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MINUTES OF A MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF HAVERING Havering Town Hall, Council Chamber 17 November 2021 (7.30 – 10.35 pm)

Present: The Mayor (Councillor John Mylod) in the Chair

Councillors Councillors Robert Benham, Ray Best, Carole Beth, Michael Deon Burton, Joshua Chapman, John Crowder, Philippa Crowder, Keith Darvill, David Durant, Tony Durdin, Brian Eagling, Jason Frost, Martin Goode, Linda Hawthorn, Judith Holt, Tele Lawal, Paul McGeary, Paul Middleton, Sally Miller, Robby Misir, Ray Morgon, Barry Mugglestone, Stephanie Nunn, Denis O'Flynn, Gerry O'Sullivan, Ron Ower, Dilip Patel, Nisha Patel, Bob Perry, Viddy Persaud, Roger Ramsey, Timothy Ryan, Jan Sargent, Carol Smith, Christine Smith, Natasha Summers, Maggie Themistocli, Jeffrey Tucker, John Tyler, Linda Van den Hende, Christine Vickery, Melvin Wallace, Ciaran White, Damian White, Michael White, Reg Whitney, Christopher Wilkins, Graham Williamson and Darren Wise

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

Apologies were received for the absence of Councillors Osman Dervish, Nic Dodin, Gillian Ford and Matt Sutton.

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 Dominic Howarth, of St Edward's Catholic Church, Romford opened the meeting with prayers.

The meeting closed with the singing of the National Anthem.

18 **APOLOGIES FOR ABSENCE (agenda item 2)**

Apologies for absence were received from Councillors Osman Dervish, Nic Dodin, Gillian Ford and Matt Sutton.

19 **MINUTES (agenda item 3)**

A lack of responses to supplementary questions to questions 11 and 15 was noted and would be actioned by the Leader's Office.

It was noted that the petition at the meeting presented referred to Taunton Road not Torrington Road.

The minutes of the last meeting were otherwise agreed as a correct record, without division.

20 DISCLOSURE OF INTERESTS (agenda item 4)

There were no disclosures of interest.

21 ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE (agenda item 5)

Council recorded its condolences to Councillor Denis O'Flynn on the recent death of his wife – Maureen, a former Mayoress of Havering. Councillor O'Flynn thanked colleagues for their sympathy and understanding.

A minute's silence was held in memory of David Amess MP, James Brokenshire MP and former Councillor Marjorie Ramsey, all of whom had passed away recently. Tributes were paid from all sides of the Chamber.

The Mayor invited Members and officers to join him at the annual Nine Lessons and Carols on 19 December. The Mayor had recently been presented by the Lord Lieutenant with an oak sapling to mark the Queen's platinum jubilee next year and asked Councillors for suggestions on where the sapling could be planted.

The Chief Executive updated Members on the latest position with the Covid-19 outbreak in Havering.

22 PETITIONS (agenda item 6)

Petitions were received from Councillor Wise concerning a request for repairs to Pages Wood Bridge, Harold Park and from Councillor Holt re a request for speed calming measures in Manor Road, Princes Road, Kings Road and Carlisle Road.

23 HAVERING CLIMATE CHANGE ACTION PLAN (agenda item 7)

A report of Cabinet presented for endorsement by Council the Climate Change Action Plan. This signalled a commitment by the Council to tackle climate change, influence decisions and bring together existing environmental policies.

Deemed motion by the Administration

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

Amendment on behalf of the Independent Residents' Group

That all recommendations in the Cabinet report are replaced by:

Council agrees that the Cabinet's Climate Change Action Plan is too bureaucratic and costly to be adopted at this time.

Following debate, the amendment by the Independent Residents' Group was **NOT AGREED** by 28 votes to 9 with 13 abstentions (see division 2); the deemed motion on behalf of the Administration was **AGREED** by 28 votes to 14 with 8 abstentions (see division 3). It was **RESOLVED**:

That Council endorse the content of the report and associated action plans.

24 **LOCAL GOVERNMENT ASSOCIATION (LGA) INDEPENDENT RACE, EQUALITY, ACCESSIBILITY, DIVERSITY AND INCLUSION (READI) COMMISSIONED REVIEW MAY 2021: APPROVAL OF ACTION PLAN (agenda item 8)**

A report of Cabinet presented to Council for endorsement the Local Government Association (LGA), Independent Race, Equality, Accessibility, Diversity and Inclusion, (READI), Commissioned Review May 2021: Approval of Action Plan. The report focussed on the Council's action plan in response to the READI review and addresses the LGA's 15 priority improvement recommendations.

Deemed motion on behalf of the Administration

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

Amendment on behalf of the Independent Residents' Group

That all recommendations in the Cabinet report are replaced by:

Council agrees that the "READI" review is too generic and institutionally divisive to be adopted at this time.

Amendment on behalf of the Labour Group

As shown in appendix 1 to these minutes.

Following debate, the amendment by the Independent Residents' Group was **NOT AGREED** (see division 4) by 44 votes to 0 with 6 abstentions (see division 4); the amendment by the Labour Group was **NOT AGREED** by 27 votes to 7 with 16 abstentions (see division 5) and the deemed motion on behalf of Administration was **AGREED** by 37 votes to 3 with 10 abstentions (see division 6).

It was **RESOLVED**:

That Council endorses the Cabinet report and action plan.

25 ADOPTION OF THE HAVERING LOCAL PLAN (agenda item 9)

A report of Cabinet proposed the adoption of the Havering Local Plan. This followed the receipt of the final report of the Inspector on 14 October 2021.

Deemed motion on behalf of the Administration

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

Amendment on behalf of the Independent Residents' Group

That all recommendations in the Cabinet report are replaced by:

Council agrees that the shocking news about Beam Park station means the Havering Local Plan cannot be adopted at this time.

The amendment by the Independent Residents' Group was **NOT AGREED** by 39 votes to 5 with 6 abstentions (see division 7) and the deemed motion on behalf of Administration was **AGREED** by 39 votes to 5 with 6 abstentions (see division 8).

It was **RESOLVED**:

That Council:

- (i) Agree to adopt the Local Plan 2016-2031 including:**
 - a. the main modifications to the Submission Local Plan that are set out in the appendix to the Inspector's report (refer to annex 2)**
 - b. The minor modifications as set out in annex 3.**
- (ii) Agree to revoke the Council's current adopted Core Strategy and Development Control Policies Development Plan Document 2008 and the Romford Area Action Plan 2008 (excluding Site Specific Allocations) from the 29th**

December 2021 (following the statutory six week legal challenge period from Local Plan adoption).

26 POLLING DISTRICT AND POLLING PLACE REVIEW FOR HAROLD WOOD WARD (agenda item 10)

A report of the Chief Executive proposed a change to the polling district and polling place for a section of Harold Wood ward. This followed a review of all Polling districts, Polling places and Polling stations in accordance with the requirements of section 18C of the Representation of the People Act 1983 (as amended by section 17 of the Electoral Registration and Administration Act 2013).

The report was **AGREED** without division and it was **RESOLVED**:

That Council endorse the changes to the polling place and polling district for Harold Wood Ward HP6-HU set out in Appendix 1 of the report.

27 MEMBERS' QUESTIONS (agenda item 11)

Fifteen questions were submitted to the meeting. Due to time constraints, no questions were dealt with at the meeting. The answers to questions are attached as appendix 2 to these minutes.

28 ROAD AND PAVEMENT RESURFACING (agenda item 12A)

ROAD AND PAVEMENT RESURFACING

Motion on behalf of the Independent Residents' Group

Council calls on the Executive to hold an urgent review of the Horizon system as the formula for deciding road and pavement resurfacing appears to prioritise good roads and pavements over bad!

Amendment on behalf of the Conservative Group

This Council welcomes the additional investment that the administration has brought forward for the Borough's roads and pavements, totalling over £38m in the last four years. Furthermore, Council endorses the policy of worst first for the selection of roads and pavements.

The Amendment by the Conservative Group **CARRIED** by 27 votes to 11 with 12 abstentions (see division 9) and **AGREED** as the substantive motion without division.

RESOLVED:

This Council welcomes the additional investment that the administration has brought forward for the Borough's roads and pavements, totalling over £38m in the last four years. Furthermore, Council endorses the policy of worst first for the selection of roads and pavements.

29 FIRST DO NO HARM (agenda item 12B)

Motion on behalf of the Independent Residents' Group

Council agrees all residents and employees, including our hero nurses and care workers, must retain a choice whether to refuse vaccines to avoid public health staff shortages over winter.

The motion on behalf of the Independent Residents' Group was **NOT AGREED** by 28 votes to 2 with 20 abstentions (see division 10).

30 HAVERING COUNCILLORS (agenda item 12C)

Motion on behalf of the Independent Residents' Group

Council agrees it should be axiomatic for a Havering councillor to call-in any Havering application giving a reasonable explanation and then attending the planning meeting to speak on the item, or send a substitute, albeit as a courtesy ward members should be invited to call-in the item first.

Amendment on behalf of the Conservative Group

Council notes that an independent review into the governance arrangements for planning is being undertaken by the Planning Advisory Service and awaits the outcome of such review before bringing forward changes to the planning system.

The amendment was behalf of the Conservative Group was **AGREED** by 39 votes to 10 with 11 abstentions (see division 11) and **AGREED** as the substantive motion without division.

RESOLVED:

Council notes that an independent review into the governance arrangements for planning is being undertaken by the Planning Advisory Service and awaits the outcome of such review before bringing forward changes to the planning system.

31 HAROLD WOOD PARK/PAGES WOOD BRIDGE (agenda item 12D)**Motion on behalf of the North Havering Residents' Association Group**

The Bridge in Harold Wood Park that provides the vital access to Pages Wood is beyond repair and the Forestry commission who are responsible for the bridge, have said that the cost to replace this is quite high and subsequently are reluctant to replace it, as an urgent project. Without this bridge Pages Wood accessibility becomes problematic and in some cases impossible for our disabled, blind, elderly, lone walkers / runners and families with young children. This green space, being accessible to all, is essential for the physical / mental wellbeing of our community.

Council calls upon the Cabinet Member for Environment to work with the Forestry commission, our local MP's and Friends of Harold Wood Parks to stress the importance of this bridge, which provides essential access to all our visitors of our green spaces and will request to the Forestry Commission for alternative and safe provisions to be made for all park users to use Pages Wood.

Amendment on behalf of the Conservative Group

Council calls upon the administration to effect a meeting on the bridge in Harold Wood Park with relevant stakeholders with the forest commission, including the ward councillors, to discuss possible solutions for bringing back direct access from the park into Pages Wood.

A procedural motion on behalf of the Conservative Group to withdraw the Group's amendment to this motion was **AGREED** by 30 votes to 14 with 6 abstentions (see division 1). The motion on behalf of the North Havering Residents' Association Group was **AGREED** by 41 votes to 0 with 9 abstentions (see division 12).

RESOLVED:

The Bridge in Harold Wood Park that provides the vital access to Pages Wood is beyond repair and the Forestry commission who are responsible for the bridge, have said that the cost to replace this is quite high and subsequently are reluctant to replace it, as an urgent project. Without this bridge Pages Wood accessibility becomes

problematic and in some cases impossible for our disabled, blind, elderly, lone walkers / runners and families with young children. This green space, being accessible to all, is essential for the physical / mental wellbeing of our community.

Council calls upon the Cabinet Member for Environment to work with the Forestry commission, our local MP's and Friends of Harold Wood Parks to stress the importance of this bridge, which provides essential access to all our visitors of our green spaces and will request to the Forestry Commission for alternative and safe provisions to be made for all park users to use Pages Wood.

32 STRATEGIC PLANNING AND PLANNING COMMITTEE SEAT ALLOCATION (agenda item 12E)

Motion on behalf of the Independent Residents' Group

There are 54 Members. 2 Members are Independent and don't count towards Seat Allocation on committees, leaving 52. Political balance rules require seat allocation to be proportionate to group size. To calculate each Members value towards seat allocation you divide the size of the committees by 52.

The Strategic and Planning committees are size 8. This means to ascertain group membership on both committees you divide 8 by 52 and means each members seat allocation value is **0.154** and this results in the following table:

Con group: $25 \times 0.154 = 3.85$
 RA group: $7 \times 0.154 = 1.09$
 UCRA group: $6 \times 0.154 = 0.92$
 IRG group: $5 \times 0.154 = 0.77$
 Lab group: $5 \times 0.154 = 0.77$
 NHRA group: $4 \times 0.154 = 0.62$

Due to levelling up and down rules it means all groups are now entitled to at least one place each on both planning committees. The Con groups **3.85** would normally level up to **4**, but there aren't the positions available to do so.

These are very important quasi-judicial committees and all groups should have membership on them, if they qualify, AND ALL DO and so Council agrees the committee seat allocations should be changed accordingly.

Amendment on behalf of the Conservative Group

Council notes the decision it made at Annual Council in April 2021 in respect of the allocation of seats on all committees which was done so in accordance with political balance rules.

The amendment on behalf of the Conservative Group was **CARRIED** by 39 votes to 4 with 7 abstentions (see division 13) and **AGREED** as the substantive motion, without division.

RESOLVED:

Council notes the decision it made at Annual Council in April 2021 in respect of the allocation of seats on all committees which was done so in accordance with political balance rules.

33 FLOOD MITIGATION FOR THE TAUNTON ROAD AREA OF HAROLD HILL (agenda item 12F)

Motion on behalf of the Labour Group

The Council being a Lead Local Flood Authority calls on the Executive to prepare as a matter of urgency a flood mitigation plan in respect of the area in Harold Hill known as Taunton Road and the roadways adjoining and to provide the necessary resources to ensure prompt implementation of such a plan.

Amendment on behalf of the Conservative Group

The Council, being a Lead Local Flood Authority, has flood risk management responsibilities in respect of flood risk from surface water, ground water and ordinary watercourses. The Council calls on the Executive to revisit earlier work completed to assess the flood risk, review the complex mechanisms that lead to the flood risk, and to report options to mitigate, reduce or remove the risk in the area of Harold Hill known as Taunton Road and adjoining roads. This would include the investigation of any external funding that may be available to enable agreed works to proceed.

The amendment on behalf of the Conservative Group was **AGREED** by 38 votes to 7 with 5 abstentions (see division 14) and **AGREED** as the substantive motion without division.

RESOLVED:

The Council, being a Lead Local Flood Authority, has flood risk management responsibilities in respect of flood risk from surface water, ground water and ordinary watercourses. The Council calls on the Executive to revisit earlier work completed to assess the flood risk, review the complex mechanisms that lead to the flood risk, and to report options to mitigate, reduce or remove the risk in the area of Harold Hill known as Taunton Road and adjoining roads. This would include the investigation of any external funding that may be available to enable agreed works to proceed.

34 **VOTING RECORD**

The record of voting decisions is attached as appendix 3 to these minutes.

Mayor

Local Government Association (LGA), Independent Race, Equality, Accessibility, Diversity and Inclusion, (READI), Commissioned Review May 2021: Approval of Action Plan – Amendment on behalf of the Labour Group

Labour Group Party Amendment statement

Following the Cabinet's recommendation that the Full Council endorses the attached Cabinet report and action plan presented on Wednesday, 10th 2021. The Labour Group poses the following amendments to the Cabinet report and action plan for consideration and approval by members of the Full Council. The Labour Group further recommends that officers amend the action plan as shown below.

Such amendments ensure we meet our legal responsibilities under 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.*

Labour Party Group Amendments to the Cabinet Report

Section 3: The LGA's Independent Report, Findings and Recommendations

~~Section 3.1. The LGA's full independent report is attached in Appendix A. The report makes for difficult and uncomfortable reading in some places and highlights examples of where staff have experienced things that have no place in an inclusive organisation and will not be tolerated.~~ **Amend to the below text (Labour Party Group):**

Section 3.1 - The LGA's full independent report is attached in Appendix A. The report makes for a difficult and uncomfortable reading in and highlights the following examples as shown in the bullet points immediately below, of where staff have experienced things that have no place in Havering Council, and this will not be tolerated. As per the LGA's recommendations it is important to share the lived experiences of employees to Senior Leadership Team (SLT) and Councillors.

- "The much-repeated allegations of "casual racism" and "casual sexism" being widespread were disturbing, as were the examples of racism, sexism and discriminatory behaviour towards disabled people shared with the review team. There appears to be no consistent approach to dealing with this, and this matter should be addressed urgently.
- In focus groups for this review, the review team heard widespread negative views of LBH as an employer for equality. There are few support mechanisms for sharing lived experiences, and a lack of support for staff experiencing racist, sexist and homophobic abuse from other staff or from customers. Examples were shared with us where an assault or abuse had taken place, but the police were not called, and customers were not challenged appropriately. Partly because of this type of inaction, there are a lot of demoralised Black, Asian and Minority Ethnic staff at LBH.
- Disclosure rates for disability are reported to be very low. As a result, there is a risk of not addressing inequality for disabled people or making reasonable adjustments. There is reported to be a general lack of understanding of LBH's responsibilities around reasonable adjustments, at both the recruitment stage and in terms of the long-term management of disabled staff. The review team heard anecdotes that individuals tend to leave if they develop long-term conditions.

~~**Section 3.2.** The review recognised the commitment of leadership and identified positive steps for the future, including “The borough is in a good position for change. The Leader, Chief Executive and senior officers are committed to changing the reputation of the Borough and working towards being an anti-racist Borough. Senior officers recognise that there is significant work to be done to achieve this aim as demonstrated in the Council’s self-assessment. The LGA review team have been asked to give recommendations to help the organisation progress towards this goal. This is an important start, as it is vital that both managerial and political leaders model the behaviours that are expected of themselves, other councillors and staff”.~~ **Amend to the below text (Labour Party Group):**

Section 3.2. The review recognised the commitment of leadership and identified positive steps for the future, including “ *The borough is in a good position for change. The Leader, Chief Executive and senior officers are committed to changing the reputation of the Borough and working towards being an anti-racist Borough. Senior officers recognise that there is significant work to be done to achieve this aim as demonstrated in the Council’s self-assessment. The LGA review team have been asked to give recommendations to help the organisation progress towards this goal. This is an important start, as it is vital that both managerial and political leaders model the behaviours that are expected of themselves, other councillors and staff*”.

The READI Review Team highlighted that there was scepticism by some staff – with regards to the new commitment by the leadership team – due to managers unaware of their responsibilities, and a “culture of no consequences.” This coupled with the current poor behaviours, structural barriers, and lack of EDI ownership.

~~**Section 3.3.** The review is a snapshot in time and acknowledges that some of the feedback may be about things the Council is already addressing and progressing.~~ **Amend to the below text (Labour Party Group):**

Section 3.3 The current staff sentiment is changing as the Council is committed to reset its EDI work, which is already underway, and the transition is highlighted in the Action Plan.

Section 4 The LGA Review Priority Fifteen Recommendations for Improvement

~~Section 4.1. The following are the Review Team's priority recommendations for the Council and are addressed in the Action Plan, and recommended for approval, Appendix B:~~

~~Section 4.2. The LGA's Fifteen Priority Action~~

- ~~1. Clarify and communicate the next stage in the Council's Equality, Diversity & Inclusion review work. We understand the internal READI review is to be followed up by an external review of race relations across the borough, but this is not clearly understood across the organisation~~
- ~~2. Ensure councillors understand the implications of the changing demographics of the borough, including member workshops or training sessions~~
- ~~3. Share lived experiences with the leadership (senior officers and councillors) ensuring that this is done in a safe and supportive environment. These experiences will need to be acted upon~~
- ~~4. Use the self-assessment exercise as the first step in developing accessible service plans~~
- ~~5. Seek understanding from the staff forums as to how they see their role in the organisation and determine what the organisation wants from the staff forums~~
- ~~6. Develop with the EDIC group a clear and immediate EDI action plan that is SMART with clear timelines (e.g., 12 months, 36 months, etc)~~
- ~~7. Establish a clear operational lead for EDI, with ownership and responsibility around delivery, ensuring that this appointment is well-known across the organisation. Ensure that the member lead is also known and visible on this agenda~~
- ~~8. Collect, analyse and publish workforce data on protected characteristics, including pay gap data~~
- ~~9. Work with the staff forums and communications teams to increase disclosure rates of personal race and disability data in particular as well as across all protected characteristics~~
- ~~10. Improve understanding across the board of the complexity of the issues—EDI is not binary~~
- ~~11. Run EDI training for staff and councillors, starting with Corporate Leadership Team and Commissioning and Procurement~~
- ~~12. Political and managerial leaders to ensure that they are meeting their responsibilities as set out in the Public Sector Equality Duty, for example to promote EDI through their actions, and role model appropriately~~
- ~~13. Behavioural expectations of staff, customers and councillors to be made explicit and reinforced with appropriate support and disciplinary mechanisms~~
- 14. Review the effectiveness of the personal development review (PDR) process across the organisation **Amend to the below text (Labour Party Group):****

Section 4 The LGA READI Review team fifty Recommendations For Improvement

Section 4.1 The review team was asked to identify practical steps for the council to take to improve the current situation. Most of the report is therefore about recommendations, grouped into quick wins, priority, medium-term and long-term – in total there are 50 recommendations.

The advice of the Review Team is for the senior managerial and political leadership of the council, to reflect on these findings and suggestions, formulating an action plan in response to this report, and suggest developing a culture of learning, with a service-based approach and council-wide strategic medium- and long-term planning. This work needs to be clearly communicated internally and externally, with clear lines of responsibility, timeframes and demonstrable actions and tangible outcomes.

Based on the findings and Review Team's suggestions – The Council has developed 16 priority actions, which have been developed from the Review Team's recommendations throughout the report (quick wins, priority, medium-term and long-term). This has been used as the foundation of the high-level action plan, Appendix B:

Section 4.2: Havering Council's 16 Priority Actions

1. Clarify and communicate the next stage in the Council's Equality, Diversity & Inclusion review work, and **establish a clear structure for the governance of EDI and communicate this widely**. We understand the internal READI review is to be followed up by an external review of **equality and diversity** relations across the borough, but this is not clearly understood across the organisation.
2. Ensure councillors understand the implications of the changing demographics of the borough, including member workshops or training sessions and **Councillors signing up to the Values and Behaviours of the borough, perhaps as part of the Code of Conduct**
3. Share lived experiences with the leadership (senior officers and councillors) ensuring that this is done in a safe and supportive environment. These experiences will need to be acted upon **through new or revised process for addressing discrimination**.
4. Use the self-assessment exercise as the first step in developing accessible service plans, **and draw on existing internal corporate and partnership documentation to ensure alignment such as:**
 - Voluntary Sector Strategy
 - Volunteering Strategy
 - Corporate Plan
 - Fair to All Equality Policy
 - Single Equality Scheme Action Plan
 - Departmental Service Plans
 - Financial Inclusion Strategy
 - Think: "Service Excellence includes equality and fairness" •
 - Equality in Service Provision Policy
 - Harassment and Bullying Policy
 - Equality & Health Impact Analysis (EqHIA)

- EFLG: Aiming for Excellence
 - Community Safety Plan
 - Health and Wellbeing Strategy
 - Community Cohesion Strategy
 - Race at Work Charter
 - Havering Way
5. Seek understanding from the staff forums as to how they see their role in the organisation and determine what the organisation wants from the staff forums – **with the council committing financial support, and to work with the staff forum to establish Terms of Reference and effective informal and formal processes to report discriminatory practices (e.g., confidential hotline, safe spaces)**
 6. Develop with the EDIC group a clear and immediate EDI action plan that is SMART with clear timelines (e.g., 12 months, 36 months, etc) **and create an EDI page on Havering Council website, including an internal version – to ensure the community, councillors and employees are informed of ongoing work around EDI. And Learn from other organisations in this field – e.g., Croydon & Hackney, the London Leadership Programme, the LGA and work with the READI Review Team.**
 7. Establish a clear operational lead for EDI, with ownership and responsibility around delivery, ensuring that this appointment is well-known across the organisation. Ensure that the member lead is also known and visible on this agenda – **and they will promote the new Set clear corporate Equality Objectives**
 8. Collect, analyse and publish workforce data on protected characteristics, including pay gap data – **establish standardised EDI questions for recruitment to support the work to close the workforce data gap, relating to disability.**
 9. Work with the staff forums and communications teams to increase disclosure rates of personal race and disability data in particular as well as across all protected characteristics
 - 10.. Improve understanding across the board of the complexity of the issues – EDI is not binary
 11. **Review and refresh procurement** pages and run EDI training for staff and councillors, starting with Corporate Leadership Team and Commissioning and Procurement.
 12. Political and managerial leaders to ensure that they are meeting their responsibilities as set out in the Public Sector Equality Duty, for example to promote EDI through their actions, and role model appropriately
 13. Behavioural expectations of staff, customers and councillors to be made explicit and reinforced with appropriate support and disciplinary mechanisms
 14. Review the effectiveness of the personal development review (PDR) process across the organisation
 15. Adopt a communications strategy emphasising a zero-tolerance policy for all forms of discrimination, covering behaviour of Members, officers and customers. Should this policy be breached, ensure that appropriate action is taken, including police involvement if necessary.
 16. **Establish a clear staff development programme, including developing leadership and secondments opportunities internally and externally to address the lack of senior representation from staff with protected characteristics.**

Section 5. Next Steps

~~**Section 5.1** The Council has developed its high-level action plan for the fifteen priority recommendations and is seeking Cabinet approval through this report.~~

~~**Section 5.2.** The new READI programme team will strengthen and take forward the detailed work plan to ensure the changes required are undertaken including working across the Council to ensure that each and every one undertakes their responsibility in making the promise of Havering being an inclusive council, with zero tolerance to racism and discrimination of any kind.~~

~~**Section 5.3.** The Cabinet will monitor progress against the action plan on a regular basis.~~

~~**Section 5.4.** Overview and Scrutiny Board will be asked to consider reviewing progress against the priority improvement actions~~ **Amend to the below text (Labour Party Group):**

Section 5. Next Steps

Section 5.1 The Council has developed its high-level action plan for the sixteen priority actions and is seeking Cabinet approval through this report.

Section 5.2. The new READI programme team will strengthen and take forward the detailed work plan to ensure the changes required are undertaken including working across the Council to ensure that each and every one undertakes their responsibility in making the promise of Havering being an inclusive council, with zero tolerance to racism and discrimination of any kind. This will also be prompted through the council's new Equality and Diversity page on the website.

Section 5.3. The Cabinet will monitor progress against the action plan on a six-monthly basis.

Section 5.4. Overview and Scrutiny Board will be asked to consider reviewing progress against the priority improvement actions on a six-monthly basis.

Section 5.5 External review of equality and diversity across the London Borough of Havering

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~~This action plan sets out the LGA READI review 15 priority recommendations and the Council's high level response. The READI Programme will take forward a detailed work plan that will support these and other improvements. Amend to the below text (Labour Party Group):~~

This action plan sets out the Council's high-level response to the LGA READI review. The new READI Programme Team will take forward a detailed work plan that will support these and other improvements.

No.	Race Equality, Accessibility, Diversity, and Inclusion (READI) Recommendation Amend to the below text (Labour Party Group): Havering Council's Priority Actions	Comment/Key Action	Timescale	Lead SLT Officer/ Comments Amend to the below text (Labour Party Group): Lead by/Comments
1	Clarify and communicate the next stage in the Council's EDI review work [Insert the following text in bold] establish a clear structure for the governance of EDI and communicate this widely. We understand the internal READI review is to be followed up by an external review of equality and diversity across the borough, but this is not clearly understood across the organisation.	[Insert the following text in bold] <ul style="list-style-type: none"> Quarterly EDI communication underway from the Leader and/or Chief Executive/COO – on EDI work and progress All staff briefing held and LGA report circulated – 23rd September 2021 and 8th September READI programme team established, including Member Champion for EDI and Cooperate Diversity Officer Create a new EDI page on Havering Council website and publish LGA report in public domain, with a news release from the Leader of the Council. Like all London Councils the New EDI website 	<p>Ongoing</p> <p>Completed</p> <p>End October 2021</p> <p>Cabinet October 2021 By December 2021</p>	Chief Operating Officer (COO), READI Programme Manager [Insert the following text in bold] Cooperate Diversity Officer, and Communication Team, READI Review Team Contact

		<p>will including updates, events and other EDI information relating to Havering Council/community.</p> <ul style="list-style-type: none"> • Work with the LGA READI Review Team contact, other EDI local authorities e.g Croydon and Hackney local partners including local public sector organisations, local businesses and the voluntary and community sector to plan for the external review of equality and diversity across the borough • Consult with Group Leaders on proposed plans for external review of equality and diversity across the borough 	<p>Review approach to be agreed and in place by spring 2022</p> <p>Before spring 2022</p>	
2.	<p>Ensure councillors understand the implications of the changing demographics of the borough, including member workshops or training sessions and [Insert the following text in bold] Councillors signing up to the Values and Behaviours of the borough, perhaps as part of the Code of Conduct</p>	<p>[Insert the following text in bold]</p> <ul style="list-style-type: none"> • Devise a rolling training and development programme that ensures all political leaders have the skills, knowledge, experience and behaviours to constructively engage and scrutinise and challenge potentially discriminatory decisions • All Member training on their role required by the Public Sector Equality Duty (PSED). • Group Leaders support for all Members to complete five mandatory training modules • Improve new Councillors induction programme to incorporate – comprehensive EDI section and implement signing up to the Values and 	<p>Rolling training programme to be signed off by Governance Committee by the end of 2021</p> <p>Completed 7th September</p> <p>Launched 7th September</p> <p>To be in place by May 2022</p>	<p>COO, READI Programme Manager [Insert the following text in bold] Cooperate Diversity Officer, Democratic Services, Communication Team, Events Team,</p>

		<p>Behaviours of the borough, as part of the Code of Conduct</p> <ul style="list-style-type: none"> • Include EDI section in weekly Calendar Brief. This will include upcoming Council EDI events, sessions, trainings both internal and external (such as session outlined in No. 3). This will also include Staff Forum events. 	January 2022	
3.	<p>Share lived experiences with the leadership (senior officers and councillors) ensuring that this is done in a safe and supportive environment. These experiences will need to be acted upon [Insert the following text in bold] through new or revised process for addressing discrimination.</p>	<p>[Insert the following text in bold]</p> <ul style="list-style-type: none"> • Programme/All Members Briefing of shared lived experience sessions, with information of how stakeholders can support/encourage staff to safely report discrimination. Feedback EDI progress. • Lunch time listening sessions, with information of how stakeholders can support/encourage staff to safely report discrimination. Feedback EDI progress. • Supportive training programme for Councillors, Cabinet, SLT, CLT and Managers • Active promotion and participation in the extensive range of internal and external EDI events being held in Havering or as part of the Council's network e.g. LGA • Consideration by the trade union joint consultative committee. 	<p>[Insert the following text in bold]</p> <p>In Place by January 2022</p> <p>In Place by January 2022 and ongoing</p> <p>In Place by January 2022 and ongoing</p> <p>Ongoing</p>	<p>[Insert the following text in bold]</p> <p>COO and READI Programme Manager, [Insert the following text in bold] Cooperate Diversity Officer</p> <p>All Members and Staff</p> <p>TUJCC</p>

4.	<p>Use the self-assessment exercise as the first step in developing accessible service plans, [Insert the following text in bold] and draw on existing internal corporate and partnership documentation to ensure alignment. such as:</p> <ul style="list-style-type: none"> • Voluntary Sector Strategy • Volunteering Strategy • Corporate Plan • Fair to All Equality Policy • Single Equality Scheme Action Plan • Departmental Service Plans • Financial Inclusion Strategy • Think: “Service Excellence includes equality and fairness” • • Equality in Service Provision Policy • Harassment and Bullying Policy • Equality & Health Impact Analysis (EqHIA) • EFLG: Aiming for Excellence • Community Safety Plan • Health and Wellbeing Strategy • Community Cohesion Strategy • Race at Work Charter • Havering Way 	<p>[Insert the following text in bold]</p> <ul style="list-style-type: none"> • Develop a READI strategy and programme of work that addresses the self-assessment and all LGA priority recommendations. Ensuring alignment/EDI consistency of existing relevant internal corporate and partnership documentation. • Ensure every service develops a plan to address the improvements needed which are reviewed quarterly and updated annually 	<p>[Insert the following text in bold]</p> <p>Share plan with EDIC group.</p> <p>31 March 2022 and reviewed/update annually</p>	<p>[Insert the following text in bold]</p> <p>READI Programme Manager, READI Review Team Contact</p> <p>Senior Leadership Team, Cooperate Diversity Officer, HR Director, and READI Review Team Contact</p>
5.	<p>Seek understanding from the staff forums as to how they see their role in the organisation and determine what the organisation wants from the staff forums – [Insert the following text in bold] with the council committing financial support, and to work with the staff forum to establish Terms of Reference and effective informal and formal processes to report discriminatory practices (e.g., confidential hotline, safe spaces)</p>	<p>[Insert the following text in bold]</p> <ul style="list-style-type: none"> • Work with staff forums to establish the future role of the forums, including creating Terms of Reference (TOR) and appoint SLT as sponsons for each Fourm • Review resources allocated in support of this, including annual budget for ALL staff fourms • Liaise with local authorities/LGA on structure of staff fourms 	<p>[Insert the following text in bold]</p> <p>End December 2021</p>	<p>[Insert the following text in bold]</p> <p>READI Workforce Programme Adviser/ Senior Leadership Team, Cooperate Diversity Officer, HR Director, READI Review Team Contact, local authority peer(s)</p>

6.	Develop with the EDIC group a clear and immediate EDI action plan that is SMART with clear timelines (e.g., 12 months, 36 months, etc) – [Insert the following text in bold] and create an EDI page on Havering Council website, including an internal version – to ensure the community, councillors and employees are informed of ongoing work around EDI. 1. And Learn from other organisations in this field – e.g., Croydon & Hackney, the London Leadership Programme, the LGA and work with the READI Review Team.	[Insert the following text in bold] <ul style="list-style-type: none"> Review the officer Equality, Diversity, Inclusion and Cohesion (EDIC) Group Terms of Reference and READI Programme work plan Review by the TUJCC Review by READI Review Contact and peer local authority 	[Insert the following text in bold] End December 2021	[Insert the following text in bold] READI Programme Manager, and READI Review Team Contact, Cooperate Diversity Officer and peer local authority TUJCC
7.	Establish a clear operational lead for EDI, with ownership and responsibility around delivery, ensuring that this appointment is well-known across the organisation. Ensure that the member lead is also known and visible on this agenda – [Insert the following text in bold] and they will promote the new Set clear corporate Equality Objectives	[Insert the following text in bold] <ul style="list-style-type: none"> Strategic Lead is Jane West, COO supported by Sandy Hamberger, the Assistant Director of Policy, Performance and Communities to will work with Communication Team see how EDI Lead can be more visible on the agenda and the new Set clear corporate Equality Objectives Councillor Misir, Member Champion for Equality and Diversity to feedback on EDI work in annual Member Champion Report to Full Council Operational Lead will be the READI Programme Manager Annual review/Audit Equality and Health Impact Assements to ensure documents are being completed to standard/ best practice 	[Insert the following text in bold] Ongoing Annually Annually	[Insert the following text in bold] Communication Team Cooperate Diversity Officer

8.	<p>Collect, analyse and publish workforce data on protected characteristics, including pay gap data – [Insert the following text in bold] establish standardised EDI questions for recruitment to support the work to close the workforce data gap, relating to disability.</p>	<p>[Insert the following text in bold]</p> <ul style="list-style-type: none"> First draft of available data analysed and reported to EDIC Group. This included an Ethnicity Pay Gap report. However, the absence of staff self-declaration on protected characteristics limits the value of all reporting currently. HR team to Establish standardised EDI questions for recruitment to support the work to close the workforce data gap, relating to disability, and promote internally the drive for capturing equality data, due to the READI Review – in a sensitive and non-intrusive way. Encourage take up of staff to complete their data on the Fusion HR system and improve data quality Data to be analysed quarterly and reported to the EDIC Group 	<p>[Insert the following text in bold]</p> <p>29th September 2021</p> <p>By January 2022</p> <p>Ongoing</p>	<p>[Insert the following text in bold]</p> <p>Assistant Director of HR, Cooperate Diversity Officer READI Review Contact, local authority peer</p>
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9.	Work with the staff forums and communications teams to increase disclosure rates of race and disability in particular as well as across all protected characteristics	<ul style="list-style-type: none"> Discussions already held at EDIC and staff forums SLT and CLT to encourage completion by staff and explain usage Choose Havering Roadshows to provide paper completion by staff unable to do this online Consideration by JTUCC 	Already underway and ongoing	EDIC and staff forum leads SLT and CLT Choose Havering Campaign JTUCC [Insert the following text in bold] Cooperate Diversity officer
10.	Improve understanding across the board of the complexity of the issues – EDI is not binary.	<ul style="list-style-type: none"> Training programme for staff Training programme for Members Shared lives listening sessions Conscious inclusion training Cultural awareness training [Insert the following text in bold] Developing process and clearly communicating as and when completed 	[Insert the following text in bold] Already underway and ongoing and frequency to determine by READI Manager/Cooperate Diversity Officer	READI Workforce Advisor and SLT, EDIC Sub-Group on Training and Development, Staff Forum Leads and HR
11.	[Insert the following text in bold] Review and refresh procurement pages and run EDI training for staff and councillors, starting with Corporate Leadership Team and Commissioning and Procurement.	[Insert the following text in bold] <ul style="list-style-type: none"> Mandatory online training for managers Generic training for all members Develop training programmes (see No.10) Review and refresh procurement page 	[Insert the following text in bold] Completed – 15 th July ongoing and frequency to determine by READI Manager//Cooperate Diversity Officer Completed – 7 th September By April 2022	[Insert the following text in bold] READI Workforce Advisor (to advance), /Cooperate Diversity Officer

12.	Political and managerial leaders to ensure that they are meeting their responsibilities as set out in the Public Sector Equality Duty, for example to promote EDI through their actions, and role model appropriately	<ul style="list-style-type: none"> Political and managerial leaders to ensure that they are meeting their responsibilities as set out in the Public Sector Equality Duty, for example to 	Ongoing	READI Workforce Advisor (to advance), [Insert the following text in bold] Cooperate Diversity Officer, Legal Lead/Monitoring Officer
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		<ul style="list-style-type: none"> • promote EDI through their actions, and role model appropriately. • Councillors signing up to the Values and Behaviours of the borough, perhaps as part of the Code of Conduct. • Senior Leadership Team to act as Strategic Sponsors for Staff Engagement Forums. 	<p>Ongoing but particularly in May 2022</p> <p>Allocated and ongoing</p>	<p>All Members</p> <p>Senior Leadership Team</p>
13.	Behavioural expectations of staff, customers and councillors to be made explicit and reinforced with appropriate support and disciplinary mechanisms.	<ul style="list-style-type: none"> • Training programmes in place • Programme Governance and roles and responsibilities communicated • Ensure existing policies, strategies and procedures clarify the organisation's expectations – [Insert the following text in bold] via new EDI page on Havering Council website 	<p>Ongoing</p> <p>End December 2021</p> <p>Ongoing</p>	<p>HR Advisor READI Program Manager</p> <p>READI Programme Team</p> <p>[Insert the following text in bold] Communication Team, Cooperate Diversity Officer</p>
14.	Review the effectiveness of the Personal Development Review (PDR) process across the organisation	<ul style="list-style-type: none"> • Through effective PDRs, ensure all staff are set meaningful behavioural and value-based expectations and specific activities, from leadership to frontline staff. [Insert the following text in bold] • Capture all exit interview information and take appointee action where necessary, if anything related to discrimination 	<p>End February 2022 (for 22/23 objective setting)</p>	<p>Assistant Director of HR / READI Workforce Advisor Senior Leadership Team and all managers [Insert the following text in bold] Cooperate Diversity Officer</p>
15.	Adopt a communications strategy emphasising a zero-tolerance policy for all forms of discrimination, covering behaviour of Members, officers and customers. Should this policy be breached, ensure that appropriate action is taken, including police involvement if necessary.	<p>[Insert the following text in bold]</p> <ul style="list-style-type: none"> • Immediate EDI and Engagement communications plan/strategy - including launch of Equality and Diversity page on Havering Council website • Reporting routes to be regularly communicated and monitored • Monitor and report on breaches and outcome • Work with IAG and Safer Neighbourhood Board. 	<p>[Insert the following text in bold]</p> <p>By January 2021</p> <p>End of December 2021</p> <p>Ongoing</p> <p>Quarterly</p> <p>January 2022</p>	<p>AD Communications and READI Programme Manager / Work force Advisor and Monitoring Officer [Insert the following text in bold] Cooperate Diversity Officer</p>

		<ul style="list-style-type: none"> Publicize to staff the appropriate police contact, and Hate Crime Unit 	End of December 2021	
16.	<p>[Insert the following text in bold] Establish a clear staff development programme, including developing leadership and secondments opportunities internally and externally to address the lack of senior representation from staff with protected characteristics.</p>	<ul style="list-style-type: none"> [Insert the following text in bold] Establish a clear staff development programme, including developing leadership and secondments opportunities internally and externally to address the lack of senior representation from staff with protected characteristics 	<p>[Insert the following text in bold] Plan By 2023 and ongoing</p>	<p>[Insert the following text in bold] Assistant Director of HR Officer and Cooperate Diversity Officer, READI Review Team Contact</p>



Appendix 2

FULL COUNCIL, Wednesday 17th November 2021

MEMBERS' QUESTIONS

Blue Badge Enforcement

1) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Ray Morgon

The Council have recently launched a campaign to clamp down on the fraudulent use of blue badges. Would the Cabinet Member confirm what action has been taken to date and provide details of the outcomes from such actions?

Answer

In cases where Civil Enforcement Officers suspect the fraudulent use or misuse of a disabled persons blue badge, they will ask the user to disclose the badge and conduct local checks, issuing Penalty Charge Notices and making referrals to the Council's fraud team and/or the police if required.

We are now working in conjunction with a specialist fraud company, BBFI or Blue Badge Fraud Investigators, to conduct targeted covert enforcement operations in the borough. Following the completion of procurement and contracting processes, ground level research and engagement with third party organisations targeted operations will be commencing in the next few weeks continuing through to next year.

Offenders can expect to be prosecuted with both misuse and fraudulent of a blue badge carrying criminal convictions with a potential prison sentence or fine of up to £5,000 for those found guilty of fraud.

BBFI have worked with other local authorities and with a good success rate, at the London Boroughs of Waltham Forest, Redbridge and Westminster they have secured between 40 and 53 criminal convictions in recent years.

Officer will bring a report back to the Highways Advisory Committee on the success of the operation once any court hearings are concluded and will include details in the annual parking report. Regular communications sharing updates and successes will also be provided to continue to highlight the issue, the fact the council is clamping down and to dissuade would-be perpetrators from the practice.

Allotment Leases

2) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor John Tyler

Residents' Association Councillors have been contacted by allotment plot holders concerned that new leases being proposed by Havering Council do not give their allotment sites Statutory protection, and therefore leave the sites vulnerable to being closed and redeveloped. Would the Cabinet Member for Environment clarify what the position is regarding the new contracts and whether Statutory protection will be provided for all of Havering's allotment sites?

Answer

Havering is very fortunate to have such a wonderful selection of allotment sites allowing residents to grow their own fruit and vegetables.

The sites in the borough are long standing and well established, bringing communities together and enabling residents the option of living more sustainable lives.

It is the intention of this administration to increase the number of allotments in the borough to not only add to the community benefits but also as a measure to help respond to the climate change challenge. This will be a feature in the forthcoming parks strategy consultation.

The current renewal programme of Allotment Agreements (leases) does not reference or affect the status of any of the sites. They are renewals of the previous agreements with no amendments that affect the use of the land and are being completed in partnership with the various allotment societies.

Out of the 27 allotment sites in Havering 23 are statutory and 4 have temporary status and this has been the case since they were first created.

Parking Enforcement in High Street, Rainham

**3) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Jeffrey Tucker**

Would the Cabinet Member for Environment please explain the parking enforcement regime in operation for Rainham High Street?

Answer

The Pay & Display bays in Upminster Road South are operational 8am to 6:30pm Monday to Saturday inclusive. Parking is limited for one hour, which is free, with no return within 2 hours. This policy was brought in by this administration to aid and assist the local businesses in their recovery from this awful pandemic. Civil Enforcement Officers patrol this location daily to ensure restrictions are complied with and safe parking practices are in place.

As with previous years there will be periods of free pay and display parking on Saturday's for customers visiting local shops within across the borough this year starting on 27th November 2021 and running through to Christmas.

CCTV provision in Havering

- 4) **To the Cabinet Member for Public Protection and Safety (Councillor Viddy Persaud)**
From Councillor Paul McGeary

When will a Cabinet Report be brought forward outlining the proposals for a revised and improved CCTV provision across the Borough?

Answer

Our officers presented a CCTV project update report to O&S Crime and Disorder Sub-Group in September outlining the range of work that has been undertaken to date and setting out an indicative timeframe.

This work includes a complete audit of CCTV equipment and systems across the borough, identification of premises for a CCTV Control Hub as part of the Council's facilities rationalisation programme, and work to maximise efficiencies through collaboration with the Council's fibre infrastructure programme.

Officers are now finalising work on the most efficient models for delivery of CCTV within the Borough and will be presenting a final report to Cabinet early in the New Year.

Supply of HGV Drivers

- 5) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Martin Goode

With the growing concern over the National shortage of HGV drivers, can the Cabinet member for the Environment, please provide an assurance that this situation will not impact on both the quality and the availability of HGV Drivers that this Council currently uses to provide essential front line services?

Answer

The Road Haulage Associations survey of its members estimates a shortage of more than 100,000 drivers across the UK, and as such we are concerned with the potential disruption this could cause to our front-line service delivery and Officers are closely monitoring the impacts on contractors and their business continuity plan suitability.

Through partnership working with our contractors' officers have ensured Business Continuity Plans are robust, receiving confirmation from both the key Highways and Waste contractors that risk levels are currently at a tolerable level.

Officers have also increased the pool of agencies our contractors use to recruit HGV drivers from and worked with them to ensure pay rates remain competitive within the context of market demand.

Additionally, officers have introduced a fast tracked LGV driver training program which will lead to increased driver availability once trained, whilst also advancing

ordered materials with longer lead times such as street lighting parts and lanterns.

Ten HGV drivers are employed directly by the Council in the street cleansing, grounds maintenance and highways DSO services and these are all long serving members of staff. Should any of these choose to leave, agency drivers will be recruited in the short term to minimise any impact on the operation.

A further ten HGV licence holders are permanently employed within Transport (oneSource) and are deployed seasonally to assist with winter gritting when required.

Dumping of Waste in Hornchurch Country Park

**6) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Stephanie Nunn**

Would the Cabinet Member explain why soil was dumped in Hornchurch Country Park that contained pieces of glass, plastic and other debris that is both harmful and a serious health hazard to both children and animals?

Answer

A sustainable approach to reusing soil has been adopted by the Council and I can confirm that when Officers completed the sift of soil at the point of placement, no hazardous materials were found in any used in Hornchurch Country Park.

This is soil that, rather than having been dumped, is being recycled from other council-led works and is being used to improve the surface of the field by levelling it out.

Officers check the soil before it is used to make sure no harmful objects are present and are checking periodically to ensure that material is not dumped at the site by persons unknown.

These checks will continue until the grass is established.

Reporting Dangerous Conditions on Roads and Pavements

**7) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor John Tyler**

Following an incident in Deyncourt Gardens (Cranham Ward) in February this year, where a car left the road in icy conditions and demolished the front wall of a house, I asked officers to look into providing a fast-time telephone number on the Havering Council website, for reporting dangerous stretches of roadway or pavement. I was told that this would be looked into, but there is still no number currently shown. Bearing in mind that we are now coming into the winter period, would the Cabinet Member commit to providing such a number on the website by the end of November this year?

Answer

Council, 17 November 2021

The Council can be contacted 24 hours a day. During normal working hours residents can use the general enquiries line of 01798 434343 and out of hours can call the out of hours emergency contact number of 01708 433999. Where accidents have occurred residents should call the emergency services on 999 first.

The Councils winter service standby operation started on 1 November and is ready 24/7 to respond to forecourts of snow and icy weather and grit the roads and pavement after those conditions are experienced.

The service works in priority order to ensure our resources are targeted to areas of greatest need first. This includes the busiest areas, transport hubs, hospital and emergency services depots and main roads. This ensures vital services can continue to operate; however an emergency call out service is also operational.

As stated above, where an accident does unfortunately occur, or where residents wish to report emergency situations, they can contact the Council's out of hours duty officer via 01708 433999. This number is published on the Councils website (<https://www.haverling.gov.uk/contactus>), about halfway down the page and under the heading "out of hours emergencies") and is always staffed out of hours.

Coronavirus Vaccination Programme

8) To the Cabinet Member for Health and Adult Care Services (Councillor Jason Frost) From Councillor David Durant

Please can the Cabinet Member for Public Health provide details of the Executive decision to promote the Pfizer jab or is the Pfizer jab being promoted in Council publications without Executive and Cabinet approval?

Answer

The Council's constitution does not require every communication made by the Council to be the subject of an Executive Decision.

In January 2021, Council received a report from the Chief Executive describing the importance of Covid-19 vaccination, which at that time was only just starting. On that occasion, Council resolved by a clear majority vote to support and promote the roll out of the vaccination programme including the Pfizer jab. Subsequently the safety and benefits of vaccination have been demonstrated beyond any reasonable doubt.

Vaccination has been a hugely successful element of the national and local response to the pandemic that every member should be actively supporting and the Council's published outbreak management plan makes clear the central role of vaccination in our response to the pandemic.

Any additional costs incurred in promoting the NHS coronavirus vaccination programme have been charged against monies provided by central government as the coronavirus outbreak management fund – the Council's use of COMF has been set out in a number of Executive Decisions.

Review of the Violence Against Women & Girls Strategy

- 9) **To the Cabinet Member for Public Protection and Safety (Councillor Viddy Persaud)**
From Councillor Tele Lawal

When will the review of the Violence Against Women And Girls Strategy be completed?

Answer

The current 3 year Havering Violence Against Women and Girls (VAWG) strategy was approved by Cabinet on the 17th of April 2019 and runs to April 2022.

There is a dedicated work programme in place that is monitored through the multi-agency VAWG strategic group. The Havering Community Safety Partnership (HCSP) receives regular reports on performance against the work programme.

This year we have seen new legislation which impacts on how we must respond to violence against women and girls.

The Domestic Abuse Act received royal assent in April 2021 and the government launched its "Tackling violence against women and girls strategy" in April 2021.

Work on the new Havering violence against women and girls strategy will be led by the Havering Community Safety Partnership and will begin in January 2022, following the completion of the annual strategic assessment of crime and disorder in Havering.

The plan will be developed in partnership with the members of the VAWG strategic partnership which includes the Council, Police, Health, Probation and the voluntary sector.

The final action plan will be presented to the HCSP in April 2022 before presentation to Cabinet.

Beam Park Station

- 10) **To the Leader of the Council (Councillor Damian White)**
From Councillor Natasha Summers

Will the Executive use the non-delivery of a Beam Park station as grounds to appeal the low parking provision for Havering in the London Plan?

Answer

The administration and officers of this Council remain committed to the delivery of the new station at Beam Park as do our key partners the GLA, TfL and the developers in the area such as Countryside and L&Q.

The funding for the new station is provided by the GLA, TfL and Countryside. That remains intact. The issue with the DfT centres around an indemnity for financial loss as a result of building a new station at this location.

To that end, discussions between all parties continue with a shared goal to agreeing a position so that the station can be built as expected.

The administration robustly challenged the parking standards set out in the London Plan throughout its preparation and during the examination in public. The London Plan was adopted in March 2021 by the GLA and cannot now be legally challenged.

The parking standards set out within the London Plan for outer London Opportunity Areas is 0 – 0.5 spaces per unit. Therefore the standards in which developers will submit planning applications within this range will remain unchanged regardless of Beam Park station being delivered.

Staff Pay and Productivity

11) To the Leader of the Council (Councillor Damian White) From Councillor Gerry O’Sullivan

The Government have pledged that it wants the UK to be a high wage, high skill, and high productivity economy. Would the Leader of the Council confirm what steps this Council is taking to bring this about and how the productivity of staff is measured?

Answer

The council has a people performance management framework to maximise the impact of our work and the outcomes for our residents and deploys tools such as Verto to monitor the delivery of projects against budget and projected outcomes.

Additionally, independent measures of Council performance and productivity demonstrates that Havering Council is a productive Council delivering for residents. The IMPOWER Index is a benchmarking tool which grades councils on productivity (outcome value per £). Using publicly available data sets and looking at performance through six different lenses, it allows councils to compare performance against other authorities, and drill down into their own data. Successive IMPOWER Index reports have identified Havering as the most productive local authority in London and in the top five in the country.

The council is currently refreshing its people strategy which defines how we will build the capability, skills and culture we need for our future workforce, and in turn will ensure we are a modern, progressive and diverse council focused on

achieving the best outcomes for our communities. Our approach will include a review of our current performance management framework via which individual performance is assessed, managed and rated against agreed performance objectives. This is in addition to the ongoing conversations between managers and their direct reports/teams where any concerns about under-performance are raised and addressed.

In terms of the UK economy, we are looking at how the Council spends money so that we can maximise spend in the UK. One example of this is the Buy British approach being adopted by our JV with Wates Residential. The redevelopment of Napier and New Plymouth Houses in Rainham has a £32m development value. Over 90% of that has gone to UK based companies. This means that over £29m of business has been given to those UK companies. The JV will continue to invest in UK and local companies and target further development contracts with them.

Pay & Display Machines

**12) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Linda Van den Hende**

Can the Cabinet Member please confirm that the ability to use cash for parking in pay and display machines will continue to be available in all locations?

Answer

I can confirm that there are currently no plans to remove the payment of cash at pay and display machines. Customers wishing to can also make payment via the Council's cashless payment system operated by RingGo.

New ticket machines will also include contactless card payment and the Council is currently reviewing the use of existing PayPoint terminals provided in shops as a means of paying for parking, maximising the offer and convenience to residents and visitors.

Flag Raising Event

**13) To the Leader of the Council (Councillor Damian White)
From Councillor David Durant**

Does the Council Leader believe Havering Council is institutionally racist, and if not why did he invite attendees to an unconstitutional Town Hall flag raising event to hold a one minute silence and "take the knee" against racism in Havering as many anti-racists believe this divisive gesture undermines staff morale and community relations?

Answer

As usual, you are able to turn of a positive event for our staff and community into a negative. In fact our own BAME Staff Forum worked hard to ensure we celebrated Black History Month and they offered an excellent programme. This was done with others in our community. It was up to those who attend how they supported this, be that taking a knee or through some other way.

With regards to the raising of flags – the answer is the same as the last time you asked, unless specified in national guidance and our constitution, they are agreed at the discretion of the Chief Executive. It is right for us to make sure we recognise important times like this and other occasions so that we show we are an inclusive organisation respecting all our staff from all backgrounds.

Therefore, I would suggest it is you who is being divisive and undermining staff morale and community relations.

Proposed Beam Park Station

**14) To the Leader of the Council (Councillor Damian White)
From Councillor Keith Darvill**

Will the Leader of the Council make a statement about the likely implications for the Borough and its residents following the Department of Transport's refusal to approve the proposed Beam Park Station?

Answer

Regrettably, the delivery challenges for Beam Park station at present are a result of poor project management and business case planning from the GLA, leading to the Department for Transport raising concerns about the station's impact on the viability of the rail line.

Having said that, the administration and officers of this Council remain committed to the delivery of the new station at Beam Park as do our key partners the GLA, TfL and the developers in the area such as Countryside and L&Q. The funding for the new station is provided by the GLA, TfL and Countryside. That remains intact.

The issue with the DfT centres around an indemnity for financial loss as a result of building a new station and concerns the government have with the business case the GLA prepared at this location.

To that end, discussions between all parties continue with a shared goal to agreeing a position so that the station can be built as expected.

Parking Meters in the Borough

**15) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Paul Middleton**

There appears to be a substantial number of parking meters in the borough that are currently out of action. Would the Cabinet Member advise what steps

are being taken to get these metres back into use, together with how much income the Council estimates that it has lost during this extended period when the metres have not been working?

Answer

It is regrettable that some of our Pay & Display machines are currently not working and the main reason for this is mindless vandalism, deliberate damage and attempted theft.

There is a shortage of microchips manufactured in Asia due to factories closing during the pandemic and there has been difficulties in obtaining mechanical spare parts for repairs to the machines. In some cases, machines have been out of order due to the manufacturer closing its UK offices, and parts not being previously available.

However, the parking service have been able to source some alternative parts which has enabled repairs to some of the machines. Metric who supplies most Havering's pay & display machines, and their engineers along with the parking team are currently co-ordinating requirements to fix their machines and add in security modifications on the machines that have been subject to on-going vandalism/theft.

Additionally, Officers are using spare parts from machines than cannot otherwise be repaired to redistribute working components to keep other machines running.

A Capital investment exercise is already underway to procure around 120 new pay and display machines. These new machines will replace ones that have been subjected to consistent vandalism and theft, as the newer style machines are more robust and secure. Whilst this procurement has been underway for some time, unfortunately it has been delayed as a result of a shortage of machines coming in to the country and a lack of interest in the market.

It is estimated that up to £100k has been lost annually due to vandalised, theft and broken machines.

DIVISION NUMBER:	1	2	3	4	5	6	7	8	9	10	11	12	13	14
The Mayor [Cllr. Cllr John Mylod]	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
The Deputy Mayor [Cllr Christine Vickery]	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
CONSERVATIVE GROUP														
Cllr Robert Benham	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Ray Best	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Joshua Chapman	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr John Crowder	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Philippa Crowder	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Michael Deon Burton	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Osman Dervish	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Cllr Jason Frost	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Judith Holt	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Sally Miller	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Robby Misir	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Dilip Patel	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Nisha Patel	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Viddy Persaud	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Roger Ramsey	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Timothy Ryan	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Carol Smith	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Christine Smith	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Matt Sutton	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Cllr Maggie Themistocli	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Ciaran White	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Damian White	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Michael White	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	✓
RESIDENTS' GROUP														
Cllr Nic Dodin	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Cllr Paul Middleton	X	0	0	0	0	0	0	0	0	0	X	✓	✓	✓
Cllr Raymond Morgon	X	0	0	X	0	0	0	0	0	0	X	✓	✓	✓
Cllr Barry Mugglestone	X	0	0	X	0	0	0	0	0	0	X	✓	✓	✓
Cllr Stephanie Nunn	X	0	0	X	✓	0	0	0	X	0	X	✓	✓	✓
Cllr Gerry O'Sullivan	X	0	0	X	✓	0	0	0	0	0	X	✓	✓	✓
Cllr Reg Whitney	X	0	0	X	0	0	0	0	0	0	X	✓	✓	✓
UPMINSTER & CRANHAM RESIDENTS' GROUP														
Cllr Gillian Ford	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Cllr Linda Hawthorn	X	0	0	X	0	✓	X	✓	0	0	✓	0	0	0
Cllr Ron Ower	X	0	X	X	X	✓	X	✓	0	0	✓	0	0	0
Cllr John Tyler	X	0	X	X	X	✓	X	✓	0	0	✓	0	0	0
Cllr Linda Van den Hende	X	0	X	X	X	✓	X	✓	0	0	✓	0	0	0
Cllr Christopher Wilkins	X	0	0	X	0	✓	X	✓	0	0	✓	0	0	0
INDEPENDENT RESIDENTS' GROUP														
Cllr David Durant	0	✓	X	0	0	X	✓	X	X	✓	X	✓	X	✓
Cllr Tony Durdin	0	✓	X	0	0	X	✓	X	X	✓	X	0	X	✓
Cllr Natasha Summers	X	0	X	0	0	0	✓	X	X	0	0	0	0	✓
Cllr Jeffrey Tucker	X	✓	X	0	0	0	✓	X	X	0	X	0	X	✓
Cllr Graham Williamson	X	✓	X	0	0	0	✓	X	X	0	X	✓	X	✓
LABOUR GROUP														
Cllr Carole Beth	✓	✓	X	X	✓	✓	X	✓	X	0	✓	✓	✓	X
Cllr Keith Darvill	0	✓	X	X	✓	✓	X	✓	X	0	✓	✓	✓	X
Cllr Tele Lawal	✓	✓	X	X	✓	X	X	✓	X	0	✓	✓	✓	X
Cllr Paul McGeary	0	✓	X	X	✓	✓	X	✓	X	0	✓	✓	✓	X
Cllr Denis O'Flynn	0	✓	X	X	✓	✓	X	✓	X	0	✓	✓	✓	X
NORTH HAVERING RESIDENTS' GROUP														
Cllr Brian Eagling	✓	X	✓	X	0	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Martin Goode	✓	X	✓	X	0	✓	X	✓	✓	X	✓	✓	✓	✓
Cllr Jan Sargent	✓	X	✓	X	0	✓	X	✓	0	X	✓	✓	✓	X
Cllr Darren Wise	✓	X	✓	X	0	✓	X	✓	✓	X	✓	✓	✓	✓
INDEPENDENT														
Cllr Bob Perry	0	0	X	X	0	0	X	✓	0	0	✓	0	0	✓
Cllr Melvin Wallace	✓	X	✓	X	X	✓	X	✓	✓	X	✓	✓	✓	X
TOTALS														
✓ = YES	30	9	28	0	7	37	5	39	27	2	39	41	39	38
X = NO	14	28	14	44	27	3	39	5	11	28	10	0	4	7
0 = ABSTAIN/NO VOTE	6	13	8	6	16	10	6	6	12	20	1	9	7	5
ID = INTEREST DISCLOSED/NO VOTE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A = ABSENT FROM MEETING	4	4	4	4	4	4	4	4	4	4	4	4	4	4
	54	54	54	54	54	54	54	54	54	54	54	54	54	54

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