  | 8  | 8  | 8  | 8  | 8  |
|   | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
|   |    |    |    |    |    |    |    |    |
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| <b><u>DIVISION NUMBER:</u></b>                    | <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b> | <b>13</b> | <b>14</b> | <b>15</b> | <b>16</b> |
|---|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>The Mayor</b>                                  | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| The Deputy Mayor                                  | X        | ✓         | ✓         | 0         | 0         | 0         | 0         | 0         |
| <b><u>CONSERVATIVE GROUP</u></b>                  |          |           |           |           |           |           |           |           |
| Cllr Robert Benham                                | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Ray Best                                     | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Joshua Chapman                               | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr John Crowder                                 | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Philippa Crowder                             | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Osman Dervish                                | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Sarah Edwards                                | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Jason Frost                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Judith Holt                                  | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Jackie McArdle                               | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Robby Misir                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Sue Ospreay                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Dilip Patel                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Nisha Patel                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Viddy Persaud                                | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Keith Prince                                 | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Timothy Ryan                                 | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Carol Smith                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Christine Smith                              | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr David Taylor                                 | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Christine Vickery                            | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| Cllr Damian White                                 | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Michael White                                | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | X         |
| <b><u>RESIDENTS' GROUP</u></b>                    |          |           |           |           |           |           |           |           |
| Cllr Gillian Ford                                 | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Oscar Ford                                   | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Laurance Garrard                             | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr James Glass                                  | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr David Godwin                                 | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Linda Hawthorn                               | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Paul Middleton                               | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Raymond Morgon                               | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Barry Mugglestone                            | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Gerry O'Sullivan                             | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Phillip Ruck                                 | A        | A         | A         | A         | A         | A         | A         | A         |
| Cllr Natasha Summers                              | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Bryan Vincent                                | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Reg Whitney                                  | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Julie Wilkes                                 | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Christopher Wilkins                          | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Graham Williamson                            | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr John Wood                                    | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| <b><u>LABOUR GROUP</u></b>                        |          |           |           |           |           |           |           |           |
| Cllr Mandy Anderson                               | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Patricia Brown                               | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Keith Darvill                                | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Jane Keane                                   | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Paul McGeary                                 | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Matthew Stanton                              | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Katharine Tumilty                            | X        | ✓         | ✓         | ✓         | ✓         | 0         | 0         | 0         |
| Cllr Frankie Walker                               | A        | A         | A         | A         | A         | A         | A         | A         |
| <b><u>EAST HAVERING RESIDENTS' GROUP</u></b>      |          |           |           |           |           |           |           |           |
| Cllr Brian Eagling                                | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | ✓         |
| Cllr Martin Goode                                 | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | ✓         |
| Cllr Darren Wise                                  | ✓        | X         | X         | 0         | 0         | ✓         | ✓         | ✓         |
| <b><u>INDEPENDENT</u></b>                         |          |           |           |           |           |           |           |           |
| Cllr John Tyler                                   | X        | 0         | 0         | 0         | 0         | 0         | 0         | 0         |
| <b><u>TOTALS</u></b>                              |          |           |           |           |           |           |           |           |
| <b>✓ = YES</b>                                    | 21       | 25        | 25        | 24        | 24        | 21        | 21        | 3         |
| <b>X = NO</b>                                     | 26       | 21        | 21        | 0         | 0         | 0         | 0         | 18        |
| <b>0 = ABSTAIN/NO VOTE</b>                        | 0        | 1         | 1         | 23        | 23        | 26        | 26        | 26        |
| <b>ID = INTEREST DISCLOSED/NO VOTE</b>            | 0        | 0         | 0         | 0         | 0         | 0         | 0         | 0         |
| <b>A = ABSENT FROM MEETING</b>                    | 8        | 8         | 8         | 8         | 8         | 8         | 8         | 8         |
| *Mayor's casting vote on 12 to Cllr Michael White | 55       | 55        | 55        | 55        | 55        | 55        | 55        | 55        |

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| <b>DIVISION NUMBER:</b>                | <b>17</b> | <b>18</b> | <b>19</b> | <b>20</b> | <b>21</b> | <b>22</b> | <b>23</b> | <b>24</b> |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>The Mayor</b>                       | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| The Deputy Mayor                       | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| <b>CONSERVATIVE GROUP</b>              |           |           |           |           |           |           |           |           |
| Cllr Robert Benham                     | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Ray Best                          | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Joshua Chapman                    | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr John Crowder                      | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Philippa Crowder                  | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Osman Dervish                     | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Sarah Edwards                     | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Jason Frost                       | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Judith Holt                       | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Jackie McArdle                    | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Robby Misir                       | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Sue Ospreay                       | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Dilip Patel                       | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Nisha Patel                       | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Viddy Persaud                     | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Keith Prince                      | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Timothy Ryan                      | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Carol Smith                       | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Christine Smith                   | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr David Taylor                      | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Christine Vickery                 | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| Cllr Damian White                      | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Michael White                     | ✓         | ✓         | ✓         | ✓         | X         | X         | ✓         | ✓         |
| <b>RESIDENTS' GROUP</b>                |           |           |           |           |           |           |           |           |
| Cllr Gillian Ford                      | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Oscar Ford                        | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Laurance Garrard                  | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr James Glass                       | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr David Goodwin                     | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Linda Hawthorn                    | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Paul Middleton                    | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Raymond Morgon                    | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Barry Mugglestone                 | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Gerry O'Sullivan                  | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Phillip Ruck                      | A         | A         | A         | A         | A         | A         | A         | A         |
| Cllr Natasha Summers                   | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Bryan Vincent                     | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Reg Whitney                       | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Julie Wilkes                      | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Christopher Wilkins               | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Graham Williamson                 | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr John Wood                         | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| <b>LABOUR GROUP</b>                    |           |           |           |           |           |           |           |           |
| Cllr Mandy Anderson                    | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Patricia Brown                    | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Keith Darvill                     | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Jane Keane                        | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Paul McGeary                      | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Matthew Stanton                   | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Katharine Tumilty                 | 0         | 0         | X         | 0         | 0         | 0         | 0         | X         |
| Cllr Frankie Walker                    | A         | A         | A         | A         | A         | A         | A         | A         |
| <b>NORTH HAVERING RESIDENTS' GROUP</b> |           |           |           |           |           |           |           |           |
| Cllr Brian Eagling                     | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         |
| Cllr Martin Goode                      | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         |
| Cllr Darren Wise                       | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         | ✓         |
| <b>INDEPENDENT</b>                     |           |           |           |           |           |           |           |           |
| Cllr John Tyler                        | 0         | 0         | X         | 0         | 0         | 0         | 0         | 0         |
| <b>TOTALS</b>                          |           |           |           |           |           |           |           |           |
| ✓ = YES                                | 21        | 21        | 21        | 21        | 3         | 3         | 21        | 21        |
| X = NO                                 | 0         | 0         | 26        | 0         | 18        | 18        | 0         | 25        |
| 0 = ABSTAIN/NO VOTE                    | 26        | 26        | 0         | 26        | 26        | 26        | 26        | 1         |
| ID = INTEREST DISCLOSED/NO VOTE        | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         |
| A = ABSENT FROM MEETING                | 8         | 8         | 8         | 8         | 8         | 8         | 8         | 8         |
|  | 55        | 55        | 55        | 55        | 55        | 55        | 55        | 55        |

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| DIVISION NUMBER:                                     | 25 | 26 |  |  |  |  |  |  |  |
|--|----|----|--|--|--|--|--|--|--|
| <b>The Mayor</b>                                     | X  | X  |  |  |  |  |  |  |  |
| The Deputy Mayor                                     | X  | ✓  |  |  |  |  |  |  |  |
| <b>CONSERVATIVE GROUP</b>                            |    |    |  |  |  |  |  |  |  |
| Cllr Robert Benham                                   | A  | A  |  |  |  |  |  |  |  |
| Cllr Ray Best  | A  | A  |  |  |  |  |  |  |  |
| Cllr Joshua Chapman                                  | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr John Crowder                                    | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Philippa Crowder                                | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Osman Dervish                                   | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Sarah Edwards                                   | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Jason Frost                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Judith Holt                                     | A  | A  |  |  |  |  |  |  |  |
| Cllr Jackie McArdle                                  | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Robby Misir                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Sue Ospreay                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Dilip Patel                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Nisha Patel                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Viddy Persaud                                   | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Keith Prince                                    | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Timothy Ryan                                    | A  | A  |  |  |  |  |  |  |  |
| Cllr Carol Smith                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Christine Smith                                 | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr David Taylor                                    | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Christine Vickery                               | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Damian White                                    | A  | A  |  |  |  |  |  |  |  |
| Cllr Michael White                                   | ✓  | ✓  |  |  |  |  |  |  |  |
| <b>RESIDENTS' GROUP</b>                              |    |    |  |  |  |  |  |  |  |
| Cllr Gillian Ford                                    | X  | X  |  |  |  |  |  |  |  |
| Cllr Oscar Ford                                      | X  | X  |  |  |  |  |  |  |  |
| Cllr Laurance Garrard                                | X  | X  |  |  |  |  |  |  |  |
| Cllr James Glass                                     | X  | X  |  |  |  |  |  |  |  |
| Cllr David Godwin                                    | A  | A  |  |  |  |  |  |  |  |
| Cllr Linda Hawthorn                                  | X  | X  |  |  |  |  |  |  |  |
| Cllr Paul Middleton                                  | X  | X  |  |  |  |  |  |  |  |
| Cllr Raymond Morgon                                  | X  | X  |  |  |  |  |  |  |  |
| Cllr Barry Mugglestone                               | X  | X  |  |  |  |  |  |  |  |
| Cllr Gerry O'Sullivan                                | X  | X  |  |  |  |  |  |  |  |
| Cllr Phillip Ruck                                    | A  | A  |  |  |  |  |  |  |  |
| Cllr Natasha Summers                                 | X  | ✓  |  |  |  |  |  |  |  |
| Cllr Bryan Vincent                                   | X  | X  |  |  |  |  |  |  |  |
| Cllr Reg Whitney                                     | X  | X  |  |  |  |  |  |  |  |
| Cllr Julie Wilkes                                    | X  | X  |  |  |  |  |  |  |  |
| Cllr Christopher Wilkins                             | X  | X  |  |  |  |  |  |  |  |
| Cllr Graham Williamson                               | X  | X  |  |  |  |  |  |  |  |
| Cllr John Wood                                       | X  | X  |  |  |  |  |  |  |  |
| <b>LABOUR GROUP</b>                                  |    |    |  |  |  |  |  |  |  |
| Cllr Mandy Anderson                                  | X  | X  |  |  |  |  |  |  |  |
| Cllr Patricia Brown                                  | X  | X  |  |  |  |  |  |  |  |
| Cllr Keith Darvill                                   | X  | X  |  |  |  |  |  |  |  |
| Cllr Jane Keane                                      | X  | X  |  |  |  |  |  |  |  |
| Cllr Paul McGeary                                    | X  | X  |  |  |  |  |  |  |  |
| Cllr Matthew Stanton                                 | X  | X  |  |  |  |  |  |  |  |
| Cllr Katharine Tumilty                               | X  | X  |  |  |  |  |  |  |  |
| Cllr Frankie Walker                                  | A  | A  |  |  |  |  |  |  |  |
| <b>EAST HAVERING RESIDENTS' GROUP</b>                |    |    |  |  |  |  |  |  |  |
| Cllr Brian Eagling                                   | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Martin Goode                                    | ✓  | ✓  |  |  |  |  |  |  |  |
| Cllr Darren Wise                                     | ✓  | ✓  |  |  |  |  |  |  |  |
| <b>INDEPENDENT</b>                                   |    |    |  |  |  |  |  |  |  |
| Cllr John Tyler                                      | X  | □  |  |  |  |  |  |  |  |
| <b>TOTALS</b>  |    |    |  |  |  |  |  |  |  |
| ✓ = YES  | 21 | 23 |  |  |  |  |  |  |  |
| X = NO   | 26 | 24 |  |  |  |  |  |  |  |
| O = ABSTAIN/NO VOTE                                  | 0  | 1  |  |  |  |  |  |  |  |
| ID = INTEREST DISCLOSED/NO VOTE                      | 0  | 0  |  |  |  |  |  |  |  |
| A = ABSENT FROM MEETING                              | 8  | 8  |  |  |  |  |  |  |  |
| *Mayor's casting vote on 26 to Cllr Philippa Crowder | 55 | 55 |  |  |  |  |  |  |  |
|  |    |    |  |  |  |  |  |  |  |
|  |    |    |  |  |  |  |  |  |  |

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## AGENDA ITEM 7 – COMMITTEE APPOINTMENTS

### Nominations by the Havering Residents Association Group

Vice-Chair, Audit Committee – Councillor David Godwin

Vice-Chair, Pensions Committee – Councillor Phil Ruck

### Nominations by the Conservative Group

Chairman, People Overview and Scrutiny Sub-Committee - Councillor Jason Frost.

Vice-Chair, Licensing Committee - Councillor Christine Vickery

Vice Chair, Audit - Councillor Judith Holt

Vice Chair, Pensions Committee - Councillor Dilip Patel

## EXPLANATORY NOTE

### Unopposed nominations

| Committee                                     | Chairman<br>Councillor | Vice-Chairman<br>Councillor |
|---|------------------------|-----------------------------|
| People Overview and<br>Scrutiny Sub-Committee | Jason Frost            | -                           |
| Licensing Committee                           | -                      | Christine Vickery           |

### Opposed Nominations:

#### A. Vice-Chair, Audit Committee

| Havering Residents<br>Association nominee<br>Councillor | Conservative Group<br>nominee Councillor |
|---|--|
| David Godwin  | Judith Holt                              |

**B. Vice-Chair, Pensions Committee**

|  |  |
|--|--|
| <b>Havering Residents<br/>Association Group<br/>nominee<br/>Councillor</b> | <b>Conservative Group<br/>nominee Councillor</b> |
| <b>Phil Ruck</b>   | <b>Dilip Patel</b>                               |

## **COUNCIL, 13 JULY 2022**

### **REPORTS OF COMMITTEES, SUB-COMMITTEES AND MEMBER CHAMPIONS**

#### **CONTENTS**

#### **AUDIT COMMITTEE**

#### **PENSIONS COMMITTEE**

#### **OVERVIEW AND SCRUTINY BOARD**

#### **CHILDREN & LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE**

#### **CRIME & DISORDER SUB-COMMITTEE**

#### **ENVIRONMENT OVERVIEW AND SCRUTINY SUB-COMMITTEE**

#### **HEALTH OVERVIEW AND SCRUTINY SUB-COMMITTEE**

#### **INDIVIDUALS OVERVIEW AND SCRUTINY SUB-COMMITTEE**

#### **TOWNS & COMMUNITIES OVERVIEW AND SCRUTINY SUB-COMMITTEE**

#### **MEMBER CHAMPION FOR THE ARMED FORCES**

#### **MEMBER CHAMPION FOR EQUALITY AND DIVERSITY**

#### **MEMBER CHAMPION FOR THE HISTORIC ENVIRONMENT**

#### **MEMBER CHAMPION FOR THE OVER 50S**

#### **MEMBER CHAMPION FOR THE VOLUNTARY SECTOR COMPACT**

#### **MEMBER CHAMPION FOR YOUNG PEOPLE**

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| <p style="text-align: center;"><b>ANNUAL REPORT ON THE<br/>WORK OF THE AUDIT COMMITTEE<br/>2021/22 FINANCIAL YEAR</b></p> |
|---|

**1. Introduction**

This reports covers the period July 2021 to May 2022 and outlines:-

- Information relating to the Audit Committee;
- The coverage of work undertaken by the Audit Committee;
- Actions taking during the year, including training, to ensure the effectiveness of the Audit Committee; and
- Future planned work and challenges.

**2. Background**

- 2.1 The Audit Committee has been in place for a number of years. The Committee's terms of reference list the responsibilities and authorities delegated in the Council's Constitution, which comprise:

**Internal control**

- To consider and monitor the adequacy and effectiveness of the authority's risk management and internal control environment and to make recommendations to full Council where necessary.

**External audit**

- To monitor the adequacy and effectiveness of the External Audit Service and respond to its findings.

**Internal audit**

- To support the Officers with their delegated responsibility of ensuring arrangements for the provision of an adequate and effective internal audit.
- To monitor the adequacy and effectiveness of the internal audit service and to receive and monitor an annual internal audit plan from the audit manager.
- To approve the Annual Statement of Accounts, including the Annual Governance Statement, and to recommend as necessary to the Governance Committee regarding the committee's responsibilities to monitor corporate governance matters generally.
- To monitor proactive fraud and corruption arrangements.

### **The Audit Structure (as at April 2019 – 4 May 2022):**

Audit Committee: Councillor Martin Goode (Chairman)  
Councillor Viddy Persaud (Vice Chairman)  
Councillor Gillian Ford  
Councillor Gerry O'Sullivan  
Councillor Judith Holt  
Councillor Roger Ramsey

Internal Auditors: oneSource

External Auditors: Ernst & Young

During the year under review, the Committee met on three occasions and dealt with the following issues:

### **3. Audit Committee coverage**

3.1 The Audit Committee has received the reports as set out in Appendix A. The coverage can broadly be categorised as regular and specific. More information on both is set out below.

#### **3.2 Regular work**

The Committee has regularly reviewed:

- Progress against the audit plan and performance;
- Key findings/issues arising from each audit undertaken;
- Progress against implementation of the recommendations;
- Anti-fraud and corruption activity, including frauds investigated and outcomes;
- Treasury Management activity; and
- The Accounts closedown timetable and progress reports.

#### **3.3 Specific Review / Reports**

There were several during the year including a review and approval of:

- the Statement of Accounts;
- the Annual Governance Statement; and
- the Annual Audit Plan.

The Committee also received assurances via:

- Annual Report from Internal Audit that includes the Annual Assurance Statement; and
- The work of external Audit (EY).



## **Priorities and work plan for the forthcoming year**

- 4.1 The Audit Committee is currently planned to meet on four occasions over the next municipal year. There are specific reports planned throughout the year, running through a mix of progress reports and annual reviews of specific strategies and policies within the remit of the Committee, together with progress reports from the Council's external auditor.
- 3.2 Officers will continue to ensure all members on the Committee, and their nominated substitutes, are adequately trained.
- 3.3 The Committee will continue to oversee the effectiveness of the audit team and wider fraud resources in accordance with Public Sector Audit Standards Audit and Accounts Regulations 2015.
- 3.4 The Committee will continue to receive updates on the Corporate Risk Register and specific input from risk owners where required.
- 3.5 Fraud prevention and detection will continue to be high on the Audit Committees agenda going forward.
- 3.6 The Committee will continue to focus on ensuring Value for Money and challenging control issues and high risk areas that have been highlighted by the work of Internal Audit.

**AUDIT COMMITTEE AGENDA ITEMS – FROM JULY 2021 TO MAY 2022**

**July 2021**

- Assurance Progress Report Q1 and Q2
- Procurement Update
- Treasury Management Annual Report 2020/21

**October 2021**

- Assurance Progress Report Q3
- Statement of Accounts 2020/21

**February 2022**

- Assurance Progress Report Q4
- Accounting Policies 2022-23
- Closedown Timetable 2021-22
- Housing Compliance Audit
- Mid-Year Treasury Review 2021-22
- Treasury Management Strategy Statement (TMSS) 2022-23



## PENSIONS COMMITTEE

15 MARCH 2022

**Subject Heading:**

**2022/23-2024/25 BUSINESS  
PLAN/ANNUAL REPORT ON THE  
WORK OF THE PENSIONS  
COMMITTEE 2021/22**

**SLT Lead:**

**Jane West**

**Report Author and contact details:**

**Debbie Ford  
Pension Fund Manager (Finance)  
01708432569**

**Policy context:**

**Debbie.ford@onesource.co.uk  
A Business plan demonstrates  
compliance against Myners' principles  
for effective decision making.**

**Financial summary:**

**Any associated costs met by the  
Pension Fund**

**The subject matter of this report deals with the following Council  
Objectives**

|                               |     |
|-------------------------------|-----|
| Communities making Havering   | [X] |
| Places making Havering        | [X] |
| Opportunities making Havering | [X] |
| Connections making Havering   | [X] |

|                |
|----------------|
| <b>SUMMARY</b> |
|----------------|

This report sets out the work undertaken by the Committee during 2021/22 and the plan of work for the forthcoming three years, attached as **Appendix A**. This will form the basis of a rolling Pension Fund Business Plan 2022/23 – 2024/25

This is the last year of the current Pensions Committee term of office due to the Local Borough Elections being held in May 2022, therefore the Committee's achievements

and will only cover the period 1st April 2021 to 31 December 2021 to meet Council reporting deadlines.

This report explains why a Business Plan is needed and what it should contain.

## **RECOMMENDATIONS**

That the Committee:

- 1) Agree the updated three year rolling 2022/23-2024/25 Business Plan and report of the work of the Committee for the year 2021/22 to December 2021 (Appendix A refers) for consideration by the full Council meeting.
- 2) Consider any additions to the work plan for the Committee for 2022/23 and beyond (Section 3 within this report refers),
- 3) Agree the intention to create additional resources with the appropriate agreement of the S151 officer as set out at para 1.6 below.

## **REPORT DETAIL**

### **1. Background**

- 1.1 Included within Myners Principle 1: Effective Decision Making suggested best practice was to create a Business Plan and a Training Plan.
- 1.2 The new Local Government Pension Scheme (LGPS) (Management and Investment of Funds) Regulations 2016 has removed the requirement to publish compliance against the six Myners principles but the Committee agreed to still publish and explain compliance against these principles. This was published with the new Investment Strategy Statement in July 2020.
- 1.3 To meet best practice it is appropriate to continue to prepare a report on the activity of the Committee on an annual basis and this will be adopted as the Business Plan. The 2022/23 Business Plan will incorporate the Training Plan. This would demonstrate compliance against Myners Principles 1: Effective Decision making.
- 1.4 In line with the Council's Constitution – Part 4 Rules of Procedure Ordinary meetings of the Council will receive reports for the previous year from the Chair of the Pensions Committee; this meeting is scheduled for the 23 March 2022.

1.5 The Business Plan, in line with CIPFA guidance “Principles for Investment Decision Making & Disclosure in the LGPS” suggests that the Business Plan is submitted to the committee for consideration and should contain:

- a) Major milestones & issues to be considered by the Committee
- b) Financial estimates – investment and administration of the Fund
- c) Appropriate provision for training
- d) Key targets & methods of measurement
- e) Review level of internal & external resources the committee needs to carry out its functions
- f) Recommended actions to put right any deficiencies.

1.6 The 2022/23 Business Plan also picks up on the Pensions Administration Service Review undertaken during 2021 to assess current service demands and workloads and notes the intention to increase resources.

## **2. Training**

2.1 It is important that all the members of the Committee are adequately trained and briefed to make effective decisions and those members are aware of their statutory and fiduciary responsibilities and achieve the terms of reference of this Committee, which are:

- a) To consider and agree the Investment Strategy Statement for the Pension Fund and subsequently monitor and review performance
- b) Authorise staff to invite tenders and to award contracts to actuaries, advisers and fund managers and in respect of other related investment matters
- c) To appoint and review the performance of advisers and investment managers for pension fund investments
- d) To take decisions on those matters not to be the responsibility of the Executive under the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 relating to those matters concerning The Local Government pension Scheme.

2.2 The Pensions Regulator (TPR) Code of Practice which came into force on 1 April 2015 includes a requirement for members of the Pension Committee/Local Pensions Board (LPB) to demonstrate that they have an appropriate degree of knowledge and understanding to enable them to properly exercise their functions.

2.3 LGPS (Amendment) (Governance) Regulations 2015 states that Administering Authority must have regard to guidance issued by the Secretary of State. Guidance was issued by the then Shadow Scheme Advisory Board (SAB) in January 2015 and states that the Administering Authority should make appropriate training available to assist LPB members in undertaking their role.

- 2.4 A joint training strategy that incorporates Pension Committee member training with LPB members to keep officer time and training costs to a minimum, has been developed and agreed by the Pensions Committee on the 24 November 2015 and the LPB on the 6 January 2016. The Training Strategy can be found in **Appendix A - Annex C. The Training Strategy will be reviewed in due course when more information about Department of Levelling Up Housing and Communities (DLUHC) direction with regard to the Good Governance Review is known and the conclusion of The Pensions Regulator New Code of Practice.**
- 2.5 The Training Strategy formally sets out the arrangements the London Borough of Havering Pension Fund will take in order to comply with the principles of the CIPFA's Knowledge and Skills Code of Practice.
- 2.6 Training and development will be held with regard to the work plan as shown in **Appendix A - Annex B**. The training undertaken to date can be seen within **Appendix A - Annex D**
- 2.7. Maintaining expertise, experience and knowledge is a key focus for the committee in order to meet the "qualitative test" under **Markets in Financial Instrument Directive (MiFID 11)**. Firms will undertake an assessment of the **expertise, experience and knowledge** of the local authority and its pension fund committee in order to be reasonably assured that they are capable of making their own investment decisions and have an understanding of the risks involved before a firm will permit election to professional status. All requests for election have been granted for existing investment service providers.

### **3. Work Plan for 2022/23 and beyond**

- 3.1 In addition to the annual business as usual work programme as shown in **Appendix A - Annex B** there are a number of key issues that are likely to be considered by the Pensions Committee in the coming year and beyond:
- a) Continued development and implementation of the Investment Strategy – next steps Equity - review of emerging markets equity investing.
  - b) Consider local investment and private equity
  - c) Development of Climate Plan- including baseline assessment of various climate metrics.
  - d) Environmental, Social, Governance (ESG) Investments continued development and monitoring – including Task Force on Climate Related Financial Disclosures (TCFD) reporting compliance
  - e) London CIV Pooling progression/Continued transfer of assets to the London CIV
  - f) Fund Valuation 2022 – Training and overview of results
  - g) Investment Strategy Statement Health check following 2022 valuation results
  - h) £95k Cap

- i) Planning for Hymans/SAB Good Governance guidance compliance
- j) Planning for TPR New Code of practice compliance– there will be overlap with Good Governance/Scheme Advisory Board (SAB) requirements
- k) New training policy to reflect Good Governance and TPR compliance
- l) Data Improvement Plan – Annual Review
- m) SAB developments
- n) Consideration of LGPS Regulation changes and consequential policy, as applicable
- o) Topical issues discussed as appropriate
- p) Potential member inductions for new Pension Committee members
- q) Continued training and development

3.2 The above list is not exhaustive and Members are asked to consider if there are any other areas of work that they require to be included.

|                               |
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| <b>IMPLICATIONS AND RISKS</b> |
|-------------------------------|

**Financial implications and risks:**

The costs of providing the administrative and financial support and associated costs are reimbursed to the Adminstrating Authority by the Fund.

There is a considerable risk of poor decision making if Members of the Committee are not adequately trained and it is therefore essential that resources are made available to fulfil appropriate training requirements. Training costs are met from the Pension Fund directly or via the Advisor Fee.

**Legal implications and risks:**

The Councils constitution provides at Part 4.5 para 2(h) that the meeting of full Council shall:

- (h) receive reports for the previous year from the Chairmen of the Overview and Scrutiny Committees, the Audit Committee and the Pensions Committee:
- (i) except in the year when there are Borough Elections, at the first ordinary meeting in the Municipal Year; and
- (ii) in the year when there are Borough Elections, at the last ordinary meeting before those elections;

The Report at Appendix A is therefore the proposed version to be presented to Council.

The specialist training of those Members who oversee the administration of the Council Pension Scheme is highly desirable in order to help show the proper administration of the scheme. The Council's Constitution recommends that the Membership of the Pension Committee remains static for the life of the Council for the very reason that Members need to be fully trained in investment matters. The life of the Council is considered to be the four year term.

Otherwise there are no apparent legal implications in taking the recommended decisions.

**Human Resources implications and risks:**

None arising directly.

**Equalities implications and risks:**

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- i. the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- ii. the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- iii. foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment/identity.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants

An EqHIA is not considered necessary regarding this matter as the protected groups are not directly or indirectly affected

|                          |
|--------------------------|
| <b>BACKGROUND PAPERS</b> |
|--------------------------|

None





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

## HAVERING PENSION FUND

# **BUSINESS PLAN/REPORT ON THE WORK OF THE PENSIONS COMMITTEE DURING 2021/22**

## **INTRODUCTION**

This is the Business Plan for the London Borough of Havering Pension Fund (the 'Fund'). Havering Council is an Administering Authority under Local Government Pension Scheme (LGPS) Regulations and as such has delegated authority for this to the Pensions Committee.

The Business Plan sets out the work undertaken by the Committee during 2021/22 and the plan of work for the forthcoming three years. The Business Plan is reviewed and updated annually.

This is the last year of the current Pensions Committee term of office due to the Local Borough Elections being held in May 2022; therefore, the Committee's achievements will only cover the period 1<sup>st</sup> April 2021 to 31 December 2021 to meet Council reporting deadlines. Achievements for the period 1<sup>st</sup> January 2022 to 31 March 2022 will be reported in the next year's report.

The Business Plan, in line with CIPFA guidance "Principles for Investment Decision Making & Disclosure in the LGPS" outlines:

- Key Targets and Methods of Measurement
- Review level of internal & external resources
- Financial Estimates
- Major milestones and issues considered and to be considered
- Appropriate provision for Training
- Any recommendations actions to put right any deficiencies.

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.

## **KEY TARGETS & METHODS OF MEASUREMENT**

The Fund 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 consists of 56 employers with active members, of which the London Borough of Havering is the largest. The other employers in the Fund are made up of 41 Scheduled bodies (Academies and Further Education bodies) and 14 Admitted bodies (13 outsourced contracts and one resolution body).

### **Pension Fund – Funding**

The Fund's Actuary (Hymans Robertson) carried out a triennial valuation during 2019/20 based on data as at 31 March 2019. The main purpose of the valuation is to calculate the funding position within the Fund and set employer contribution rates for the following three years with the results of the 2019 valuation effecting employer contribution rates from 1 April 2020.

The valuation is a planning exercise for the Fund, to assess the monies needed to meet the benefits owed to its members as they fall due. As part of the valuation process, the Fund reviews its funding and investment strategies to ensure that an appropriate contribution plan is in place. The Fund also monitors the funding position at the midway point between triennial valuations as at 30 September 2020. The purpose of the funding update is to assess whether the funding plan is on track and take actions if necessary. A comparison of funding levels can be seen below:

## Comparison of funding levels:

| Ongoing funding basis    | 31 Mar 2013  | 31 Mar 2016  | 31 Mar 2019  | 30 Sep 2020  |
|--------------------------|--------------|--------------|--------------|--------------|
|                          | £m           | £m           | £m           | £m           |
| Assets                   | 461          | 573          | 733          | 795          |
| Liabilities              | 752          | 857          | 1,054        | 1,168        |
| <b>Surplus/(deficit)</b> | <b>(291)</b> | <b>(284)</b> | <b>(321)</b> | <b>(373)</b> |
| Funding level            | 61.2%        | 66.8%        | 70.0%        | 68.1%        |

Since the 2019 valuation, the funding level is relatively unchanged. However, this masks the volatility that occurred in the year because of COVID-19 and the subsequent rally in markets since.

Having reviewed the funding position as at September 2020, no actions were required to change the current funding plan. Employer contributions will be reviewed at the next valuation, based on data as at 31 March 2022.

## Pension Fund – Investment Strategy Development & Performance Monitoring

The Investment Strategy Statement (ISS) was updated on the 29 July 2020 to reflect the decisions and progression of the implementation of the investment strategy made by the Committee since its launch in 2017 and the adoption of Investment beliefs.

Following the 29 July 2020 meeting, the Committee considered and agreed further developments/implementation in the investment strategy at its meetings on the 1 October 2020, 16 March 2021, 20 July 2021 and 14 September 2021.

There has been considerable progress during 2021/22 implementing the Fund's Investment Strategy, with a particular focus, in line with Committee's investment beliefs agreed 17 March 2020, on taking steps to mitigate climate change risk. The Committee recognises the long-term financial risks and opportunities presented by climate change and have taken a number of decisions to address this, which are included below:

### Significant implementation/progression of the investment strategy during 2021/22:

- Increased the commitment to Stafford SISF IV fund by €10m (c£9m) to maintain the target asset allocation.
- Following the decision to increase the infrastructure target asset allocation from 7.5% to 10%, the additional 2.5% increase was allocated to the London CIV (LCIV) Renewables Fund. On-boarding process completed with the first capital calls commencing in July 2021.
- Invested 10% of the Funds' assets in the Legal & General Investment Management (LGIM) Future World Fund, funded from redeeming the LGIM Fundamental Equity mandate (aka FTSE International Limited and Research Affiliates LLC (RAFI) and by rebalancing the Baillie Gifford Global Alpha overweight allocation. Switch was completed on the 9 September 2021.
- Agreed to convert the investment in the Baillie Gifford Global Alpha Fund to that of the Baillie Gifford Paris Aligned Global Alpha Fund. Holdings with the LCIV Baillie Gifford

Global Alpha Fund was switched to its Paris Aligned version on the 15 September 2021. This change is consistent with the Committee's investment belief on managing climate risk and demonstrates progressive change, whilst creating potential to capture upside opportunities associated with the transition to a lower carbon economy.

- Increased the allocation to the Funds UK Property Manager (UBS) by £10m at its meeting on the 14 September 2021. Payment was made on the 20 October 2021 and funded from internally held cash.
- In order to maintain the overall target asset allocation to Private Debt at 7.5%, members agreed to make continued investments in the new vintages issued by Churchill and Permira. First Capital Call for the new Churchill IV fund was 23 November 2021. The on boarding of the Permira Credit Solutions V (PCS5) completed on the 17 December 2021 with no capital calls to date.
- Increased the commitment to JP Morgan by £12m. This has yet to be paid and will remain in their commitment queue waiting to be called, which as at December 2021 is expected to be 9 to 12 months although this could be shorter depending on transaction activity and capital raising.
- Invested 5% to the LCIV Passive Equity Progressive Paris Aligned (PEPPA) Fund. This was funded from a drawdown from the Legal & General All World Equity Fund and completed on 3 December 2021. This low carbon fund aims to meet the requirements of the EU Paris-Aligned Benchmark standard. Consequence of this change also sees a reduction in the Weighted Average Carbon Intensity of the Fund's equity assets from 82% to 76%.
- The Fund has continued to fund capital calls for the Private Debt and Infrastructure mandates and as at 31 December 2021 the amounts are as follows:

| Investment Manager | Mandate        | Amount<br>£000 |
|--------------------|----------------|----------------|
| Stafford II        | Infrastructure | 1,719          |
| Stafford IV        | Infrastructure | 4,268          |
| LCIV Renewables    | Infrastructure | 6,536          |
| Churchill II       | Private Debt   | 419            |
| Churchill IV       | Private Debt   | 3,836          |
| Permira PCS4       | Private Debt   | 6,944          |
| <b>Total</b>       |                | <b>23,722</b>  |

### Asset Allocations

The asset allocations as at 31 December 2021 are shown against the long-term target below together with individual fund manager benchmarks:

| Asset Class  |              | Target Allocation<br>% | Actual Allocation<br>31 Dec 2021<br>% | Benchmark and Target   |
|--|--------------|------------------------|---------------------------------------|--|
| <b>Equities</b>  |              | <b>40.0</b>            | <b>42.0</b>                           |  |
| Legal & General Investment Management (LGIM) Passive Global Equity | LCIV aligned | 5.0                    | 3.7                                   | FTSE All World Equity Index  |
| LGIM Passive Emerging Markets                                      | LCIV aligned | 5.0                    | 4.1                                   | FTSE World Emerging Markets  |
| LGIM Future World Fund   | LCIV aligned | 10.0                   | 10.2                                  | FTSE AW ex CW Climate Balanced Factor Index  |
| Baillie Gifford Global Alpha Paris Aligned Fund                    | LCIV         | 15.0                   | 19.0                                  | MSCI ACWI by 2- 3 % p.a. over a rolling 5 five year period Plus have a weighted average greenhouse gas intensity that is lower than MSCI ACWI EU Paris Aligned Requirement index |
| State Street Passive Equity Progressive Paris Aligned Fund (PEPPA) | LCIV         | 5.0                    | 5.0                                   | Developed EX-Korea Large Midcap Net Zero 2050 Paris aligned ESG Index  |
| <b>Multi-Asset</b>   |              | <b>20.0</b>            | <b>21.7</b>                           |  |
| Baillie Gifford (Diversified Growth Fund)                          | LCIV         | 7.5                    | 9.6                                   | Bank Base Rate +3.5%   |
| Ruffer Absolute Return   | LCIV         | 12.5                   | 12.1                                  | Preserve and grow capital (LIBOR +4% p.a.)   |
| <b>Real Asset</b>  |              | <b>20.0</b>            | <b>15.3</b>                           |  |
| UBS UK Property  | Non LCIV     | 6.0                    | 6.0                                   | Match MSCI All Balanced Funds Weighted Average Index   |
| CBRE Global Property   | Non LCIV     | 4.0                    | 3.2                                   | CPI +5%% p.a. (net of fees)  |
| Stafford II & IV Global Infrastructure                             | Non LCIV     | 3.5                    | 2.9                                   | CPI +5%% p.a. (net of fees)  |
| JP Morgan Infrastructure   | Nov LCIV     | 4.0                    | 2.5                                   | CPI +5%% p.a. (net of fees)  |
| Renewable Energy Infrastructure                                    | LCIV         | 2.5                    | 0.7                                   | CPI +5%% p.a. (net of fees)  |
| <b>Bonds and Cash</b>  |              | <b>20.0</b>            | <b>21.0</b>                           |  |
| Royal London Index Linked Bonds                                    | Non LCIV     | 5.0                    | 4.6                                   | 40% FTSE Index Linked over 5 Year index.   |
| Royal London Multi Asset Credit                                    | Non LCIV     | 7.5                    | 6.7                                   | <ul style="list-style-type: none"> <li>50% ICE BAML, BB-B Index</li> <li>50% Credit Suisse US Leveraged Loan Index GBP Hedged</li> </ul>   |
| Royal London Corporate Bonds                                       | Non LCIV     | 0.0                    | 2.9                                   | IBOXX Sterling Non Gilt over 10 Year index   |

| Asset Class                        |          | Target Allocation<br>% | Actual Allocation<br>31 Dec 2021<br>% | Benchmark and Target                                 |
|------------------------------------|----------|------------------------|---------------------------------------|--|
| Churchill II & IV Private Debt     | Non LCIV | 3.0                    | 2.5                                   | Outperform cash + 4% p.a                             |
| Permira PCS4 & PCS5 - Private Debt | Non LCIV | 4.5                    | 2.8                                   | Outperform cash + 4% p.a                             |
| Currency Hedging                   | Russell  | 0.0                    | 0.1                                   | Hedge 100% of EUR, USD and AUD currency (non-equity) |
| Cash                               | n/a      | 0.0                    | 1.4                                   | n/a  |
| <b>TOTAL</b>                       |          | <b>100.0</b>           | <b>100.0</b>                          |  |

Underweight positions in Private Debt and Infrastructure relates to outstanding capital calls, which will continue to be met during 2022/23 and beyond. This will be mainly be funded from the overweight allocation to Corporate Bonds, Diversified Growth Fund and a return of Capital.

Overweight allocation to cash will be considered for reinvestment or settlement of capital calls.

In line with the ISS, when the Fund allocation deviates by 5% or more from the strategic allocation, the assets will be rebalanced back to within 2.5% of the strategic asset allocation.

As at 31 December 2021 the total value of assets with the London CIV is £439m which represents 46% of assets under management. The London CIV has a business arrangement with LGIM to deliver the passive global mandate; this can be classified as being held within the London CIV so the allocation increases to £611m. Overall allocation to LCIV is 64%.

The Fund will continue to have ongoing discussions with the London CIV to progress the transition of assets onto the London CIV platform in accordance with the Department of Levelling Up, Housing and Communities (DLUHC) timelines.

### Fund Performance

The performance of the Fund is measured against a tactical and a strategic benchmark.

**Strategic Benchmark** - A strategic benchmark has been adopted for the overall Fund of Index Linked Gilts + 1.8% per annum. This is the expected return in excess of the fund's liabilities over the longer term. The strategic benchmark measures the extent to which the fund is meeting its longer term objective of reducing the funds deficit.

**Tactical Benchmark** - Each manager has been set a specific (tactical) benchmark as well as an outperformance target against which their performance will be measured. This benchmark is determined according to the type of investments being managed. This is not directly comparable to the strategic benchmark as the majority of the mandate benchmarks are different but contributes to the overall performance.

The Fund uses the performance measurement services from Northern Trust, to provide comparative statistics on the performance of the Fund for its quarterly monitoring.

The overall net performance of the Fund as at 31 December 2021 against both benchmarks is shown below:

|                            | <u>1 year to</u><br><u>31.12.21</u><br>% | <u>3 Years to</u><br><u>31.12.21</u><br>% | <u>5 years to</u><br><u>31.12.21</u><br>% |
|----------------------------|--|---|---|
| Fund Return                | 10.61                                    | 12.15                                     | 8.38                                      |
| <b>Tactical Benchmark</b>  | <b>10.66</b>                             | <b>9.75</b>                               | <b>6.98</b>                               |
| Performance                | -0.05                                    | 2.39                                      | 1.40                                      |
| Fund Return                | 10.61                                    | 12.15                                     | 8.38                                      |
| <b>Strategic Benchmark</b> | <b>5.89</b>                              | <b>8.95</b>                               | <b>6.46</b>                               |
| Performance                | 4.72                                     | 3.19                                      | 1.92                                      |

Source: Northern Trust

Totals may not sum due to geometric basis of calculation and rounding

### Comments on Fund performance from the Fund's Investment Advisors:

The overriding investment objective for the Fund is to support an affordable and stable level of contributions for the longer term. The current funding approach implies a target investment return of Gilts + 1.8% p.a. over the longer term from the Fund's assets, or c. 3.3% per annum in absolute terms based on yields as at 31 March 2019 (the previous valuation date).

The Fund has experienced strong asset growth over the 12 month, 3 year and 5 year periods to 31 December 2021 (at 10.6%, 12.2% and 8.4% per annum respectively). Returns over all time periods shown are therefore substantially ahead of the long term (absolute) return deemed sufficient to support an affordable and stable level of contributions.

The Fund's equity allocation drove the strong performance in 2021, with positive contributions also coming from the multi-asset, debt and real asset allocations. Within the equity allocation, retaining a diversified exposure to different investment 'styles' helped reduce the volatility of returns during the year. This was particularly beneficial in 2021 as equity markets swung between favouring stocks which are perceived to be good 'value' in terms of their fundamental assessment (such as provided by the LGIM RAFI allocation) and stocks with large expected revenue growth (such as provided by the LCIV Global Alpha Fund, managed by Baillie Gifford).

The Fund has continued taking steps to address climate risk within its strategy. The Committee recognises the long-term financial risks presented by climate change and made progressive changes throughout the year to evolve the strategy to better account for climate risks. In particular, 10% of the Fund's equity allocation was transferred to a multi-factor equity fund with a climate overlay. Further, 5% of assets were transferred from conventional market cap equities to an LCIV equity fund which offers greater alignment with the Paris Agreement. The LCIV Global Alpha allocation was also transferred to a version of the fund aligned with the Paris Agreement. Finally, the Committee also made a commitment to invest in a renewable energy infrastructure fund which started drawing capital during the year. These steps in conjunction with the other changes gives confidence that the level of returns required to support affordable and stable contributions can be (at least) supported by the current investment approach whilst addressing longer term systemic change.

Implementation of the previously agreed changes in strategy have continued over the year and have seen allocations to multi-asset mandates reduced, albeit the underlying equity exposure has been retained. Further commitments were made to infrastructure and private debt to retain these allocations, offering the prospect of long-term income generation and boosting diversification within the strategy.

Due to a change in guidance, the Committee reviewed the reporting arrangements in June 2017 and agreed that only one fund manager will attend each Committee meeting, unless performance concerns override this. Managers in the London CIV sub funds are now monitored by them and the London CIV produce quarterly monitoring reports, which are distributed to the Committee.

Cyclical coverage of manager monitoring is set out in **Annex B**, covering 2021/22 and 2022/23.



## **INTERNAL & EXTERNAL RESOURCES**

Investment strategy and performance monitoring of the Fund is a matter for the Committee which obtains and considers advice from the Authority and onsource 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 Committee (those responsible for decision making during the year to 31 December 2021), are as follows:

### **Conservative Group:**

Cllr John Crowder (Chair)

Cllr Osman Dervish

Cllr Jason Frost

### **Residents Group**

Cllr Stephanie Nunn

### **North Havering Residents' Group**

Cllr Martin Goode (Vice Chair March 2019)

### **Upminster & Cranham Residents' Group**

Councillor Ron Ower

### **Labour Group**

Cllr Keith Darvill

### **Other**

Union Members (Non-voting) - John Giles (Unison) replaced by Derek Scott (Unison) from September 2019) and 2019 Andy Hampshire (GMB)

Admitted/Scheduled Body Representative (voting) (currently vacant)

Day to day management of the Fund is delegated to the authority's statutory section 151 officer/Chief Operating Officer and delivered via oneSource (shared service arrangement between London Borough of Havering, Newham and Bexley (part year only)).

From 1 November 2017, the London Borough of Havering delegated the pension administration service to Lancashire County Council (LCC) who has engaged the Local Pension Partnership Administration (LPPA) to undertake their pension's administration.

The Pensions Committee is supported by the Adminstrating Authority's Finance and Administration Services (oneSource) and the associated costs are reimbursed to the Adminstrating Authority by the Fund.

Estimated costs for the forthcoming three years for Administration, Investment Management expenses and Governance & Oversight follow in this report.

**Pensions Administration** - The LPPA is responsible for all aspects of the Fund administration including calculating benefits, processing joiners and leavers, record amendments, end of year returns, monitoring and administration of the Authority's Additional Voluntary Contributions (AVC) scheme. LPPA engagement team is responsible for communications and training for Scheme employers and pension scheme members.

At a Pensions Committee meeting held on the 16 March 2021, members reviewed and agreed the 2021/22 budget for the Pensions Administration contract.

Pensions Administration also includes a post for the Projects and Contracts Manager who monitors the pension's administration contract and ad hoc projects.

A review of Pension Administration services was undertaken during 2021 to assess current service demands and workloads and notes the intention to increase resources. This takes into account the additional service demands following the Employer Risk Management Service transferring in-house from the 1 April 2021, which was previously administered by LPPA. The financial information can be seen in Financial Estimates section.

**Accountancy and Investment support** - The Pensions and Treasury team within the oneSource Finance Service supports the Pension Fund consists of an establishment of 2 full time equivalent posts (3 officers). They ensure that members of the committee receive advice on investment strategy and monitoring of the managers. The team also reviews management arrangements and other issues as appropriate, as well as accounting for the activities of the Fund.

A Finance transformation project undertaken during 2021/22 identified the need to develop an appropriate succession plan and introduce trainee level staff or rotations. Succession planning is currently ongoing.

## **FINANCIAL ESTIMATES**

The financial position of the Havering Pension Fund for 2021/22 is included in 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.

Projected outturn figures consist of actuals as at 31 December 2021 where available, plus estimated for a full year.

In line with the Chartered Institute of Public Finance & Accountancy (CIPFA) LGPS Management Costs guidance, Management costs are shown split between three cost categories as follows:

## 1. Administrative Expenses

Includes all staff costs associated with Pensions Administration, including Payroll.

|                              | 2020/21<br>Actual<br>£000 | 2021/22<br>Estimate<br>£000 | 2021/22<br>Projected<br>Outturn<br>£000 | 2022/23<br>Estimate<br>£000 | 2023/24<br>Estimate<br>£000 | 2024/25<br>Estimate<br>£000 |
|------------------------------|---------------------------|-----------------------------|---|-----------------------------|-----------------------------|-----------------------------|
| Administration & Processing* | 580                       | 660                         | 700                                     | 745                         | 755                         | 755                         |
| Other Fees (Levies)          | 8                         | 10                          | 8                                       | 10                          | 10                          | 10                          |
| Other Costs (Interest)       | 13                        | 25                          | 20                                      | 20                          | 20                          | 20                          |
| <b>TOTAL</b>                 | <b>601</b>                | <b>695</b>                  | <b>728</b>                              | <b>775</b>                  | <b>785</b>                  | <b>785</b>                  |

Please note the following regarding the above figures:

- 2021/22 Administration costs include the Pension Administration Contract LPPA, Project & Contract manager, payroll & legal charges and ad hoc project costs. The increase in budget in 2021/22 is the result of the agreed increase to the overall Pension Administration contract with LCC as well as an increase of payroll recharge following a review of the actual costs to administer the service following the last review in 2017. Additional resources have also been factored in to support the triennial valuation.
- A further increase in 2022-23 is planned, as a result of factoring in 5.1% inflation on the Administration Contract, as well as additional resource to support a number of pension related projects, through expected changes to regulations i.e. McCloud and work to further improve the funds data i.e. reconciliation between the Pension Administration and Payroll System.
- There is a slight increase in costs for 2023-24 as a result of the assumption by applying an additional 5.1% inflation to the overall contract.

## 2. Investment Management expenses

These costs will include any expenses incurred in relation to the management of Fund assets.

Fees are calculated based on market values under management and therefore increase or reduce as the value of investments change.

|                                  | 2020/21<br>Actual<br>£000 | 2021/22<br>Estimate<br>£000 | 2021/22<br>Projected<br>Outturn<br>£000 | 2022/23<br>Estimate<br>£000 | 2023/24<br>Estimate<br>£000 | 2024/25<br>Estimate<br>£000 |
|----------------------------------|---------------------------|-----------------------------|---|-----------------------------|-----------------------------|-----------------------------|
| Fund Manager Fees                | 3,159                     | 3,100                       | 3,855                                   | 3,500                       | 3,500                       | 3,500                       |
| Performance Related Fees         | 102                       | 105                         | 117                                     | 120                         | 120                         | 120                         |
| Transaction costs                | 67                        | 80                          | 80                                      | 80                          | 80                          | 80                          |
| Custodian Fees                   | 37                        | 50                          | 40                                      | 40                          | 40                          | 40                          |
| Performance Measurement services | 33                        | 35                          | 30                                      | 35                          | 35                          | 35                          |
| Other Investment Fees            | 14                        | 15                          | 9                                       | 15                          | 15                          | 15                          |
| <b>TOTAL</b>                     | <b>3,412</b>              | <b>3,385</b>                | <b>4,131</b>                            | <b>3,790</b>                | <b>3,790</b>                | <b>3,790</b>                |

Please note the following regarding the above figures:

- Fund Manager Fees are charged according to the fund value; therefore an average figure from the last two years has been applied for estimates 2022/23 onwards. Projected outturn includes one off equalisation fees of £300k
- Custodial service contract increased to provide additional accounting service from 2021/22.

### 3. Governance and Oversight

This category captures all costs that fall outside the above two categories and include legal, advisory, actuarial and training costs. Staff costs associated with the financial reporting and support services to the Committee is included here.

|                            | 2020/21<br>Actual<br>£000 | 2021/22<br>Estimate<br>£000 | 2021/22<br>Projected<br>Outturn<br>£000 | 2022/23<br>Estimate<br>£000 | 2023/24<br>Estimate<br>£000 | 2024/25<br>Estimate<br>£000 |
|----------------------------|---------------------------|-----------------------------|---|-----------------------------|-----------------------------|-----------------------------|
| Financial Services         | 163                       | 165                         | 165                                     | 165                         | 165                         | 165                         |
| Actuarial Fees             | 13                        | 25                          | 18                                      | 100                         | 25                          | 25                          |
| Audit Fees                 | 16                        | 60                          | 89                                      | 60                          | 60                          | 60                          |
| Member Training (inc. LPB) | -                         | 10                          | 1                                       | 10                          | 10                          | 10                          |
| Advisor Fees               | 69                        | 75                          | 93                                      | 75                          | 75                          | 75                          |
| London CIV                 | 119                       | 110                         | 119                                     | 120                         | 120                         | 120                         |
| Local Pension Board        | 1                         | 5                           | 2                                       | 5                           | 5                           | 5                           |
| Pensions Committee         | 33                        | 35                          | 33                                      | 35                          | 35                          | 35                          |
| Other Fees                 | 1                         | 10                          | -                                       | 5                           | 5                           | 5                           |
| <b>TOTAL</b>               | <b>415</b>                | <b>495</b>                  | <b>520</b>                              | <b>575</b>                  | <b>500</b>                  | <b>500</b>                  |

Please note the following regarding the above figures:

- Next valuation in 2022 so higher charges expected during 2022/23.
- Audit fees subject to approval by Public Sector Audit Appointments (PSAA).

|   |              |              |              |              |              |              |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>OVERALL<br/>MANAGEMENT<br/>TOTAL</b> | <b>4,428</b> | <b>4,575</b> | <b>5,379</b> | <b>5,140</b> | <b>5,075</b> | <b>5,075</b> |
|---|--------------|--------------|--------------|--------------|--------------|--------------|

## **MAJOR MILESTONES & ISSUES CONSIDERED/TO BE CONSIDERED**

### **Pension Committee meetings 2021/22**

The Committee met a number of times during 2021/22 and **Annex A** sets out the coverage of matters considered, but the key issues that arose in the period are shown below:

On 11 March 2020 the World Health Organisation (WHO) declared a COVID-19 pandemic. This caused a world-wide public health emergency. Legislation permitting on line council meetings due to COVID lapsed on the 6 May 2021, therefore during 2021/22 committee members attended meetings in person with officers and other presenters attending virtually.

### **Summary of Major Milestones & key issues considered by the Committee**

- Agreed further implementation of the investment strategy
- Agreed the Pension Fund Administration Strategy
- Agreed the Pension Fund Charging Policy
- Agreed the Pension Fund Data Improvement Plan
- Agreed the Pension Fund Communications Strategy
- Agreed the continuation of the Policy for the overpayment of pension following death of a member.
- Agreed the Business Plan and Annual report on the work of the Committee 2020/21
- Agreed the Pension Fund Annual Report for the year ending 31 March 2021
- Agreed the updated Pension Fund Risk Register
- Reviewed Fund Managers quarterly performance – received presentations from Churchill (Private Debt), LGIM (Passive equities) and Permira (Private Debt).
- Reviewed service performance of the Pension Fund's Custodians, Investment Advisor and Actuary.
- Noted Pension Fund Accounts for the Year ending 31 March 2021
- Noted Local Pension Board Annual report for the year ending March 2021
- Noted the review of Fund Manager voting and engagement activity
- Noted results of the Whistle Blowing Annual review
- Local Government Pension scheme (LGPS) updates - The Committee receives updates on relevant issues and developments in the LGPS and London CIV.

### **Pension Committee meetings 2022/23 and onwards**

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

- Continued development and implementation of the Investment Strategy – next steps Equity - review of emerging markets equity investing.
- Consider local investment and private equity
- Development of Climate Plan- including baseline assessment of various climate metrics.
- Environmental, Social, Governance (ESG) Investments continued development and monitoring – including Task Force on Climate Related Financial Disclosures (TCFD) reporting compliance
- London CIV Pooling progression/Continued transfer of assets to the London CIV
- Fund Valuation 2022 – Training and overview of results
- Investment Strategy Statement Health check following 2022 valuation results
- £95k Cap

- Planning for Hymans/SAB Good Governance guidance compliance
- Planning for TPR New Code of practice compliance– there will be overlap with Good Governance/Scheme Advisory Board (SAB) requirements
- New training policy to reflect Good Governance and TPR compliance
- Data Improvement Plan – Annual Review
- SAB developments
- Consideration of LGPS Regulation changes and consequential policy, as applicable
- Topical issues discussed as appropriate
- Potential member inductions for new Pension Committee members
- Continued training and development

## PROVISION OF TRAINING

The Pensions Regulator Code of Practice, which came into force on 1 April 2015, includes a requirement for members of the Pension Committee (PC) /Local Pension Board (LPB) to demonstrate that they have an appropriate degree of knowledge and understanding to enable them to properly exercise their functions as a member of the Committee/LPB.

A joint training strategy for the PC/LPB was agreed by the Pensions Committee on the 24 November 2015 and presented to the Local Pension Board at its meeting on the 6 January 2016.

The Training Strategy can be found in Annex C. The Training Strategy will be reviewed once guidance has been issued for the anticipated Good Governance Review and The Pensions Regulator New Code of Practice.

The PC of the London Borough of Havering Pension Fund fully supports the intentions behind CIPFA's Knowledge and Skills Code of Practice and has agreed to formally adopt its principles. The updated June 2021 Knowledge and Skills framework for committee members will be adopted as part of the training programme following the Local borough elections in May 2022.

As set out in the Councils constitution, committee procedure rules, a member appointed to the PC shall have received, or shall within six months of appointment receive, training appropriate to its membership. If a member does not undertake the required training within six months of appointment then that member shall not partake in the decision making of the Committee until their training has been completed. 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.

Maintaining expertise, experience and knowledge is a key focus for the committee in order to meet the "qualitative test" under Markets in Financial Instrument Directive (MiFID 11). Firms will undertake an assessment of the expertise, experience and knowledge of the local authority and its pension fund committee in order to be reasonably assured that they are capable of making their own investment decisions and have an understanding of the risks involved before a firm will permit election to professional status. All requests for election have been granted for existing investment service providers.

A training budget has been agreed for the provision of training for £10,000 but this will be re-evaluated as appropriate. Training costs will be met from the Pension Fund.

The majority of training and development is cyclical in nature, spanning the four year membership of the PC. Associated training and development will be given when required which will be linked to the Pension Fund meeting cyclical coverage for 2020/21 and onwards as shown in **Annex B.**

In addition to the cyclical training and development that the PC will have over the lifetime of their membership, training will be provided in the areas where it has been specifically requested or has been identified as required. Special PC meetings will be arranged from time to time to discuss matters that fall outside of the cyclical meetings.

The Fund encourages use of the three day training courses offered by the Local Government Employers 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 Fund's Investment adviser at each Committee meeting.

Members and Officers also attend seminars arranged by Fund Managers or other third parties who specialise in public sector pensions.

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 Head of Pensions and Treasury, Projects and Contracts Manager, Pension Fund Manager (Finance) and /or Accountant also attends quarterly forum meetings with peers from other London Boroughs; this gives access to extensive opportunities of knowledge sharing and benchmarking data.

Officers within onesource Pensions teams also benefit from sharing of best practice

The London CIV runs periodic seminars to aid Officer and Committee member development.

Training and development took place during 2021/22 to ensure that Members of the Committee were fully briefed in the decisions they were taking.

Training logs are maintained and attendance and coverage can be found in **Annex D**. Training has been recorded since the election in May 2018 to demonstrate continuous development and training during their full term of elected office on the Pensions Committee.

The Pensions Regulator has launched an e-learning programme and this has been made available for members of the Pensions Committee and Local Pension Board to use.

Training will be targeted as appropriate.



# **PENSIONS COMMITTEE MEETINGS DURING 2021/22**

**ANNEX A**

| <b>MONTH</b>             | <b>TOPIC</b>   | <b>ATTENDED BY</b>  |
|--------------------------|--|---|
| <b>20 July 2021</b>      | <ul style="list-style-type: none"> <li>Noted Pension Fund Performance Monitoring for the quarter ending 31 March 2021, received presentations from one of the Funds Private debt Managers Churchill Nuveen.</li> <li>Noted Pension Fund Accounts for the year ending 31 March 2021.</li> <li>Agreed the Business Plan/Annual Report on the work of the Pensions Committee 2020/21</li> <li>Agreed further execution in the progression of investment strategy implementation. Decisions covered switch to LGIM Future world Fund and further next vintage allocations to the Churchill and Permira mandates.</li> </ul>  | Cllr Martin Goode (chair)<br>Cllr Jason Frost<br>Cllr Robby Misir (sub for Cllr Dervish)<br>Cllr Matt Sutton (sub for Cllr Crowder)<br>Cllr Stephanie Nunn<br>Cllr Ron Ower |
| <b>14 September 2021</b> | <ul style="list-style-type: none"> <li>Noted Pension Fund Performance Monitoring for the quarter ending 30 June 2021, received presentations from the funds Passive Equity Manager – Legal and General Investment Management LGIM)</li> <li>Agreed the Pension Fund Annual Report for the year ending 31 March 2021.</li> <li>Agreed further execution in the progression of investment strategy implementation. Decision covered investment to the LCIV Passive Equity Progressive Paris Aligned Fund (PEPPA).</li> <li>Agreed the Pension Fund Pensions Administration Strategy.</li> <li>Agreed the Pension Fund Charging Policy</li> <li>Agreed the Pension Fund Data Improvement Plan</li> </ul>  | Cllr John Crowder (chair)<br>Cllr Martin Goode (vice chair)<br>Cllr Jason Frost<br>Cllr Ron Ower  |
| <b>09 November 2021</b>  | <ul style="list-style-type: none"> <li>Noted the views of officers on the performance of the Fund's Custodian for the period to September 2021.</li> <li>Noted the views of officers on the performance of the Fund's Actuary for the period to September 2021.</li> <li>Noted the views of officers on the performance of the Fund's Investment Advisor for the period to September 2021.</li> <li>Noted results of the Whistle Blowing Annual review</li> <li>Agreed the updated Pension Fund Risk Register</li> <li>Agreed the Pension Fund Communications Strategy for the three years to November 2024</li> <li>Agreed the continuation of the Policy for the overpayment of pension following death of a member.</li> <li>Noted the Local Pension Board Annual Report for 2020/21</li> </ul> | Cllr Jason Frost (chair)<br>Cllr Stephanie Nunn<br>Cllr Ron Ower<br>Cllr Keith Darvill (part)   |

**PENSIONS COMMITTEE MEETINGS DURING 2021/22****ANNEX A**

| <b>MONTH</b>  | <b>TOPIC</b>   | <b>ATTENDED BY</b>  |
|---|--|---|
| <b>25 January 2022<br/>(rescheduled from 07 Dec 2021)</b> | <ul style="list-style-type: none"><li>• Noted the Pension Fund Performance Monitoring for the quarter ending 30 September 2021, received presentations from the Fund's Private Debt Manager Permira.</li><li>• Noted the review of Fund Manager Voting and Engagement activity</li></ul> | Cllr John Crowder (chair)<br>Cllr Martin Goode (vice chair)<br>Cllr Osman Dervish<br>Cllr Jason Frost<br>Cllr Stephanie Nunn<br>Cllr Ron Ower |

- Please note that three members constitute a quorum.
- Target dates for issuing agendas were met.

# KEY REPORTING DATES / INDICATIVE WORK PLAN 2022/23

## ANNEX B

|                                       | 15 MARCH 22   | JULY 2022   | SEPTEMBER 2022   | NOVEMBER 2022  | DECEMBER 2022   | MARCH 2023   |
|---------------------------------------|---|---|--|--|---|--|
| <b>Formal Committees with Members</b> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of Dec 21 (Royal London)</li> <li>Business Plan/Report on the work of the Pensions Committee 2021/22</li> <li>GAD Section 13 results</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of Mar 22 Russell (Currency)</li> <li>Pension Fund Accounts 2021/22</li> <li>Climate Plan and ISS Update</li> <li>TCFD reporting</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of Jun 22: UBS (Property)</li> <li>Pension Fund Annual Report for 2021/22</li> <li>Review Emerging Markets Equity Investing</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>Risk Register Review</li> <li>Data Improvement Plan Review</li> <li>Overpayment policy following Death</li> <li>Funding Strategy Statement Update</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of Sep 22: Stafford (Infrastructure)</li> <li>Good Governance review - outcomes and implementation planning.</li> <li>TPR New Code of Practice</li> <li>Annual review of Fund Managers Voting &amp; Engagement</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of Dec 22: Churchill (Private Debt)</li> <li>2022 Valuation results</li> <li>Investment Strategy Statement Review</li> </ul> |
| <b>Training</b>                       | Associated Training   | Associated Training   | Associated Training  | Associated Training  | Associated Training   | Associated Training  |

## KEY REPORTING DATES / WORK PLAN 2023/24

|                                       | JULY 2023   | SEPTEMBER 2023   | NOVEMBER 2023   | DECEMBER 2023   | MARCH 2024   |
|---------------------------------------|---|--|---|---|--|
| <b>Formal Committees with Members</b> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of March 23: JP Morgan (Infrastructure)</li> <li>Business Plan/Report on the work of the Pensions Committee 2022/23</li> <li>Pension Fund Accounts 2022/23</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of June 23 - LCIV (Equities/Renewables)</li> <li>Pension Fund Annual Report for 2022/23</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>Risk Register Review</li> <li>Data Improvement Plan Review</li> <li>Overpayment policy following Death</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of September 23</li> <li>CBRE (Property)</li> <li>Annual review of Fund Managers Voting &amp; Engagement</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of December 23: Permira (Private Debt).</li> </ul> |
| <b>Training</b>                       | Associated Training   | Associated Training  | Associated Training   | Associated Training   | Associated Training  |

## KEY REPORTING DATES / WORK PLAN 2024/25

|                                       | JULY 2024  | SEPTEMBER 2024  | NOVEMBER 2024  | DECEMBER 2024   | MARCH 2025  |
|---------------------------------------|--|---|--|---|---|
| <b>Formal Committees with Members</b> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of March 24: LGIM (Passive Equities)</li> <li>Business Plan/Report on the work of the Pensions Committee 2023/24</li> <li>Pension Fund Accounts 2023/24</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of June 24 – Royal London (Bonds)</li> <li>Pension Fund Annual Report for 2023/24</li> <li>Triennial mid-point valuation</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>Risk Register Review</li> <li>Communications Strategy 2024 – 2027</li> <li>Pensions Administration Strategy Review</li> <li>Pension Fund charging Policy Review</li> <li>Data Improvement Plan Review</li> <li>Overpayment policy following Death</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of September 24 Russell (Currency)</li> <li>Annual review of Fund Managers Voting &amp; Engagement</li> </ul> | <ul style="list-style-type: none"> <li>Overall Monitoring Report on Pension Fund to end of December 24: UBS (Property)</li> </ul> |
| <b>Training</b>                       | Associated Training  | Associated Training   | Associated Training  | Associated Training   | Associated Training   |

# Contents

## LGPS Knowledge & Skills Training Strategy

- 1 Introduction
- 2 Meeting the business plan
- 3 Delivery of Training
- 4 On-going development
- 5 CIPFA Requirements
- 6 Guidance from the Scheme Advisory Board
- 7 Training records and certification
- 8 Risk
- 9 Budget

## Introduction

This is the Training Strategy for the London Borough of Havering Pension Fund.

It sets out the strategy agreed by the Pension Committee and the Local Pension Board concerning the training and development of the members of the

- Pension Committee (the “Committee Members”);
- members of the local pension board (the “Board members”) and
- officers of the London Borough of Havering Pension Fund responsible for the management of the Fund (the “Officers”).

The Training Strategy is established to aid the Committee Members in performing and developing personally in their individual roles and to equip them with the necessary skills and knowledge to challenge and act effectively within the decision making responsibility put upon them. A code of practice and a framework of knowledge and skills has been developed by CIPFA which LGPS Funds are expected to sign up to.

The Public Service Pensions Act 2013 also requires London Borough of Havering Council to set up a Local Pension Board. The Act requires the Pensions Regulator to issue a code of practice relating to the requirements of the knowledge and understanding of Board members. Guidance on the knowledge and understanding of Local Pension Boards in the LGPS has also been issued by the Shadow Scheme Advisory Board in January 2015. Although this has not been designated as statutory guidance it should be held as good guidance and should be acknowledged.

The objective of the CIPFA knowledge and skills framework is to determine and set out the knowledge and skills sufficient to enable the effective analysis and challenge of decisions made by officers and advisers to the Pension Committee whilst the guidance for local pension boards issued by the Shadow Scheme Advisory Board is to assist the individual Board members in undertaking their role to assist the Scheme Manager (the London Borough of Havering Pension Fund) in the effective governance and administration of the local government pension scheme.

The training desired to achieve the additional knowledge and skills will be contained in the appropriate training plan(s)

### Strategy Objectives

The Fund objectives relating to knowledge and skills are to:

- Ensure the pension fund is managed and its services delivered by people who have the appropriate knowledge and expertise;
- Ensure the pension fund is effectively governed and administered;
- Act with integrity and be accountable to our stakeholders for our decisions, ensuring they are robust and are well based and regulatory requirements or guidance of the Pensions Regulator, the Scheme Advisory Board and the Secretary of State for Communities and Local Government are met.

To achieve these objectives –

**The Committee Members** require an understanding of:

- Their responsibilities as an administering authority of a local government pension fund;
- The fundamental requirements relating to pension fund investments;

- The operation and administration of the pension fund;
- Controlling and monitoring the funding level; and
- Taking effective decisions on the management of the London Borough of Havering Pension Fund.

**Board members** are conversant with–

- The Regulations and any other regulations governing the LGPS
- Any document recording policy about the administration of the Fund
- and have knowledge and understanding of:
- The law relating to pensions; and
- Such other matters as may be prescribed

To assist in achieving these objectives, the Fund will aim for full compliance with the CIPFA Knowledge and Skills Framework and Code of Practice to meet the skill set within that Framework. Attention will also be given to the guidance issued by the Shadow Scheme Advisory Board, the Pensions Regulator and guidance issued by the Secretary of State. So far as is possible, targeted training will also be provided that is timely and directly relevant to the Committee's and Board's activities as set out in the Fund's 3-year business plan. For example, funding training will be given immediately preceding the Committee or Board meeting that discusses the Funding Strategy Statement.

Board members will receive induction training to cover the role of a local pension board and understand the duties and obligations of a LGPS administering authority, including funding and investment matters.

All those with decision making responsibility in relation to LGPS pension matters and Board members will:

- have their knowledge measured and assessed;
- receive appropriate training to fill any knowledge gaps identified; and
- seek to maintain their knowledge.

### **Application of the training strategy**

This Training Strategy will apply to all Committee Members and representatives with a role on the Pension Committee and to all the Board members. Other officers involved in the management and administration of the Fund will have their own sectional and personal training plans and career development objectives.

### **Purpose of training**

The purpose of training is to:

- Equip people with the necessary skills and knowledge to be competent in their role;
- Support effective and robust decision making;
- Provide individuals with integrity;
- Meet the required needs in relation to the Fund's objectives.

### **Summary**

This training strategy:

- Assists in meeting the Fund's objectives;
- Meets the business plan;



- Will assist in achieving delivery of effective governance and management;
- Will equip those responsible with appropriate knowledge and skills;
- Promote ongoing development of the decision makers;
- Lead to demonstrating compliance with the CIPFA Knowledge and Skills Framework;
- Lead to demonstrating with statutory requirements and associated guidance

## Meeting the business plan

### Timely and relevant

There will be times in the year when different circumstances will require specific training. For example, funding training can be provided just prior to the Committee meeting that discusses the Funding Strategy Statement.

It is vital that training is relevant to any skills gap or business need and training should be delivered in a manner that fits with the business plan.

The training plan will therefore be regularly reviewed to ensure that training will be delivered where necessary to meet immediate needs to fill knowledge gaps.

## Delivery of Training

### Training resources

Consideration will be given to various training resources available in delivering training to the Committee Members, Board members or officers in order to achieve efficiencies. These may include but are not restricted to:

| For Pension Committee and Local Pension Board Members  | For Officers  |
|--|---|
| <ul style="list-style-type: none"> <li>• In-house*</li> <li>• Self-improvement and familiarisation with regulations and documents</li> <li>• The Pension Regulator's e-learning programme</li> <li>• Attending courses, seminars and external events</li> <li>• Internally developed training days and pre/post Committee/Board sessions*</li> <li>• Shared training with other Funds or Frameworks*</li> <li>• Regular updates from officers and/or advisers*</li> <li>• Circulated reading material</li> </ul> | <ul style="list-style-type: none"> <li>• Desktop / work based training</li> <li>• Attending courses, seminars and external events</li> <li>• Training for qualifications from recognised professional bodies (e.g. CIPFA, CIPP, PMI)</li> <li>• Internally developed sessions</li> <li>• Shared training with other Funds or Frameworks</li> <li>• Circulated reading material</li> </ul> |

\*These may be shared training events for Pension Committee and Local Pension Board members

### Training Plans

To be effective, training must be recognised as a continual process and will be centred on 3 key points

- The individual
- The general pensions environment
- Coping with change and hot topics

Training Plans will be developed at least on an annual basis, as per the Business Plan. These will be updated as required taking account of the identification of any knowledge gaps, changes in legislation, Fund events (e.g the triennial valuation) and receipt of updated guidance.

Induction Training will be provided for all new officers with pensions responsibilities, members of the Pension Committee and Local Pension Board. This will involve covering the requirements of the Training Strategy alongside guidance and information on the requirements of their roles.

### **External Events**

As information on events becomes available, members will be advised by email.

After attendance at an external event, Committee Members and Board members will be expected to provide verbal feedback at the following Pension Committee/Board meeting covering the following points:

- Their view on the value of the event and the merit, if any, of attendance;
- A summary of the key learning points gained from attending the event; and
- Recommendations of any subject matters at the event in relation to which training would be beneficial to other Pension Board members.

Officers attending external events will be expected to report to their direct line manager with feedback covering the following points:

- Their view on value of the event and the merit, if any, of attendance;
- A summary of the key learning points gained from attending the event; and
- Recommendations of any subject matters at the event in relation to which training would be beneficial to other officers.

## **On-going development**

### **Maintaining knowledge**

In addition to undertaking on-going assessment in order to measure knowledge and skills against the CIPFA requirements and identify knowledge gaps, Officers, Committee Members and Board members are expected to maintain their knowledge of on-going developments and issues through attendance at external events and seminars.

Appropriate attendance at events for representatives of the Pension Committee and Board will be agreed by the appropriate chairman.

If an event occurs and appropriate, members will be advised by email.

The Committee/Board will approve an appropriate level of credits for attendance at an event in relation to the type of event, its content and relevance to knowledge maintenance.

In any event, attendance at events/seminars (which may include some internal training sessions) that are not direct training courses focussed on the CIPFA Knowledge Skills Framework or issued guidance but enhance

and improve related on-going and emerging pension knowledge will count as one credit for each session of up to a half day.

Where the Committee/Board members have work related experience or previous knowledge through former membership of a Committee or Board will be able to count this as credits in their own assessment and score accordingly.

There is a practical recognition that it will take a newly appointed member a reasonable period to attain the required full level of knowledge and understanding and hence the training and continued development will span the duration of the role.

Owing to the changing world of pensions, it will also be necessary to have ad hoc training on emerging issues or on a specific subject on which a decision is to be made by the Pension Committee in the near future or is subject to review by the Local Pension Board. These will also count as credits in maintaining knowledge.

As a measure of training given or knowledge level officers, Committee Members and Board members are expected to have a minimum level of training credits. These are as follows -

| Relevant Group                                    | Knowledge Skills - level of attainment            | The expected minimum level of credits over the 4 year term of office |
|---|---|--|
| Officers  | Own sectional and personal development objectives | Own sectional and personal development objectives                    |
| Pension Committee and Local Pension Board Members | 32 credits  | 8 credits  |

These will be measured and monitored annually by Pension Fund Accountant and reported in the Pension Fund Annual Report. Please see the appendix Knowledge and Skills – self assessment of training needs for basis of scoring.

## CIPFA Requirements

### CIPFA Knowledge & Skills Framework

In January 2010 CIPFA launched technical guidance for Elected Representatives on Pension Committees and non-executives in the public sector within a knowledge and skills framework. The Framework covers six areas of knowledge identified as the core requirements:

- Pensions legislative and governance context;
- Pension accounting and auditing standards;
- Financial services procurement and relationship development;
- Investment performance and risk management;
- Financial markets and products knowledge; and
- Actuarial methods, standards and practice.

The Knowledge and Skills Framework sets the skill set for those responsible for pension scheme financial management and decision making under each of the above areas in relation to understanding and awareness of regulations, workings and risk in managing LGPS Funds.

## **CIPFA's Code of Practice on Public Sector Pensions Finance, Knowledge and Skills (the "Code of Practice")**

First published in October 2011 and redrafted in July 2013, CIPFA's Code of Practice embeds the requirements for the adequacy, acquisition, retention and maintenance of appropriate knowledge and skills required. It recommends (amongst other things) that LGPS administering authorities:

- formally adopt the CIPFA Knowledge and Skills Framework in its knowledge and skills statement;
- ensure the appropriate policies and procedures are put in place to meet the requirements of the Framework (or an alternative training programme);
- publicly report how these arrangements have been put into practice each year.

The Pension Committee of the London Borough of Havering Pension Fund fully supports the intentions behind CIPFA's Code of Practice and has agreed to formally adopt its principles. This Training Strategy formally sets out the arrangements the London Borough of Havering Pension Fund will take in order to comply with the principles of the CIPFA Knowledge and Skills Code of Practice.

## **Guidance from the Scheme Advisory Board**

### **General Principles**

The Shadow Scheme Advisory Board has taken note of the regulatory requirements and the principles of the Pension Regulator's code of practice and published in January 2015 guidance in a local government context for administering authorities to support them in establishing their local pension board and this includes a section to enable it to help Board members to meet their knowledge and understanding obligations.

Knowledge and understanding must be considered in the light of the role of a Local Pension Board and the London Borough of Havering will make appropriate training available to assist and support Board members in undertaking their role.

### **Pension Committee Members**

Although the CIPFA knowledge and skills framework complements the code of practice that should be adopted by administering authorities there is no legal requirement for knowledge and understanding for members of a Pension Committee. However it will be seen as good practice and governance if members of a Pension Committee use the knowledge and skills requirements set at a similar benchmark as the Local Pension Board.

### **Degree of Knowledge and Understanding**

The role of the Local Pension Board is to assist the administering authority. To fulfil this role, Board members should have sufficient knowledge and understanding to challenge failure to comply with regulations, any other legislation or professional advice relating to the governance and administration of the LGPS and/or statutory guidance or codes of practice.

Board members should understand the regulatory structure of the LGPS and the documentary recording of policies around the administration of the London Borough of Havering Fund in enough detail to know where they are relevant and where it will apply.

### **Acquiring, Reviewing and Updating Knowledge and Understanding**

Board members should commit sufficient time in their learning and development and be aware their responsibilities immediately they take up their position. London Borough of Havering will therefore provide induction training for all new Board members which will also be available to new Committee Members.

### **Flexibility**

It is recognised that a rigid training plan can frustrate knowledge attainment when it is required for a particular purpose or there is a change in pension's law or new responsibilities are required of Board members. Learning programmes will therefore be flexible to deliver the appropriate level of detail required.

## **Training records and certification**

### **Progress and achievement**

Personalised training plans will be used to document and address any knowledge gaps and update areas of learning where required and assist in the acquisition of new areas of knowledge in the event of change.

Progress and achievement will be certificated at least on an annual basis individually to all Committee Members, Board members and officers. These will detail:

- The current assessment of an individual's acquired knowledge;
- Their progress against achieving the credits from other internal/external training or events; and
- All training courses and events attended by them to date.

## **Risk**

### **Risk Management**

The compliance and delivery of this training strategy is at risk in the event of –

- Frequent changes in membership of the Pension Committee or Pension Board
- Poor individual commitment
- Resources not being available
- Poor standards of training
- Inappropriate training plans

These risks will be monitored by officers within the scope of this training strategy and be reported where appropriate.

## **Budget**

### **Cost**

A training budget will be agreed and costs will be met from the Pension Fund.

# **PENSIONS COMMITTEE MEMBER TRAINING (Election May 2018 – 31 March 2021)**

## **ANNEX D**

| <b>DATE</b>         | <b>TOPIC COVERED</b>  | <b>LOCATION</b> | <b>KSF</b> | <b>COST</b>   | <b>ATTENDED BY</b>   |
|---------------------|---|-----------------|------------|---|--|
| <b>3 July 2018</b>  | Peter Worth – Understanding the role of the Pensions Committee                                      | Town Hall       | KSF 1      | Paid for by OneSource – to be recharged to Havering | Cllr J Crowder (Chair)<br>Cllr M Wallace (Vice-Chair)<br>Cllr R Ramsey<br>Cllr M Goode (also Chair Audit cttee)<br>Cllr R Ower<br>Cllr Mt Sutton (also Vice-Chair Audit cttee)             |
| <b>24 July 2018</b> | Officer - New Councillor Induction<br>• plus Hymans “A brief Guide to the LGPS’                     | Town Hall       | ALL        | Officer Time  | Cllr R Morgon<br>Cllr R Ower   |
| <b>24 July 2018</b> | Officer - New Councillor Induction – distribution of slides only                                    | Town Hall       | ALL        | Officer Time  | Cllr M Sutton  |
| <b>24 July 2018</b> | Officers - Pension Fund Accounts 17/18 Briefing covered:<br>• Overview of the Pension Fund Accounts | Town Hall       | KSF 2      | Officer Time  | Cllr J Crowder (chair)<br>Cllr M Wallace (vice-chair)<br>Cllr M Goode<br>Cllr R Ower<br>Cllr R Morgon<br>Cllr J Sargent<br>Cllr G O’Sullivan<br>Cllr D Durant<br>Cllr Viddy Persuad (part) |

| DATE                    | TOPIC COVERED   | LOCATION  | KSF                     | COST             | ATTENDED BY  |
|-------------------------|---|---|-------------------------|------------------|--|
| <b>20 August 2018</b>   | Hymans – Direct Corporate Lending, covered: <ul style="list-style-type: none"> <li>• What is Direct corporate Lending</li> <li>• Why we are investing in this asset class</li> <li>• How to get exposure</li> <li>• bFinance - covered the manager selection process</li> </ul>   | Town Hall – Prior to Special Pensions Committee meeting | KSF 3<br>KSF 5          | Part of contract | Cllr J Crowder (chair)<br>Cllr M Wallace (vice-chair)<br>Andy Hampshire (GMB union- employee rep)                            |
| <b>15 November 2018</b> | SPS Conferences Local Authority - Pension Fund Investment Strategies: <ul style="list-style-type: none"> <li>• Topical Issues</li> <li>• Income from Property &amp; Infrastructure- planning for cash flow negativity</li> <li>• Management of Assets – improving cost transparency</li> <li>• • LGPS Perspectives -current issues</li> </ul> | Le Meridien Hotel, Picadilly, W1                        | KSF 5                   | Free             | Cllr S Nunn  |
| <b>11 December 2018</b> | Officer - New Councillor Induction  | Library   | ALL                     | Officer Time     | Cllr D Durant  |
| <b>11 December 2018</b> | Hymans-ESG :Introductory Training: <ul style="list-style-type: none"> <li>• Introduction</li> <li>• Regulation</li> <li>• Application and Action</li> <li>• • Next steps: establishing a set of beliefs:</li> </ul>   | Town Hall – Prior to Pensions Committee meeting         | KSF 1<br>KSF 4<br>KSF 5 | Part of contract | Cllr J Crowder (chair)<br>Cllr M Wallace (vice-chair)<br>Cllr R Ower<br>Cllr S Nunn<br>Cllr D Durant<br>Cllr M Sutton (part) |

| DATE                 | TOPIC COVERED  | LOCATION  | KSF                     | COST         | ATTENDED BY   |
|----------------------|--|---|-------------------------|--------------|---|
| 9 July 2019          | Officer – New Councillor Induction   | Town Hall   | ALL                     | Officer time | Cllr J Frost  |
| 11 July 2019         | Officer – New Councillor Induction   | Town All  | ALL                     | Officer time | Cllr K Darvill  |
| 11 July 2019         | Hymans - Managing Currency Risk  | Town Hall   | KSF 3<br>KSF 4<br>KSF 5 | Hymans Fee   | Cllr M Goode<br>Cllr S Nunn<br>Cllr R Ower<br>Cllr J Frost<br>Cllr J Crowder                      |
| 18 July 2019         | Officers - Pension Fund Accounts<br>18/19 Briefing covered:<br>Overview of the Pension Fund<br>Accounts  | Town Hall   | KSF 2                   | Officer Time | Cllr M Goode<br>Cllr R Ower<br>Cllr O Dervish<br>Cllr V Persaud (Audit)                           |
| 23 July 2019         | Hymans - Managing Currency Risk<br>– training slides distributed for non-<br>attendees on 11 July 2019   |   | KSF 4<br>KSF 5          | Officer Time | Slides Distributed to<br>Cllr K Darvill<br>Cllr O Dervish<br>Andy Hampshire (GMB<br>rep)          |
| 23 July 2019         | Officer – New Councillor Induction   | Town Hall – EF14  | All                     | Officer Time | Cllr O Dervish  |
| 16 September<br>2019 | Officer –Induction training  | LBH Offices   | ALL                     | Officer time | Derek Scott (UNISON<br>Rep)   |
| 17 September<br>2019 | Hymans – Multi Asset Credit:<br><ul style="list-style-type: none"> <li>Debt markets overview</li> <li>What is Multi Asset Credit (MAC)</li> <li>Absolute Return Bonds (ARB)</li> </ul> | Town Hall - As part of the<br>Pensions committee<br>meeting | KSF 3<br>KSF 4<br>KSF 5 | Hymans Fees  | Cllr J Crowder<br>Cllr M Goode<br>Cllr O Dervish<br>Cllr J Frost<br>Cllr R Ower<br>Cllr K Darvill |



| DATE                    | TOPIC COVERED   | LOCATION                                  | KSF            | COST         | ATTENDED BY   |
|-------------------------|---|---|----------------|--------------|---|
|                         | <ul style="list-style-type: none"> <li>Current Yields</li> <li>Comparison of MAC vs ARB</li> </ul>  |   |                |              |   |
| <b>24 October 2019</b>  | Officer – New Councillor (sub) Induction  | LBH Offices                               | ALL            | Officer Time | Cllr L Van den Hende  |
| <b>12 November 2019</b> | A Guide to the LGPS –sent via email   | LBH Offices                               | ALL            | Officer Time | Cllr J Crowder<br>Cllr M Goode<br>Cllr O Dervish<br>Cllr J Frost<br>Cllr R Ower<br>Cllr S Nunn<br>Cllr K Darvill<br>2 nominated substitutes:<br>Cllr R Morgan<br>Cllr L Van den Hende |
| <b>13 November 2019</b> | CIPFA – Annual Pensions Conference  | The London Stock Exchange                 | ALL            | Free Place   | Cllr J Crowder  |
| <b>10 December 2019</b> | Hymans Valuation 2019 training presentation   | LBH Offices                               | KSF 6          | Hymans Fee   | Cllr J Crowder<br>Cllr D O’Flynn (sub)<br>Cllr S Nunn<br>Cllr K Darvill   |
| <b>1 October 2020</b>   | Hymans - Introduction to Multi Factor Investment: <ul style="list-style-type: none"> <li>Importance of considering Multi Factor exposure</li> <li>Benefits of Multi Factor diversification</li> </ul> | As part of the Pensions committee meeting | KSF 4<br>KSF 5 | Hymans Fee   | Cllr J Crowder<br>Cllr S Nunn<br>Cllr M Goode<br>Cllr K Darvill<br>Cllr P Crowder (sub for Cllr Dervish)<br>Cllr J Frost  |

| DATE                    | TOPIC COVERED   | LOCATION  | KSF                          | COST       | ATTENDED BY  |
|-------------------------|---|---|------------------------------|------------|--|
| <b>26 November 2020</b> | Hymans/LGIM – Multi Factor Investing <ul style="list-style-type: none"> <li>• What is multi factor investing</li> <li>• Different factors explained</li> <li>• LGIM Future World offering – explanation of portfolio</li> <li>• Blended factors vs market cap</li> <li>• How the climate tilt is applied</li> </ul> | As part of the Pensions committee meeting         | KSF 4<br>KSF 5               | Free       | Cllr John Crowder<br>Cllr Jason Frost<br>Cllr R Ower<br>Cllr M Goode   |
| <b>26 January 2021</b>  | LGA LGPS Update <ul style="list-style-type: none"> <li>• COVID resilience</li> <li>• Good governance</li> <li>• Responsible investment reporting</li> </ul>   | Webinar   | KSF1<br>KSF4<br>KSF5         | Free       | Cllr Keith Darvill<br>Cllr Ron Ower<br>Derek Scott (UNISON Rep)  |
| <b>26 January 2021</b>  | Hymans briefing report circulated to all members: <ul style="list-style-type: none"> <li>• Tackling Climate Change and related financial risks</li> <li>• TCFD framework awareness</li> </ul>   | Sent via Email from The Pensions Manager 21.01.21 | KSF1<br>KSF5                 | Hymans Fee | Cllr John Crowder<br>Cllr Jason Frost<br>Cllr Ron Ower<br>Cllr M Goode<br>Cllr S Nunn<br>Cllr O Dervish<br>Derek Scott<br>Andrew Hampshire |
| <b>04 February 2021</b> | LAPF Strategic Investment Forum   | Webinar   | KSF1<br>KSF3<br>KSF4<br>KSF5 | Free       | Cllr S Nunn  |
| <b>27 April 2021</b>    | A Brief Guide to the LGPS 2021 (Hymans Robertson- and link to on line learning tool)  | Sent via Email from The Pensions Manager 27/04/21 | KSF 1-6                      | Free       | Cllr Frost<br>Cllr Crowder<br>Cllr Darvill<br>Cllr Goode   |

| DATE   | TOPIC COVERED  | LOCATION | KSF            | COST                 | ATTENDED BY   |
|--|--|----------|----------------|----------------------|---|
|  |  |          |                |                      | Cllr Dervish<br>Cllr Ower<br>Cllr Nunn<br>Derek Scott |
| <b>12 October 21</b><br><b>9 November 21</b><br><b>2 December 21</b> | LGA Fundamentals 3 day event   | Virtual  | KSF 1-6        | Free                 | Derek Scott   |
| <b>24 November 2022</b>  | Hymans Robertson - Climate Risk Workshop <ul style="list-style-type: none"> <li>• Why climate change matters for pension funds</li> <li>• Introduction to TCFD</li> <li>• Current position</li> <li>• What LCIV has done</li> <li>• Overview of Metrics &amp; Targets</li> </ul> | Virtual  | KSF 4<br>KSF 5 | Part of the Contract | Cllr Crowder<br>Cllr Ower<br>Derek Scott              |

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## **Overview and Scrutiny Board Annual Report 2021/2022**

### **CHAIRMAN'S FOREWORD**

I am delighted to give this short introduction to the summary of the Board's work during the 2021-2022 municipal year.

The Board has been pleased this year to formalise its role in pre-decision scrutiny and further details of this are given below. The selective use of the call-in powers have also been used effectively and the Board's budget scrutiny and topic group work are also detailed below.

I would like to place on record my thanks to the other members of the Board and all the Council officers, who have supported the Board's work during such a challenging time. The annual reports of the respective Overview and Scrutiny Sub-Committees are attached to this report for information.

I commend this annual report and am pleased to submit it to the Overview and Scrutiny Board for approval to refer on to full Council.

### **REMIT AND MEMBERSHIP OF THE COMMITTEE**

The Board has responsibility for hearing all requisitions ('call-ins') of Council decisions. The Board also leads on the pre-decision scrutiny of forthcoming Council plans and decisions.

The Overview and Scrutiny is also responsible for scrutiny of the following areas:

- Strategy and commissioning
- Partnerships with Business
- Customer access
- E-government and ICT
- Finance
- Human resources
- Asset Management
- Property resources
- Facilities Management
- Communications

- Democratic Services
- Social inclusion
- Councillor Call for Action

The Members on the Overview and Scrutiny Board during the year were:

Councillor Darren Wise (Chairman)

Councillor Michael White (Vice-Chairman)

Councillor Ray Best

Councillor Judith Holt

Councillor Sally Miller

Councillor Philippa Crowder

Councillor Nisha Patel

Councillor Christine Smith

Councillor Maggie Themistocli

Councillor Ray Morgon

Councillor Barry Mugglestone

Councillor Linda Hawthorn

Councillor Christopher Wilkins

Councillor Graham Williamson

Councillor Natasha Summers

Councillor Keith Darvill

## OVERVIEW AND SCRUTINY BOARD – REVIEW OF ACTIVITY, 2021/22 MUNICIPAL YEAR

### 1. Call-ins of Executive Decisions

During the period under review, the Board exercised its power of requisition or call-in of the following Executive decisions:

Reactive & Planned Maintenance & Construction Improvement Schemes  
Contract – May 2021

Public Realm Transformation – New Operating Model – August 2021

Climate Change Action Plan – December 2021

Award of Contract for Housing Repairs and Voids – January 2021

Whilst the Board did not uphold any of the requisitions, each issue was scrutinised at length with relevant officers and, where appropriate, the Cabinet Member. Further details of each requisition and the issues discussed can be found in the minutes of the relevant meeting.

## 2. Pre-decision Scrutiny

In October 2022, the Board used its powers of pre-decision scrutiny to examine the Council's Housing Allocation Scheme, before any final decision was taken on the matter. The Board held detailed discussions regarding the structure of the new scheme and the likely impact on housing applicants in Havering.

The Board agreed a number of comments on the proposed scheme for consideration by the Cabinet Member in making their decision. These included the need for more information on housing supply, that the proposed Opportunities Register was very positive and should be promoted widely and that the scheme should offer more support to single mothers with children.

## 3. Budget Issues

The Board received in November a mid-year update on the budget situation covering for example overspends in Adult Social Care caused by Covid-19 and proposed savings via staff reduction and new modes of delivery such as the introduction of community hubs.

In February, the Board conducted scrutiny of the Council budget papers, prior to their consideration by Cabinet and Council. The Board agreed a number of comments to be passed back to Cabinet covering areas such as the impact on staff morale and Council services of planned reductions in staffing numbers, challenges around plans to increase the level of the Council's reserves and uncertainty over the impact of central Government's Social Care Plan.

## 4. Race, Equality, Accessibility, Diversity and Inclusion (READI) Review

The Board was briefed on the findings of the READI review and felt that Members should be given more details of the experiences covered in the report. It was agreed compliance with the review action plan should be scrutinised on a six-monthly basis.

## 5. Organisational Change Policy and Voluntary Release Scheme

In March the Board reviewed plans to allow around 400 staff to leave under the voluntary release scheme as part of efforts to close the anticipated budget gap. This was linked to the Council's organisational change policy which sought to ensure fair, transparent and consistent management of change. The timetable for the voluntary release scheme was detailed and Members remained concerned about the impact the loss of this number of jobs could have on the delivery of public services.

## 6. Transformation Programme

The Board also scrutinised the Council's Transformation Programme which sought to use remote working effectively and maximise income rather than cut services. The Council's investment in digital provision was outlined and the Board requested to have further details of the Transformation Programme once these had been finalised by the relevant Director.

# IMPLICATIONS AND RISKS

### **Financial implications and risks:**

None – narrative report only.

### **Legal implications and risks:**

None – narrative report only.

### **Human Resources implications and risks:**

None – narrative report only.

### **Equalities implications and risks:**

While the work of the Board can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Board's work over the past year.

### **Environmental and Climate Change Implications and Risks**

None – narrative report only.



## **BACKGROUND PAPERS**

None.

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## **Children and Learning Overview and Scrutiny Sub-Committee Annual Report 2021/2022**

### **CHAIRMAN'S FOREWORD**

It has been said an infinite number of times, but last Municipal Year 2021-2022 was again unprecedented, the COVID-19 pandemic challenging Government locally and nationally in ways previously unthinkable.

Since September, the OSSC and CPP have met again virtually. The need to adapt and be flexible with working methods as a consequence of the pandemic was recognised. Nonetheless, scrutiny was carried out on the Children's Services Budget, Complaints Report and Semi-Independent Living Provision.

#### **Councillor Judith Holt**

Chairman, Children and Learning Overview and Scrutiny Sub-Committee / Corporate Parenting Panel

### **REMIT AND MEMBERSHIP OF THE COMMITTEE**

This report is the annual report of the Sub-Committee, summarising the Sub-Committee's activities during its year of operation ended March 2022.

It is planned for this report to stand as a public record of achievement for the year and enable Members and others to have a record of the Committee's activities and performance.

### **TERMS OF REFERENCE**

The areas scrutinised by the Sub-Committee are:

- School Improvement (BSF)
- Pupil and Student Services (including the Youth Service)
- Children's Social Services
- Safeguarding
- Adult Education
- 14-19 Diploma

- Scrutiny of relevant aspects of the LAA
- Councillor Calls for Action
- Social Inclusion

## **SUB-COMMITTEE MEMBERSHIP**

Councillor Judith Holt (Chairman)  
 Councillor Gillian Ford (Vice-Chair)  
 Councillor Michael Deon Burton  
 Councillor Tony Durdin  
 Councillor Tele Lawal  
 Councillor Sally Miller  
 Councillor Carol Smith  
 Councillor Christine Vickery  
 Councillor Reg Whitney

### **Statutory Member representing the Churches:**

Mrs Lynne Bennett (Church of England)  
 Mr Jack How (Roman Catholic Church)

### **Statutory Members representing parent governors:**

Mrs Julie Lamb (Special)  
 Mrs Kathy Freeman (Primary)

### **Non-voting members representing local teacher unions and professional associations:**

Mr Ian Rusha (NEU)

## **REVIEW OF ACTIVITY**

During the year under review, the Sub-Committee met on four occasions and dealt with the following issues:

## **SCHOOL QUALITY ASSURANCE**

At its meeting in September 2021, the Sub-Committee received the annual report for School Quality Assurance. The report detailed an overview of the statutory responsibilities of the Local Authority (LA) with regard to ensuring education excellence.

It was explained that the service recognised and respected the diverse educational landscape and models of governance that now existed within the borough. The Education Act 2011 outlined that the role of Local Authority in relation to all children and young people.

## **ADOPT EAST LONDON ANNUAL REPORT**

The Sub-Committee received an Adopt East London Annual Report from the regional adoption agency, hosted by Havering that provided adoption services for Havering, Tower Hamlets, Newham and Barking and Dagenham.

The report fulfilled the statutory requirements to report to the executive body on an annual basis providing information on Adopt London East business, performance, successes and challenges in 2020/21.

It was noted that Adopt London East had been successful in increasing overall numbers of children placed for adoption and in improving timeliness of placement. The number of matches per Local Authority in Adopt London East was significantly higher than matches in all other London Regional Adoption Agencies.

### **ADAPTIONS DUE TO COVID**

The Sub-Committee received a report that outlined adaptations due to Covid and Covid Recovery. Since March 2020, schools had been required to make huge changes to their operations in all areas. They made many adaptations to both the content and delivery of their curriculum.

Adaptions had occurred in four phases and no definitive date of when they would be able to say, “we have recovered” was possible because the impacts were far and wide.

### **CHILDREN'S SERVICES ANNUAL COMPLAINTS AND COMPLIMENTS REPORT 2020-21**

The Sub-Committee received the Children's Services Annual Complaints and Compliments report 2020-21. The annual report was a requirement for monitoring by Members as part of the Children Act 1989 Representations Procedure (England) Regulations 2006.

Complaints in 2020-21 had increased by 9% (87) compared to 2019-20 (80). The number of enquiries had increased significantly in 2020-21 compared to 2019-20, by 46%. There continued to be a steady number of complaints escalating to Stage 2 investigations in 2020-21 (6) and was at the same level as in 2019-20. There was one complaint escalated to stage 3 which was escalated to the Ombudsman.

Response times had improved in 2020-21 with 31% (27) responded to within the 10 working day timeframe. Efforts would continue to improve response times, while recognising the increased complexities of cases and balancing the priorities of the service. Complaints had continued to be received by email (57) and a further 18 received online.

The cost of independent investigations decreased significantly in 2020-21, due to the withdrawal of three Stage 2 escalations, reducing the cost to £6,087.95 from £19,531.65 in 2019-20.

## **INCREASE IN DEMAND AND IMPACT ON COSTS FOR PLACEMENTS FOR PEOPLE AND YOUNG PEOPLE WITH COMPLEX NEEDS**

The Sub-Committee received a report on the Increase in Demand and Impact on Costs for Placements for People and Young People with Complex Needs. It was stated that There was an the increase in the number of children and young people with multiple complex needs requiring support from the authority and the impact this was having on the placements budget.

It was noted that Havering was a growing borough, with ONS population projections for the 0-17 population rising from 59,020 currently to 61,369 by April 2024. The changing demography locally would impact on the demand over the next five years.

In the years 2008-2019, running up to the pandemic the sector nationally saw a 19% increase in referrals. The number of children subject to a child protection plan increased by 76% in the same period. In 2019 it was estimated that children's social care was facing a £3.1 billion funding gap by March 2025 (LGA). It was estimated that the number of vulnerable children being placed in council care in England could reach almost 100,000 by 2025, up from 69,000 in 2015.

## **UPDATE REPORT ON ATTENDANCE AND EXCLUSION POST COVID**

The Sub-Committee received an update report on the Attendance and Exclusion Post Covid.

The report updated members of the Committee on the progress made to improve School Admissions & Inclusions arrangements, across all Havering's Schools/ Academies and Alternative Provisions to ensure consistency with Havering's vision to ensure a good start for every child to reach their full potential during their educational journey.

It was noted that the Attendance Team had ensured that schools' understanding of Covid Coding on absences was regularly checked, and remained in line with changing guidance from the DfE. They continued to provide both remote and onsite support, and reported that schools were requiring additional time for consultations due to the increased number of pupils now deemed persistently absent.

## **CORPORATE PERFORMANCE INDICATORS**

Throughout the year the Sub-Committee continued to receive the quarterly performance reports that had previously been reported to Cabinet and Demand Pressure Dashboards which illustrated the growing demands on Council services and the context that the performance levels set out in the reports had been achieved within.

The update provided an overview of performance against the six performance indicators currently monitored by the Sub-Committee in 2021/22.

## **THE CORPORATE PARENTING PANEL**

The Corporate Parenting Panel met periodically throughout the year, a new innovation was introduced with support from officers establishing Topic Groups to scrutinise the implementation of the new Corporate Parenting Strategy. These groups will focus on Education and Training, Health, Housing / Accommodation and Participation.

### **IMPLICATIONS AND RISKS**

#### **Financial implications and risks:**

None – narrative report only.

#### **Legal implications and risks:**

None – narrative report only.

#### **Human Resources implications and risks:**

None – narrative report only.

#### **Equalities implications and risks:**

While the work of the Sub-Committee can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Sub-Committee's work over the past year.

### **BACKGROUND PAPERS**

Minutes of meetings of Children and Learning Communities Overview and Scrutiny Sub-Committee.

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## **Crime & Disorder Overview and Scrutiny Sub-Committee Annual Report 2021/2022**

### **CHAIRMAN'S FOREWORD**

This has been a particularly difficult year again for all of us and we have all had to get used to a new normal.

I would like to express my sincere thanks to all the Council Officers that have worked so hard in working through the various changes in legislation. To the Community Safety Teams for their exceptional work in responding to breaches of COVID and supporting local businesses through the various lockdown rules.

This report is the annual report of the Sub-Committee, summarising our activities during its year of operation ending May 2022. This report will stand as a public record of achievement for the year and enable members and others to have a record of the Committee's activities and performance.

Councillor Sally Miller BCAC  
Chair Crime and Disorder Committee

### **REMIT AND MEMBERSHIP OF THE COMMITTEE**

The Crime & Disorder Overview & Scrutiny Sub Committee exercises the functions conferred by the Police & Justice Act. The Committee scrutinises the Council's joint working with the Police and other public agencies that deal with crime and disorder. The Members on the Health Overview and Scrutiny Sub-Committee during the year were:

Councillor Sally Miller BCAC (Chairman)  
Councillor Matt Sutton (Vice-Chairman)  
Councillor Tele Lawal  
Councillor John Tyler  
Councillor Michael Deon-Burton  
Councillor John Crowder  
Councillor Jan Sargent

## **Review of Activity**

During the year under review, the Sub-Committee formally met on 3 occasions and dealt with the following issues:

### **CCTV TOPIC GROUP UPDATE**

The Sub-Committee received a brief on the current situation regarding the Council's CCTV provision. The pandemic had a significant impact on the CCTV review.

Evidence was being gathered on the future siting of cameras and for a new control room as the current control room was being decanted from Mercury House. Visits were being undertaken at other London boroughs to look at their control rooms and how they operated their systems.

A global shortage of microchips due to the pandemic meant officers were having to work closely with consultants to explore alternative options for CCTV cameras.

The council's current cameras were analogue and the new set up would employ digital cameras which needed microchips.

The current system would continue to be in use whilst the procurement was taking place to enable seamless coverage of the borough and the Sub-Committee would be notified once new options became available.

A large proportion of the £5 million budget set aside for the CCTV upgrade would be used for converting from analogue to a digital system and would include infrastructure, camera costs, new control centre and consultancy fees. It was noted that there were not an abundance of companies that offered a complete service and the Council had secured a company that would provide a service from start to finish. Furthermore, the new digital cameras would be able to provide very high quality images.

The Council currently had 350 cameras at various sites, some were fixed and others were re-deployable cameras used to target specific sites that may be used for things like fly-tipping hotspots.

A draft strategy would be presented to Cabinet in the future.

A further update in October gave an update on the delay to the roll out of the CCTV refresh programme, proposed new timescale and review of the technical and premises requirements for the new CCTV control room.

Officers advised that there had been a delay to the programme as the previous lead officer had left the Council in June leading to the recruitment of a permanent Head of Enforcement and Safety.

Additional works had taken place to review whether any possible additional medium or long term savings could be found.

It was currently being investigated whether groundworks could be undertaken as part of other planned highways works if this could be done then there was an opportunity for significant savings from the CCTV capital allocation.

The CCTV refresh rollout would commence in November and a CCTV Project Management Group had been set up and would be working on a range of immediate CCTV improvements and interventions, to upgrade elements of the system where these could be built in to the wider refresh.

Further updates would be taken before Cabinet and it was suggested that the Sub-Committee be updated as the works progressed.

## **DOMESTIC ABUSE ACT 2021**

The Sub-Committee received an update on the Domestic Abuse Act which had received Royal Assent on 29 April 2021.

The report detailed the new definition of domestic violence and gave more clarity as to what relationships were covered by the Act.

The Act introduced the role of an independent Domestic Abuse Commissioner whose role was to who was responsible for representing victims, educating the public with regards to domestic abuse and monitoring the responses of local authorities and other statutory agencies.

In quarter 1 there had been 71 DAPNs issued across the borough Command Unit (BCU) of which 57 had been escalated to DAPOs. Havering had accounted for 23 of the DAPOs.

The Act also put “Claire’s Law” on a firmer footing, this allowed a third party or individual to ask the police to check whether a current or former partner had a violent or abusive past. Any disclosure had to be reasonable, proportionate and based on a credible risk of harm. The police could also be proactive in providing this information to a possible victim if it was flagged up in a previous incident.

The Act introduced special measures in criminal courts such as victims being able to give evidence in private, via a video link or from behind a screen.

The Act placed a duty on local authorities to produce domestic abuse strategies. MOPAC had produced a strategy on violence against women and girls domestic abuse which would in turn feed into Havering’s strategy.

## **E-SCOOTER UPDATE**

The Sub-Committee were provided with a comprehensive summary of E-scooter legislation, the impact of continued illegal use including the adoption of the devices by various criminal groups and the road danger concerns.

Legal history stated that because E-scooters were powered by motors they were considered by the Department of Transport (DFT) and MPS to be mechanically propelled vehicles; therefore, for the purposes of the Road Traffic Act a driving license and insurance were both required and any offences that applied to motor vehicles (i.e. riding on pavements) also applied to E-scooters.

In terms of local context, statistics were not readily available but the concern around crime was a focal point currently centred on education and enforcement. Officers thought that the requirement of a licence and insurance had thus far served as a deterrent.

## **UPDATE ON THE ENFORCEMENT AND COMMUNITY SAFETY STRUCTURE REVIEW 2020**

The Sub-Committee was updated on the work undertaken in relation to the Enforcement & Community Safety Review as presented at the last meeting. It also clarified the position regarding the apparent £86k disparity in the service budget from 2020 to 2021.

A permanent Head of Service has been appointed, who has been working with the Assistant Director of Civil Protection to review the findings of the report and to consider the efficiency and effectiveness of the new structure that was implemented in 2020.

KPIs revealed in what area staff were required and it was determined that staff in permanent posts were required as opposed to temporary cover support. Staff targets for fixed penalty notices were currently under review as currently there were not specific targets for individual Officers.

## **VIOLENCE REDUCTION ACTION PLAN UPDATE**

The Sub-Committee was provided information on the Policing and Crime (MOPAC) as required by each local authority to produce a Violence Reduction Action Plan. The plan was refreshed annually and performance was reported quarterly to the Havering Community Safety Partnership and the 7 themes around the Partnership (Governance, Analysis and Enforcement, Reducing Access to Weapons, Safeguarding and Educating Young People, Working with Communities and Neighbourhoods to Reduce Violence, Supporting Victims of Violence and Vulnerability, Positive Diversion from Violence)

## **PERFORMANCE MONITORING OF THE COUNCIL FUNDED POLICE TEAM - HAVERING JOINT TASK FORCE (HJTF)**

The Sub-Committee was provided with a review of the performance of the Council Funded Police Team (HJTF).

The Havering Joint Task Force was one of the most productive operational units in East Area, especially given that it was made up of only 5 uniformed police officers.

There would be a review of the task force on an annual rolling basis, with promotion around the work that they do and it was to also be noted that the funding was received through the TTCG.

## **UPDATE ON PROBATION UNIFICATION**

The Sub-Committee was updated on:

- An update on the unification of the probation service.
- An opportunity to discuss how changes might impact the organisations, delivery and outcomes for people on probation.
- Clarification of current status in Barking, Dagenham and Havering.

Resources were being added to deal with specific group with complex needs (i.e. LGBTQ and veteran groups). The difficulty arises when outsourcing and around drug issues whereby people fall through the gaps as criminal justice cases don't fit into a specific mould.

Challenges existed around the changing landscapes of criminality. The core service was back up and running but challenges around retaining staff remained. The service could be fully functioning within 5 years if staff can be trained and retained. The core reasons for staff leaving was down to fiscal and workload reasons. Criminality was more complex and more violent than ever before.

## **WOMEN'S SAFETY**

The Sub-Committee was provided with an overview of the work that had been done by East Area BCU on women's safety and provided information on violence against women and girls (VAWG offences excluding domestic abuse), domestic abuse and the work being done around Street Safe and Walk and Talk schemes.

## **CORPORATE PERFORMANCE REPORTING**

Throughout the year, the Sub-Committee had received reports on the outcome of performance against the indicators which fell within the Sub-Committees remit.

### **IMPLICATIONS AND RISKS**

#### **Financial implications and risks:**

None – narrative report only.

#### **Legal implications and risks:**

None – narrative report only.

**Human Resources implications and risks:**

None – narrative report only.

**Equalities implications and risks:**

While the work of the Sub-Committee can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Sub-Committee's work over the past year.

**BACKGROUND PAPERS**

None.

## **Environment Overview and Scrutiny Sub-Committee Annual Report 2021/2022**

### **CHAIRMAN'S FOREWORD**

I am pleased to write this foreword to the summary of the Sub-Committee's work during the 2021-2022 municipal year.

We have sought to maximise the impact of the Sub-Committee's work whilst also being mindful of the increased workload on Council officers as a result of the pandemic.

I would like to take this opportunity to express my thanks to the other members of the Sub-Committee and all officers who supported our work. I hope the report acts as a good summary of our work this year.

I commend this annual report and am pleased to submit it to the Overview and Scrutiny Board.

Councillor Maggie Themistocli  
Chairman, Environment Overview and Scrutiny Sub-Committee

### **REMIT AND MEMBERSHIP OF THE COMMITTEE** **Terms of Reference**

The areas scrutinised by the Committee are:

- Environment
- Transport
- Environmental Strategy
- Community Safety
- Streetcare
- Parking
- Social Inclusion
- Councillor Call for Action

### **SUB-COMMITTEE MEMBERSHIP**

Councillor Maggie Themistocli (Chairman)  
Councillor Michael Deon Burton (Vice-Chair)

Councillor Carole Beth  
Councillor Nic Dodin  
Councillor Matt Sutton  
Councillor Darren Wise

## **TRAFFIC & PARKING SAFETY SCHEMES 2021-22**

The Sub-Committee received a report that detailed the Council's Highways Improvement Plan (HIP) and Transport for London (TfL) Local Implementation Plan.

No funding had been received from TfL to date. TfL were currently in discussions with local authorities to determine how much funding would be allocated to deliver transport schemes.

The effectiveness of speed reduction schemes were assessed over a five year period. Speed humps were no longer used in schemes and there had been a shift towards speed reduction by decreasing 30mph areas to 20mph.

It was noted that in some areas where speed limits had been reduced there had been no decline in accidents. In other areas both in the borough and outside of the borough, there was evidence that the incidents of accidents had decreased.

## **RAINHAM CREEK - UPDATE**

The Sub-Committee received an update of current issues relating to Rainham Creek.

There had been a build -up of litter in the area and that despite some limited cleaning up by Council staff using boats and nets, it was apparent that more needed to be done to keep the area clean and safe. Council staff were unable to undertake a full clean-up operation because there was a need for specialist equipment.

An annual clean-up using a specialist contractor was being looked into and would be carried out in the autumn. An interim clean-up during the month of July was being organised so much of the litter could be safely clear up.

It was noted that the Council's maintenance team undertook regular scheduled maintenance of the surrounding area; including: grass cutting, shrub pruning, litter picking and litter bin emptying.

There were questions around cutting costs by completing the clean-up every two years rather than annually. There was the possibility of future funding for the clean-up from the Environment Agency. The Sub-Committee felt that any possible formation of a topic group to look at the subject would be more prudent after officers had secured a contractor to carry out the clean-up.

A subsequent update came to a meeting at the end of the year with a presentation that contained before and after pictures of the process of the clean-up and it was explained that the situation would be monitored.



## **MARLBOROUGH HIGHWAYS CONTRACT KPIS**

The Sub-Committee received a presentation that highlighted the proposed Key Performance Indicators (KPIs) that were set against the award of a new 2 year extension of the highways works carried out by Marlborough Surfacing Ltd.

The Sub-Committee were advised that discussions between the contractor and the Council were ongoing and that in order to maintain continuous improvement; there was a plan to introduce a RAG (Red, Amber and Green) rating system.

Cleaning of gullies was a cyclical programme that was now carried out by Marlborough Ltd yearly and Fixed Penalty Notices were issued when permits for works were overdue.

## **FLOODING IN THE BUROUGH 2021**

The Sub- Committee received a report that provided an overview on the position relating to flooding in the borough. Details were given of areas in the borough, due to their nature and topography, were at risk from flooding.

Examples of four noticeable flooding events in recent years were highlighted and included: the August 2016 event whereby the River Rom flooded in the north of the borough, the August 2020 event whereby Rainham and Hornchurch had been affected and a further two events of flooding in 2021 whereby parts of the north of the borough and Romford had been affected.

A number of rivers and tributaries across the borough which generally flowed from north to south towards the River Thames. Officers advised the Sub-Committee that in the past twenty years, rainfall events had become frequent and intense throughout the UK which had led to localised areas of flooding.

It was further highlighted that the relevant flood risk management authorities that were responsible for maintaining respective drainage assets. After a flooding event, the Council, as Lead Local Flood authority had to produce a section 19 report to investigate and record what had taken place. These reports were required to be published on the Council's website and would include the recommendations that had been provided.

There were a number of schemes and studies that the Council also had to put in place and state whether they were ongoing or had been completed. In regards to possible faults within the stations, the section 19 reports would identify these.

It was to be noted that the floods that occurred in the north of the borough earlier on in 2021 year, were caused by a month's worth of rainfall in an hour and that therefore there was no quick fix as the drainage in that area dated back to the 1930s and as the effects of climate change could mean this would be more problematic in future. Sluice gates were not an option because they were maintained by the Environment Agency and could not be opened in the Thames levels were already too high.

## **REVIEW OF PESTICIDES USED BY HAVERING**

The Sub- Committee received a report that reviewed the use of pesticides by the Council following publicity surrounding Glyphosate (a commonly used weed killers of pesticides). The report referred to herbicides (substances used to kill undesirable plants) rather than pesticides (chemicals used to kill pests or eradicate disease).

It was to be noted that a report was previously produced for Cabinet in November 2019 and therefore this was an update to Members on the Council's position.

It was explained that Havering Council had adopted an integrated approach to weed control on its highways, council land, and parks and open spaces. This included the use of the herbicide Glyphosate, as well as manual removal, mulching and growth suppressants within parks and open spaces.

Havering continued to conform to the EU's Sustainable Use of Pesticides Directive, which recommended minimising use of herbicides and taking reasonable precautions during application.

Glyphosate was recently re-licensed by the European Pesticides Commission for five more years. However, recent well-publicised studies have asserted that the product poses potential risks to humans, animals and biodiversity, and groups including the Pesticide Action Network UK (PAN UK) campaign for its use to be phased out, along with other pesticides and herbicides. Other studies had concluded there to be either no such links, or links only associated with high levels of contact.

It was noted that the report also reviewed the current weed control measures and described alternative methods that were currently available within the industry. Equalities impact assessments would also be carried out to identify any alternative methods following procurement of a new contractor.

## **TRAFFIC AND PARKING SAFETY SCHEMES UPDATE 2021-22**

The Sub-Committee received a report on the Traffic and Parking Safety Schemes that were in line with Transport for London's (TfL's) actions for local authorities in London. The Mayor's Transport Strategy (MTS) set out objectives including healthy streets and provision of a good transport experience as key parts of the MTS policy framework.

It was noted that the Local Implementation Plan (LIP) was an allocation of funding to the London boroughs by TfL to spend on projects that support the MTS and shape London's social and economic development to encourage active travel and make provisions for both walking and cycling.

It was explained that Vision Zero was a part of the MTS and was an initiative first introduced in Sweden in 1997. Vision Zero was an action plan which focused particularly on reducing road danger on the road network, by implementing schemes which would reduce crashes and improve road safety.

The Council recognised there were additional measures that could be implemented to improve the environmental aspects of areas within Havering to improve road safety to

reduce casualties of all road users on both Transport for London Road Network (TLRN) and borough roads, especially in the vicinity of schools.

Havering was investing significant levels of its' LIP funding on physical infrastructure measures to encourage modal shift. A substantial element of LIP funding was also spent on measures focused on securing behaviour change and presenting alternative travel choices for journeys.

These measures often encompassed educational initiatives delivered in schools, to businesses and other community groups to encourage people to consider making choices involving smarter travel and road safety education initiatives. The aim of these was to encourage people to walk, cycle or use public transport to/from their destination and ultimately see a reduction in journeys by private vehicles.

School Street schemes which were funded by TfL offered a proactive solution for school communities to tackle air pollution, poor health, and road danger reduction. A School Street scheme would encourage a healthier lifestyle, active travel to school for families and lead to a better local environment. These schemes were a current Council priority as they were mainly self-enforcing with the use of closed-circuit television (CCTV) at timed closures points operational during school drop off and pick up times.

Following on from the EOSSC meeting held on 21<sup>st</sup> July 2021, the types of safety schemes implemented since financial year 2015/2016, KPI details (where available) and before and after speed data to ascertain if safety had improved.

## **CORPORATE PERFORMANCE INDICATORS**

Throughout the year the Sub-Committee continued to receive the quarterly performance reports that had previously been reported to Cabinet and Demand Pressure Dashboards which illustrated the growing demands on Council services and the context that the performance levels set out in the reports had been achieved within.

### **IMPLICATIONS AND RISKS**

#### **Financial implications and risks:**

None – narrative report only.

#### **Legal implications and risks:**

None – narrative report only.

#### **Human Resources implications and risks:**

None – narrative report only.

**Equalities implications and risks:**

While the work of the Sub-Committee can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Sub-Committee's work over the past year.

|                          |
|--------------------------|
| <b>BACKGROUND PAPERS</b> |
|--------------------------|

Minutes of meetings of Environment Communities Overview and Scrutiny Sub-Committee



## **Health Overview and Scrutiny Sub-Committee Annual Report 2021/2022**

### **CHAIRMAN'S FOREWORD**

I am pleased to write this short introduction to the summary of the Sub-Committee's work during the 2021-2022 municipal year.

The period under review started with significant Covid-19 restrictions still in place and I am delighted that the period under review has seen the removal of these as well as some reduction in the level of pressure on Health Services as a result of the pandemic. The Sub-Committee will continue to monitor local health services as they seek to recover from the pandemic period at both a Havering and North East London level.

The Sub-Committee has continued to enjoy a positive and productive relationship with Healthwatch Havering – an organisation representing the users of local health services. Healthwatch officers have brought a number of reports to the Sub-Committee and further details are given in this report.

I would like to place on record my thanks to the other members of the Sub-Committee and all officers, both from the Council and the NHS, who have supported the Sub-Committee's work during such a challenging time.

I commend this annual report and am pleased to submit it to the Overview and Scrutiny Board.

### **REMIT AND MEMBERSHIP OF THE COMMITTEE**

The Health Overview and Scrutiny Sub-Committee undertakes the Council's Health Scrutiny function as granted under the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013. This allows the scrutiny of health services provided to Havering residents by NHS bodies, in addition to those provided by the Council.

Scrutiny regularly takes place of services provided by a number of NHS bodies including, but not limited to, Barking, Havering and Redbridge University Hospitals NHS Trust (BHRUT) North East London Clinical Commissioning Group (CCG) and the North East London NHS Foundation Trust (NELFT).

The Members on the Health Overview and Scrutiny Sub-Committee during the year were:

Councillor Nisha Patel (Chairman)  
Councillor Ciaran White (Vice-Chair)  
Councillor Philippa Crowder  
Councillor Nic Dodin  
Councillor David Durant

## **Review of Activity**

During the year under review, the sub-committee dealt with the following issues:

### **1. Performance Information**

Throughout the period under review, the Sub-Committee has sought to keep up to date with performance information from local NHS bodies. Discussions with BHRUT have of course focussed on the impact of Covid-19 on services. This also covered information on the four-hour emergency access performance and the number of patients waiting in excess of 52 weeks for treatment which had increased over the post-Covid period.

### **2. Access to GP Services**

The Sub-Committee scrutinised the level of access local residents had to GP services and the level of face to face appointments available following the pandemic. It was accepted that it was important to manage people's expectations about GP access and that treatment or advice could often be effectively given by GP nurses or pharmacists.

### **3. Healthwatch Havering**

Healthwatch Havering has continued to bring to the Committee a number of reports the organisation has compiled covering areas such as access to GP practices and the impact of Covid-19 on disabled residents of Havering.

A director of the organisation regularly attends meetings of the Sub-Committee and is allowed to ask questions of witnesses, hence aiding the Sub-Committee's scrutiny of issues.

### **4. St George's Hospital Redevelopment**

The Sub-Committee held a special meeting in January 2022 to scrutinise proposals for the development of a new health hub on the site of the former St George's Hospital site in Hornchurch. The Sub-Committee has reviewed the engagement process for the project and noted plans for a variety of services to be available on the site including phlebotomy, X-ray and a frailty hub. The new facility was scheduled to open in early 2024.

## **5. Phlebotomy Services**

The Committee has scrutinised on several occasions during the year the phlebotomy pilot service and local blood testing facilities that were available. Although some improvements were noted, the Sub-Committee is likely to continue to monitor the situation and what provision is put in place following the conclusion of the pilot in June 2022.

## **6. Joint Health Overview and Scrutiny Committee (JHOSC)**

Councillors Patel, Dodin and White have represented the Sub-Committee on the JHOSC which scrutinises NHS matters affecting the Outer North East London area. The work of the JHOSC was also impacted by the Covid-19 pandemic with responses to the pandemic and associated recovery work scrutinised along with progress with the vaccination programme across the region.

Other areas scrutinised by the JHOSC have included the planned redevelopment of Whipps Cross Hospital, the clinical strategy being developed by the Barking, Havering and Redbridge University Hospitals' NHS Trust (BHRUT) and collaborative working between BHRUT and Barts Health. The Chair in Common of both organisations addressed the JHOSC on two occasions during the year.

## **IMPLICATIONS AND RISKS**

### **Financial implications and risks:**

None – narrative report only.

### **Legal implications and risks:**

None – narrative report only.

### **Human Resources implications and risks:**

None – narrative report only.

### **Environmental and Climate Change implications and risks:**

None – narrative report only.

### **Equalities implications and risks:**

While the work of the Sub-Committee can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Sub-Committee's work over the past year.

## BACKGROUND PAPERS

None.



## **Individuals Overview and Scrutiny Sub-Committee Annual Report 2021/22**

### **INTRODUCTION**

This report is the annual report of the Sub-Committee, summarising the Sub-Committee's activities during its year of operation ended May 2022.

It is planned for this report to stand as a public record of achievement for the year and enable Members and others to have a record of the Sub-Committee's activities and performance.

### **SUB-COMMITTEE MEMBERSHIP**

Councillor Christine Smith (Chairman)  
Councillor Michael White (Vice-Chair)  
Councillor Ciaran White  
Councillor Nic Dodin  
Councillor Linda Van den Hende  
Councillor Denis O'Flynn  
Councillor Jan Sargent  
Councillor David Durant  
Councillor Bob Perry

During the year under review, the Sub-Committee met formally on four occasions and dealt with the following issues:

### **HEALTH AND SOCIAL CARE BILL WHITE PAPER**

The Sub-Committee were presented with an update on the Health and Social Care Bill White Paper which was due to have Royal Assent in January 2022 and be implemented by April 2022.

### **ADULT SOCIAL CARE - COMPLAINTS REPORT**

The Director of Adult Services presented the Adult Social Care Complaints Annual Report to the Committee. This detailed the complaints, enquiries and compliments received during the period April 2020 to March 2021.

There was a statutory requirement to publish the report annually.

## **REABLEMENT - UPDATE**

The Sub-Committee received a report which detailed the service delivery and performance outcomes of the Reablement Service delivered by Essex Cares Limited.

## **HEALTHWATCH HAVERING – ANNUAL REPORT & NEL INSIGHT TO DISABLED RESIDENTS**

The Sub-Committee has continued, throughout the year under review, to enjoy a productive working relationship with Healthwatch Havering – a local organisation representing the users of local health and social care services. Members of Healthwatch regularly attend meetings of the Sub-Committee and are able to ask questions of witnesses.

The Healthwatch Havering annual report was also presented to the Sub-Committee during the year under review. This outlined the statutory powers of Healthwatch to undertake enter and view visits to health and social care premises and how these were used in Havering. Other relevant aspects of Healthwatch's work included seeking the views of local people with disabilities on the support given to them during the COVID-19 pandemic.

Healthwatch Havering also produced a report which gave members of the Sub-Committee and insight into the thoughts of disabled residents during the COVID-19 pandemic.

## **CORPORATE PERFORMANCE INDICATORS**

Throughout the year the Sub-Committee continued to receive the Quarterly Performance Reports that had previously been reported to Cabinet and Demand Pressure Dashboards which illustrated the growing demands on Council services and the context that the performance levels set out in the reports had been achieved within.

## **COVID-19 VACCINE ROLLOUT**

During the period ending May 2022, the UK continued its COVID-19 vaccine rollout to residents. The Sub-Committee monitored the uptake of the vaccine from residents within Havering and commended the Adult Social Care team on their work within the care settings.

## **IMPLICATIONS AND RISKS**

### **Financial implications and risks:**

None – narrative report only.

**Legal implications and risks:**

None – narrative report only.

**Human Resources implications and risks:**

None – narrative report only.

**Equalities implications and risks:**

While the work of the Sub-Committee can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Sub-Committee's work over the past year.

**BACKGROUND PAPERS**

None

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## **Towns and Communities Overview and Scrutiny Sub-Committee Annual Report 2021/2022**

### **CHAIRMAN'S FOREWORD**

Members,

This year again has been difficult for all our residents including those in council-run properties, social care and all other public services.

I would firstly like to thank all of the staff at the Council who have worked tirelessly throughout the pandemic to maintain the high standards our residents are used to. They have done a superb job in ensuring that all residents in our Borough, including the most vulnerable have had access to homes throughout the COVID-19 pandemic.

Yours sincerely,

Councillor Ray Best

Chairman of Towns & Communities Overview & Scrutiny Sub-Committee.

### **REMIT AND MEMBERSHIP OF THE COMMITTEE**

Towns and Communities deals with planning and building control, the town centre strategy, licensing, housing retained services, parks, housing allocation, leisure, arts and culture.

### **REVIEW OF ACTIVITY**

This report is the annual report of the Sub-Committee, summarising the Sub-Committee's activities during its year of operation ended March 2022.

It is planned for this report to stand as a public record of achievement for the year and enable Members and others to have a record of the Committee's activities and performance.

### **SUB-COMMITTEE MEMBERSHIP**

Councillor Ray Best (Chairman)

Councillor Robby Misir (Vice-Chair)  
Councillor Keith Darvill  
Councillor Tony Durdin  
Councillor Paul Middleton  
Councillor Gerry O'Sullivan  
Councillor Timothy Ryan  
Councillor Carol Smith  
Councillor Christopher Wilkins

During the year under review, the sub-committee met on 4 occasions and dealt with the following issues:

## **CORPORATE PERFORMANCE INDICATORS**

Throughout the year the Sub-Committee continued to receive the Quarterly Performance Reports that illustrated the growing demands on Council services and the context that the performance levels set out in the reports had been achieved within.

## **HOUSING WHITE PAPER**

The Sub-Committee was updated on the Housing White Paper. The report set out the Government's 'Charter for Social Housing Residents' (White Paper) in November 2020. There were seven key priorities for providers of social housing and new powers for the Regulator for Social Housing (RSH) and Housing Ombudsman, to hold social landlords to account.

They were listed as follows:

- To be safe in your home.
- To know how your landlord is performing.
- To have your complaints dealt with promptly and fairly.
- To be treated with respect.
- To have your voice heard by your landlord.
- To have a good quality home and neighbourhood to live in.
- To be supported to take your first step to ownership.

It was explained that the safety bill legislation was nearing completion; however, it was still being debated. The housing consumer relations bill was another one to watch and these bills were particularly important for governance and scrutiny.

It was noted that there were more complaints from housing association residents generally regarding anti-social behaviour because their residents were not monitored in the same way as Council tenants. Therefore, all social landlords needed to address this issue across the board. It was explained that housing association tenants didn't have access to Councillors. However, with this new legislation housing associations would be pushed to publish performance.

The cost of compliance would be around £18m initially.

## **HOUSING DECARBONISATION TARGET**

The Sub-Committee was updated on the Housing Decarbonisation Target. The report set out to provide an update on the decarbonisation activity and forward plan for the HRA housing stock.

It was explained that in order to significantly reduce the Council's carbon footprint and in turn minimise the climate, economic and social impacts which would flow from increased temperatures, the Council aimed to make direct changes in its HRA Housing stock.

The assessment identified spending of £23k per property which would achieve an 87% carbon reduction. Officers explained this would include insulation and windows, and was classified as a fabric first approach. A total spend of £276m would be required across the entire stock and when costs were removed for Decent Homes type programmes (already in the business plan) there would be a need to identify circa £200m.

The remaining 13% carbon reduction would require significant additional investment in deep retrofitting properties; however, it was felt that the decarbonisation of the electrical grid and improving technology would close the gap.

A full road map for each property to ensure that a clear programme of activities to achieve the 2030 and 2040 targets and ensure the HRA business plan includes sufficient monies would be developed. This would ensure that the most appropriate investment decisions were made across the portfolio.

External funding streams were also being investigated to see if there could be a reduction on the impact on the HRA. There was a bid submitted for £1.0m through the Social Housing Decarbonising Fund (SHDF) which would allow a number of the poorest performing properties to be brought up to a C Band and a delivery vehicle has been planned should the bid be successful.

The Council would find out whether the bid for funds was successful in February 2022. There was a total of £80m available but lots of competition. However, regardless of whether the Council were successful they would continue works as planned because there would be further future bids available. Future updates on all bidding would be provided at future meetings on a 6 monthly basis period and added onto the work programme.

It was explained that if they did everything that was on the plan now it would cost £200m. However, since the plan would be continuous, developing and evolving over time with new technologies. etc., officers believed costs would possibly decrease with a wait and see strategy to maximise value for money.

## **REPAIRS AND MAINTENANCE**

The Sub-Committee was updated on the repairs and maintenance service. The report provided an update on the procurement of the new contract.

It was explained that LBH had a legislative duty to undertake repairs and maintenance works to its properties owned and managed by the HRA. Breyer Group who were awarded the contract several years ago have experienced significant challenges throughout the term. Mainly due to poor specification, contract management and poor performance by the contractor.

However, through a proactive approach by both Breyer the Council officers, LBH performance had significantly improved and has now been operating at or around the required KPIs in regards to repairs completed on time and those completed “right first time”. There have been more issues over the last few months for various reasons and officers are managing Breyer closely during the full demobilisation of the contract. As a contingency, the Council has a number of smaller contractors that can be relied on should there be a need in the coming months.

There had been a complete undertaking of a fully compliant procurement exercise to secure a new contractor on a 10 year contract that would provide a better continuity of service and allow for ongoing improvement and investment in service delivery. Mears have been appointed and a significant amount of time was invested in understanding customer’s views and preferences for the new service and this has considerably improved the specification and KPIs within the new contract. Gas services would remain the same and all properties had been serviced and were safe.

It was further explained that Mears and Council staff (call handlers) would be working out of the same site and this integrated model approach would enable better service through communication and technology. An incentive would be given to the contractor for setting targets and KPIs to allow extra benefits to them. An online portal would also be available to residents to book and review appointments.

The Sub-Committee received another update on the performance for the Council’s contractor Mears at a subsequent meeting and it was explained that that a number of subject specific meetings took place each week and included overall service delivery, IT and Communications. These meetings further helped clarify the scope and extent of the service and removed the ambiguities. A full activity tracker was provided and there had been significant works undertaken by the teams from Havering and Mears. Full commencement of full service was on target for Monday 4th April. The model they were currently working towards was for jobs to be done in less than 10 days and appointments would be offered on Saturday mornings along with the weekday 8am-8pm times.

|                               |
|-------------------------------|
| <b>IMPLICATIONS AND RISKS</b> |
|-------------------------------|



**Financial implications and risks:**

None – narrative report only.

**Legal implications and risks:**

None – narrative report only.

**Human Resources implications and risks:**

None – narrative report only.

**Equalities implications and risks:**

While the work of the Sub-Committee can impact on all members of the community, there are no implications arising from this specific report which is a narrative of the Sub-Committee's work over the past year.

**BACKGROUND PAPERS**

None.

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## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR ARMED FORCES 2021/22**

This will be my final report as Champion of the Armed Forces, as I step down from the Council after 45 years of service. It has been an honour to represent the Armed Forces community and promote their interests within the Borough.

### **Armed Forces Day –Virtual Event**



The Deputy Mayor of Havering, Councillor Christine Vickery, raised the Armed Forces flag outside the Town Hall on 21 June 2021 to mark the annual Armed Forces Day, which took place on 26 June 2021. Unfortunately, owing to the continued Coronavirus pandemic restrictions, celebrations in the Borough were severely curtailed again this year and the parade of serving troops, veterans and cadets did not take place. However, the event was marked online and residents were invited to submit cards that formed part of a community collage.

## Armed Forces Covenant

During the period covered by the report (from March 2021- March 2022), 1 ex-service personnel were housed under the Armed Forces Covenant. Currently there are 5 ex-service personnel on the housing register waiting for a property. They have all been awarded the Community Contribution (CC1) priority in line with the Housing Allocation policy. This is a high priority in recognition of the contribution that they have made to the community through their service

## Armistice Day Service

Remembrance Day was marked by Church services across the Borough on 14<sup>th</sup> November 2021. Following the cancellation of the previous year's events, due to pandemic restrictions, it was pleasing to be able to come together again and approximately 600 people took part in the parade through Romford Town Centre.



This year's report is brief because of restrictions and public concern during the Coronavirus pandemic. Activities and events have been severely limited and I find certain people are reluctant to talk to me about what I suspect are their welfare concerns.

One or two contacts have proved amusing as one person insisted I stay on one side of the road and he stay on the other while he shouted his problem across the road to me. Fortunately, he was a former NCO in one of our infantry regiments and so we were able to resolve his concerns and find a solution!

As this is my last report. I would like to take the opportunity to thank Council officers for their patience and much needed help over my time as Forces Champion.

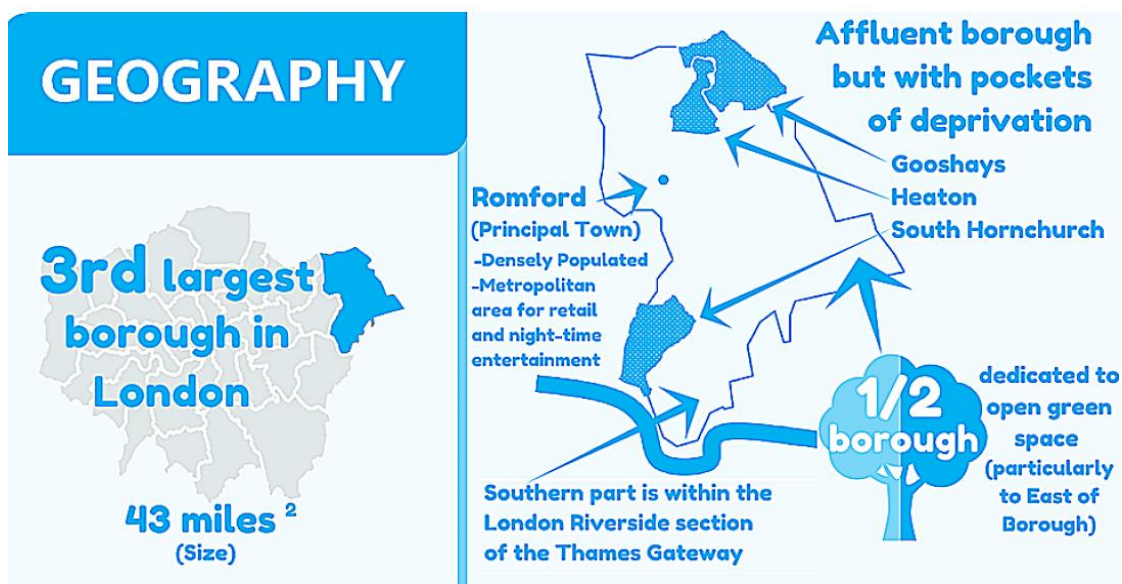
**Councillor Denis O'Flynn**

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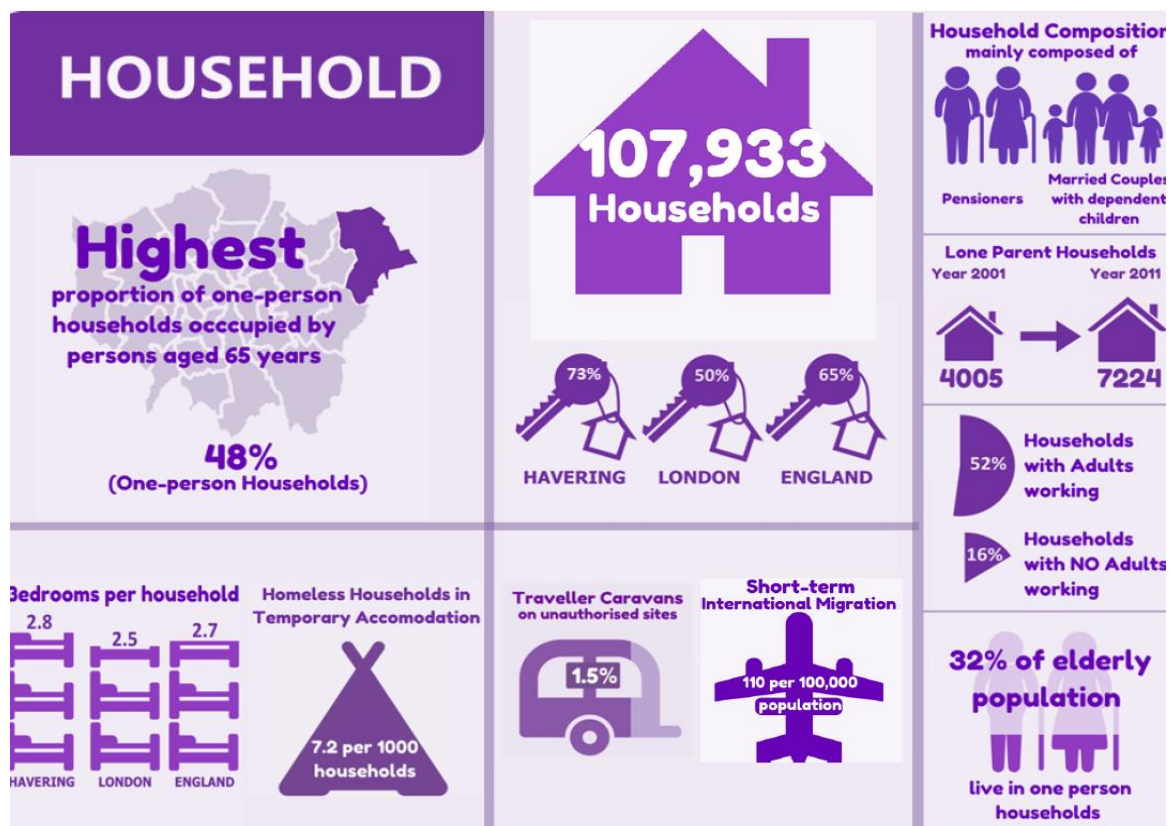
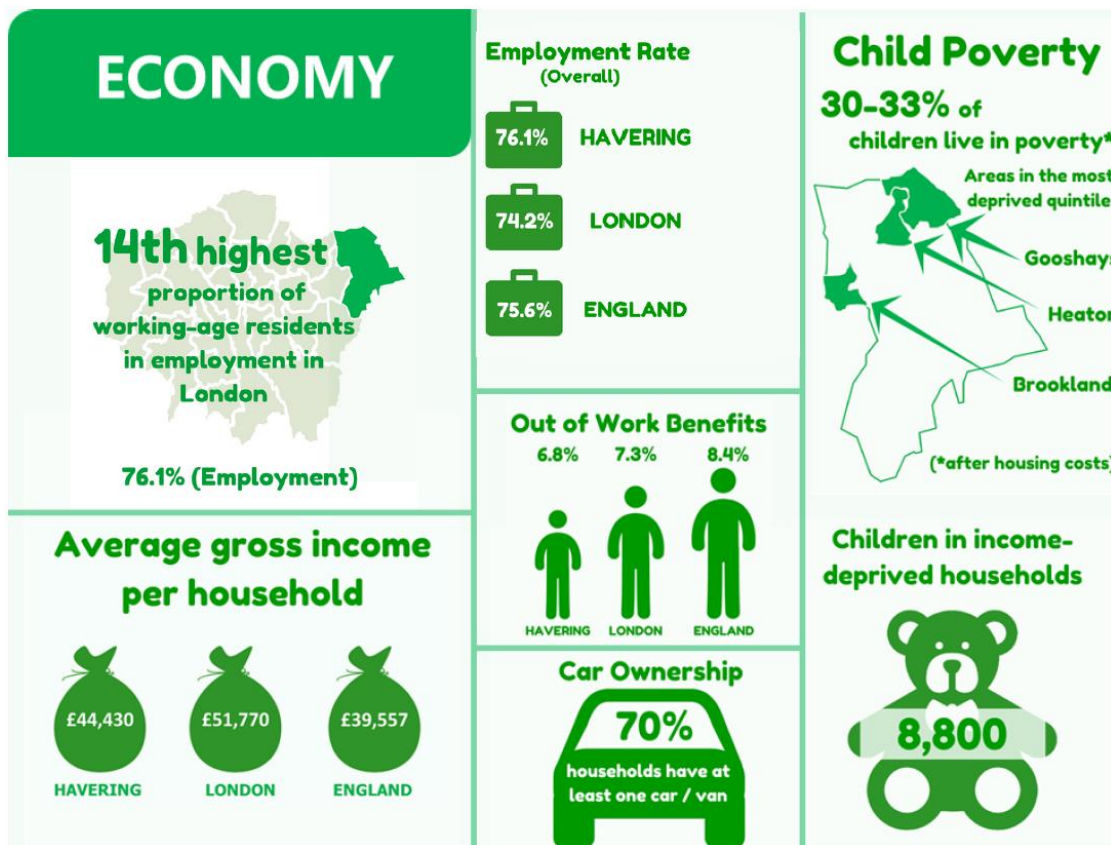
***ANNUAL REPORT: MEMBER CHAMPION FOR  
EQUALITIES & DIVERSITY 2021/22***

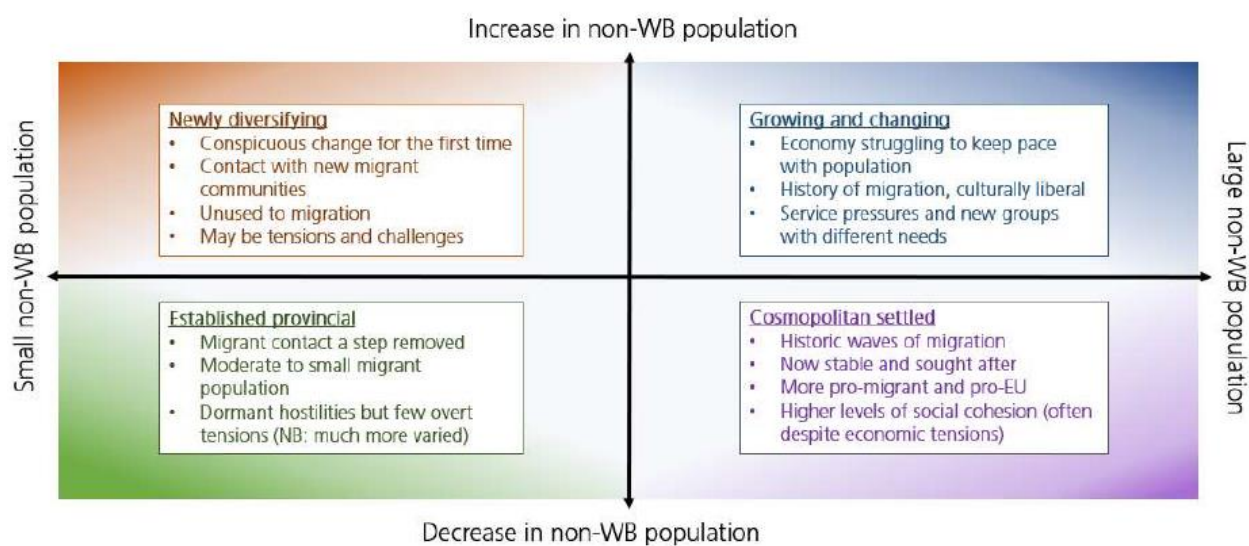


## One Havering: Key population and demographic facts









## Vision: Havering's Equality and Community Cohesion Objective

# One Havering

### Community Cohesion and Equality Objective:

'To nurture and promote a cohesive, healthy and optimistic Borough underpinned by mainstreamed inclusive British values, where everyone experiences dignity and equal life chances, and where neighbours, colleagues and different community groups interact, respect and value each other.' \*

\* Regardless of age, class, colour, disability, education, ethnicity/race, gender, health status, marital status, nationality, political perspective, religion, sexuality, or socio-economic status.

## Policy: *The Council's commitment to Equality and Diversity*

As the Member Equality and Diversity Champion, I want everyone to feel at home in Havering, regardless of race, background, religion, gender or sexuality. We must continue to work together to make sure we treat everyone with equality, fairness and kindness in everything we do.

I'm proud that Havering Council actively works against racism and discrimination and we do not tolerate it. We recognise that the borough is becoming more diverse and that we cannot be complacent, and have to do more to tackle long-standing societal inequalities, attitudes and challenges that arise and could challenge community tensions and the harmony enjoyed within the Borough.

I will go through some of main areas of my work this year

READI - Our Approach



The diagram above shows the different elements of the EDI insight and delivery mechanisms.

Havering is among the top 10 most diverse councils in the country. Havering's multi-diversity is both an asset – in that it sometimes makes integration easier-and a challenge-in that it means it is more difficult to establish relations with the myriad small communities who are settling.

The Council needs to prepare for this and the READI Review has provided a unique opportunity to ensure we are on track and can take action to ensure it meets that opportunity and the associated

challenges. The recruitment process for short term posts to support the READI objectives is underway following the recommendations made by the LGA regarding equalities.

The evolving demographics and cultural norms of Havering now include diverse families, individuals, community groups and lifestyles. With the level of planned regeneration across the borough, it is expected that this diversity will continue to increase. As stated before, the borough's increasing diversity will bring new opportunities and challenges, such as providing high quality services in a climate of greatly reduced budgets, to new service users.

The Census results which, I believe, the first tranche will be available in May / June of this year will provide us with a unique insight into how our Borough is changing. I am intrigued by this and look forward to the publication of this.

This will help give us a picture to ensure Havering is well placed to tackle long-standing societal inequality is that have an impact on peoples outcomes and life opportunities.

I would urge the Councillors, staff, partners and residents to engage with the 'One Havering' vision and be champions of equality and diversity. Together if we are brave and prepared to have the difficult conversations and open ourselves up to – we will reduce inequality.

**Councillor Robby Misir**  
**March 2022**



## ANNUAL REPORT BY THE MEMBER CHAMPION FOR THE HISTORIC ENVIRONMENT 2021/22

**Councillor Judith Holt**

### Introduction

This year's report is slightly shorter, being more of an update rather than reporting anything drastically new.

I should like to state my view again that Havering would benefit from re-employing a proper Heritage Officer, someone genuinely interested in the Borough's history, who would assist co-ordinating, overseeing and promoting Havering's heritage.

These three **Facebook** pages of local history continue to be of much interest:

Romford History

Upminster and Hornchurch History

Essex: Memories –Old Photos and Stories

The annual report by Mr. Simon Donoghue of **The Local Studies Centre at Romford Library** is enclosed [*Appendix A*].

I have continued my membership of **The Friends Groups** of Upminster Windmill and of The Old Chapel and the Havering Museum, plus of the **Gidea Park Civic Society** and the **Romford Bowls Club**. They are starting to meet again normally, which is encouraging. I still enjoy my visits to the riverside in **Rainham**.

### Hornchurch

I was delighted to attend the official opening of the **RAF Hornchurch Heritage Centre** in Suttons House, Suttons Lane, on Sunday 19<sup>th</sup> September 2021. The transformation of this surviving building of RAF Hornchurch in a few years by Chairman Mr. Tony Philpot and the volunteers has been little short of remarkable.



Among the over 100 invited guests were The Mayor of Havering Councillor John Mylod, Sir Iain Duncan Smith M.P., Andrew Rosindell M.P. and local Councillors. All

present witnessed a full program of events, including a flypast by a Spitfire and Hurricane of the RAF Battle of Britain Memorial Flight, the Formal Opening of the Ted Exall Education Suite and the Official Opening of the RAF Hornchurch Heritage Centre by Air Chief Marshal Sir Michael Graydon GCB CBE.



Our jewel in the crown **Langtons** hosted the Havering BME Forum Community Day in October 2021. And the Westminster Philharmonic Orchestra Concert is back this year - on Sunday 19<sup>th</sup> June 2022!





Does anyone know where these are in Hornchurch?



## Upminster

The **Upminster Windmill** Visitor Centre Gardens won the Best Communal Garden in Havering in Bloom 2021. The Friends of Upminster Windmill won the 2021 British Association of Friends of Museums (BAFM) Impact Award for the digital telemetry system to help people understand how the mill's cap and sails turn.



For further information, visit The Friends of Upminster Windmill website at [www.upminsterwindmill.org](http://www.upminsterwindmill.org) or check their Facebook page.

A new sign has this month been installed in front of the mill.



Upminster Windmill (outside only) will be **open** Easter Weekend 16<sup>th</sup> / 17<sup>th</sup> April, National Mills Weekend 7<sup>th</sup> / 8<sup>th</sup> May and Platinum Jubilee Weekend 4<sup>th</sup>/5<sup>th</sup> June 2022 from 11.00 a.m. till 4.00 p.m.

## Romford

I was pleased to attend as normal the Remembrance Day Service in November 2021 and the Holocaust Memorial Service in January 2022 in the newly-refurbished **Coronation Gardens**. A new pathway has been laid leading up to the war memorial and around the gardens, with new benches. It was good to be back with the usual large, respectful crowds.



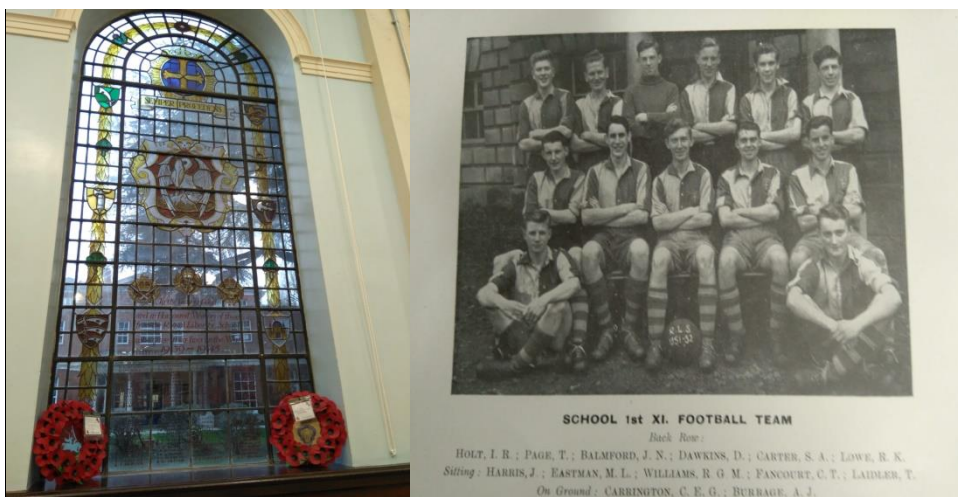




Not much progress has been made with the “**Local List**”. As mentioned last year, there is a very convoluted approach to putting new buildings on to this list, this can't be done until the local plan has been adopted, it requires setting criteria, carrying out identification, assessment, gaining approval etc. The aim was for this to happen straight after the local elections in May 2022.....watch this space! I have been working with **Romford BID** to create Pocket Parks within the Town Centre with a heritage flavour. I attended a Heritage Day which they organised in September last year in conjunction with St. Edward's Anglican Church and I have supported St. Edward's RC Church with their development plans.

## Gidea Park

I was honoured to attend the Centenary Celebrations at The Royal Liberty School for Boys on 13<sup>th</sup> November 2021. Not only is it a former grammar school with a heritage and history of which to be proud, my late father attended from 1946 to 1954 and cherished his time there. (He is standing furthest left).



## St. Alban's Ward

Within the new **St. Alban's Ward** where I am Councillor. Mr. Aaron Young and myself were appalled to see the continual deterioration of the **old Durham Arms Pub** on the corner of Brentwood Road and Albert Road. By escalating the matter high up within Havering Council, we finally had the mess cleared. The latest plan is to convert the upper part of the building into an HMO (House of Multiple Occupation) and we delivered a petition to local residents asking their opinions.



Planning permission for flats was granted in 2019 for the **old Havering Oak** and we are pleased to see sympathetic conversion work has started.



The two former schools, **The Bridge** in Albert Road, Romford, and **Raphael Independent School** in Park Lane, Hornchurch, are still lying empty. As of yet, still no plans have been made for their future. We have requested updates from and have reported any on-site mess quickly to Havering Council.





Local **footpaths** are the responsibility of Havering Council. We take particular care of these in our Ward, namely Footpath 133 leading from Victoria Road to the railway, Footpath 156 leading from Allandale Road to Kyme Road, Footpath 157 leading behind Park Lane and Douglas Road plus the Old Mill Path to Victoria Road. It is interesting to think how the footpaths looked before all the houses were built and where they led originally. We have tried to stop the demolition of Victoria Villa.



Speaking of railways.....we were pleased to join the fight to “**Save the Trees!**” Attempts by Network Rail to cut down unnecessarily over 400 trees along the much-loved historic Romford to Upminster push-and-pull railway line were thwarted as a result of a concerted effort by local residents and elected representatives.



Finally....**Where in the Ward?** This is a feature we introduced in the St. Alban's Ward Newsletter last year, which shows a photograph from an unusual angle of an object or place usually of heritage interest in the Ward for readers to guess. Here are some examples:



## **Future Plans**

This Municipal Year 2021-2022 brings to an end my four-year term as Member Champion for the Historic Environment. I have learned much and extended my knowledge of our heritage and history in this part of Essex; there is always a new stone to turn over.

As I have already indicated, I feel Havering Council would benefit from redeploying a Heritage Officer to champion, co-ordinate and promote all the Borough's history. We should be proud of it! As this report indicates, there are many groups and individuals doing excellent work - but they need the Council's support.

Once again, my grateful thanks to all those Friends Groups, societies and residents who voluntarily help the Council in looking after all these many historic jewels and treasures in Havering's Crown – so especially appropriate in this year of Her Majesty Queen Elizabeth II's Platinum Jubilee!

**Councillor Judith Holt**  
**Member Champion for the Historic Environment**  
**March 2022**





## Havering Libraries- Havering Local Studies Library 2021-2022

Havering Local Studies is part of the Havering Library Service and is open to the public 21 hours per week and an additional 6 hours on the second Saturday of each month. These hours were re-established in July 2021 following a period of appointment only hours to maintain a Covid-19 safety compliant setting. Visitors are gradually returning though there remains caution among several long established regular users of the service.

Enquiries via email, Facebook and telephone have been maintained. Local Studies has continued to help other parts of Havering Council on local history matters, where required. The service has maintained its links with other local heritage organisations, in particular, the Havering Museum, the Land of the Fanns project and the Hornchurch Aerodrome Historical Trust – the Local History Librarian attended the formal opening of the museum.

### Staffing

There is one full time member of staff in Local Studies. Ordinarily there are an average of 14 volunteers who help sort, repackage, digitise and catalogue images in our collection to make them available online. It is anticipated that volunteers will be re-introduced in the near future and existing volunteers have reiterated their interest in returning. One volunteer has carried out research into local pubs and has photographed the changes at the Waterloo Road Estate in Romford.

### Family History

Enhanced home access to Find My Past remained available to library members until October 2021 and Ancestry until the end of December 2021. These databases are now available to library users in Romford, Hornchurch and Upminster Libraries as they were before the pandemic.

Face to Face family history appointments returned in July 2021 when normal hours resumed.

### Havering Libraries Facebook

Local Studies has maintained a strong digital presence through the Havering Libraries' Facebook page. This commenced on a daily basis when the first nationwide Covid-19 Lockdown began and is now embedded as a regular feature of the service, sharing the Borough's local history collection with present and former residents.



Thank you. Another fascinating story that brings to life the characters and scenes of historical Havering

Like Reply Hide 6 w

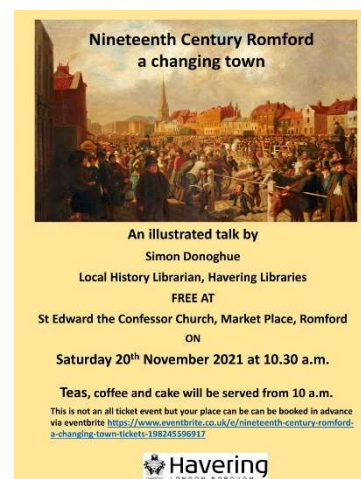


Photograph from a Facebook post showing the redevelopment of the old Romford Barrack Ground as the Waterloo Road estate in the 1960s, posted as demolition began to make way for a new housing development and a typical comment in response to the posts

## Talks

Promotional activities, school visits, talks and exhibitions have not taken place as usual in this current year. The Local History Librarian did give a talk at the Church of St Edward the Confessor, Market Place, Romford as part of their series of local history talks and over 100 people attended for "Nineteenth century Romford-a changing town" in November 2021

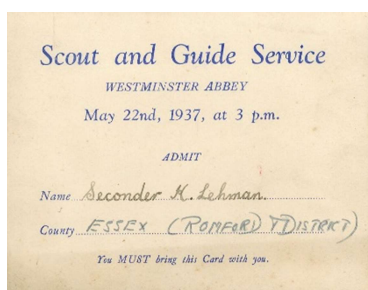
This talk was repeated at the meeting of the London and Essex Heritage Group on 8<sup>th</sup> March 2022 with 14 members in attendance.



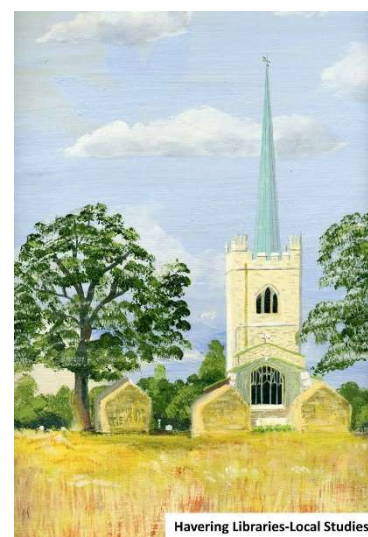
## Accessions 06.2021/02.2022

Since the previous report which ended in May 2021 there have been several new additions to the Local Studies Library, including

**2021/11** Local History books, Hornchurch and District Historical Society Newsletters (now defunct) and two paintings, St Andrew's Church, Hornchurch from a 1925 photograph by Edward Ivermee (1996) and Hornchurch Mill 1910 by H. Edgar (1979) were donated to the collection by Mr. Peter Butler, President of the Hornchurch and District Historical Society. **St Andrew's Church, Hornchurch by Edward Ivermee**



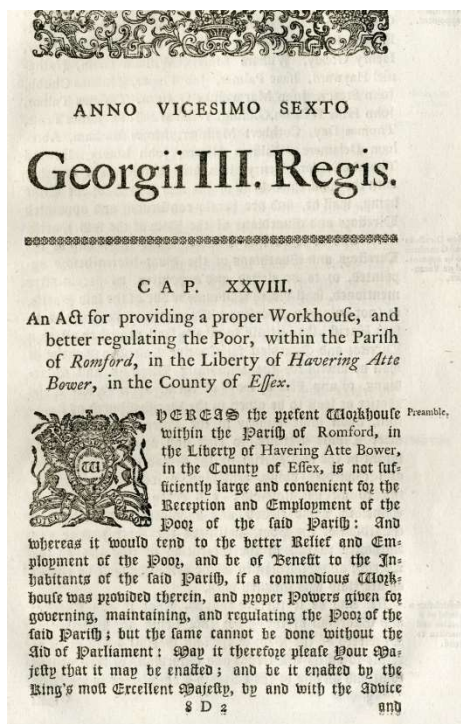
**2021/12** A collection of Romford souvenirs and guidebooks also included this ticket and a programme for the Scout and Guide Service at Westminster Abbey in May 1937, attended by Seconder H. Lehman of Romford & District scouts. **Scout and Guide Service ticket 1937**



**2021/14** A digital copy of a film made by Jack Henningham about Romford Football Club in 1949, the year they reached the first televised F.A. Amateur Cup final was added to the collection. This has unique footage of preparations for the final and supporters waiting at Roneo Corner for one of the 40 coaches booked to transport them. The film includes additional modern footage by Bill Barlow and an interview with one of the players in 1949, Bill MacKenzie.

**Still from Romford Football Club 1949 with supporters waiting for coaches to Wembley**

**2021/16** Family records of Dr John Brown and Irene Gladys Brown of 6, Oaklands Avenue, Romford



**2021/17** A copy of the Act off Parliament providing a proper workhouse, and better regulating the poor, within the Parish of Romford, in the Liberty of Havering Atte Bower, in the County of Essex, 1786 was purchased for the collection.

**2022/1** Digital copies of 1960 photographs of the interior of the Romford Telephone Exchange as it closed.



**Interior Romford Telephone Exchange 1960 by Jean Webb**  
**Romford Workhouse Act of Parliament 1786**

**2022/2** Photographs of nursing staff at St George's Hospital, Hornchurch 1950s and 1960s.

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## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR OVER 50's – 2021/22**

The London Borough of Havering has the highest proportion of residents over the age of 65 in London estimated at 46,518 people, which is approximately 18 per cent of the total Havering population 260,651. It is vital that this age group stays as active and independent for as long as possible

The pandemic and the last two years have been the most dreadful time for us all, some of us suffering more than others. As the Member Champion for the Over 50's I was proud to see people coming together to support other members of the community, highlighting for me how many wonderful people there are in our Borough who have given their time selflessly to promote the wellbeing of those in need.

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

We are a non-political and non profit-making organisation who offer a platform where the over 50's can find information and raise concerns that are of concern to them. The Forum works with other voluntary groups to improve the environment and people's health in Havering.

Despite not having face to face meetings this year the Forum has still managed to engage with its members, posting items of interest on our website and Facebook to distribute appropriate information to members, also through our network of faith and other small groups who still meet, and of course many telephone calls from members for updates.

We sit on various boards that are relevant to older people i.e. Transport for London reporting to the Mayors Office, LBH Safer Neighbourhood Board, Greater London Forums (all 32 boroughs), Dementia Action Alliance, and LBH community engagement, just to name a few. Zoom meetings being the preferred facilitator.

Some of the issues of concern we have been asked to raise by our members are:-

- Discharge from hospital (no voice at this time if elderly and frail).
- TV Licensing.
- Access to Services LBH (the need for a single point of contact).
- Neighbourhood Policing.
- Poor visibility of Police Officers on the streets, so no ability to engage.

The good news! Face-to-Face meetings were allowed again, so in November we were able to hold an information event at the Queens Theatre highlighting some of the different organisations that offer help and support in Havering that was very well attended, another one is booked for May 18th 2022.

Our members were able to enjoy a Christmas Lunch, enabling those who had been isolated for months to have the benefit of each other's company.

We plan our long awaited first meeting in 2022 back in the Town Hall Chamber on Tuesday 12th April, with free membership this year.

Our Annual Garden Party this year will take place in September, and we will as we did at the last Jubilee inform Buckingham Palace of the event and expect members to dress well, as you never know who may turn up!

### **Havering Association for People Living with a Disability**

H.A.D welcome and support people with a variety of disabilities and long-term health conditions, offering a broad range of services and activities, with the object of improving their quality of life, promote independence and meet their physical, emotional and recreational needs.

With the COVID restrictions being lifted in July 2021 the team worked very hard in the background to ensure they were ready to open when it was safe to do so, and were very excited to be able to host a few small sessions in the garden in August 2021.

The clients of H.A.D were never forgotten, contact was maintained with all clients until the doors at Whittaker Hall were reopened fully.

A Christmas Party was held in December at the Ardleigh Dragon, giving a chance for friends to meet face to face and a catch up. Fun was had by all who attended (I know because I was there).

In January 2022 the doors were closed again due to refurbishment works and H.A.D were very fortunate to have the generous donation of a free kitchen from Moore's Kitchens and Wates Development with their team of contractors, to start the transformation. The staff arranging outreach activities for the clients to attend.

The doors are now open with a full programme of events planned, including crafting and arts, edible sugar paste basket making, chair based exercise, computer lessons, 'Breakfast Buddies' and the new 'Lunch and Laughter Club'. Fundraising including a Golf day, abseiling and quizzes.

Thank you to Cheryl Cable and her Team for their dedication to actively support, encourage participation and inspire people living with disabilities to lead fulfilled inclusive lives with dignity and respect.

### **Sight Action Havering**

Sight Action (Havering) is a small independent registered charity dedicated to working with, and on behalf of, vision impaired people within the London Borough of Havering, and to raising awareness of their needs to those responsible for service provision.

During the last year Sight Action Havering with the help of the Volunteer Centre, friends of the secret garden and Network Rail, have worked tirelessly to reinstate the Secret Garden (Garden for the Blind) Harrow Lodge back to its former glory, with time spent weeding, planting and some refurbishment. It is open daily for the general public but the work continues.

### **Havering Dementia Action Alliance**

It is the aim of the Havering Dementia Action Alliance to encourage all areas of the community to make simple changes in the hope of removing the difficulties encountered in everyday life by people living with dementia and their careers better.

With the support of Havering Businesses and Organisations, Havering has been granted the status of 'Working Towards becoming a Dementia Friendly Community'. Hornchurch is still on track to become the first Dementia Friendly High Street, with Langtons School the designated school for the Design a Sticker Competition, a sticker that will be displayed in premises that have participated in Dementia Friendly Training and signed up to become a Dementia Friendly Business

Meetings of Havering Dementia Alliance have continued virtually the past year via Teams, now back in the Town Hall face to face, all have been well attended with contributions from HealthWatch, Havering Volunteer Centre, Tapestry, Peabody, BHRUT, H.A.D., and Havering Changing, reporting on actions taken/needed/ongoing that will help make lives less difficult for people living with dementia.

## **Havering Volunteer Centre**

The Havering Volunteer Centre provide support to the volunteer community who volunteer each year across Havering. Volunteering is a great way to engage and help in your community.

HVC champions the voluntary sector and volunteering by a connecting, representing and supporting voluntary organisations. Their services include training, consultancy, information, resources and toolkits on governance, campaigning, strategy, impact and volunteer recruitment and retention.

The power of volunteering has never been more evident than has been seen over the last two years and the importance and need to have a strong, thriving Volunteer Centre is clear, the last twelve months have proved this.

Congratulations to HVC Chief Executive Shelley Hart and her strong resilient team in making HVC the success it is today, long may they continue to provide the vital and outstanding work for the benefit of so many in the community.

## **Thank you**

I would like to take this opportunity to thank the Officers, Cabinet Members, local Councillors and of course the Over 50s Committee who have helped me in my role, supporting older people in the community to remain independent and healthy, reducing isolation, fostering inclusion, community cohesion and working towards reducing the numbers of elderly people living in poverty.

**Councillor Christine Smith**

## **ANNUAL REPORT FOR THE MEMBER CHAMPION FOR THE VOLUNTARY SECTOR COMPACT 2021/22**

This is my fourth and final report as Voluntary Champion for the London Borough of Havering as my four year election term comes to a close.

I am sending a massive thank you to our volunteers along with the voluntary and community and enterprise sector across the Borough. Over the last two years the partnership working across the sector and between public sector agencies has been truly amazing.

There is now a new collaborative spirit which has come out of Covid-19. Havering as a Borough cannot afford to lose this as we go forward and face possible new challenges such as the growing refugee crisis as a result of the War in Ukraine.

Volunteers maintained their gesture of goodwill and strength to assist others which was particularly inspiring as Covid-19 became relentless and we entered a second year filled with uncertainty and wondered if this vile disease would ever subside.

Volunteers continued assisting in an assortment of ways for people that were isolating by dog walking, delivering cooked meals, food parcels, shopping and prescriptions. These small acts of kindness were so important in protecting our most vulnerable.

Volunteers continued the befriending by phone which was a highlight for residents that were isolating and or living alone. This improved mental health and Havering Mind were at the forefront of this intervention.

Arrangements continued for online quizzes, singing in groups, dancing, bingo, exercise classes, wine evenings. These were just a few activities that continued across the Borough in support of our vulnerable residents. This is so important and was so pioneering in ensuring people were cared for.

In short, this partnership between the Council and the Voluntary Sector, through the Compact, has been very productive and this partnership continues to grow as we work together ever more cohesively and seamlessly.

I believe that our Voluntary and Community Sector are the pot of gold at the end of the rainbow.



### **THE COMMUNITY ENGAGEMENT AND COHESION FORUM**

Meetings are chaired by the Cabinet Member for Community Safety and Public. Meetings continued being held on the last Thursday of the month on a bi-monthly basis and remained very well supported. With regard to community projects the Council work together with partners. Updates from Public Health were included in each meeting as the pandemic continued. This year the focus has once again been Covid-19 which continues throughout 2020 and 2021.

### **THE COMPACT FORUM**

The main meeting where the voluntary sector come together to share information. The main topic of discussion continued to be Covid-19 and about the swift response of our voluntary sector during this period. However, as we move away from Covid-19 the new Integrated Care System which will eventually replace Clinical Commissioning Groups (CCGs) has become the focus.

### **THE HAVERING VOLUNTEER CENTRE**

The Havering Volunteer Centre has to be truly commended for the incredible organisational skills in arranging for volunteers to assist at vaccination stations which commenced from early morning, throughout the day and into the evenings be it wind, rain, sleet or snow our volunteers stood strong to assist and support people arriving for their vaccinations.

Havering Volunteer Centre (HVC) was founded on 6th October 2015 by the Chief Executive Officer; Shelley Hart. Securing fully accessible premises in January 2016



within the centre of Romford Town and supported by the local authority Community Development and Resilience team via an annual grant, HVC became a registered and fully operational charity on 25th February 2016.



HVC champions the voluntary sector and volunteering by connecting, representing and supporting voluntary organisations. Services include training, consultancy, information, resources and toolkits on governance, campaigning, strategy, impact and volunteer recruitment and retention.

HVC is the only licenced Volunteer Centre operating in Havering and works within the recognised Quality Accreditation Scheme operated by the National Council for Voluntary Organisations (NCVO), who are the national body for Volunteer Centre's, with HVC attaining accreditation status in 2019. HVC recognises the importance of obtaining accreditations and continue to strive to achieve these recognised standards and maintain its excellent standing in the voluntary and community sector.

HVC is also an award winning centre of volunteering excellence having been recognised on several occasions for the work undertaken in the community. Since 2016 HVC have achieved various nominations, awards and accreditations from the Mayor of London, NCVO and the Queen's Award.



The Voluntary Sector in Havering is one of the most adaptable, empowering and selfless environments. It's a sector full of inspirational people and organisations that strive to deliver the very best of services for the residents in Havering.

In August 2021 following a call for support from Central London VCS partners; Havering Volunteer Centre released a call to arms for the community to support the Afghanistan Humanitarian Crisis. They called for clothing, bags, shoes, blankets and pushchairs on a 2 day drop of at a local site in Romford, the support and outpouring of love was incredible, far greater than anticipated. Within 2 days they received in excess of 1000 bags of donations, this took a small army of volunteers close to 9 weeks to sort through, box in to size and gender and then prepare for distribution.

These donations were then driven by HVC volunteers into Central London and distributed across 1,800 rooms, rooms that often hosted families of 6-10 people. This was a mammoth undertaking and is testament to how much community spirit, goodwill and love there is in our Borough.



### **Bi-monthly Havering Volunteer Managers Networking Forum.**

This forum hosted by the Havering Volunteer Centre provides a platform for those who manage volunteers to come together to discuss good practice, opportunities, training and provide support and assistance to each other. Each meeting is attended by approximately 20 different community organisations and groups. Speakers promoting the British Red Cross, Homelessness, COVID updates, funding opportunities and climate change are just some of the subjects discussed. This Forum is an excellent way for those attending to share updates on their organisation/groups, their new initiatives, events and activities. Although the 2021/22 meetings have been virtual there was still an abundance of information shared and support provided.





**If you would like to become involved as a volunteer please contact the Havering Volunteer Centre – 01708 922214 ☺**

In my role as Champion for the Voluntary Sector, I have met with so many wonderful people at the organisations and community groups, all coming together creating cohesion and making Havering a wonderful place to live, work and visit.

Havering is blessed with so many keen volunteers across Havering all seeking to ensure each day is brighter for others by giving up their time

### **MEETINGS AND ENGAGEMENTS**

As member Champion for the Voluntary and Community Sector, I attended and engaged with several organisations but unfortunately this became limited as I contracted Covid-19 and Pneumonia myself.

However, I was able to continue with my Bi-weekly meetings with Officer Jerry Haley to keep up to date regarding the voluntary sector. I also engaged with Officer Kim Smith via Zoom to discuss the ongoing support of organisations in the Borough.

**I have listed some of my engagements as follows:**

- The Romford Film Festival 24<sup>th</sup> - 28<sup>th</sup> June, 2021
- Meetings with Officer at Bedfords Park re Signage for Bridle ways and footpaths (all discussed regarding updating and renewing) – July 2021 onwards.
- The Partially Sighted Society - Barbeque at Upminster - 28<sup>th</sup> August, 2021
- Havering Mind - AGM – 22<sup>nd</sup> September, 2021 via Zoom

- The Talking Newspaper - AGM – 25<sup>th</sup> September, 2021
- Apple Day at Bedfords Park Walled Garden – 3<sup>rd</sup> October, 2021
- Horseman Sunday, Village Green, Havering-atte-Bower – 10<sup>th</sup> October, 2021
- Harold Hill Community Hub Launch – 14<sup>th</sup> October, 2021
- BME Annual Communal Community Celebration – 23<sup>rd</sup> October, 2021
- Mental Health Champions Meeting – via Zoom – 26<sup>th</sup> October, 2021
- Havering Association for People with Disabilities - AGM – 4<sup>th</sup> November, 2021
- Sight Action AGM – 8<sup>th</sup> November, 2021
- Havering Safeguarding Adult Board & Children Partnership via Zoom - Safeguarding Week 2021 - 8th to 12th November, 2021
- Bi-monthly Community Cohesion meetings via Zoom
- Bi-monthly Compact Forum meetings via Zoom
- Havering Volunteer Centre meetings via Zoom
- St Francis Hospice – In my role as Voluntary Champion I am always eager to support them. Because of their ongoing work they continue to be an anchor within the Borough.
- Havering Volunteer Centre AGM at the Queen's Theatre – 31<sup>st</sup> Jan, 2022
- Throughout these unsettled times I have maintained contact with the Queen's Theatre and the Brookside Theatre to support them in any way I can. We are immensely fortunate to have not one but two successful and marvellous theatres in our Borough.

### **Romford Film Festival held at Premiere Cinema, Mercury Mall**

The Romford Film Festival had prepared for its fifth year at Romford's Premiere Cinema at the Mercury Mall Shopping Centre. This magnificent event is organised and lead by Spencer Hawken, Festival Director and Natalie Bays, Festival Co-founder along with their dynamic and passionate team.



The Romford Film Festival had a showcase of independent films including feature films and short films.

This has become an Annual International Film Festival and 2021 see a show case of over 200 films across three full size screens.

This Festival offers an incredible opportunity for people the choice of going along to watch first class films throughout the day time and/or the evening over a period of five days.

The launch was celebrated with guests which also included Film Makers, Actresses and Actors arriving at the launch to be greeted on the red carpet by Festival Director Spencer Hawken and Natalie Bays (Festival Co-founder).





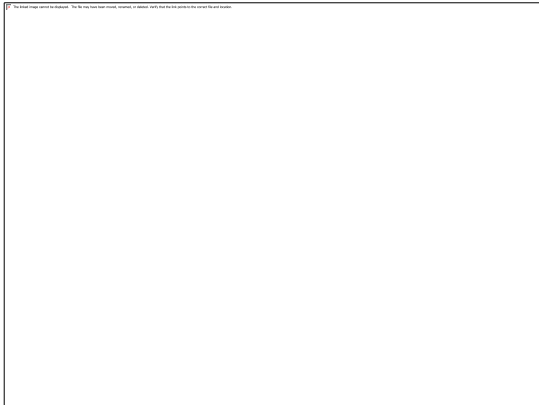


The Festival was concluded with the Awards Ceremony on the 28<sup>th</sup> June with a black tie event. The Mayor of Havering Cllr. John Mylod presented an award and I was very proud to present an award for the 'Best Cinematography' which was 'The Snow Maze'.

The 6<sup>th</sup> Romford Film Festival will run this year for seven days in May from the 19<sup>th</sup> to the 25<sup>th</sup> May 2022 inclusive.



## **All Day Information Day at the Sapphire Community Centre, Collier Row – 10.08.2021**



Havering's Housing Service held a series of community roadshows across the Borough.

One of the events took place at the Sapphire Community Centre.

The Havering-atte-Bower Safer Neighbourhood Team were in attendance to greet residents within the community.

Discussions with residents included safety within the community and keeping homes and cars safe.

The event gave residents the opportunity to speak to staff from across different services, receive advice and support regarding queries you may have if you are a Council tenant or leaseholder, and give you the chance to feedback on how Havering Council engages with residents.

There was a bouncy castle for children to enjoy and refreshments were available for everyone.

Ardleigh Green College was one of many organisations at the event and they were offering advice about the courses they have available.

Thanks were expressed for all the volunteers that helped in ensuring the event run happily and smoothly for the day.



**Barbeque organised by the Partially Sighted Society – August 2021**

I was invited along to the Celebration of the Annual Summer Barbeque which was held in Upminster and organised by John Slattery, Chairman of the Partially Sighted Society. The PSS are a national charity and help anybody living with sight loss. This included useful daily living devices to eye condition information covering home life, social life, work life and leisure life.

I also assisted the PSS in their search for an additional venue for their members to return for their monthly meetings on a Monday evening.

I keep in constant contact with members and meet up with them when we can 😊





## **HAVERING TALKING NEWSPAPER – AGM – 25<sup>TH</sup> SEPTEMBER 2021**

The Havering Talking Newspaper are a Charity with an office based in Harold Wood. They have their own recording studio to make voice recordings about local news in Havering.

This facility is to support visually impaired people across the Borough of Havering whose sight is too poor to read the printed word.

This service supports people who with a disability which makes reading a strain, partially blind and blind.

The articles are recorded on USB sticks for residents across the borough who are partially sighted, blind and with some other disabilities.

Readers met once a week at the studio to read articles from the recorder for members with visual impairment and other disabilities but when Covid struck the newspaper reduced the newspaper readings to once a month.

Then, from November 2021 recordings increased to once every three weeks.

They won a Queen's Award for Voluntary Service in 2019 which is the highest award a voluntary group can receive in the UK.

I was invited to speak at their Annual AGM in September 2021.

Several residents from the Partially Sighted Society and Sight Action Groups attended the meeting.



The Group discussed returning to weekly recordings from April 2022.





## Apple Day

Sunday 3<sup>rd</sup> of October  
11am-4pm  
Bedfords Park  
Walled Garden

Join us at the Walled Garden for our annual Apple Day on Sunday the 3<sup>rd</sup> of October!

- Stalls, Food and refreshments
- Freshly squeezed apple juice
- Produce from the Walled Garden on sale

Plus an apple expert who will identify apples brought on the day!

Bedfords Park Walled Garden

FOBP  
Friends of Bedfords Park

| August        | September      | October      | November       | December |
|---------------|----------------|--------------|----------------|----------|
| 2 9 16 23 30  | M 6 13 20 27   | M 4 11 18 25 | M 1 8 15 22 29 | M 6      |
| 3 10 17 24 31 | T 7 14 21 28   | T 5 12 19 26 | T 2 9 16 23 30 |          |
| 4 11 18 25    | W 1 8 15 22 29 | W 3 10 17 24 | W 6 13 20 27   |          |
| 5 12 19 26    | T 2 9 16 23 30 | T 4 11 18 25 | T 7 14 21 28   |          |





The Walled Garden is a community garden managed by the London Borough of Havering Council and worked in by a team from Havering Council, The 'Friends of Bedfords Park' with a group of wonderful caring and willing volunteers.

The garden goes from strength to strength because of the support and care from all those that offer to volunteer to help in this beautiful oasis.

Admission was free for the 'Apple Day' event.

There was an abundance of activities for everyone to enjoy including apple pressing demos, Tombola, a raffle, Craft stalls and children's activities with face painting.

Refreshments were available and included homemade pizza cooked on the pizza oven on site and there was an assortment of delicious homemade cakes.

Freshly pressed juice with bottling was available to purchase from the walled garden's own orchards. There was also apple identification regarding apples grown in your garden all answered by an Apple expert attending the event.



The day was a huge success and all food produce sold out which also included fruit, vegetables, pizzas, sweets, biscuits and cakes.





### **Horseman Sunday at the Village Green, Havering-atte-Bower – 10.10.21**



This spectacular event goes ahead every year - weather permitting - and volunteers come forward to help with the arrangements of setting up and clearing up afterwards.

As Voluntary Champion and Deputy Mayor for Havering I took part in Horseman's Sunday Service led by Reverend David Anderton of St John's Church.

Around 55 beautifully groomed horses and ponies congregated on the Village Green on a Sunday at midday for The Blessing along with residents and their dogs. There was a true community spirit amongst everyone.

I was so proud to join in with the presentation of Rosettes to the riders/horses and to owners with dogs.





**Harold Hill Community Hub Official Launch – 4.10.2021**



The Harold Hill Community Hub officially opened its doors by the Mayor of Havering along with Councillors, Council staff and community partners.

The centre opened four months previously and had helped over 1,000 people.





The Hub was designed to help local residents and offer advice and support regarding issues affecting them and also provide help for residents looking for work. Access for free Wi-Fi and equipment along with training, skills opportunities and social activities are all available.



The Hub includes a community food shop for residents who can pay a small fee to obtain groceries, vegetables and fresh fruit.

Residents within the local area are encouraged to support the hub as Volunteers.

**BME – Annual Cultural Community Celebration at Langtons Gardens –  
23.10.21**



Felicia Boshorin, Chairman of the BME arranged their annual cultural community celebration at Langtons Gardens with Sharon Shirley also from the BME Forum.

The event was spectacular with residents from across the borough attending the annual celebration.

Everyone enjoyed the vibrant music, singing and dancing which also included African drummers and a man playing a piano. The majority of people were dancing along to the music enjoying the day.

I also enjoyed dancing along with Cllr. Viddy Persuad our Cabinet Member for Cultural and People, Andrew Rosindell MP and many Councillors

There was an array of tasty homemade hot food and an assortment of scrumptious homemade cakes and sweets.

The celebration brought people together and it was evident that everyone had enjoyed the afternoon as they remained at the event until closing time.

It was such a brilliant day for people to relax, spend time altogether and enjoy a fun filled afternoon.





## **Havering Association for People with Disabilities AGM – 4<sup>th</sup> November 2021**



I attended the AGM for the HAD where their team of staff always extend a very warm welcome to everyone that attends meetings, social events and activities at their headquarters.

The team continued to support all their members during lockdown and were always available at the end of the phone to offer support, help and advice.

The kindness of the HAD team is always overflowing and they are renowned for their commitment in helping others.

### **Civic Awards at the Council Chamber, Town Hall – 19.11.2021**

The Civic Awards allows us an opportunity to recognise and celebrate our volunteers in Havering.

Both Jamie Webb and Stephen Gowers were two volunteers within our community that were presented with Civic Awards by the present Mayor of Havering Cllr. John Mylod at this time and the previous Mayor Cllr. Michael Deon Burton.



Havering has many residents across the Borough who volunteer and are always prepared to encourage, support and help others as much as possible.





## **MY CLOSING COMMENTS FOR THE YEAR AHEAD 2022/23**

The Covid-19 pandemic remained persistent but we were incredibly fortunate to be able to continue with the vaccine programme and also boosters remained readily available for everyone.

Throughout two years of troubled times with Covid-19 volunteers displayed patience and solidarity whilst stepping up to the challenge of supporting and taking care of each other.

Havering is truly blessed with volunteers that exude an abundance of true empathy, compassion and respect for one and other.

Thank you very much to everyone that volunteers across Havering and stood shoulder to shoulder for the past two years giving us the most precious gift, which was their time.

Thank you also to our Chief Executive, Leader and Deputy Leader, our Officers, Street Cleansing Team, Highways, Admin Staff, Councillors and absolutely everyone that has carried out tasks of kindness.

Let us hope and pray that this virus may one day disperse forever so we can enjoy sunshine days, good health and happiness.

With warmest wishes from Councillor Christine Vickery – Member Champion for the Voluntary Sector – March 2022



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## ANNUAL REPORT FOR THE MEMBER CHAMPION FOR YOUNGER PERSONS

### Youth Council/Youth Parliament and London Youth Assembly 2021/2022

This report covers the period from May 2021 to February 2022 and will update on different projects/campaigns from the Youth Council, Youth Parliament and London Youth Assembly. This year has continued to be a little challenging with regards to Covid and the variants. Youth council meetings started back face to face in September 2021 but also able to offer virtual meetings and continued working and creating projects.

#### **Youth Council/ Parliament Members meetings and activities:**

- Some members were involved in interviewing for Assistant Director of Children's Services
- Police YIAG engagement meetings
- Members attended Litter Pick with support of Mind and Cllr White.
- Visit by Safer Neighbourhood Board Chair regarding feeling safe in the borough
- Youth Council met with Robert South (Director of Children's Services) this meeting for Robert to meet with youth council meeting and a Q&A session Agenda – discussion points on Education, Mental Health and Covid, Inclusive Curriculum
- Youth Council Chair – chaired online event regarding Climate and Environment (Leader of the Council Cllr. Damian White attended.
- Youth Council and London Youth Assembly Member interviewed the Leader of the Council on the Environment in Havering.
- Guest attended meeting to speak about Hate Crime
- Formation of the All Girl Forum with regards to safety for girls and young women (this was after the Sarah Everard Vigil)
- Met with Havering Changing High Street project – this meeting was to talk about the project and views from young people what should be included and thought about in the planning and the bid.
- Visit from Guest at NHS to speak about volunteering opportunities
- Visit from Guest from Nelft to speak about early intervention support for mental health in schools
- **Other meetings attended in Havering**
- Community Engagement Forum – to hear about what is happening in Havering and to share any projects from Youth Council
- MYP is member of Safer Neighbourhood Board and attended meetings over the past year
- 3 members of Youth Council are members of Stop and Search Scrutiny Panel

#### **Members of Youth Parliament (MYP)**



Make Your Mark is a UK-wide ballot which gives young people aged 11-18 the chance to decide what Members of Youth Parliament should debate and vote on in the House of Commons. This has changed over the past 2 years due to pandemic and not being able to attend the House of Commons. The top 10 issues form the campaigns for UK Youth Parliament. This was Climate Change and Mental Health. In February 2022 Make your Mark is open for young people to vote, results should be announced Mid-March for the forth coming campaigns.

In Feb 2022, two new members of Youth Parliament were elected for the term 2022-24. The results were held in the Town Hall attended by teachers, parents, Cllr C. White and the Mayor.



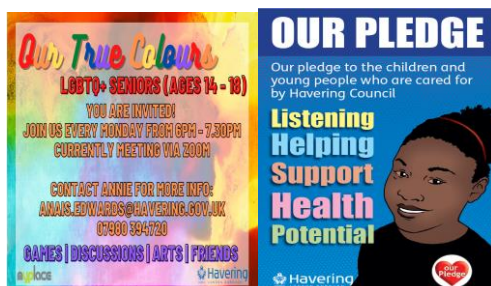
### London Youth Assembly

In 2021, Havering LYA member was elected by peers (in London Youth Assembly) to be Chair of London Youth Assembly. This role is for a year. Priorities include Mental Health.

### Other events/activities have taken place since May 2021 with the Youth Influence and Participation Service via Zoom:

#### Activities for Young People who are care experienced:

- Youth Club for care experienced young people moved from online to meeting as a group and 1 to 1 support if needed – Newsletters every quarter Youth Influences Magazine, with updates, things to do, mindful wellbeing etc. the magazine is produced by young people for young people
- Over the Summer Care Experienced young people had bike ride and picnic at Thames Chase also had trips to Thorpe Park (16 plus young people), Chessington (year 6 transition group), Stubbers (10-16yrs) High ropes, Muddy Race, Under 10's Forest School at Thames Chase
- Say it Louder Forum Meetings (12 – 18yrs)
- Launch of "Pledge" Event at Myplace in September 2021.
- October half Term - Jump evolution, Cinema day and visit to Queen's Theatre (Post 16's)
- Festive Youth Club saw Elf Theatre production and visited Jump Evolution
- Over Feb Half Term 2022 youth workers took young people to Jump Evolution and Stubbers
- Young people with care experience have attended Pan London Children in Care Meetings including meeting with Director of Children's Service of London and attending Corporate Parenting Panel Meeting
- Young people took part in
- Residential to Jamie's Farm for care experienced young people (Feb 2022 Half Term)



## Activities/groups delivered by Youth Influence Service

- Over Feb Half Term 2022 youth workers took young people to Jump Evolution and Stubbers
- Tea and Talk face to face meetings for very vulnerable young people in held at the Myplace centre
- Outreach/detached work – to support young people in their communities throughout Havering. On streets, parks and in town centres as part of our contextual safeguarding approach.
- SEND sessions including exercise and well-being on a Sunday morning are face to face. This group also went to the Queen's Theatre Panto.
- Revellers group – for young people with additional needs or disabilities.
- LGBT plus groups- delivered face to face. Guests, support, fun and referrals if required.
- Grl Academy – support and self-esteem group for young women.
- Goodfellas – online programme for young men. Safety, emotional literacy, relationship building and fun.
- Go Girls – delivered to young women who have concerns around relationships, sexual health and body image.
- Five Ways to Wellbeing – interactive session to support young people with mental and physical wellbeing
- Bounce Back Project – to support young people who have been affected by Covid
- Phoenix – delivered to young women who are at risk of exploitation
- All Girl Forum – members are from different groups e.g. Grl Academy, Youth Council, Go Girls etc. with priority around young women and girls safety
- C-Card – condom scheme for young people to access at Myplace – drop in and appointment.
- Transition youth Club – pre teens youth club to support young people transition from primary to secondary school

## Projects delivered by Youth Influence Service

- Harold Hill mobilisation 'Love the Hill' – project delivered with Lifeline to support community cohesion in the Harold Hill area (after recent tragic incidents – Mopac Funded)
- Mopac VRU (Violence Reduction Unit) funded detached work – delivered in South Street and Cottons Park Romford and McDonalds (Romford Station)
- Bike Shed/Art Shack – supported by funding from Sport England to set up bike workshop and arts facility in container at the back of Myplace – also used by young people who are part of the youth justice service
- Youth Service are delivering training and bespoke session in schools over Havering.
- Youth Service also deliver training to partners and establishments of the night time economy on contextual safeguarding

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**FULL COUNCIL, Wednesday 13<sup>th</sup> July 2022**

## **MEMBERS' QUESTIONS**

### **Disposal of Assets**

- 1) **To the Cabinet Member for Development and Regeneration (Councillor Graham Williamson)**  
**From Councillor Damian White**

Can the Administration confirm if they are considering the disposal of any assets and, if so, have they identified a date to do so and which ones as well as any that have been discounted for disposal?

### **All Age Autism Strategy**

- 2) **To the Cabinet Member for Adults & Health (Councillor Gillian Ford)**  
**From Councillor Darren Wise**

Over the last few years, there has been considerable work done by stakeholders on the All Age Autism strategy and this was due to go to Cabinet just prior to the election in May. Could the Cabinet Member confirm that the strategy will not be amended and delayed yet again and please provide a timescale for this to be issued?

### **Review of Council**

- 3) **To the Leader of the Council (Councillor Ray Morgon)**  
**From Councillor**

Can the administration confirm a date for when their 'root and branch' review will be complete and a report brought to Council?

### **Grass Verges**

- 4) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**  
**From Councillor Martin Goode**

Could the Cabinet Member please confirm, when the consultation letters were sent out to the residents that are impacted by the grass verge recommendations report, and the resulted outcome of this consultation

### **Special Responsibility Allowances**

- 5) **To the Leader of the Council (Councillor Ray Morgon)**  
**From Councillor**

Can the administration confirm if any SRAs have been increased vs those from April 2022?

## **Waterloo Estate Regeneration**

**6) To the Cabinet Member for Development and Regeneration (Councillor Graham Williamson)**

**From Councillor**

Will the new Administration be seeking to reduce the density on the Council's Waterloo estate regeneration proposals? Can a timetable be given of when a detailed planning application be made to the council for the Waterloo scheme?

## **Local Plan**

**7) To the Cabinet Member for Development and Regeneration (Councillor Graham Williamson)**

**From Councillor**

Will the Administration provide an update on the timetable for an updated local plan, and confirm whether there exists enough brownfield sites at prevent greenbelt release?

## **Voluntary Redundancy Scheme**

**8) To the Leader of the Council (Councillor Ray Morgon)**

**From Councillor**

Will the Leader of the Council give a statement on the current state of the voluntary redundancy programme; will it meet its targets of savings or does he believe that additional staffing redundancies are needed?

## **Capital Spend on Highway's Network**

**9) To the Cabinet Member for Environment (Councillor Barry Mugglestone)**

**From Councillor**

Can the Administration make a statement on the expected capital spend on the Borough's highway network for each of the next four financial years?

## **Housing Targets**

**10) To the Cabinet Member for Housing (Councillor Paul McGeary)**

**From Councillor**

Can the administration confirm if they have secured a meeting with Central Government, and the GLA to discuss housing targets?

## **Corporate Forward Plan**

**11) To the Leader of the Council (Councillor Ray Morgon)  
From Councillor**

When will an update corporate plan be brought forward by the Administration and will this be submitted to the scrutiny board for discussion?

## **Overview & Scrutiny**

**12) To the Leader of the Council (Councillor Ray Morgon)  
From Councillor**

Members were informed that only one task and finish group could be launched at any one time by an Overview & Scrutiny committee. Considering the changes to the committee structure, is this still the case? And are any savings expected?

## **Romford Market**

**13) To the Cabinet Member for Development & Regeneration (Councillor Graham Williamson)  
From Councillor**

What plans are in place to mark the 775<sup>th</sup> anniversary of the Romford market charter and will the administration confirm any additional capital investment within the Romford over the next four years.

## **Support for Free School Meals**

**14) To the Cabinet Member for Children's Services (Councillor Oscar Ford)  
From Councillor**

With the country in the midst of a cost-of-living crisis, will the administration commit to maintaining non-term time free school meal support for Havering's children?

## **Financial Savings**

**15) To the Cabinet Member for Finance & Transformation (Councillor Chris Wilkins)  
From Councillor**

With the Bank of England expecting inflation to reach 11% by the end of the year, will the Administration make a statement on the expected impact that this will have upon the current financial position of the authority, and will they outline any additional savings that will be brought forward as a result?

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## **COUNCIL, 13 JULY 2022**

### **MOTIONS**

#### **LAUNDERS LANE SITE, RAINHAM**

##### **Motion on behalf of the Conservative Group**

In light of the deteriorating situation at site in Launders Lane, Rainham, which is placing significant pressure on the local Fire Service, this Council calls for a public meeting to be held for local residents, councillors, and other stakeholders; and for the establishment of a steering committee to receive quarterly updates on the site.

##### **Amendment on behalf of the Havering Residents Association Group**

Council is aware of the situation in Launders Lane, Rainham and notes the ability of local ward councillors address concerns by means of meetings with residents, Councillors or such other stakeholders and to use the Council's Scrutiny function as a mechanism for reviewing health and safety concerns of residents.

#### **ULTRA LOW EMISSION ZONE (ULEZ) EXPANSION**

##### **Motion on behalf of the Conservative Group**

That Havering Council oppose the introduction of the ULEZ expansion, by all means within its power, and that the administration make representation to TfL and the Mayor of London opposing the ULEZ expansion to the Borough.

##### **Amendment on behalf of the Labour Group**

While Havering Council opposes the introduction of the ULEZ expansion, it recognises the impact of poor air quality on the lives of Havering residents. This Council moves that the administration make representation to TfL and the Mayor of London regarding measures that can be taken to offset the impact of vehicular pollution and reduce the number of unnecessary journeys made, without a regressive flat-rate tax which will impact our less well-off residents disproportionately.

