

Havering Council – Decisions taken by the Cabinet on Wednesday, 12 November 2025

Agenda Item No	Topic	Decision
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Note: this decision list is for guidance only. The text of the minutes, which may be different, is definitive.

Part A – Items considered in public

A1	Announcements	On behalf of the Chair, there was an announcement about the arrangements in case of fire or other events that might require the meeting room or building's evacuation.
A2	Apologies for absence	Apologies received from Councillor Paul Middleton, the Councillor joined the meeting via the Zoom link.
A3	Disclosures of Interest	There were no declarations of interest.
A4	Minutes	The minutes of the meetings held on 15th October 2025 , were agreed as a correct record and the Chair signed them
A5	Decant Policy	Report Title: Decant Policy Presented by: Councillor Natasha Summers, Cabinet Member for Housing Need and Climate Change Cabinet: Approved the proposed Decant Policy in Appendix 1 Delegated any minor amendments to the Policy to the Director of Living Well in consultation with the Lead Cabinet Member for Housing Need and Climate Change
A6	Vulnerable Person Policy	Report Title: Vulnerable Person Policy for Council Tenants (2025) Presented by: Councillor Paul McGeary, Cabinet Member for Housing and Property Cabinet:

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		Approved the Vulnerable Person Policy for Council Tenants.
A7	Review of Foster Carer Allowances	Report Title: Review of Foster Carer Allowances Presented by: Councillor Oscar Ford - Cabinet member for Children and Young People Cabinet: Agreed to support recruitment and retention of our in-house foster carers Cabinet agreed to; Increase the weekly foster carers' fee allowance and weekly allowance per child as set out in paragraph 2.5 of the Report to ensure we are offering a fair and competitive rate when compared to neighbouring boroughs and the recommended national minimum allowance.
A8	East London Joint Waste Plan Submission	Report Title: East London Joint Waste Plan Submission Presented by: Councillor Graham Williamson, Cabinet Member for Regeneration & Development Cabinet: Endorsed the report and its appendices, and made the following recommendations to be presented at Full Council: That Full Council: 1. Authorise officers to proceed under Regulation 22 to submit the East London

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		Joint Waste Plan Submission Plan (appendix 1, the East London Joint Waste Plan, approved by Cabinet in April 2025, as amended by the modifications provided in appendix 17) and associated documents (as set out in paragraph 2.19) to the Secretary of State for Housing, Communities and Local Government, for independent public examination. 2. Delegate authority to the Director of Planning and Public Protection, following consultation with the Cabinet Member for Regeneration to: • Make any inconsequential or factual updates to the Submission Documents listed in paragraph 2.19 to facilitate submission of the Plan under Regulation 22. • Make a formal request of the Planning Inspector at an appropriate point during the examination of the Waste Plan to recommend modifications to the Plan to make it sound and legally compliant in accordance with section 20 (7c) of the Planning and Compulsory Purchase Act; and • Exercise all examination procedural matters as prescribed by the Planning and Compulsory Purchase Act 2004 and associated Regulations, including updates to submission documents and agreeing and consulting on further modifications, required to make the Plan sound.
A9	Chippenham Road - Proposed Making of the Planning Compulsory Purchase Order	Report Title: Harold Hill Town Centre - Chippenham Road Making of a Compulsory Purchase Order Presented by: Councillor Graham Williamson – Cabinet Member for Regeneration & Development Cabinet:

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		2.1 Resolved that there is a compelling case in public interest for the Council to make a Compulsory Purchase Order (CPO). 2.2 Resolved that the public interest in making a CPO outweighs interference with rights under the Human Rights Act 1998. 2.3 Agreed to the Council making a Compulsory Purchase Order (CPO) pursuant to the statutory powers contained in section 226(1)(a) of the Town and Country Planning Act 1990 (as amended), and section 13 of the Local Government (Misc. Provisions) Act 1976 and all other necessary action to acquire all property and other proprietary interests on the land, including where appropriate new rights, located within the outline on the CPO Red Line Plan at Appendix B, for the purposes of delivering the new homes and regeneration of Chippenham Road. 2.4 Agreed that the Strategic Director of Place, in consultation with the Leader of the Council, Deputy Director Legal and Governance and Strategic Director of Resources be authorised to: 2.4.1 To make the CPO or multiple CPOs to enable the acquisition of land, interest and rights within the CPO Red Line Plan as attached to this report at Appendix B; 2.4.2 To appoint surveyors, solicitors, barristers and any other professionals required to promote the CPO(s) and to facilitate the vacant possession of interests located within the CPO Red Line Plan; 2.4.3 To settle the final form and content of the CPO(s) and associated documentation to include the; • CPO Schedule of Interests - Appendix A; • Plans identifying location and extent of interests subject of the proposed CPO - Appendix B;

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		• Equalities Impact Assessment - Appendix C; • Statement of Reasons - Appendix D; • Community Engagement - Appendix E; • Financial Implications - Appendix F (Exempt) 2.4.4 To make amendments to the CPO if necessary, including a reduction or increase to the extent of the land included in the draft Order Map. 2.4.5 To take all necessary steps to secure the making, confirmation and implementation of the CPO(s) including publication and service of notices and presentation of the Councils case at Public Inquiry, or Court should such representation be necessary; 2.4.6 To take such actions to continue attempts to acquire properties and proprietary interests within the CPO Red Line Plan by agreement, such actions to include; the relocation of residents and statutory undertakers apparatus or Communication Code Operators; and any other interests and setting out the terms for the withdrawal of objections to the CPO(s); and 2.4.7 To pay all costs associated with making the Order, including the compensation payable to landowners and their professional fees; 2.4.8 Agreed to appoint external consultants to assess, agree and pay any compensation and claims arising from redevelopment of the Order Land pursuant to the Order; 2.4.9 That following the confirmation of the CPO(s) by the Secretary of State, secure vacant possession of all properties and proprietary interests located within the confirmed CPO Red Line land to include: 2.4.9.1 To take all necessary actions to secure the making and confirmation of a

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		General Vesting Declaration (GVD) or multiple GVD's under the Compulsory Purchase and (Vesting Declarations) Act 1981 and /or to serve Notices to Treat and Entry (if required); and 2.4.9.2 To appropriate to planning / or housing purposes as necessary, any parcel of land within the CPO Red Line Plan under Section 203 of the Housing and Planning Act 2016; and 2.4.9.3 if necessary make representation to the Upper Tribunal (Lands Chamber) or court should such representation be appropriate. 2.5 Agreed that in the event that the Cabinet approves resolutions 2.1 and 2.2 above, and upon the Deputy Director Legal and Governance being satisfied that further information and all the Equalities Impact Assessment outcomes are satisfactory and to not require reference back to Cabinet, that the Deputy Director Legal and Governance be authorised to affix the common Seal of the Council to the CPO(s), GVD(s), maps and elsewhere and to take all necessary steps as necessary, such as to issue notices and sign certificates to attain the resolutions above. 2.6 Noted that: Any expenditure associated with the following will be met from the Council's existing approved budgets: a) preparatory work required to make the Compulsory Purchase Order; and b) payment of compensation arising from the CPO, together with the associated capital costs required to undertake the construction works.
A10	Corporate Parenting Strategy	Report Title: Corporate Parenting Strategy 2025 – 2028 Presented by: Councillor Oscar Ford, Cabinet Member for Children and Young People

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		Cabinet: Approved the Corporate Parenting Strategy 2025–2028 attached at Appendix One. Noted that the Corporate Parenting Panel will monitor the delivery of the strategy and associated action plan, which will include scrutinising that there is: - o Timely access to health and mental health services. - o Strengthened education, employment, and mentoring pathways. - o Strengthened housing pathways. - o Safer placements and community environments. - o Meaningful participation of young people in shaping services. - o Promotion of fairness, inclusion, and cultural celebration. Noted that the Corporate Parenting Panel will monitor progress through key performance indicators and qualitative feedback, with updates to be shared with stakeholders, including children and young people, by officers in the Starting Well directorate. Directed officers to carry out an internal review of the strategy for late 2027, and to make any interim revisions to the action plan as needed to ensure continued relevance and impact.
A11	Learning Disability Employment Charter	Report Title: Havering Employment Charter for Autistic People and People with Learning Disabilities Presented by: Councillor Gillian Ford; Deputy Leader of the Council and Cabinet Member for Adults and Wellbeing

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		Cabinet 2.1 Agreed to support the addition of the of the employment charter into the Council's Human Resources recruitment and selection policy within the conditions of the Disability Confident scheme. <u>Overview & Scrutiny Recommendations:</u> At its meeting on 6 November 2025, the People Overview and Scrutiny Sub-Committee discussed and made some recommendations re the report being considered by Cabinet on the Havering Learning Disability and Employment Charter. The specific recommendations in this area are as shown below and Cabinet was asked to respond to these at the Cabinet meeting. If agreed, Cabinet is also asked to approve that a final version of the Charter, incorporating these changes, be published as soon as is practicable, on the Council's website alongside the agenda papers for this Cabinet meeting. 1. That Cabinet considers and responds to the following recommendations made by the People Overview and Scrutiny Sub-Committee in relation to the report on the Havering Learning Disability and Autism Employment Charter due to be considered by Cabinet at its meeting on 12 November 2025. • Section 5.1.1: The term 'positive discrimination' be amended to 'positive action', aligning with the Equality Act 2010. • Sections 5.1.3 and 5.1.4: These sections be amended as follows: - o 5.1.3 will now focus on ensuring training and support to enable people

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		with learning disabilities and autistic people to develop skills for career progression. o 5.1.4 will now refer to reviewing the effectiveness of supported employment services, rather than continuous assessment. 2. That Cabinet notes that these refinements strengthen the Charter, ensure compliance with equality legislation, and reinforce the Council's commitment to fairness, accessibility, and impact. 3. Should the above proposed amendments be accepted by Cabinet, that the final version of the Havering Learning Disability and Autism Employment Charter be published for clarity on the Council's website page for this meeting of Cabinet. Cabinet agreed to all of the above recommendations and agreed that the updated document is attached below as confirmation. The London Borough of Havering Employment Charter – Employment of People with Learning Disabilities and Autistic People 1.0 Introduction 1.1. Inequalities and inequity in employment can be associated with inequalities and inequity in other areas of life including health, social mobility, and education. People with learning disabilities and autistic people are more likely to experience life inequalities and be unemployed relative to both the general population and even people with other kinds of disability. 1.2. To help reduce inequalities in employment outcomes for people with learning disabilities and autistic people, the London Borough of Havering will adopt the following charter to increase the number of people with learning disabilities and autistic people employed

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		locally. 1.3. This charter forms part of the borough's wider employment strategy, the local autism strategy, and our commitment to the Disability Confident Employer scheme. 2.0 Vision 2.1. To promote employment opportunities and personal and career development for people with learning disabilities and autistic people within Havering to reduce inequalities by enabling equal employment opportunities for meaningful and sustainable employment. 3.0 Mission 3.1. To increase the number of individuals with learning disabilities and autism employed directly by the London Borough of Havering and to support them in achieving their employment goals through appropriate personalised development once employed. 4.0 Key Principles for Employment Opportunities 4.1. To enable the local authority to achieve its vision the charter sets out six key principles that the local authority will adopt to make recruitment, and employment opportunities more inclusive for people with learning disabilities and autistic people. 4.1.1. Meaningful Competitive Employment: Ensure that the local authority provides job opportunities that provide competitive living wages and enable people to meaningfully develop their career paths. 4.1.2. Disability Confident Employer: Empower hiring managers to be confident in the recruitment and support of individuals with learning disabilities and autistic people. 4.1.3. Person-Centred Approach: Tailor employment opportunities to meet the unique needs, preferences, and goals of each person. 4.1.4. Inclusion: Promote inclusive workplaces where people with disabilities work alongside

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		their non-disabled peers. 4.1.5. Empowerment: Empower people with disabilities to make informed choices about their employment and career paths. 4.1.6. Continuous Improvement: Commit to ongoing evaluation and improvement of the recruitment and employment practices within Havering local authority. 5.0 Objectives of the Employment Charter for People with Learning Disabilities and Autistic People 5.1. The objectives associated with adoption of the employment charter for people with learning disabilities and autistic people are: 5.1.1. To Increase Employment Opportunities within Havering Local Authority for People with Learning Disabilities and Autistic People: Develop a positive action approach to job opportunities and expand job opportunities available for people with learning disabilities and autistic people within the local authority. This objective will apply to all employment opportunities within Havering local authority including all paid employment, internships, graduate schemes, apprenticeships, and work experience opportunities. 5.1.2. To Further Development the Local Authority Towards Maintaining its Position as a Disability Confident Employer: Develop managerial training to further develop inclusive workplace environment where employees can be confident in interviewing, recruitment of and support of individuals with learning disabilities and autistic people. 5.1.3. To Enhance Skills and Competencies of People with Learning Disabilities and Autistic People Employed by the Local Authority: Ensure that the council's approach to training and support enables people with learning disabilities and autistic people to develop the skills needed for carer development. 5.1.4. To Monitor and Evaluate the Success of the Interventions that are Aimed at Supporting the Implementation of the Employment Charter and Employment Principles: Review of the effectiveness of the supported employment services and make necessary adjustments to improve outcomes in the recruitment of people with learning disabilities

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		and autistic people. 6.0 Key Actions to Support the Employment Charters Approach to Employment Opportunities 6.1. The following actions should be undertaken to implement this charter as part of the approach to making Havering local authority a more inclusive workplace: 6.1.1. Workforce Engagement: Engage with the workforce to promote the benefits of hiring individuals with learning disabilities and autistic people and provide training on inclusive practices. 6.1.2. Selective Recruitment Focus: Automatically make people with learning disabilities and autistic people who meet the minimum criteria eligible for interviews when applying for job opportunities advertised across the local authority. 6.1.3. Inclusive Recruitment Practices: HR should support all hiring managers with adopting more flexible recruitment approaches across recruitment exercises to reduce disadvantages inherent in traditional interview and recruitment processes. 6.1.4. Individualized Employment Plans: Adopt inclusivity focused personalised employment plans that outline the individual's goals, strengths, and support needs. 6.1.5. Job Matching and Placement: Further support matching individuals with suitable job opportunities that align with their skills and interests. 6.1.6. On-the-Job Support: Provide ongoing person-centred support and coaching to help individuals succeed in their employment. 6.1.7. Community Partnerships: Collaborate with internal community organisations within Havering local authority to create a network of support for individuals with learning disabilities and autistic people in the workplace.
A12	Zane's Law	Report Title: Zane's Law Presented by: Cllr. Ray Morgon, Leader of the Council

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		Cabinet Members: Expressed support for achieving the principles of Zane’s Law and agreed to lobby the Government for its introduction
A13	2026-2029 Medium Term Financial Strategy Update	Report Title: 2026-2029 Medium Term Financial Strategy Update Presented by: Councillor Chris Wilkins (Cabinet Member for Finance) Cabinet: 2.1. Cabinet noted the medium-term financial position set out in this report 2.2 Cabinet noted the proposed savings and investment set out in this report and authorised officers to start the budget engagement process, including specific consultations (where required) to implement the savings in this report. 2.3 Cabinet authorised officers to action efficiency and invest to save proposals with immediate effect in 2025/26 where possible if the operational savings proposals are not public facing, and so therefore is not subject to consultation and an EQUIA. 2.4 Cabinet noted the position regarding further exceptional financial support from the Government and to note that officers will continually review and update the Medium Term Financial Strategy from now through to when the Budget is signed off by Full Council.
A14	Second Quarter of Financial Year 2025/26 Revenue and Capital Monitoring Report	Report Title: Second Quarter of Financial Year 2025/26 Revenue and Capital Monitoring Report

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		Presented by: Councillor Chris Wilkins (Cabinet Member for Finance) Cabinet: 2.1 Cabinet noted the revenue monitoring position of the Council as at the end of September 2025 (quarter two of the financial year.) This includes a forecast underspend on the Council's General Fund of £7.65m (sections 4, 5 and 6), an underspend on the HRA of £2.33m (Section 8) and an overspend of £28m DSG budgets that will bring the overall DSG deficit to £65m (section 9). The consequent impact on the Council's reserves is set out in section 11). 2.2 Cabinet noted the progress toward the delivery of savings as set out in the Council's MTFS as at the end of September 2025 (quarter two of the financial year) as set out in section 7 2.3 Cabinet noted the capital monitoring position of the Council as at the end of September 2025 (quarter two of the financial year) as set out in section 12 2.4 Cabinet noted the update in section 10 on the position of the Council's maintained schools and to delegate to the Director of Starting Well in conjunction with the Strategic Director for Resources and the appropriate Cabinet members the ability to grant a licensed deficit to qualifying schools.
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A2		