

Ayshe Simsek,
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13 March 2026

To: All Members of the Full Council

Dear Member,

Full Council - Monday, 16th March, 2026

I attach a copy of the following reports for the above-mentioned meeting which were not available at the time of collation of the agenda:

9. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES (PAGES 1 - 164)

- a) Standards Committee – This will contain recommendations on approval of the Member Allowances Scheme 2026/2027 and changes to the Council's Constitution. These relate to signing and sealing of council documents.
- b) Overview and Scrutiny Committee - Annual report and approval of the updated terms of references for JHOSC

The above reports are marked to follow as meetings take place after the publication of the Council Summons.

Yours sincerely

Ayshe Simsek, Democratic Services and Scrutiny Manager

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REPORT OF STANDARDS COMMITTEE – 3/2025/ 2026**FULL COUNCIL 16 MARCH 2026**

Councillor Erdal Dogan (chaired the meetings on the 3rd of February and 9th of March 2026)

1. INTRODUCTION

- 1.1 This report arises from the Standards Committee meetings held on the 3 February and 9 March 2026 and asks Full Council to consider the following:
- 1.2 To revoke the Members' Allowances Scheme for 2025/26 as of 31 March 2026 and to approve a new Members' Allowances Scheme, set out at Appendix 4, for the Municipal year 2026/27 to take effect from 1 April 2026.
- 1.3 To approve the proposed Introduction of Electronic Signing and Sealing and subsequent changes to the Constitution.

2. MEMBERS' ALLOWANCES SCHEME 2026/27

- 2.1 The Local Authorities (Members Allowances) (England) Regulations 2003 allow London Boroughs to use an Independent Remuneration Panel set up for the purpose of making recommendations across London. London Councils set up a panel for this purpose in 2001 and its most recent report was published on 5th of January 2024 following a detailed review, with recommendations on the remuneration of Councillors in London. We noted that the Independent Remuneration Panel 2023 report (attached as appendix)continues to be considered by Councils and there will be no new report in 2026. The LGA confirm that a report by the IRP Panel is next expected at the end of 2027.
- 2.2 The 2023 report argued strongly that the salaries for Councillors are considerably lower than those in Scotland, Wales and Northern Ireland and workers in London. The Panel were recommending that the basic allowance should be £15,960 and the approach and calculations are listed at paragraph 7.9 of the attached report at Appendix 5. The Panel had included comments from their research and focus groups to help to provide assurance on how this may not be negatively perceived.
- 2.3 We noted that although the IRP 2023 makes recommendations, it is for each individual Council to decide the level of remuneration and for which roles.
- 2.4 There was discussion at the Standards Committee in February 2026, and Members welcomed the IRP recommendations to incrementally increase with officer pay. However, it was noted that Members would discuss any changes with political groups and return in March 2026 with final recommendations. At

this meeting it was also noted that continuing with a 2% increase would be an **£13,680** additional budget cost and would mean a new basic Allowance as **£12,234.00**. This was noted to be still well below the Basic Allowance recommendation from IMP Panel of **£15,960** and below the rates paid by Islington, Hackney and Camden Council.

- 2.5 The attached appendix 3 sets out an updated Member Allowance scheme 2026/27 with a 2% increase to the Basic Allowance.

$£11,994/100 \times 2 = £239.88$ (rounded to £240.00) with new Basic Allowance as £12,234.00.

$£240 \times 57 = £13,680$ additional budget cost.

3. WE RECOMMEND

- 3.1 Full Council revoke the Members' Allowances Scheme for 2025/26 as of 31 March 2026.
- 3.2 Full Council consider the proposed changes to the Members' Allowance Scheme 2026/2027 set out at **Appendix 1, 2 and 3**.
- 3.3 Full Council approve the new Members' Allowances Scheme for the Municipal year 2026/27, **as set out in Appendix 4**.

4. INTRODUCTION OF ELECTRONIC SIGNING AND SEALING

- 4.1 To consider the introduction of electronic signing and sealing and associated amendments to the Council's Constitution to support the introduction of electronic signing and sealing for documents executed by the Council.
- 4.2 The adoption of electronic execution arrangements will modernise the Council's approach to signing and sealing of documents which is currently wholly paper based with 'wet' signatures and requires the physical presence of relevant officers to undertake this task. For some processes such as contracts, where documents are sent out to be signed, 'wet signatures' add to delays in execution of documents. An electronic system will improve efficiency, reduce administrative burden, support the council's digital service transformation objectives and reduce spend on associated print and paper costs.
- 4.3 The proposed changes require amendments to the Constitutional provisions relating to the execution of documents and the use of the Common Seal.

5. WE RECOMMEND:

- 5.1 Full Council consider and agree the proposed changes to the Constitution set out in Appendices 7 and 8, to enable the local authority to adopt electronic signing and sealing.

6. Reasons for decision

- 6.1 The Council's current constitutional arrangements underpins the current practice which is wholly paper based and requires 'wet' signatures by officers to whom the Monitoring Officer has delegated authority to sign and seal documents.
- 6.2 Signing and Sealing is the formal process used to confirm that a document has been formally approved and is legally binding on the local authority. The Monitoring Officer has delegated authority to a defined list of lawyers 'authorised persons', who can sign and seal documents on behalf of the council.
- 6.3 Signing means that an authorised person signs documents, by hand, to confirm that the council agrees to be bound by the document. Whilst all documents are signed, not all documents are required to be both signed and sealed. Sealing is the use of the Council's official seal which is attached to a document and is a legal formality required for specific classes of legal documents, typically, leases, deeds and legal agreements where legislation requires execution as a deed. The seal is witnessed by an authorised officer and is recorded in the council's seal register. Sealing confirms that the document is legally valid.
- 6.4 Developments in the law now permit the use of electronic signatures. An electronic signature is the electronic equivalent of a handwritten signature and links a party to the contents of an electronic document. Electronic sealing is also permitted, and both are undertaken by several local authorities across the country.
- 6.5 Introducing electronic signing and sealing will enable faster completion of contracts, deeds and other formal documents, support remote and hybrid working, contribute to business continuity and reduce spend on print and paper.

7. Alternative options considered

- 7.1 Leaving the Constitution unchanged would result in the Council falling behind in the use of electronic practices. Amending the Constitution to recognise the validity of electronic signatures and allow the documents to be sealed without the need for physical attendance and meet evolving working practices and aid remote working.

Appendices

Appendix 1 Standards Committee Report Members' Allowances Scheme

Appendix 2: Members Allowances Scheme 2026/27 unchanged

Appendix 3 Members Allowance Scheme 2026/27- 2% increase(Track changes)

Appendix 4 3 Members Allowance Scheme 2026/27- 2% increase publication copy.

Appendix 5: The Remuneration of Councillors in London 2023– report of the Independent Panel

Appendix 6 - Report to Standards Committee Changes to the Constitution - Introduction of Electronic Signing and Sealing

Appendix 7 - Haringey Constitution - Track Changes with Introduction of Electronic Signing and Sealing – Part Two Articles

Appendix 8 - Haringey Constitution - Track Changes with Introduction of Electronic Signing and Sealing – Part 4 Section C Miscellaneous Functions

Report for: Standards Committee 9th of March 2026

Title: Members Allowances Scheme for 2026-2027

Report authorised by : Director of Legal and Governance Fiona Alderman

Lead Officer: Ayshe Simsek - Democratic Services and Scrutiny Manager

Ward(s) affected: N/A

**Report for Key/
Non-Key Decision:** Non key decision

1. Describe the issue under consideration.

1.1 Each year before 31st March, full Council is required by the Local Authorities (Members Allowances) (England) Regulations 2003 to adopt a Members Allowances Scheme for the following financial year.

2. Cabinet Member Introduction

N/A

3. Recommendations

3.1 To consider the changes to the Members' Allowances Scheme set out at section 6 and reflected at Appendix 2 to the report.

3.2 To recommend that the Members' Allowances Scheme 2026/27 attached at Appendix 2, and any further changes agreed by the Committee be adopted by Full Council on 16 March 2026.

4. Reasons for decision

4.1 The Council has a legal duty to approve a Members Allowances Scheme before the end of each year to cover the following year. The Council can amend a scheme any time during the year but can only revoke a scheme with effect from the beginning of the year. The scheme must make provision for basic allowances and, if they are to be paid, special responsibility, dependents' carers, travelling and subsistence and co-optees allowances.

5. Alternative options considered.

5.1 No alternative options were considered as there is a duty to adopt a members' allowance scheme annually.

6. Background information

6.1 This report asks Standards Committee to consider the scheme proposed for 2026/27 municipal year and recommend the final scheme for approval by full Council on the 16th of March 2026, in accordance with Article 14.03 of the Council's Constitution.

6.2 Before it can adopt a Members Allowances Scheme the Council has a duty to consider the recommendations of an Independent Remuneration Panel in relation to the payment of Members Allowances.

6.3 The Local Authorities (Members Allowances) (England) Regulations 2003 allow London Boroughs to use an Independent Remuneration Panel set up for the purpose of making recommendations across London. London Councils set up a panel for this purpose in 2001 and its most recent report was published on 5th of January 2024 following a detailed review, with recommendations on the remuneration of Councillors in London. To confirm that the Independent Remuneration Panel 2023 report (attached as appendix 1) continues to be considered by Councils and there will be no new report in 2026. The LGA confirm that a report by the IRP Panel is next expected at the end of 2027.

6.4 The 2023 report was considered by the Standards Committee in January 2024 and they noted that it highlighted the increasing challenges and complex role of councillors and how in London this is becoming more seismic with inclusion of national and international changes are directly impacting communities. The report reiterated the wide-ranging responsibilities of local councillors, the time commitment needed and ensuring that the role remained attractive to local residents that have skills, knowledge of the communities and who also reflected the demographics of the borough. The report made some strong recommendations for changes to the basic allowance of councillors, and to the SRA for the Leader and Mayors of Councils. The report recommendations were supported by research, which has been compiled from canvassing members and holding focus groups with the public to provide Councils with some assurance that the recommendations have been tested and to limit the anxiety around reputational risk.

6.5 The report argued strongly that the salaries for councillors are considerably lower than those in Scotland, Wales and Northern Ireland and workers in London. The Panel are recommending that the basic allowance should be **£15,960** and the approach and calculations are listed at paragraph 7.9 of the attached report. The Panel had included comments from their research and focus groups to help to provide assurance on how this may not be negatively perceived.

6.6 Although the IRP 2023 makes recommendations, it is for each individual Council to decide the level of remuneration and for which roles.

- 6.7 To note that previous Haringey independent review of Members Allowance commissioned by the Standards Committee in 2019/20 indicated that the Members Basic Allowance percentage increase be index linked to the local government officer pay percentage increase, capped at 2% to be reduced if a lesser percentage is agreed.
- 6.8 To note that in March 2024, the Committee discussed that going forward, there should be a regularisation of increases to the Basic Allowance to link with the local government pay increase, capped at 2% but noted the legal requirement to consider the Members' Allowance Scheme on an annual basis.
- 6.9 There was discussion at the Standards Committee in February 2026 and Members welcomed the IRP recommendations to incrementally increase with officer pay. However, it was noted that Members would discuss any changes with political groups and return in March 2026 with final recommendations. At this meeting it was also noted that continuing with a 2% increase would be an **£13,680** additional budget cost and would mean a new basic Allowance as **£12,234.00**. This was noted to be still well below the Basic Allowance recommendation from IMP Panel of **£15,960** and below the rates paid by Islington, Hackney and Camden Council.
- 6.10 To note that neighbouring boroughs Basic Allowances rates were as follows:

Islington - 12, 717
Hackney - £12480
Enfield £10,997
Barnet £10,809
Brent £12,988
Camden £13,340

- 6.11 The attached appendix 2 sets out an updated Member Allowance scheme 2026/27 with a 2% increase to the Basic Allowance.

$£11,994/100 \times 2 = £239.88$ (rounded to £240.00) with new Basic Allowance as £12,234.00.

$£240 \times 57 = £13,680$ additional budget cost.

7. Contribution to strategic outcomes

- 7.1 Members of the Council are directly responsible for the setting and oversight of all strategic priorities.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 Finance

The cost of increasing the Members Basic Allowance by £240.00 per councillor is £13,680. A budget pressure of £13,680 is not a significant sum in the context of the Council's overall budget and will have to be managed through the in-year monitoring process for 2026/27 and addressed formally in the next MTFs round and considered earlier by the Committee in November 2026 and Feb 2027.

8.2 Director of Legal and Governance

The proposed Members' Allowance Scheme complies with the relevant provisions of the Local Authorities (Members' Allowances) (England) Regulations 2003; the Local Government and Housing Act 1989 and the Local Government Act 2000.

In addition, there are separate provisions, namely sections 3 and 5 of the Local Government Act 1972 for the payment of allowances to the Mayor and the Deputy Mayor.

8.3 Equality

The decision to approve allowances to members does not have a direct impact on the equality duty of the council, other than that the scheme includes provision for payment for parent/carers allowances to facilitate the attendance of parents and carers at meetings and in relation to carrying out the general responsibilities of councillors.

9. Use of Appendices

Appendix 1: Members Allowances Scheme 2026/27 unchanged
Appendix 2 Members Allowance Scheme 2026/2- 2% increase

Appendix 3: The Remuneration of Councillors in London 2023– report of the Independent Panel

10. Local Government (Access to Information) Act 1985

Haringey Review of Member Allowances 2019/20

Part 6

Members' Allowances Scheme

1. SCHEME FOR THE PAYMENT OF MEMBERS' ALLOWANCES

1.01 Made in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 and in force for the municipal year *1 April 2026 to 31 March 2027*).

2. BASIC ALLOWANCE

2.01 Each Councillor will be entitled to receive the sum of £11,994 by way of Basic Allowance.

2.02 If a Councillor does not serve as such for the whole 12-month period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor. This principle also applies to education representatives on scrutiny bodies and employee and employer representatives on the Combined Pensions Committee and Board (co-optees).

3. INCLUDED EXPENSES

3.01 Travel Expenses.

The Basic Allowance includes all travel within the M25. Councillors are not entitled to any form of concession or special permit as Councillors for parking in the Borough.

4. MAYORAL ALLOWANCES

4.01 The additional allowances for the Mayor and Deputy Mayor are:

- (a) The Mayor is entitled to an additional allowance of £16,965.
- (b) The Deputy Mayor is entitled to an additional allowance of £4,238.

5. SPECIAL RESPONSIBILITY ALLOWANCES

5.01 For the period *1 April 2026 to 31 March 2027*, Haringey Council will allocate Special Responsibility Allowances in six bands, to Councillors who take on certain additional roles, in accordance with Table A below. If a Councillor does not serve as such for the whole period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor and had the special responsibilities.

Table A

Band	Position	Special Allowance	Total Allowance (including Basic Allowance)
Band 4	•Leader	£33,926	£45, 920
Band 3B	9 or fewer x Cabinet Members	£25,443	£37,437
Band 3A	• Chair of Overview and Scrutiny Committee	£23,134	£35,128
Band 2B	•Chief Whip •Chair of Strategic Planning and Planning Sub Committee •Chair of Alexandra Palace and Park Board •Leader of the Principal Opposition	£16, 965	£28,959
Band 2A	4 x Councillors serving on Overview and Scrutiny Committee	£15, 421	£27,415
Band 1B	•Chair of Combined Pensions Committee and Board •Chair of General Purposes Committee •Chair of Standards Committee • Chair of Audit Committee •Chair of Licensing Committee and Licensing Sub Committee • Deputy Leader of the Principal Opposition	£8, 482	£20,476

	<ul style="list-style-type: none"> • Chief Whip of the Principal Opposition 		

(To note that the Chair of General Purposes Committee is also and Vice Chair of Appointments Panel and the Vice Chair of Disciplinary, Grievance and Dismissal Panel)

6. MULTIPLE RESPONSIBILITIES

6.01 Where a Councillor holds more than one post of special responsibility, he/she may only receive one Special Responsibility Allowance. Where a Councillor holds more than one post of special responsibility and the posts have Special Responsibility Allowances of different monetary values, the Councillor would receive the higher one. For the purposes of this paragraph, the Mayor and Deputy Mayor count as posts of special responsibility.

7. CO-OPTees' ALLOWANCES

7.01 Each education representative on scrutiny bodies, and each employee and employer representative on the Combined Pensions Committee and Board, is entitled to an allowance of £154 per meeting attended, to a maximum of £616. No allowances are payable to others who are not elected Councillors.

8. BABYSITTING AND DEPENDANTS ALLOWANCE

8.01 Councillors and non-elected members can claim this allowance based on the following:

- (a) That reimbursement be made at the London Living Wage. The period of payment should include the time of the meeting, together with reasonable

travelling time of the member, plus any necessary travelling expenses of the carer to and from their home.

- (b) Children over the age of 16 must not be claimed for, unless suffering from an illness or disability making constant care essential.

9. TRAVELLING AND SUBSISTENCE ALLOWANCE

9.01 Councillors can claim this allowance for attending approved meetings, training and conferences etc. only to the extent that it involves travel outside the M25. Claims must be based on the following:

- (a) The mileage rate for travel by private car is 34.6 pence per mile. An extra 3 pence per mile is payable for each passenger for whom a travelling allowance would otherwise be payable. The cost of tolls, ferries and parking charges can be claimed.

- (b) The mileage rate for travel by solo motor cycle is :

Not exceeding	150 cc	8.5 pence per mile
Over	150 cc but not over 500 cc	12.3 pence per mile
Over	500 cc	16.5 pence per mile

- (c) On public transport only the ordinary or cheaper fare can be claimed where more than one class is available.

- (d) The cost of a taxi, including a reasonable tip, can be claimed only in case of urgency or where public transport is not practicable or reasonably available.

- (e) The maximum rates for subsistence allowance on approved duties are as follows:

For an absence of more than 4 hours before 11.00 £4.92

For an absence of more than 4 hours including lunchtime between 12.00 and 14.00 £6.77

For an absence of more than 4 hours including the period 15.00 to 18.00 £2.67

For an absence of more than 4 hours ending after 19.00 £8.38

10. CLAIMS AND PAYMENTS

- 10.01 Where a Councillor is also a Councillor of another authority, that Councillor may not receive allowances from more than one authority in respect of the same duties.
- 10.02 The Basic Allowance and Special Responsibility Allowances will be paid in equal monthly instalments.
- 10.03 The Co-optees' Allowance must be claimed by, and will be paid at, the end of the municipal year, subject to paragraphs 2.02 above and 10.05 below.
- 10.04 All claims for Travelling and Subsistence Allowance and Babysitting and Dependents Allowance must be made within two months of the relevant meeting or the costs being incurred by the Councillor or non-elected member, subject to paragraph 10.05 below.
- 10.05 If any Allowance under paragraphs 10.03 or 10.04 is not claimed within the prescribed time limit, the Democratic Services Manager shall have a discretion to make the payment nonetheless.
- 10.06 Any Councillor or non-elected member may elect to forego his/her entitlement to all or part of any allowance by giving written notice at any time to the Democratic Services Manager.

11 MATERNITY, ADOPTION, SHARED PARENTAL, PATERNITY AND SICKNESS PAY

- 11.01 Subject to this paragraph 11, all Members shall continue to receive their Basic Allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave, as long as they remain a Councillor. This includes Members becoming parents through surrogacy arrangements.
- 11.02 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek executive approval from before the point of the 6 months' leave expiry, for the extension of this leave. The Council (or Leader in case of Cabinet Members) may, depending on the circumstances, appoint a replacement to cover the period of absence who will be entitled to the SRA pro rata for the period of the temporary appointment.

11.03 The Democratic and Scrutiny Services Manager will write to the Member to confirm the continuation of allowances and until what date they will continue.

11.04 Leave arrangements are unaffected by the number of children born from a single pregnancy or placed as part of a single adoption.

Maternity Leave

11.05 A Member is entitled to take up to 52 weeks' maternity leave starting no earlier than the 11th week before the expected week of childbirth, except following a premature birth, and no later than the day following the actual date of birth.

11.06 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take maternity leave in writing no later than 4 weeks before the date they wish the period of maternity leave to start and:

- i) Confirm the expected week of childbirth;
- ii) Provide a copy of the MATB1 (available from a doctor or midwife);
- iii) Confirm the date on which the Member intends her maternity leave to start.

Adoption Leave

11.07 A Member is entitled to take up to 52 weeks of adoption leave starting no earlier than 14 days before the child is expected to be placed and no later than the expected placement date, or if the child is adopted from overseas, no later than 28 days after the date on which the child enters Great Britain,

11.08 The Member must notify the Democratic Services and Scrutiny Manager in the case of a UK adoption of their intention to take adoption leave in writing no more than seven days after the date on which the Member is notified of having been matched with the child for adoption or, where that is not reasonably practicable, as soon as is reasonably practicable thereafter. In the case of an overseas adoption, the Member must notify the Democratic Services and Scrutiny Manager of their intention to take adoption leave in writing, no more than 28 days after s/he received the official notification and:

- i) Confirm the date the child is expected to be placed with him/her for adoption (UK Adoption) or the date on which the Member received an official notification and the date on which the child is expected to enter Great Britain (overseas adoption);
- ii) Provide a copy of the matching certificate/official notification. The matching certificate must be issued by the adoption agency that matched the Member to the child and must contain the name and address of the agency, the date on which the Member was notified that s/he had been matched to the child, and the date on which the agency expects to place the child with the Member.;
- (iii) in the case of an overseas adoption, the date of entry of the child into Great

Britain iv) Confirm the date which the Member has chosen his/her adoption leave to start.

Shared Parental Leave

11.09 A Member is entitled to Shared Parental Leave if they are :-

- (i) the mother, or expectant mother, of a child, or the father of the child, or at the date of the child's birth the spouse, civil partner or partner of the mother/expectant mother, and at the date of birth the mother and the father/spouse/civil partner/partner share the main caring responsibility for the child; or
- (ii) the adopter of a child, or at the date that the child is placed for adoption the person who is the spouse, civil partner or partner of the adopter, and at the date of the placement of the child for adoption the adopter and the spouse/civil partner/partner share the main caring responsibility for the child. Where two people have been matched jointly, the adopter is whoever has elected to be the child's adopter.

11.10 A Member may share up to 50 weeks' leave if the mother/ adopter curtails their maternity/adoption leave before using their full entitlement of 52 weeks. The number of weeks available as Shared Parental Leave will be reduced by the number of weeks maternity or adoption leave that has already been taken by the mother or adopter.

11.11 Shared Parental Leave can be taken as one continuous block or in multiples of complete weeks, but must end no later than one year after the birth/placement for adoption of the child.

11.12 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take shared parental leave in writing no later than 8 weeks before the date they wish the period of shared parental leave to start, and must in writing provide the following information

(i) in the case of the birth of a child:-

- the names of the mother and of the father/spouse/civil partner/partner,
- the start and end dates of any period of maternity leave to be taken by the Member,
- the total amount of Shared Parental Leave available,
- the expected week of birth
- the date of birth (where the child is not yet born, this information must be provided as soon as reasonably practicable after the birth and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- how much Shared Parental Leave the mother and the father/spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave.

(ii) in the case of the adoption of a child:-

- the names of the adopter and of the spouse/civil partner/partner,
- the date that the adopter was notified of having been matched for adoption with the child
- the date that the child is expected to be placed for adoption
- the date of the placement (where the child has yet to be placed for adoption, this information must be provided as soon as reasonably practicable after the placement and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- the start and end dates of any period of adoption leave to be taken by the adopter,
- the total amount of Shared Parental Leave available,
- how much Shared Parental Leave the adopter and the spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave.

Paternity Leave

11.13 A Member is entitled to take up to two weeks' paternity leave to help care for the child, or to support the child's mother/adopter, if they are either: the father of the child (whether or not they are the biological father); the spouse, civil partner or partner of the mother/adopter.

11.14 The Member may take one week or two consecutive weeks of paternity leave, but not single days or less than a week's duration. Paternity leave must be taken within 56 days of the birth or adoption.

11.15 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take paternity leave in writing no later than 4 weeks before they wish the period of paternity leave to start (childbirth) or no more than seven days after the date on which the adopter is notified of having been matched with the child or, where that is not reasonably practicable, as soon as is reasonably practicable; and:

- i) Confirm the expected week of childbirth; or the dates on which the adopter was notified that s/he had been matched with the child and on which the child is expected to be placed for adoption with the adopter(UK Adoption); or the dates on which the adopter received official notification and on which the child is expected to enter Great Britain (Overseas Adoption);
- ii) or matching certificate/official notification;
- iii) Confirm the length of the absence and the date on which the Member has chosen to begin his/her leave

11.16 If the Member wishes to change the start date of a period of leave, they should write to the Democratic Services and Scrutiny Manager no later than 4 weeks before either the original start date 'or' the new start date

(whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.17 If the Member wishes to change the end date of a period of leave they should write to the Democratic Services and Scrutiny Manager at least 4 weeks before either the original end date or the new end date (whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.18 HR Services will provide confirmation that the information on revised dates has been received and that relevant re-instatement or adjustment of any SRA has taken place, with a copy to Democratic Services, within 10 working days.

Sickness Leave

11.19 A Member who is sick will continue to receive the basic allowance as long as they remain a Councillor. They will also continue to receive any SRA for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek *executive* approval before the point of the 6 months' leave expiry, for the extension of this leave. This is in accordance with section 85 of the 1972 Local Government Act.

11.20 If a Member decides not to return to office following either during or on their expiry of maternity, adoption, shared parental, paternity or sickness leave, the Chief Executive must be notified. HR Services must then be informed within two working days of receiving notification. Allowances will cease from the effective resignation date.

11.21 If an election is held during the Member's maternity, adoption, shared parental, paternity or sickness leave and they are not re-elected, or decide not to stand for re-election, their basic allowance and SRA, if appropriate will cease from the Monday after the election date when they would technically leave office.

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Part 6

Members' Allowances Scheme

1. SCHEME FOR THE PAYMENT OF MEMBERS' ALLOWANCES

1.01 Made in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 and in force for the municipal year 1 April 2026 to 31 March 2027).

2. BASIC ALLOWANCE

2.01 Each Councillor will be entitled to receive the sum of ~~£11,994~~ **£12,234.00** by way of Basic Allowance.

2.02 If a Councillor does not serve as such for the whole 12-month period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor. This principle also applies to education representatives on scrutiny bodies and employee and employer representatives on the Combined Pensions Committee and Board (co-optees).

3. INCLUDED EXPENSES

3.01 Travel Expenses.

The Basic Allowance includes all travel within the M25. Councillors are not entitled to any form of concession or special permit as Councillors for parking in the Borough.

4. MAYORAL ALLOWANCES

4.01 The additional allowances for the Mayor and Deputy Mayor are:

- (a) The Mayor is entitled to an additional allowance of £16,965.
- (b) The Deputy Mayor is entitled to an additional allowance of £4,238.

5. SPECIAL RESPONSIBILITY ALLOWANCES

5.01 For the period *1 April 2026 to 31 March 2027*, Haringey Council will allocate Special Responsibility Allowances in six bands, to Councillors who take on certain additional roles, in accordance with Table A below. If a Councillor does not serve as such for the whole period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor and had the special responsibilities.

Table A

Band	Position	Special Allowance	Total Allowance (including Basic Allowance)
Band 4	•Leader	£33,926	£45,920 £46,160
Band 3B	9 or fewer x Cabinet Members	£25,443	£37,437 £37,677
Band 3A	• Chair of Overview and Scrutiny Committee	£23,134	£35,128 £35,368
Band 2B	•Chief Whip •Chair of Strategic Planning and Planning Sub Committee •Chair of Alexandra Palace and Park Board •Leader of the Principal Opposition	£16,965	£28,959 £29,199
Band 2A	4 x Councillors serving on Overview and Scrutiny Committee	£15,421	£27,415 £27,655
Band 1B	•Chair of Combined Pensions Committee and Board •Chair of General Purposes Committee •Chair of Standards Committee • Chair of Audit Committee •Chair of Licensing Committee and Licensing Sub Committee • Deputy Leader of the Principal Opposition	£8,482	£20,476 £20,716

	<ul style="list-style-type: none"> • Chief Whip of the Principal Opposition 		

(To note that the Chair of General Purposes Committee is also and Vice Chair of Appointments Panel and the Vice Chair of Disciplinary, Grievance and Dismissal Panel)

6. MULTIPLE RESPONSIBILITIES

6.01 Where a Councillor holds more than one post of special responsibility, he/she may only receive one Special Responsibility Allowance. Where a Councillor holds more than one post of special responsibility and the posts have Special Responsibility Allowances of different monetary values, the Councillor would receive the higher one. For the purposes of this paragraph, the Mayor and Deputy Mayor count as posts of special responsibility.

7. CO-OPTees' ALLOWANCES

7.01 Each education representative on scrutiny bodies, and each employee and employer representative on the Combined Pensions Committee and Board, is entitled to an allowance of £154 per meeting attended, to a maximum of £616. No allowances are payable to others who are not elected Councillors.

8. BABYSITTING AND DEPENDANTS ALLOWANCE

8.01 Councillors and non-elected members can claim this allowance based on the following:

- (a) That reimbursement be made at the London Living Wage. The period of payment should include the time of the meeting, together with reasonable

- 10.01 Where a Councillor is also a Councillor of another authority, that Councillor may not receive allowances from more than one authority in respect of the same duties.
- 10.02 The Basic Allowance and Special Responsibility Allowances will be paid in equal monthly instalments.
- 10.03 The Co-optees' Allowance must be claimed by, and will be paid at, the end of the municipal year, subject to paragraphs 2.02 above and 10.05 below.
- 10.04 All claims for Travelling and Subsistence Allowance and Babysitting and Dependents Allowance must be made within two months of the relevant meeting or the costs being incurred by the Councillor or non-elected member, subject to paragraph 10.05 below.
- 10.05 If any Allowance under paragraphs 10.03 or 10.04 is not claimed within the prescribed time limit, the Democratic Services Manager shall have a discretion to make the payment nonetheless.
- 10.06 Any Councillor or non-elected member may elect to forego his/her entitlement to all or part of any allowance by giving written notice at any time to the Democratic Services Manager.

11 MATERNITY, ADOPTION, SHARED PARENTAL, PATERNITY AND SICKNESS PAY

- 11.01 Subject to this paragraph 11, all Members shall continue to receive their Basic Allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave, as long as they remain a Councillor. This includes Members becoming parents through surrogacy arrangements.
- 11.02 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek executive approval from before the point of the 6 months' leave expiry, for the extension of this leave. The Council (or Leader in case of Cabinet Members) may, depending on the circumstances, appoint a replacement to cover the period of absence who will be entitled to the SRA pro rata for the period of the temporary appointment.

11.03 The Democratic and Scrutiny Services Manager will write to the Member to confirm the continuation of allowances and until what date they will continue.

11.04 Leave arrangements are unaffected by the number of children born from a single pregnancy or placed as part of a single adoption.

Maternity Leave

11.05 A Member is entitled to take up to 52 weeks' maternity leave starting no earlier than the 11th week before the expected week of childbirth, except following a premature birth, and no later than the day following the actual date of birth.

11.06 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take maternity leave in writing no later than 4 weeks before the date they wish the period of maternity leave to start and:

- i) Confirm the expected week of childbirth;
- ii) Provide a copy of the MATB1 (available from a doctor or midwife);
- iii) Confirm the date on which the Member intends her maternity leave to start.

Adoption Leave

11.07 A Member is entitled to take up to 52 weeks of adoption leave starting no earlier than 14 days before the child is expected to be placed and no later than the expected placement date, or if the child is adopted from overseas, no later than 28 days after the date on which the child enters Great Britain,

11.08 The Member must notify the Democratic Services and Scrutiny Manager in the case of a UK adoption of their intention to take adoption leave in writing no more than seven days after the date on which the Member is notified of having been matched with the child for adoption or, where that is not reasonably practicable, as soon as is reasonably practicable thereafter. In the case of an overseas adoption, the Member must notify the Democratic Services and Scrutiny Manager of their intention to take adoption leave in writing, no more than 28 days after s/he received the official notification and:

- i) Confirm the date the child is expected to be placed with him/her for adoption (UK Adoption) or the date on which the Member received an official notification and the date on which the child is expected to enter Great Britain (overseas adoption);
- ii) Provide a copy of the matching certificate/official notification. The matching certificate must be issued by the adoption agency that matched the Member to the child and must contain the name and address of the agency, the date on which the Member was notified that s/he had been matched to the child, and the date on which the agency expects to place the child with the Member.;
- (iii) in the case of an overseas adoption, the date of entry of the child into Great

Britain iv) Confirm the date which the Member has chosen his/her adoption leave to start.

Shared Parental Leave

11.09 A Member is entitled to Shared Parental Leave if they are :-

- (i) the mother, or expectant mother, of a child, or the father of the child, or at the date of the child's birth the spouse, civil partner or partner of the mother/expectant mother, and at the date of birth the mother and the father/spouse/civil partner/partner share the main caring responsibility for the child; or
- (ii) the adopter of a child, or at the date that the child is placed for adoption the person who is the spouse, civil partner or partner of the adopter, and at the date of the placement of the child for adoption the adopter and the spouse/civil partner/partner share the main caring responsibility for the child. Where two people have been matched jointly, the adopter is whoever has elected to be the child's adopter.

11.10 A Member may share up to 50 weeks' leave if the mother/ adopter curtails their maternity/adoption leave before using their full entitlement of 52 weeks. The number of weeks available as Shared Parental Leave will be reduced by the number of weeks maternity or adoption leave that has already been taken by the mother or adopter.

11.11 Shared Parental Leave can be taken as one continuous block or in multiples of complete weeks, but must end no later than one year after the birth/placement for adoption of the child.

11.12 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take shared parental leave in writing no later than 8 weeks before the date they wish the period of shared parental leave to start, and must in writing provide the following information

(i) in the case of the birth of a child:-

- the names of the mother and of the father/spouse/civil partner/partner,
- the start and end dates of any period of maternity leave to be taken by the Member,
- the total amount of Shared Parental Leave available,
- the expected week of birth
- the date of birth (where the child is not yet born, this information must be provided as soon as reasonably practicable after the birth and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- how much Shared Parental Leave the mother and the father/spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave.

(ii) in the case of the adoption of a child:-

- the names of the adopter and of the spouse/civil partner/partner,
- the date that the adopter was notified of having been matched for adoption with the child
- the date that the child is expected to be placed for adoption
- the date of the placement (where the child has yet to be placed for adoption, this information must be provided as soon as reasonably practicable after the placement and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- the start and end dates of any period of adoption leave to be taken by the adopter,
- the total amount of Shared Parental Leave available,
- how much Shared Parental Leave the adopter and the spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave.

Paternity Leave

11.13 A Member is entitled to take up to two weeks' paternity leave to help care for the child, or to support the child's mother/adopter, if they are either: the father of the child (whether or not they are the biological father); the spouse, civil partner or partner of the mother/adopter.

11.14 The Member may take one week or two consecutive weeks of paternity leave, but not single days or less than a week's duration. Paternity leave must be taken within 56 days of the birth or adoption.

11.15 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take paternity leave in writing no later than 4 weeks before they wish the period of paternity leave to start (childbirth) or no more than seven days after the date on which the adopter is notified of having been matched with the child or, where that is not reasonably practicable, as soon as is reasonably practicable; and:

- i) Confirm the expected week of childbirth; or the dates on which the adopter was notified that s/he had been matched with the child and on which the child is expected to be placed for adoption with the adopter(UK Adoption); or the dates on which the adopter received official notification and on which the child is expected to enter Great Britain (Overseas Adoption);
- ii) or matching certificate/official notification;
- iii) Confirm the length of the absence and the date on which the Member has chosen to begin his/her leave

11.16 If the Member wishes to change the start date of a period of leave, they should write to the Democratic Services and Scrutiny Manager no later than 4 weeks before either the original start date 'or' the new start date

(whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.17 If the Member wishes to change the end date of a period of leave they should write to the Democratic Services and Scrutiny Manager at least 4 weeks before either the original end date or the new end date (whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.18 HR Services will provide confirmation that the information on revised dates has been received and that relevant re-instatement or adjustment of any SRA has taken place, with a copy to Democratic Services, within 10 working days.

Sickness Leave

11.19 A Member who is sick will continue to receive the basic allowance as long as they remain a Councillor. They will also continue to receive any SRA for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek *executive* approval before the point of the 6 months' leave expiry, for the extension of this leave. This is in accordance with section 85 of the 1972 Local Government Act.

11.20 If a Member decides not to return to office following either during or on their expiry of maternity, adoption, shared parental, paternity or sickness leave, the Chief Executive must be notified. HR Services must then be informed within two working days of receiving notification. Allowances will cease from the effective resignation date.

11.21 If an election is held during the Member's maternity, adoption, shared parental, paternity or sickness leave and they are not re-elected, or decide not to stand for re-election, their basic allowance and SRA, if appropriate will cease from the Monday after the election date when they would technically leave office.

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Part 6

Members' Allowances Scheme

1. SCHEME FOR THE PAYMENT OF MEMBERS' ALLOWANCES

1.01 Made in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 and in force for the municipal year 1 April 2026 to 31 March 2027).

2. BASIC ALLOWANCE

2.01 Each Councillor will be entitled to receive the sum of **£12,234.00** by way of Basic Allowance.

2.02 If a Councillor does not serve as such for the whole 12-month period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor. This principle also applies to education representatives on scrutiny bodies and employee and employer representatives on the Combined Pensions Committee and Board (co-optees).

3. INCLUDED EXPENSES

3.01 Travel Expenses.

The Basic Allowance includes all travel within the M25. Councillors are not entitled to any form of concession or special permit as Councillors for parking in the Borough.

4. MAYORAL ALLOWANCES

4.01 The additional allowances for the Mayor and Deputy Mayor are:

- (a) The Mayor is entitled to an additional allowance of £16,965.
- (b) The Deputy Mayor is entitled to an additional allowance of £4,238.

5. SPECIAL RESPONSIBILITY ALLOWANCES

5.01 For the period 1 April 2026 to 31 March 2027, Haringey Council will allocate Special Responsibility Allowances in six bands, to Councillors who take on certain additional roles, in accordance with Table A below. If a Councillor does not serve as such for the whole period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor and had the special responsibilities.

Table A

Band	Position	Special Allowance	Total Allowance (including Basic Allowance)
Band 4	•Leader	£33,926	£46,160
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Band 3A	• Chair of Overview and Scrutiny Committee	£23,134	£35,368
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Band 2A	4 x Councillors serving on Overview and Scrutiny Committee	£15, 421	£27,655
Band 1B	•Chair of Combined Pensions Committee and Board •Chair of General Purposes Committee •Chair of Standards Committee • Chair of Audit Committee •Chair of Licensing Committee and Licensing Sub Committee • Deputy Leader of the Principal Opposition	£8, 482	£20,716

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(To note that the Chair of General Purposes Committee is also and Vice Chair of Appointments Panel and the Vice Chair of Disciplinary, Grievance and Dismissal Panel)

6. MULTIPLE RESPONSIBILITIES

6.01 Where a Councillor holds more than one post of special responsibility, he/she may only receive one Special Responsibility Allowance. Where a Councillor holds more than one post of special responsibility and the posts have Special Responsibility Allowances of different monetary values, the Councillor would receive the higher one. For the purposes of this paragraph, the Mayor and Deputy Mayor count as posts of special responsibility.

7. CO-OPTees' ALLOWANCES

7.01 Each education representative on scrutiny bodies, and each employee and employer representative on the Combined Pensions Committee and Board, is entitled to an allowance of £154 per meeting attended, to a maximum of £616. No allowances are payable to others who are not elected Councillors.

8. BABYSITTING AND DEPENDANTS ALLOWANCE

8.01 Councillors and non-elected members can claim this allowance based on the following:

- (a) That reimbursement be made at the London Living Wage. The period of payment should include the time of the meeting, together with reasonable

- 10.01 Where a Councillor is also a Councillor of another authority, that Councillor may not receive allowances from more than one authority in respect of the same duties.
- 10.02 The Basic Allowance and Special Responsibility Allowances will be paid in equal monthly instalments.
- 10.03 The Co-optees' Allowance must be claimed by, and will be paid at, the end of the municipal year, subject to paragraphs 2.02 above and 10.05 below.
- 10.04 All claims for Travelling and Subsistence Allowance and Babysitting and Dependents Allowance must be made within two months of the relevant meeting or the costs being incurred by the Councillor or non-elected member, subject to paragraph 10.05 below.
- 10.05 If any Allowance under paragraphs 10.03 or 10.04 is not claimed within the prescribed time limit, the Democratic Services Manager shall have a discretion to make the payment nonetheless.
- 10.06 Any Councillor or non-elected member may elect to forego his/her entitlement to all or part of any allowance by giving written notice at any time to the Democratic Services Manager.

11 MATERNITY, ADOPTION, SHARED PARENTAL, PATERNITY AND SICKNESS PAY

- 11.01 Subject to this paragraph 11, all Members shall continue to receive their Basic Allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave, as long as they remain a Councillor. This includes Members becoming parents through surrogacy arrangements.
- 11.02 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek executive approval from before the point of the 6 months' leave expiry, for the extension of this leave. The Council (or Leader in case of Cabinet Members) may, depending on the circumstances, appoint a replacement to cover the period of absence who will be entitled to the SRA pro rata for the period of the temporary appointment.

11.03 The Democratic and Scrutiny Services Manager will write to the Member to confirm the continuation of allowances and until what date they will continue.

11.04 Leave arrangements are unaffected by the number of children born from a single pregnancy or placed as part of a single adoption.

Maternity Leave

11.05 A Member is entitled to take up to 52 weeks' maternity leave starting no earlier than the 11th week before the expected week of childbirth, except following a premature birth, and no later than the day following the actual date of birth.

11.06 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take maternity leave in writing no later than 4 weeks before the date they wish the period of maternity leave to start and:

- i) Confirm the expected week of childbirth;
- ii) Provide a copy of the MATB1 (available from a doctor or midwife);
- iii) Confirm the date on which the Member intends her maternity leave to start.

Adoption Leave

11.07 A Member is entitled to take up to 52 weeks of adoption leave starting no earlier than 14 days before the child is expected to be placed and no later than the expected placement date, or if the child is adopted from overseas, no later than 28 days after the date on which the child enters Great Britain,

11.08 The Member must notify the Democratic Services and Scrutiny Manager in the case of a UK adoption of their intention to take adoption leave in writing no more than seven days after the date on which the Member is notified of having been matched with the child for adoption or, where that is not reasonably practicable, as soon as is reasonably practicable thereafter. In the case of an overseas adoption, the Member must notify the Democratic Services and Scrutiny Manager of their intention to take adoption leave in writing, no more than 28 days after s/he received the official notification and:

- i) Confirm the date the child is expected to be placed with him/her for adoption (UK Adoption) or the date on which the Member received an official notification and the date on which the child is expected to enter Great Britain (overseas adoption);
- ii) Provide a copy of the matching certificate/official notification. The matching certificate must be issued by the adoption agency that matched the Member to the child and must contain the name and address of the agency, the date on which the Member was notified that s/he had been matched to the child, and the date on which the agency expects to place the child with the Member.;
- (iii) in the case of an overseas adoption, the date of entry of the child into Great

Britain iv) Confirm the date which the Member has chosen his/her adoption leave to start.

Shared Parental Leave

11.09 A Member is entitled to Shared Parental Leave if they are :-

- (i) the mother, or expectant mother, of a child, or the father of the child, or at the date of the child's birth the spouse, civil partner or partner of the mother/expectant mother, and at the date of birth the mother and the father/spouse/civil partner/partner share the main caring responsibility for the child; or
- (ii) the adopter of a child, or at the date that the child is placed for adoption the person who is the spouse, civil partner or partner of the adopter, and at the date of the placement of the child for adoption the adopter and the spouse/civil partner/partner share the main caring responsibility for the child. Where two people have been matched jointly, the adopter is whoever has elected to be the child's adopter.

11.10 A Member may share up to 50 weeks' leave if the mother/ adopter curtails their maternity/adoption leave before using their full entitlement of 52 weeks. The number of weeks available as Shared Parental Leave will be reduced by the number of weeks maternity or adoption leave that has already been taken by the mother or adopter.

11.11 Shared Parental Leave can be taken as one continuous block or in multiples of complete weeks, but must end no later than one year after the birth/placement for adoption of the child.

11.12 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take shared parental leave in writing no later than 8 weeks before the date they wish the period of shared parental leave to start, and must in writing provide the following information

(i) in the case of the birth of a child:-

- the names of the mother and of the father/spouse/civil partner/partner,
- the start and end dates of any period of maternity leave to be taken by the Member,
- the total amount of Shared Parental Leave available,
- the expected week of birth
- the date of birth (where the child is not yet born, this information must be provided as soon as reasonably practicable after the birth and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- how much Shared Parental Leave the mother and the father/spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave.

(ii) in the case of the adoption of a child:-

- the names of the adopter and of the spouse/civil partner/partner,
- the date that the adopter was notified of having been matched for adoption with the child
- the date that the child is expected to be placed for adoption
- the date of the placement (where the child has yet to be placed for adoption, this information must be provided as soon as reasonably practicable after the placement and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- the start and end dates of any period of adoption leave to be taken by the adopter,
- the total amount of Shared Parental Leave available,
- how much Shared Parental Leave the adopter and the spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave.

Paternity Leave

11.13 A Member is entitled to take up to two weeks' paternity leave to help care for the child, or to support the child's mother/adopter, if they are either: the father of the child (whether or not they are the biological father); the spouse, civil partner or partner of the mother/adopter.

11.14 The Member may take one week or two consecutive weeks of paternity leave, but not single days or less than a week's duration. Paternity leave must be taken within 56 days of the birth or adoption.

11.15 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take paternity leave in writing no later than 4 weeks before they wish the period of paternity leave to start (childbirth) or no more than seven days after the date on which the adopter is notified of having been matched with the child or, where that is not reasonably practicable, as soon as is reasonably practicable; and:

- i) Confirm the expected week of childbirth; or the dates on which the adopter was notified that s/he had been matched with the child and on which the child is expected to be placed for adoption with the adopter(UK Adoption); or the dates on which the adopter received official notification and on which the child is expected to enter Great Britain (Overseas Adoption);
- ii) or matching certificate/official notification;
- iii) Confirm the length of the absence and the date on which the Member has chosen to begin his/her leave

11.16 If the Member wishes to change the start date of a period of leave, they should write to the Democratic Services and Scrutiny Manager no later than 4 weeks before either the original start date 'or' the new start date

(whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.17 If the Member wishes to change the end date of a period of leave they should write to the Democratic Services and Scrutiny Manager at least 4 weeks before either the original end date or the new end date (whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.18 HR Services will provide confirmation that the information on revised dates has been received and that relevant re-instatement or adjustment of any SRA has taken place, with a copy to Democratic Services, within 10 working days.

Sickness Leave

11.19 A Member who is sick will continue to receive the basic allowance as long as they remain a Councillor. They will also continue to receive any SRA for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek *executive* approval before the point of the 6 months' leave expiry, for the extension of this leave. This is in accordance with section 85 of the 1972 Local Government Act.

11.20 If a Member decides not to return to office following either during or on their expiry of maternity, adoption, shared parental, paternity or sickness leave, the Chief Executive must be notified. HR Services must then be informed within two working days of receiving notification. Allowances will cease from the effective resignation date.

11.21 If an election is held during the Member's maternity, adoption, shared parental, paternity or sickness leave and they are not re-elected, or decide not to stand for re-election, their basic allowance and SRA, if appropriate will cease from the Monday after the election date when they would technically leave office.

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The Remuneration of Councillors in London 2023

Report of the Independent Panel



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Remuneration of councillors in London 2023

1. Introduction

- 1.1 The Independent Panel on Members' Remuneration last published a report on member allowances in early 2022. In that report the Panel did not recommend substantial changes to Member allowances, it noted that the challenges facing councils and councillors appeared to be increasing and becoming more complex. Therefore, the Panel also recommended that it undertake a more detailed review in 2023.
- 1.2 For the 2023 review, the Panel has undertaken a detailed review of member allowances with the aim of providing up to date advice on appropriate levels of reward for the work of elected members in London over the next four years. The intention was to seek a wider consultation than previously, using qualitative and quantitative research to underpin its findings and recommendations. The Panel canvassed members and officers in all London boroughs through surveys, focus groups and interviews, in order to consider whether and how the role of councillors has changed in recent years and what the main issues that may have an effect on the recruitment and retention of councillors are currently. It also carried out a considerable benchmarking exercise of allowances paid in other parts of England as well as in Scotland, Wales and Northern Ireland, and undertook an in-depth review of the methodology used by Independent Remuneration Panels across the UK.
- 1.3 The research showed that basic allowances per annum in London are significantly lower than those paid in Scotland, Wales and Northern Ireland. The assessment of members' allowances in the home nations is carried out by independent bodies whereas in England, the level of allowances is determined by the local authority members themselves. It has also become clear that allowances in many boroughs are considerably lower than remuneration received by workers in London with comparative levels of responsibilities and skills. This comparative contrast in remuneration is juxtaposed against increased workloads, time pressures, accountability, and financial pressures that councillors are presently having to manage. The Panel takes the view that it is important that there is a system of support in place that recognises the vital role that elected representatives play in local government and the full scale of their responsibilities. This support includes appropriate remuneration levels.

2.0 Background

- 2.1 Local authorities are required by the Local Authorities (Members' Allowances) (England) Regulations 2003¹ to establish and maintain an independent remuneration panel to make recommendations on the level of the basic and special responsibility allowances. In London the regulations authorise the establishment of an independent panel (the Panel) by the Association of London Government (now London Councils)

¹ [The Local Authorities \(Members' Allowances\) \(England\) Regulations 2003 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

panel to make recommendations in respect of the members' allowances payable by London boroughs. The Regulations require a review of the scheme every four years as a minimum. Whilst the Panel makes recommendations, each council determines its own remuneration scheme for its own councillors, having regard to the Panel's recommendations.

- 2.2 The Independent Panel for London Councils currently comprises Mike Cooke (Chair), Sir Rodney Brooke CBE DL and Anne Watts CBE. It reported in 2022 and at that time recommended very few changes on the basis that more time was needed for a more detailed review during 2023, given that the Panel had received feedback that the work of councillors and the demands upon them had increased significantly.

3.0 Research

- 3.1 This review has provided the Panel with an opportunity to consider the roles undertaken by councillors in London, and to examine more deeply how the demands, responsibilities and scope of duties of councillors have evolved in recent years. This review also provided the Panel with an opportunity to review the methodology used by other Independent Remuneration Panels and to carry out benchmarking with other local authorities across England, Scotland, Wales and Northern Ireland.
- 3.2 The Panel has expanded on the approaches used in previous reviews. In addition to carrying out a survey of London borough Leaders to gauge their views on the operation of the existing remuneration scheme, the Panel has held a series of feedback meetings with groups of elected councillors, conducted a survey of the London branch of the Association of Democratic Services Officers (ADSO), and held meetings with officers from the London Borough Legal Alliance (LBLA), and the South London Legal Partnership (SLLP), in order to get a more complete picture of the challenges facing London's councillors today. The Panel also commissioned Ipsos to carry out a small number of focus groups to gauge the public perception of councillors' roles, responsibilities and levels of allowances.
- 3.3 The member engagement focus groups consisted of a range of participants from the three major political parties – Labour, Conservative, and Liberal Democrat, and included a range of members from inner and outer boroughs, and with different levels of responsibility (e.g. newly elected backbench councillors, Cabinet Members and borough Leaders).
- 3.4 The Panel is grateful both to everyone who participated in the consultation process and thank them for their contributions as well and to London Councils for its support to the review.

4.0 The crucial role of elected councillors

The role of the councillor has fundamentally changed in recent times. There is now more reliance from the public on their local council due to challenges such as the cost of living crisis, the effects of the pandemic and the resettlement of refugees. (Borough Leader)

- 4.1 Councillors in London oversee multi-million pound budgets and employ thousands of people; all are responsible for the delivery of a wide range of crucial services. The health and wellbeing of residents and communities are at the heart of the work of London boroughs who also at one end of the age spectrum are endeavoring to give children the best start in life, whilst at the other are helping to support older people to live as independently as possible. Local councils are at the heart of developing their boroughs and working with businesses to bring local economic benefits. The building of new homes and the improvement in the standards of existing houses are crucial to their work as is their local leadership on climate change.
- 4.2 A key aspect of the responsibility of councillors is managing the complex financial pressures involved in addressing increases in the demand for services with reductions in budgets. The scale of a London council's annual expenditure budget and other financial activities are in many instances comparable with those of large publicly quoted companies.

"The budgets that borough Leaders are managing are huge, as is their level of responsibility when something goes wrong. A borough Leader's role is now similar to that of a non-executive director of a large company" (Borough Leader)

- 4.3 At the same time Councillors are integral to the effectiveness of the local democratic process. As well as representing them, they stand ready to be approached by their residents to take up matters on their behalf where appropriate. The voice of democratically elected councillors in the development of the policies and strategies of their councils is absolutely essential. Councillors also play an important role in the oversight and scrutiny of services.
- 4.4 Some Councillors have additional and burdensome responsibilities, including Leaders of Councils, Elected Mayors and council portfolio holders. Some roles have specific statutory responsibilities (e.g. in the case of elected Mayors/statutory children's and adults cabinet members).
- 4.5 The needs of Londoners and of London's communities are becoming arguably more complex, given the seismic national and international changes ranging from the

global energy crisis, climate change, patterns of migration and housing shortages. The national economic challenges directly affect households and communities as well as businesses and councils themselves.

5.0 The role of Member Allowances

- 5.1 It is important to reflect on the purpose of the allowances, payments and related arrangements for councillors.
- 5.2 The Panel draws the reader's attention to the report of the 2007 Independent Commission on the Role of Local Councillors, chaired by Dame Jane Roberts which was commissioned to consider the incentives and barriers for encouraging people who are able, qualified and representative to be candidates to serve as councillors; retaining and developing them once they are elected and enabling them to secure public interest and recognition for the work they carry out for their communities.
- 5.3 The Roberts commission considered a wide range of issues but at its heart were the key questions of: 1) how best to ensure that people from a wide range of backgrounds and with a wide range of skills are encouraged to serve as local councillors; and 2) how to ensure those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage.
- 5.4 Within these broad considerations there can be no doubt that financial compensation or a system of allowances plays a crucial part in making it financially possible for local people to put themselves forward to take on the onerous responsibilities involved in being a councillor and indeed to continue to serve as one.
- 5.5 For this reason it is crucial that allowances for councillors across London are pitched at an appropriate level such that they make a major contribution in ensuring diverse and effective local representation. This 2023 review of Member allowances has aimed to take a step back and ensure that the recommended allowances are pitched such that they serve this crucial purpose.
- 5.6 We are clear that the Panel can only make recommendations and that each council must determine its own system and rates of allowances. However each council must have regard to our recommendations. We are concerned that a wide variation in the level of allowances between councils across London has evolved over the years. **Given that this year's Panel review has been a significant stocktake and that we have made clear recommendations, with a clear rationale and for the important purpose described in this section, we strongly recommend that the findings of our review and the Panel's position are adopted across London. This is at the heart of ensuring a healthy, vibrant and representative local government in the capital.**

6.0 Time commitment and demands on councillors

6.1 Fulfilling the responsibilities of councillors in the many and various roles within a council has, arguably, always been demanding. In 2022 the Panel received anecdotal feedback that the workload and the time involved had increased significantly and so in this review we wanted to explore this in more detail.

6.2 The feedback from elected members and officers was that in the view of almost all the people we spoke to workloads, demands and pressures had increased. There appear to be a number of contributory factors:

- A wide range of recent events had added additional work; some examples given were: the demands of the pandemic years and the post-pandemic recovery work; sometimes given was the level of work in the resettlement of refugees; and the work to support residents through the very significant economic challenges of recent years, including during the energy crisis but also linked to the impact of food inflation and increased risks of homelessness.
- There has been a noticeable increase in the expectation that leading councillors work in closer partnership with other public services. The Health and Care Act 2022 in particular brings an expectation that councils will work in formal partnership with NHS organisations including NHS providers and Integrated Health Boards.
- The feedback confirmed the views we were given in 2002 that public expectations of councillors has increased especially linked to the societal changes that social media has brought about. Although most of the councillors we spoke to welcomed the flexibility that now exists for increased levels of remote meetings, the downside appears to be that there are more meetings. The representations which have been made to the Panel also suggest a picture of councillors being expected to be almost instantly available, with heavy constituency case loads and often with ever more complex responsibilities for the running of the council and overseeing its services.

***“ One resident submitted a formal complaint because they had messaged me on Friday evening and I hadn’t replied to them until the following Monday morning.”
(Backbench councillor)***

As well as these issues adding complexity, they make additional time demands.

“There are now many more meetings than pre-Covid. There are also numerous social media groups councillors are expected to be involved in, case work, and other commitments. I have worked out that on average I work 54 hours a week” (Cabinet Member)

- 6.3 Members have told the Panel that it is increasingly difficult to maintain a full-time job alongside their role as councillors, and this is particularly true for Cabinet Members and Leaders. The implication of this would be that it is more likely that people who are already financially secure who can carry out these roles, which may prevent younger candidates, people with lower incomes or those with young families, from standing or taking on special responsibilities. Taking up a role in local government could also hinder councillors’ career progression in their day job, and in most cases the special responsibility allowances do not compensate for the reduced salary people receive as a result of not being able to dedicate themselves fully to their day job. The time pressures involved in the role, particularly councillors with special responsibilities can make it difficult to combine the role with a job and caring responsibilities.
- 6.4 One borough Leader told the Panel that at the 2022 election, there were so few candidates that in some wards residents did not have a choice of councillors to vote for.
- 6.5 Councillors also expressed concern that appointments to positions carrying special responsibilities could be uncertain and not in most cases for a set term. Consequently, councillors have significant concerns about giving up full-time work to undertake more senior roles in their councils.

7.0 The Basic Allowance

- 7.1 As a result of the economic climate over the last decade and ongoing financial challenges, our recent reports have made no recommendations for increasing the levels of members’ allowances other than continuing provision for annual adjustments in accordance with the annual local government pay settlement for staff agreed by the National Joint Council for Local Government Staff.
- 7.2 As part of the research for this 2023 review, the Panel carried out benchmarking of recommendations on allowances and those paid by local authorities within the UK to see how current London allowances compare.
- 7.3 From the Panel’s benchmarking research, it is evident that the previous Panel’s recommendations for the basic allowance in London, lags behind Scotland, Wales and Northern Ireland. This issue was identified in the last two Panel reports, however, the Panel reluctantly decided at the time that given the financial climate it would have been inappropriate to recommend a general increase in member allowances.

- 7.4 In our last report the Panel recommended that there should be a Basic Allowance paid to every councillor of £12,014. Updated for the local government staff pay awards since then, the figure is now £12,499.
- 7.5 This allowance continues to be substantially lower than the allowance paid by all local authorities in Scotland which is presently £20,099² and similarly in Wales³ where the government-appointed commission has set the basic allowance at £17,600 for members of local authorities with populations which are generally substantially lower than those of London boroughs. Furthermore, the basic allowance in Northern Ireland from 1 April 2023 is £16,394⁴ per annum. The Panel's research has established that there are some parts of England that have similar basic allowances to those currently recommended for London boroughs. However, there are other English local authorities, where the roles and responsibilities of councillors are broadly the same to those of councillors serving in London boroughs, that pay significantly more. For example, in Birmingham⁵, in 2022-23 the basic allowance was £18,876, and in Manchester⁶ it was £18,841.
- 7.6 The Panel is of the view that when taking everything into account that the rate of the basic allowance should now be addressed.
- 7.7 As part of the 2023 review, the Panel has reviewed the methodologies used by other Panels and has identified that Independent Panels across the UK use a variety of approaches for determining how to set the member allowances. The Panel has also re-examined the methodology used in calculating allowances in the original London panel report and updated it to reflect current circumstances. The original calculation in the Panel's first report in 2001 was based on a proportion of the average 'white collar worker' wage in London.
- 7.8 Although making the comparisons with Scotland, Wales, NI and other UK cities was useful in terms of gaining a comparative perspective, the Panel has reached the view that it needed to both determine a method for London and recommend a level of allowance that was achievable, bearing in mind the historic challenges for some councils in agreeing to previous recommended allowances.
- 7.9 Having looked at various options, the Panel has concluded that the most appropriate approach is to determine the basic allowance as a proportion to the remuneration of the people councillors represent and has used the Annual Survey of Hours and Earnings (ASHE) data, published by the Office for National Statistics as a basis of its calculation. The Panel has used the median wage for all London workers for this purpose. In 2022-23, this is £38,936.73 per annum. Based on a 37 hour week, and taking into account a 30% public service discount, (as has been the custom and practice) **the Panel has determined that the recommended basic allowance should be £15,960.**

² [The Local Governance \(Scotland\) Act 2004 \(Remuneration\) Amendment Regulations 2023 \(legislation.gov.uk\)](#)

³ [Independent Remuneration Panel for Wales: annual report 2022 to 2023 \[HTML\] | GOV.WALES](#)

⁴ <https://www.communities-ni.gov.uk/publications/circular-ig-0323-consolidated-councillor-allowances>

⁵ [Independent Remuneration Panel Reports | Birmingham City Council](#)

⁶ [Microsoft Word - MCC IRP Final Report \(manchester.gov.uk\)](#)

- 7.10 The Panel considers that this allowance better reflects the high cost of living in London, than the previous recommendations.
- 7.11 It is the Panel's view that it is pressing that boroughs should implement these changes in 2024, as part of the contribution to recruiting and retaining a diverse range of good quality candidates to stand for office in London.

8.0 Special Responsibility Allowances

8.1 The reasons for payment of special responsibility allowances, additional to the basic allowance, should be clearly set out in local allowances schemes. Special allowances should come into play only in positions where there are significant differences in the time requirements and levels of responsibility from those generally expected of a councillor.

8.2 Categories of special allowances:

The regulations specify the following categories of responsibility for which special responsibility allowances may be paid:

- Members of the executive where the authority is operating "executive arrangements"
- Acting as leader or deputy leader of a political group within the authority
- Presiding at meetings of a committee or sub-committee of the authority, or a joint committee of the authority and one or more other authorities, or a sub-committee of such a joint committee
- Representing the authority at meetings of, or arranged by, any other body
- Membership of a committee or sub-committee of the authority which meets with exceptional frequency or for exceptionally long periods
- Acting as spokesperson of a political group on a committee or sub-committee of the authority
- Membership of an adoption panel
- Membership of a licensing or regulatory committee
- Such other activities in relation to the discharge of the authority's functions as require of the member an amount of time and effort equal to or greater than would be required of him by any one of the activities mentioned above, whether or not that activity is specified in the scheme.

8.3 The Panel's research shows that the categories of SRAs recommended by the London Panel are comparable with those recommended by Independent Panels in other cities in the UK and in Scotland and Wales.

8.4 However, the Panel's previous recommendations have not consistently been adopted within London, and the resulting situation is that whilst there is some convergence

across London boroughs on the basic allowance, there remain substantial differences in the amounts of SRAs for similar roles in boroughs.

- 8.5 Given the extent of the responsibilities of Leaders of London boroughs, the Panel's first report in 2001 recommended that their remuneration should equate to that of a Member of Parliament. Our recommendations for other special responsibility allowances were historically determined as a sliding scale (pro-rata) proportion of the remuneration package for a council Leader. Since then, the increase in the remuneration of Members of Parliament has substantially exceeded the annual local government pay increase which was tied to the special responsibility allowance for the leader of a London borough, and the current MP salary is now £86,584
- 8.6 The Panel has taken the opportunity to review this historic link, and following feedback, we sense strong support for our own view that an MP's salary is no longer an appropriate comparator to set the Leader's allowance, as the roles are substantially different and indeed almost impossible to compare.
- 8.7 We received feedback that some members believe that the Leaders of London boroughs warrant a higher remuneration than an MP, because they have greater financial responsibility and legal burdens, and especially given the differential pension arrangements. Indeed, some respondent authorities suggested that the direct responsibilities of a Leader should command the salary of a junior minister.

"An MP does not undertake an executive role (strategic leadership, management & accountability of a complex public service operationally managed by highly paid officials) and so not a comparator to a Leader or elected Mayor"

(Borough Leader)

9.0 Leader's SRA

- 9.1 This is often a full-time role, involving a high level of responsibility. It is right that it should be remunerated on a basis which compares with roles with similar levels of responsibility, while still retaining a reflection of the voluntary character of public service.
- 9.2 For the Leader's SRA, the Panel has decided that a more appropriate comparator would be the Annual Survey of Hours and Earnings (ASHE) data for Corporate Managers and Directors as the level of responsibilities most closely align to those of a borough Leader. For 2022-23, the average gross annual salary for full time workers in London within this category was £108,242. After applying a 30% public service discount (as has been the custom and practice) this would provide for a Leader's total

package of £75,773. The 2022 Panel report recommended that the Leader's SRA should be £62,090. Taking into account this figure, when combined with the new recommended basic allowance, the total package for a Leader would be £78,050. As this figure is greater than that based on the ASHE calculation, the Panel is not recommending any changes to the existing Leader's SRA at this time.

10.0 Other SRAs

10.1 The Panel has previously determined that all other SRAs are calculated as a proportion of the Leader's SRA. Since its inception, the Panel has recommended using bands rather than fixed amounts, in order to allow flexibility and recognise local variations on how the roles are performed. The Panel has decided to continue using this methodology. However, as part of the review, the Panel has benchmarked the sliding scale recommended by other Panels and used by local authorities and has adjusted the percentages historically used in order to more closely align with the average used by other local authorities outside of London. **The recommended bands and levels of allowance are attached as Annex A.**

11.0 Bridging the Gap and public perception

11.1 When considering a members' allowances scheme, boroughs are obliged to have to a report by an independent panel, but it is a matter for boroughs themselves to decide whether to adopt its recommendations.

11.2 However, in view of the evidence obtained over the past 18 months, the Panel strongly recommends that all authorities implement the recommendations in their boroughs in the next year. On average, the total annual budget for members allowances in a London Borough is between 0.4-0.5% of the council's general fund net budget. Notwithstanding this, the Panel acknowledges the challenges that increasing allowances may present to boroughs, both financially and reputationally; however, the Panel is concerned that if member allowances do not keep up with its recommendations, there is a risk that they will fall significantly further behind their comparators and that councils will consequently face even greater challenges in recruiting and retaining a good calibre of councillors in the future.

11.3 The Panel perceived that there was some concern from councillors about the public acceptability of increasing allowances. As a result the Panel sought to test the public view and therefore commissioned Ipsos to undertake qualitative research, through a number of focus groups, on the public's perception on councillors remuneration. The Ipsos research was small scale but provides indicative evidence of public views.

11.4 Ipsos held three discussion groups with a representative sample of the general public in June 2023 using a deliberative approach to enable participants to reach an informed perspective. The stimulus material included pen portraits of councillors based on information received from London Councils' members on their working hours and

levels of responsibility. The information given to participants also included typical allowances received in London, in Essex, and in Wales for councillors receiving a basic allowance and average SRAs paid to Cabinet Members, and council Leaders.

- 11.5 The research found that the Londoners in focus groups felt that allowances in London needed to increase to provide a more accurate reflection of councillors' responsibilities and hours.

"I thought at least [the Council Leader's remuneration] would be about a £100,000 plus for the amount of work that she does because she's taken on casework as well... and that's time-consuming."

When exposed to allowance comparisons in different parts of the country, participants thought the current allowances did not reflect the fact that the cost of living in London was higher than elsewhere in the country.

"Councillors' pay should take into account that living in London is more expensive, so they should immediately just be paid more in general."

In addition, they recognised that the level of allowances can have a detrimental effect on the diversity of councillors and would deter those from a lower income background from becoming councillors.

"It feels like [we're] paying them so little, it feels like there are some people who can't afford to be a councillor. And that has consequences on the democratic process"

- 11.6 Participants also suggested changes to remuneration for councillors: raising the basic allowance and increasing allowances to better reflect responsibilities and hours; and additional allowances provided to support councillors with childcare costs and saving for a pension.
- 11.7 Participants expressed surprise at the range of allowances paid across London, particularly at the cabinet member and council leader level and supported greater consistency in such remuneration levels across councils in London.
- 11.8 Although the sample of Londoners was only small, it indicates that with due briefing and deliberation there is likely to be support for the increase in allowances.
- 11.9 During the consultation process, a significant number of councillors told the Panel that they do not think that councillors should be responsible for setting their own allowances, and that this is perhaps one of the reasons why the basic allowance in London lags behind Scotland and Wales, where allowances are set by outside bodies and it is mandatory for local authorities to adopt the recommendations. The Panel is supportive of this view, but recognizes that this would need a change in legislation. The Panel intends to raise this issue with the Secretary of State.

12.0 Training and support

- 12.1 The responsibilities of councillors are substantial, extensive and complex, particularly since the Pandemic and its aftermath, which has seen a rapid increase of using digital technology, and flexible ways of working. The training and development of councillors is beyond the remit of this Panel. However, the feedback we received was that councillors require the logistical and clerical support and appropriate IT equipment which will help them carry out their roles efficiently. The Panel supports this view and recommends that boroughs undertake their own stock takes to ensure appropriate support is in place to enable members to fulfil their responsibilities.
- 12.2 Furthermore, we have heard from boroughs that councillors are experiencing increased levels of abuse on social media, and so we recommend that training in navigating the increasingly challenging world of social media is also provided.

13.0 Care Costs

- 13.1 It is important that obstacles to becoming a councillor should be removed wherever possible. Care costs could be a significant deterrent to service as a councillor. Our strong view is that in appropriate cases when they undertake their council duties, councillors should be entitled to claim an allowance for care of dependents. The dependents' carers' allowance should at least be set at the London living wage but payment should be made at a higher rate when specialist nursing skills are required or to reflect higher costs during non-standard working hours. We have had representation that the carers allowance should be payable to family members on the basis that it is preferable for family members to look after a dependent, especially in the evening but that the frequency is often such that it is unreasonable for this to be expected to be with no financial allowance.

The level of dependent carers allowance does not recognise the fact that babysitters tend to charge more for evening and weekend work. In addition, the carers allowance should be able to be claimed even if a family member was looking after the councillors' dependents" (Newly-elected Backbench Councillor)

- 13.2 The Panel recognises that allowance payments for family carers who are not members of a councillor's household would need to be designed with some careful consideration but is very sympathetic to this need and recommend that councils review their schemes to make this possible.
- 13.3 It's view is also that members' allowances schemes should allow the continuance of Special Responsibility Allowances in the case of sickness, maternity and paternity leave in the same terms that the council's employees enjoy such benefits (that is to say, they follow the same policies). To this end, London boroughs are recommended to adopt a related parental leave and sickness policy as an appendix to their allowances scheme.

13.4 The Panel has received feedback that there is a need to reform the legislation governing membership of the Cabinet/Executive and how this impacts Councillors who wish to take parental leave. Councils have a strict statutory limit of ten members of the cabinet/executive – including the Leader. Should one of those members wish to take parental leave for any significant period during their tenure as a cabinet member, and there is already a full complement of cabinet and leader up to the statutory limit they are faced with what is an entirely unfair dilemma. They either resign from the post so another councillor can be appointed or they leave their colleagues with an additional workload for their period of absence. While some Councils have sought to appoint deputy cabinet members or the like these are not proper answers to this issue as they are not cabinet members with the appropriate legal and constitutional authority. It is very easy to compare this to the position of an employee where a replacement can be appointed for the duration without prejudice to the individuals' rights to return. While self-evidently Councillors are not employees there should not be any additional hurdles to participation for any section of the population.

13.5 The Panel support the view that the legislation needs reviewing.

14.0 Travel and Subsistence allowances

14.1 The Basic Allowance should cover basic out-of-pocket expenses incurred by councillors, including intra-borough travel costs and expenses. The members' allowances scheme should, however, provide for special circumstances, such as travel after late meetings or travel by councillors with disabilities. The scheme should enable councillors to claim travel expenses when their duties take them out of their home borough, including a bicycle allowance.

15.0 Allowances for Civic Mayor or Civic Head

15.1 Many councils include the allowances for the mayor (or civic head) and deputy in their members' allowance scheme. However, these allowances do serve a rather different purpose from the 'ordinary' members' allowances, since they are intended to enable the civic heads to perform a ceremonial role. There are separate statutory provisions (ss 3 and 5 of the Local Government Act 1972) for such allowances and councils may find it convenient to use those provisions rather than to include the allowances in the members' allowance scheme.

16.0 Allowances that fall outside this scheme

16.1 Within the context of this review, the Panel has not looked at remuneration that councillors may receive for their roles on outside bodies, wholly owned companies or joint venture partnerships. However, in the interests of transparency, the Panel requests that councils consider how information on all members remuneration within their borough is made easily available to the public in the same place. The Panel recommends that where local authorities have set up companies which remunerate councillors who act as directors these allowance should be set out in the members allowances scheme.

17.0 Local discretion

- 17.1 It is for each borough to decide how to allocate their councillors between the different bands, having regard to our recommendations and how to set the specific remuneration within the band. The Panel believes these should have the merits of being easy to apply, easy to adapt, easy to explain and understand, and easy to administer.
- 17.2 The scheme should be able to be applied to different types of governance arrangements and interpreted flexibly. The Panel has received legal advice that suggests that in boroughs which operate through the Committee System, where a Committee Chair has identified responsibilities in a role profile for particular services, then in practice the duties and responsibilities of a Committee Chair are equivalent to the role of a Cabinet Member and that a similar system of allowances should be used. For example, in some boroughs which use a committee system, the Statutory Lead Member for Children's Services is the Chair of the Children and Community Services Committee. In this case, it would be reasonable to suggest that this Committee Chair should receive the SRA equivalent to that of a Cabinet Member. The Panel must emphasise that these decisions are dependent on the arrangements adopted by the authority in question and should be decided on a case by case basis.

18.0 Pensions

- 18.1 There is a widespread view amongst the councillors we spoke to in 2022 and this year that a disincentive to the recruitment and retention of councillors has been the Government's decision in 2014 to remove the right of councillors to join the local government pension scheme. This was keenly felt by those councillors the Panel heard from. The Panel notes that the rationale behind that decision was unclear and that councillors in Scotland, Wales and Northern Ireland continue to be entitled to a local government pension. The Panel is of the view that this inconsistency should be addressed. Although this issue is beyond the remit of the Panel, the Panel will nevertheless write a letter to the Secretary of State asking the government to look again at this important issue,

19.0 Annual uplifts

- 19.1 The Panel continues to recommend that all allowances should be updated annually in line with the percentage pay award agreed by the National Joint Council (NJC) for Local Government Services staff.
- 19.2 In some years the NJC national pay award is agreed as being in the form of a lump sum for all or the majority of staff or the rate of increase is different at different levels on the NJC pay spine. In such situations a method of deriving an appropriate increase in the Members' basic allowance (so it keeps in line with the staff pay award) is required. To achieve this the panel will have regard to any NJC guidance such as guidance on what any lump sum equates to as an average percentage pay increase, and guidance on the percentage increase to any staff allowances. The Panel will also consider the average (mean) percentage increase to the spinal column points,

but excluding any exceptional increases such as measures to rectify a low pay problem at the lowest level of the pay spine. For illustrative purposes, for April 2023 the figure was 3.88%“

20. Review of implementation

20.1 The Panel proposes to convene in the final quarter of 2024 to review how its recommendations have been implemented by boroughs across London and at the same time consider the most recently published ASHE data on median salaries of those working in the Greater London area, as well as any agreed NJC national pay award.

Mike Cooke

Sir Rodney Brooke CBE DL

Anne Watts CBE

December 2023

Appendix A

THE RECOMMENDED MEMBER ALLOWANCE SCHEME FOR LONDON

The Basic allowance: £15,960

Special responsibilities – beyond the basic allowance

Calculation of special allowances

The proposed amounts for each band are a percentage of the figure suggested for a council leader depending upon levels of responsibility of the roles undertaken and are explained below.

BAND ONE

The posts that the Panel envisages falling within band one, include:

- Vice chair of a service, regulatory or scrutiny committee
- Chair of sub-committee
- Leader of second or smaller opposition group
- Service spokesperson for first opposition group
- First opposition group whip (in respect of council business)
- Vice chair of council business
- Chairs, vice chairs, area committees and forums
- Cabinet assistant
- Acting as a member of a committee or sub-committee which meets with exceptional frequency or for exceptionally long periods
- Acting as a member of an adoption panel where membership requires attendance with exceptional frequency or for exceptionally long periods
- Leadership of a specific major project.

Remuneration

The Panel proposes that band one special responsibility allowances should be on a sliding scale of between 5-15% per cent of the Leader's SRA.

This would be made up as follows:

Basic allowance: £15,960

Band One allowance: £3,105 - £9,314

Total: £19,065 - £25,274

BAND TWO

The Panel considers that the types of office being within band two are:

- Lead member in scrutiny arrangements, such as chair of a scrutiny panel
- Representative on key outside body
- Chair of major regulatory committee e.g. planning
- Chair of council business (civic mayor)
- Leader of principal opposition group
- Majority party chief whip (in respect of council business).

Remuneration

The Panel proposes that band two allowances should be on a sliding scale between 25-50 per cent, pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance £15,960

Band two allowances: £15,523 - £31,046

Total: £31,483 - £47,006

BAND THREE

The Panel sees this band as appropriate to the following posts:

- Cabinet member
- Chair of the Health and Wellbeing Board
- Chair of the main overview or scrutiny committee
- Deputy leader of the council

Remuneration:

The Panel proposes that band three allowances should be between 60-75 per cent pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance: £15,960

Band three allowance: £37,255 - £46,569

Total: £53,215 - £62,529

BAND FOUR

Leader of the Council

This is often a full-time role, involving a high level of responsibility. It is right that it should be remunerated on a basis which compares with roles with similar levels of responsibility, while still retaining a reflection of the voluntary character of public service.

Remuneration:

The Panel proposes that the remuneration package for a council leader under band four of our scheme should be £78,052.

This is made up as follows:

Basic allowance: £15,960

Band four allowance: £62,092

Total: £78,052

BAND FIVE

Directly elected mayor

A directly elected mayor has a full-time job with a high level of responsibility and exercises executive responsibilities over a fixed electoral cycle. It is right that it should be remunerated on a basis which compares with similar positions in the public sector, while still retaining a reflection of the voluntary character of public service. However, the Panel believes that this post remains different to that of the strong leader with cabinet model. The directly elected mayor is directly elected by the electorate as a whole. The strong leader holds office at the pleasure of the council and can be removed by the council. The Panel believes that the distinction is paramount and this should be reflected in the salary level.

Remuneration:

The Panel proposes that a directly elected mayor should receive a remuneration of **£93,575**.

Appendix B

A Job Profile for councillors

In its previous reports, the Panel reflected on the importance of the role of elected members. The 'job profile' for councillors originally included in the Panel's 2010 report is repeated in as the Panel still considers it to be accurate and up to date.

On behalf of the community – a job profile for councillors

Purposes:

1. To participate constructively in the good governance of the area.
2. To contribute actively to the formation and scrutiny of the authority's policies, budget, strategies and service delivery.
3. To represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations.
4. To champion the causes which best relate to the interests and sustainability of the community and campaign for the improvement of the quality of life of the community in terms of equity, economy and environment.
5. To represent the council on an outside body, such as a charitable trust or neighbourhood association.

Key Tasks:

1. To fulfil the statutory and local determined requirements of an elected member of a local authority and the authority itself, including compliance with all relevant codes of conduct, and participation in those decisions and activities reserved to the full council (for example, setting budgets, overall priorities, strategy).
2. To participate effectively as a member of any committee or panel to which the councillor is appointed, including related responsibilities for the services falling within the committee's (or panel's) terms of reference, human resource issues, staff appointments, fees and charges, and liaison with other public bodies to promote better understanding and partnership working.
3. To participate in the activities of an outside body to which the councillor is appointed, providing two-way communication between the organisations. Also, for the same purpose, to develop and maintain a working knowledge of the authority's policies and practices in relation to that body and of the community's needs and aspirations in respect of that body's role and functions.
4. To participate in the scrutiny or performance review of the services of the authority, including where the authority so decides, the scrutiny of policies and budget, and their effectiveness in achieving the strategic objectives of the authority.
5. To participate, as appointed, in the area and in service-based consultative processes with the community and with other organisations.

6. To represent the authority to the community, and the community to the authority, through the various forums available.
7. To develop and maintain a working knowledge of the authority's services, management arrangements, powers/duties, and constraints, and to develop good working relationships with relevant officers of the authority.
8. To develop and maintain a working knowledge of the organisations, services, activities and other factors which impact upon the community's well-being and identity.
9. To represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations including, where required, acting as a liaison between the constituent and the local authority and where appropriate other public service providers.
10. To contribute constructively to open government and democratic renewal through active encouragement of the community to participate generally in the government of the area.
11. To participate in the activities of any political group of which the councillor is a member.
12. To undertake necessary training and development programmes as agreed by the authority.
13. To be accountable for his/her actions and to report regularly on them in accessible and transparent ways.

Appendix C

The independent panel members

Mike Cooke

Mike Cooke was the Chief Executive of the London Borough of Camden for seven years, where he had also been Director of Housing and Adult Social Care and HR Director. He has extensive experience of partnership working across London including as the Chief Executive Leadership Committee lead on children and chairing the London Safeguarding Children Board. Mike also has worked for seven years in financial services where he developed an expertise in remuneration.

Until November 2020 Mike had been a Non-Executive Director of the Central and North West London NHS Foundation Trust where he was chair of the HR Committee. Mike's current role is the Chair of the North Central London Integrated Health and Care System.

Sir Rodney Brooke CBE, DL

Sir Rodney Brooke has a long career in local government, including as chief executive of West Yorkshire County Council, Westminster City Council and the Association of Metropolitan Authorities.

He was knighted in 2007 for his contribution to public service.

Dr Anne Watts CBE

Anne Watts has an extensive career in governance, diversity and inclusion spanning commercial, public and voluntary sectors. She has held executive roles for HSBC and Business in the Community and was chair of the Appointments Commission. She has carried out reviews of Government departments and the Army. In addition she has been a member of Government Pay review bodies and Deputy Chair, University of Surrey where she chaired the Remuneration Committee and the new Vet School.

She is a non-exec of Newable (previously Greater London Enterprise) where she chairs the Environmental, Social and Corporate Governance Committee and is a non-exec of Newflex subsidiary. In addition she continues to sit on the Race and Gender Equality Leadership teams for Business in the Community.

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Report for: Standards Committee – 9 March 2026

Title: Changes to the Constitution - Introduction of Electronic Signing and Sealing

Report authorised by: Fiona Alderman, Director for Legal and Governance (Monitoring Officer)

Lead Officer: Haydee Nunes de Souza, Head of Legal (Deputy Monitoring Officer)

Ward(s) affected: N/A

**Report for Key/
Non-Key Decision:** N/A

1. Describe the issue under consideration

- 1.1 To consider the introduction of electronic signing and sealing and associated amendments to the Council’s Constitution to support the introduction of electronic signing and sealing for documents executed by the Council.
- 1.2 The adoption of electronic execution arrangements will modernise the Council’s approach to signing and sealing of documents which is currently wholly paper based with ‘wet’ signatures and requires the physical presence of relevant officers to undertake this task. For some processes such as contracts, where documents are sent out to be signed, ‘wet signatures’ add to delays in execution of documents. An electronic system will improve efficiency, reduce administrative burden, support the council’s digital service transformation objectives and reduce spend on associated print and paper costs.
- 1.3 The proposed changes require amendments to the Constitutional provisions relating to the execution of documents and the use of the Common Seal.

2. Cabinet Member Introduction

N/A

3. Recommendations

- 3.1 To consider and agree the proposed changes to the Constitution set out in this report, to enable the local authority to adopt electronic signing and sealing and recommend adoption of these changes to Full Council on the 16th March 2026.

4 Reasons for decision

- 4.1 The Council's current constitutional arrangements underpins the current practice which is wholly paper based and requires 'wet' signatures by officers to whom the Monitoring Officer has delegated authority to sign and seal documents.
- 4.2 Signing and Sealing is the formal process used to confirm that a document has been formally approved and is legally binding on the local authority. The Monitoring Officer has delegated authority to a defined list of lawyers 'authorised persons', who can sign and seal documents on behalf of the council.
- 4.3 Signing means that an authorised person signs documents, by hand, to confirm that the council agrees to be bound by the document. Whilst all documents are signed, not all documents are required to be both signed and sealed. Sealing is the use of the Council's official seal which is attached to a document and is a legal formality required for specific classes of legal documents, typically, leases, deeds and legal agreements where legislation requires execution as a deed. The seal is witnessed by an authorised officer and is recorded in the council's seal register. Sealing confirms that the document is legally valid.
- 4.4 Developments in the law now permit the use of electronic signatures. An electronic signature is the electronic equivalent of a handwritten signature and links a party to the contents of an electronic document. Electronic sealing is also permitted, and both are undertaken by several local authorities across the country.
- 4.5 Introducing electronic signing and sealing will enable faster completion of contracts, deeds and other formal documents, support remote and hybrid working, contribute to business continuity and reduce spend on print and paper.

5 Alternative options considered

- 5.1 Leaving the Constitution unchanged would result in the Council falling behind in the use of electronic practices. Amending the Constitution to recognise the validity of electronic signatures and allow the documents to be sealed without the need for physical attendance and meet evolving working practices and aid remote working.

6. Background

- 6.1 The local authority regularly executes, on a twice weekly basis, a wide range of documents, including contracts, deeds, land transactions and funding agreements. All are required to be printed in hard copy, marked up by business support officers, entered into a seal book and then presented to the designated officer authorised officer, via a twice weekly rota, for signing and sealing. In the past 12 months, over 700 documents were presented for signing and sealing. This wholly paper based system requires large volumes of printing on a weekly basis. Once signed, they are then required to be scanned into our Case Management System.

6.2 Advances in technology, together with changes in working practices have led to many local authorities adopting electronic execution arrangements. In March 2025, the Council approved the current version of the Contract Standing Orders [CSO'S] found at Part Four, Section J of the Constitution. Paragraph 2.05.1 p) of the CSO's provide that directors must

Ensure that the Council's seal is affixed to any document required to be executed as deed and that where a document is not expressed to be under seal, it is either signed by two people or authenticated by Approved electronic means as provided for in these CSO's.

Approved electronic means is defined as follows in the CSO's

such electronic means of authenticating the formation and sealing of a Contract, which may include the use of electronic seals and signatures, positive approval using check boxes or other similar means, as may be expressly approved by the Monitoring Officer from time to time or for a specific Contract

6.3 However, the council is unable to move forward with the use of electronic signatures until further amendments are made to the council's constitution as set out in this report.

6.4 The use of electronic signatures is recognised in law under the Electronic Communications Act 2000, the EU eSAD (as retained in UK Law) and was supported by The Law Commission in their report published in September 2019 confirming that electronic signatures are valid and can be validly used to execute documents, including deeds or where there is a statutory requirement for a signature.

6.5 The use of electronic sealing is permissible where the council's constitution provides for this to happen. The proposed amendments do not change the council's decision-making processes, or the list of officers who are authorised to sign and seal documents. Neither is it seeking to replace the traditional method of signing and sealing. It is not an extension of authority but modernisation of methods, allowing authorised signatories to carry out that task by electronic means.

6.6 Several local authorities across the UK have already amended their constitutions to enable adoption of electronic signing and sealing. The London Boroughs of Bromley, Greenwich, Hammersmith & Fulham, Lambeth, Redbridge and Southwark use electronic signing and sealing. In addition, council's outside of London have also moved forward with adoption. This includes, Chelmsford, Cambridge, Peterborough, Reading and Hull City Council.

6.7 Further, the council, as part of its corporate cost saving proposals is actively considering the reduction of spend on paper, post and printing. The legal service continues to be a large user of paper and printing. The move to an electronic system where documents no longer require printing, will lead to both a saving on officer time and in paper and printing costs.

6.8 By moving to an electronic system, the council will be providing a modern digital approach for all processed documents which require signatures with a much faster turnaround time. Electronic signatures provide a number of benefits including quicker turnaround time, lower costs, reduced carbon footprint and brings us up to date with external legal firms who now routinely use electronic signatures.

6.9 The council propose to use the platform DocuSign for signing and sealing. The council already has a contract with DocuSign for signing of documents and no additional costs will be incurred in extending this functionality to legal staff. DocuSign offers advanced security features including encryption, authentication and audit trails which will help to protect against fraud and unauthorised access.

6.10 A small number of amendments to the Constitution will be required in order to facilitate these changes, namely at

- a. Part Two – Article 13, Articles of the Constitution – **new words inserted**

The Common Seal of the Council will be kept in a safe place in the custody of the Monitoring Officer.

The Common Seal may be affixed either by physical or by electronic means approved by the Monitoring Officer.

A decision of the Council, or of any part of it, will be sufficient authority for sealing any document necessary to give effect to the decision. The Common Seal will be affixed to those documents which in the opinion of the Monitoring Officer should be sealed or where required by the Contract Procedure Rules in Part 4 of this Constitution.

Such authority shall apply equally to the affixing of the Common Seal by electronic means.

The affixing of the Common Seal will be attested by the Monitoring Officer, Chief Executive, Chief Finance Officer, Head of Legal Services or any other person authorised by him/her either in relation to a specific document or to particular categories of documents

Where the Common Seal is affixed by electronic means, attestation may be given by electronic means by any of the officers listed above.

b. Part 4, Section C, Miscellaneous Standing Orders

Add a new paragraph 1

Electronic execution

References in these Standing Orders to sealing, signing and attesting or the Common Seal includes electronic sealing, signing and attesting by electronic means as approved by the Monitoring Officer.

Para 2 – **Add the words** – *such authority shall apply equally to the affixing of the Commons Seal by electronic means.*

Para 4 – **Add at the end of that paragraph** - *where the Common Seal is affixed by electronic means, attestation may be given by electronic means by any of the officers listed above.*

Para 5 – **Add the words** – *where the Common Seal is affixed electronically the record sealing may be kept in electronic form and the entry and attestation may be made and signed by electronic means.*

7. Contribution to the Corporate Delivery Plan 2024-2026 High level Strategic outcomes

7.1 Ensuring good governance within the Council and by councillors supports all strategic priorities.

8. Carbon and Climate Change

The adoption of electronic signing and sealing and move away from a wholly paper based system will reduce the need for paper documentation and printing associated with the current process. This is expected to result in a small reduction in paper consumption and associated printing materials as well as reduced handling and storage of documents. Whilst the direct carbon impact is expected to be modest, the proposal supports the council's broader environmental and sustainability objectives by encouraging digital working practices and reducing reliance on paper-based processes.

9. Statutory Officers comments (Director of Finance (procurement), Director of Legal and Governance, Equalities)

Finance

8.1

Legal

- 8.2 This is a report of the Director of Legal and Governance (Monitoring Officer). Their comments are included in the body of this report.

Equality

- 8.3 There are no direct equalities implications arising from the recommendations in this report.

9 Use of Appendices

- 9.1 Appendix 1 - Haringey Constitution - Track Changes

10 Background Papers

None

Part Two Articles

Article 1 - The Constitution

1.01 Powers of the Council

The Council will exercise all its powers and duties in accordance with the law and this Constitution.

1.02 The Constitution

This Constitution, and all its appendices, is the Constitution of the London Borough of Haringey.

1.03 Purpose of the Constitution

The purpose of the Constitution is to:

1. Enable the Council to provide clear leadership to the community in partnership with citizens, businesses and other organisations;
2. Support the active involvement of citizens in the process of local authority decision-making;
3. Help councillors represent their constituents more effectively;
4. Enable decisions to be taken efficiently and effectively;
5. Create a powerful and effective means of holding decision-makers to public account;
6. Ensure that no-one will review or scrutinise a decision in which they were directly involved;
7. Ensure that those responsible for decision making are clearly identifiable to local people and that they explain the reasons for decisions; and
8. Provide a means of improving the delivery of services to the community.

1.04 Interpretation and Review of the Constitution

Where the Constitution permits the Council to choose between different courses of action, the Council will always choose that option which it thinks is closest to the purposes stated above. The Council will monitor and evaluate the operation of the Constitution as set out in Article 15.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 2 - Members of the Council

2.01 Composition and eligibility

- (a) **Composition.** The Council will comprise 57 members, otherwise called councillors. Three members will be elected by the voters of each ward in accordance with a scheme drawn up by the Local Government Commission and approved by the Secretary of State or by the Electoral Commission.
- (b) **Eligibility.** People can hold office as councillors if they are on the electoral register or if they have lived, worked or occupied property in the Borough for 12 months.

2.02 Election and terms of councillors

Election and terms. The regular election of councillors will be held on the first Thursday in May every four years beginning in 2002. The terms of office of councillors will start on the fourth day after being elected and will finish on the fourth day after the date of the next regular election.

2.03 Roles and functions of all councillors

- (a) **Key roles.** All councillors will:
 - (i) Collectively be the ultimate policy-makers and carry out a number of strategic and corporate management functions;
 - (ii) Contribute to the good governance of the area and actively encourage community participation and citizen involvement in decision making;
 - (iii) Effectively represent the interests of their ward and of individual constituents;
 - (iv) Respond to constituents' enquiries and representations, fairly and impartially;
 - (v) Participate in the governance of the Council;
 - (vi) Maintain the highest standards of conduct and ethics; and
 - (vii) Be available to represent the Council on other bodies.

PART TWO – ARTICLES OF THE CONSTITUTION

(b) **Rights and duties**

- (i) Councillors will have such rights of access to such documents, information, land and buildings of the Council as are necessary for the proper discharge of their functions and in accordance with the law.
- (ii) Councillors will not make public information which is confidential or exempt without the consent of the Council or divulge information given in confidence to anyone other than a councillor or officer entitled to know it. However, a Committee may disclose information previously treated as “exempt” where such information is within the Committee’s terms of reference and such disclosure is reasonable, in the public interest, in good faith and does not breach any other reasonable requirements of the Council. The advice of the Monitoring Officer should be sought prior to any disclosure of such information.
- (iii) For these purposes "confidential" and "exempt" information are defined in the Access to Information Procedure Rules in Part 4 of this Constitution which define councillors’ rights to information in more detail.

2.04 Conduct

Councillors will at all times observe the Member's Code of Conduct and the Protocol on Member/Officer Relations set out in Part 5 of this Constitution.

2.05 Allowances

Councillors will be entitled to receive allowances in accordance with the Members' Allowances Scheme set out in Part 6 of this Constitution.

2.06 Political Groups

The Local Government (Committees and Political Groups) Regulations 1990 require that a political group is treated as constituted when there is delivered to the Proper Officer a notice in writing signed by two or more members of the authority who wish to be treated as a political group. A political group ceases to be constituted as such if the number of members of that group is less than two.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 3 – Citizens of The Council

3.01 Citizens rights

This Article explains the rights of citizens in Haringey. The rights of citizens to information and to participate are explained in more detail in the Access to Information Procedure Rules in Part 4 of this Constitution:

- (a) **Voting and petitions.** Citizens on the electoral roll for the area have the right to vote and sign a petition to request a referendum for a change in the Council's governance arrangements.
- (b) **Information.** Citizens have the right to:
 - (i) Attend meetings of the Council and its committees except where confidential or exempt information is likely to be disclosed, and the meeting is therefore held in private;
 - (ii) Attend meetings of the Cabinet when key decisions are being made except where confidential or exempt information is likely to be disclosed, and the meeting is therefore held in private;
 - (iii) Find out from the forward plan what key decisions will be taken by the Cabinet, Cabinet Committees or individual Cabinet members and which meetings will be held in private;
 - (iv) See reports and background papers, and any records of decisions made by the Council and its committees and the Cabinet, its committees, individual Cabinet members and Officers; and
 - (v) Inspect the Council's accounts and make their views known to the external auditor.
 - (vi) Be informed in writing whether the Council holds any information as requested under the Freedom of Information Act 2000. If the information is held by the Council, citizens have the right to have that information communicated to them except where such information is the subject of an exemption under the Freedom of Information Act 2000.

(c) **Participation.**

The Council is committed to helping people contribute to how decisions are made about local services, and will therefore

PART TWO – ARTICLES OF THE CONSTITUTION

support a wide range of consultations to hear residents' views. The Council also wants to develop more ways of working with local people and communities, particularly hard to reach groups such as young people and minority ethnic communities. In addition, individual citizens of Haringey have the following rights under this Constitution:

- (i) The right to participate in any public sessions arranged for members of the Cabinet to answer questions from Haringey residents.
 - (ii) The right to be asked to contribute to the work of the Overview and Scrutiny Committee and its scrutiny panels and reviews.
 - (iii) The right to attend as part of a deputation to the Cabinet and to Council in accordance with the relevant rules.
- (d) **Representations and Complaints.** Citizens wishing to complain may:
- (i) Make representations to their ward councillors or to members of the Cabinet;
 - (ii) Make a formal complaint about any Council service to the Council itself under its complaints scheme;
 - (iii) Complain to the Ombudsman after using the Council's own complaints scheme;
 - (iv) Make a formal complaint about a breach of the Member's Code of Conduct.
- (e) **Petitions**

People on the electoral roll for the Council's area may sign a petition to request a referendum for a change in the Council's governance arrangements. Citizens may also present petitions on other matters to the Cabinet, to Council or their ward member.

3.02 Citizens responsibilities

There are a number of ways that Haringey citizens can contribute to a flourishing democratic local authority and civic culture, which this Constitution is intended to support:

- (i) Assisting the Council with the compilation of the electoral register

PART TWO – ARTICLES OF THE CONSTITUTION

(by meeting their obligations to provide information about themselves) and respecting any requirements for proper use of this information;

- (ii) Exercising their right to vote in local, regional, and national elections;
- (iii) Respecting and valuing the diversity of communities and their views within a densely populated urban area such as Haringey;
- (iv) Behaving in socially and morally responsible ways, towards those in authority and towards each other;
- (v) Meeting their obligations in relation to the Council, such as paying their council tax, ensuring their child attends school, etc.
- (vi) Citizens must not be violent, abusing or threatening to councillors or officers and must not wilfully harm things owned by the Council, councillors or officers.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 4 - The Full Council

4.01 Meanings

- (a) **Policy Framework.** These are the plans and strategies that must be reserved to the full Council for approval:
- Crime and Disorder Reduction (community safety) Strategy
 - Development Plan documents
 - Youth Justice Plan
 - Statement of Gambling Policy
 - Statement of Licensing Policy
 - Treasury Management Strategy

Any other policies the law requires must be approved by full Council.

Such other plans and strategies that the Council agrees from time to time that it should consider as part of its Policy Framework: - Housing Strategy

- (b) **Budget.** The budget includes the allocation of financial resources to different services and projects, proposed contingency funds, setting the council tax and decisions relating to the control of the Council's borrowing requirements, the control of its capital expenditure and the setting of virement limits. The determination of the Council Tax Base is delegated to the Chief Finance Officer in consultation with the Cabinet Member for Finance.
- (c) **Housing Land Transfer.** Housing Land Transfer means the approval or adoption of applications (whether in draft form or not) to the Secretary of State for approval of a programme of disposal of 500 or more properties to a person under the Leasehold Reform, Housing and Urban Development Act 1993 or to dispose of land used for residential purposes where approval is required under sections 32 or 43 of the Housing Act 1985.

¹ "Although the 2000 Regulations still specify that the Council's Annual Library plan needs to be part of the Policy Framework, the Council is not currently required by statute to produce an Annual Library Plan under s1(2) of the Public Library and Museums Act 1964."The Annual Library Plan has been removed from the Policy Framework on 5 February 2025. This is a similar approach taken by other local authorities. A Library Strategy is currently being developed, and it is open to the Council to include this in the Policy Framework when it is ready for approval.

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4.02 Functions of the full Council

Only the Council will exercise the following functions:

- (a) Adopting and changing the Constitution;
- (b) Approving or adopting the policy framework as set out in the appropriate schedule above;
- (c) Approving the budget and levying council tax;
- (d) Determining the borrowing limits for the authority for each financial year and the proportions of borrowing that are to be set at variable rates;

- (e) Making or revising a Council Tax Reduction Scheme;
- (f) Approval of the Community Infrastructure Levy Charging Schedule;
- (g) Approval of Development Plan Documents (DPDs) prior to submission to the Secretary of State;
- (h) Approving any application to the Secretary of State in respect of any Housing Land Transfer as set out in Article 4.01 (c) above;
- (i) Subject to the urgency procedure contained in the Access to Information Procedure Rules in Part 4 of this Constitution, making decisions about any matter in the discharge of an Cabinet function which is covered by the policy framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the policy framework or contrary to/or not wholly in accordance with the budget;
- (j) Electing the Leader;
- (k) Agreeing and/or amending the terms of reference for committees, deciding on their composition and making appointments to them and delegating functions to them from time to time as may be appropriate;
- (l) Agreeing recommendations arising from Scrutiny Reviews of nonexecutive functions;
- (m) Deciding on recommendations arising from Scrutiny Reviews not accepted by the Cabinet and referred by the Chair of Overview and Scrutiny Committee;
- (n) Agreeing and/or amending the Scheme of Delegations to Officers with respect to non-executive functions;

- (o) Appointing representatives to outside bodies unless the appointment is a Cabinet function or has been delegated by the Council;
- (p) Adopting and amending the Members' Allowances Scheme;
- (q) Changing the name of the area, conferring the title of honorary alderman or freedom of the borough and establishing any new Civic Link;

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- (r) Confirming the appointment or dismissal of the Head of Paid Service;
- (s) Making, amending, revoking, re-enacting or adopting bylaws and promoting or opposing the making of local legislation or personal Bills including the adoption of any legislation where the Council has a discretion;
- (t) All local choice functions set out in Part 3 of this Constitution which the Council decides should be undertaken by itself rather than the Cabinet, or any Committee, Sub-Committee or officer;
- (u) Entering into, or confirming existing, joint arrangements with other local authorities unless this only concerns either
 - i) “executive” functions when the decision is for the Cabinet; or ii) the creation of joint sub-committees by the Health and Wellbeing Board pursuant to s198 of the Health and Social Care Act 2012;
- (v) Adopting the Members’ Code of Conduct;
- (w) Approving Pilot Schemes for Local Elections;
- (x) To discharge all licensing functions and such other matters which must be reserved to the Council as specified in the Licensing Act 2003 (the “Act”), or any Regulations published in relation to the Act or any other legislation or any statute or regulations amending, consolidating or replacing them including approving, reviewing and revising any Statement of Licensing Policy in relation to the Licensing Act 2003;
- (y) To discharge all functions which must be reserved to full Council as specified in the Gambling Act 2005, or any other ancillary regulations or legislative provisions amending, consolidating or replacing the same, including:
 - (i) approving and revising any Statement of Licensing Policy;
 - (ii) resolving not to issue any casino premises licences in the next three years;
- (z) Adopting Standing Orders for the Council and Standing Orders as to Contracts;
- (za) Making any decisions in respect of non-Executive functions which have not been expressly delegated elsewhere;
- (zb) All matters that must be reserved to Council under the Financial Regulations including the adoption and amendment of the Treasury Management Strategy Statement and the consideration of annual, mid-year monitoring reports and an out-turn report after the close of the year on treasury management policies and practices; and
- (zc) All other matters that, by law, must be reserved to Council.

4.03 Council meetings

There are four types of Council meetings:

- (a) The Annual meeting;
- (b) The Budget Setting meeting; (c) Ordinary meetings; (d) Extraordinary meetings.

They will be conducted in accordance with the Standing Orders (Council Procedure Rules) in Part 4 of this Constitution. Council meetings will be chaired by the Mayor if he/she is present. If the Mayor is not present, Council will select another Councillor to take the Chair. The Deputy Mayor does not automatically chair the meeting in the Mayor's absence. The Council may select the Deputy Mayor if it so wishes.

4.04 Responsibility for functions

The Council will maintain the information in Part 3 of this Constitution setting out the responsibilities for the Council's functions that are not the responsibility of the Cabinet.

PART TWO – ARTICLES OF THE CONSTITUTION

Article 5 - Chairing the Council

5.01 Role and function of the Mayor

The Mayor will have the following roles and functions:

1. To uphold and promote the purposes of the Constitution, and to interpret the Constitution when necessary;
2. To preside over meetings of the Council so that its business can be carried out efficiently and with regard to the rights of councillors and the interests of the community;
3. To ensure that the Council meeting is a forum for the debate of matters of concern to the local community and the place at which members who are not members of the Cabinet or hold committee chairs are able to hold the Cabinet and committee chairs to account;
4. To promote public involvement in the Council's activities;
5. To be the conscience of the Council; and
6. To attend such civic and ceremonial functions as the Council and he/she determines appropriate.

5.02 First Citizen.

The Mayor shall take precedence i.e. shall be the first citizen of the London Borough of Haringey.

Article 6 - Overview and Scrutiny

6.01 Terms of reference

The Council will appoint an Overview and Scrutiny Committee to discharge the functions conferred by section 9F of the Local Government Act 2000, the Health & Social Care Act 2001 and the NHS Reform & Health Professionals Act 2002.

6.02. General role

Within its terms of reference, the Overview and Scrutiny Committee may:

- (a) Exercise an overview of the forward plan;
- (b) Review or scrutinise decisions made or actions taken in connection with the discharge of any of the Cabinet's or Council's functions;

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- (c) Make reports and recommendations to the full Council, the Cabinet or relevant non-Executive Committee in connection with the discharge of any functions;
- (d) Make reports or recommendations on matters affecting the area or its inhabitants;
- (e) Exercise the right to call-in, for reconsideration, key decisions made but not yet implemented by the Executive;
- (f) Receive the reports and recommendations of its commissioned Scrutiny Review Panels; and
- (g) In accordance with statutory regulations to review and scrutinise matters relating to the health service within the Authority's area and to make reports and recommendations thereon to local NHS bodies;
- (h) Enter into or appoint such joint overview and scrutiny committees that include the London Borough of Haringey and other boroughs for the purpose of responding to consultation by NHS bodies on proposals for substantial variation or development in the provision of health services as required by The Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.

6.03 Specific functions

(a) Scrutiny Review Panels.

The Overview and Scrutiny Committee shall appoint Scrutiny Review Panels in order to discharge the Overview and Scrutiny role for designated public services and will co-ordinate their respective roles.

(b) Policy development and review.

The Overview and Scrutiny Committee and any Scrutiny Review Panels it may establish may:

- (i) Assist the Council and the Cabinet in the development of its budget and policy framework by in-depth analysis of policy issues;
- (ii) Conduct research, community and other consultation in the analysis of policy issues and possible options;
- (iii) Consider and implement mechanisms to encourage and enhance community participation in the development of policy options;
- (iv) Question members of the Cabinet and chief officers about their views on issues and proposals affecting the area; and

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- (v) Liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working.

(c) Scrutiny.

The Overview and Scrutiny Committee and any Scrutiny Review Panels it may establish may:

- (i) Review and scrutinise the decisions made by and performance of the Cabinet and Council officers both in relation to individual decisions and over time;
- (ii) Review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (iii) Question members of the Cabinet and chief officers about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or projects;
- (iv) Make recommendations to the Cabinet or relevant nonexecutive Committee arising from the outcome of the scrutiny process;
- (v) Review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the overview and scrutiny committee and local people about their activities and performance; and
- (vi) Question and gather evidence from any person (with their consent).

(d) Finance

Overview and Scrutiny Committee may exercise overall responsibility for the finances made available to them.

(e) Annual report.

Overview and Scrutiny Committee must report annually to full Council on their workings and make recommendations for future work programmes and amended working methods if appropriate. **6.04 Proceedings of Overview and Scrutiny Committee**

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The Overview and Scrutiny Committee and any Scrutiny Review Panels it may establish will conduct their proceedings in accordance with the Overview and Scrutiny Procedure Rules set out in Part 4 of this Constitution.

6.05 Votes of No Confidence

The Chair of the Overview and Scrutiny Committee or the Chair of a Scrutiny Review Panel shall cease to hold that office as a Scrutiny member if a vote of no confidence, of which notice appears on the agenda, is carried at the meeting of the relevant body. The responsibilities of that member shall be carried out by the relevant Vice-Chair until such time as a subsequent meeting of that body has been notified of the appointment of a replacement or the reappointment of the member concerned. In the event of all members of the Overview and Scrutiny Committee having been removed from office in this way at any time, Scrutiny functions shall in the interim be carried out by full Council.

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Article 7 - The Leader and the Cabinet

7.01 The Leader

The Leader will be a councillor elected to the position of Leader by the Council. The Leader may exercise any “executive” functions of the local authority even if delegated elsewhere in this Constitution except those functions which by law must be discharged by an officer. Unless the context indicates otherwise, where there is a reference in this Constitution to a decision which may be taken by the Cabinet meeting, by a Cabinet Committee or subordinate body or by an individual Cabinet member, that decision may be taken by the Leader personally, or the Leader may choose to allocate that decision to an individual Cabinet member or to a Committee of the Cabinet.

7.02 The Leader will hold office until:

- (a) He/she resigns from the office; or
- (b) He/she is disqualified from being a councillor by order of a court;
- (c) He/she is no longer a councillor; or
- (d) He/she is removed from office by resolution of the Council under Article 7.06; or
- (e) The Annual Meeting following the Council Elections after his/her election as Leader.

7.03 The Cabinet

The Cabinet will carry out all of the local authority's “executive” functions that are not the responsibility of any other part of the local authority, whether by law or under this Constitution, unless the Leader decides to discharge them personally or allocate them to an individual Cabinet member or a Committee of the Cabinet.

7.04 Form and Composition

The Cabinet will consist of the Cabinet Leader together with between 2 and 9 other councillors (“Cabinet Members”) appointed to the Cabinet by the Leader but may not include the Mayor or Deputy Mayor.

7.05 Other Cabinet members

- (i) The Leader will determine the number of Cabinet members to be appointed which will be between 2 and 9 (in addition to the Leader).
- (ii) Each Cabinet member will be appointed by the Leader to cover one of the specific portfolio responsibilities (other than those reserved to the Leader) determined by the Leader. The Leader or

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a Cabinet member must hold the specific statutory portfolio responsibility for Children’s Services and a separate portfolio responsibility for Adult Services.

- (iii) One Cabinet member will be appointed as Deputy Leader with power to exercise the Leader’s functions in the event that the Leader is unable to act or the office is vacant.
- (iv) Individual Cabinet members may exercise powers delegated by The Leader within their specific portfolio responsibilities as set out in Part 3.
- (v) Cabinet members shall hold office until one of the events (a) to (e) below:
 - (a) They resign from office; or
 - (b) They are disqualified from being councillors by order of a court;
 - (c) They are no longer councillors; or
 - (d) They are removed from office, either individually or collectively, by the Leader; or
 - (e) The Annual Meeting following the Council Elections after their appointment.

7.06 Votes of No Confidence

The Leader shall cease to hold office if a vote of no confidence, of which notice appears on the agenda, is carried at a meeting of the full Council by a majority of the members of the whole Council then present. The responsibilities of the Leader shall then be carried out by the Deputy Leader until such time as the election of a replacement Leader, or the re-election of the previous Leader, by full Council. The election of the new Leader may take place at the meeting when the vote of no confidence was carried or at a subsequent meeting.

7.07 Default Provisions

- (i) In the event that Leader is unable to act or the office of Leader is vacant and, at the same time, the Deputy Leader is unable to act or the office of Deputy Leader is vacant, then the other Cabinet members shall act collectively in place of the Leader until such time as a new Leader is elected by the full Council.
- (ii) In the event that no Cabinet members are able to act or remain in office then all functions of the Leader and Cabinet members shall be exercised by the Chief Executive acting so far as is practicable in consultation with the remaining Cabinet members or the Mayor,

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if no Cabinet members remain in office (or Deputy Mayor if the Mayor is unable to act), until such time as a new Leader is elected by the full Council.

7.08 Proceedings of the Cabinet

Proceedings of the Cabinet, Cabinet Committees and decisions by individual Cabinet members shall take place in accordance with the Cabinet Procedure Rules set out in Part 4.

7.09 Responsibility for Functions

- (i) The Leader may discharge all the Council's "executive" functions or may arrange for the discharge of any of those functions by:
 - (a) The Cabinet;
 - (b) A Cabinet member;
 - (c) A Committee of the Cabinet; or
 - (d) An officer
- (ii) The Leader will maintain a list in this Constitution or the appendices to it setting out which individual Cabinet members, Committees of the Cabinet or officers are responsible for the exercise of particular Cabinet functions.

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Article 8 - Non-Executive Committees

- 8.01** A number of functions such as planning control, licensing, health and safety regulation, electoral matters, local act powers, employee terms and conditions and pensions matters are not Executive functions for which the Cabinet is responsible. These matters are excluded from the Executive functions by law, regulations or the provisions of this Constitution.
- 8.02** The Council shall appoint the Committees set out in Part 3 Section B of this Constitution to discharge the functions described. These include a Committee to be called the Strategic Planning Committee to be responsible for planning control and a main Licensing Committee to be responsible for licensing matters. The following are also Committees of the council: (i) Audit Committee to be responsible for Audit , Risk and Treasury Management (ii) an Appointments Panel to appoint statutory officers and Directors and a Disciplinary, Grievance and Dismissal Panel and (iii) a General Purposes Committee for other non-executive functions as specified under legislation that are not reserved to full Council or delegated to any other Committee, Sub-Committee, Panel or other body described in Part 3 of this Constitution or an appendix to it. The Council's functions as statutory trustee of the Alexandra Palace and Park charitable trust are discharged by the Alexandra Palace and Park Board.
- 8.03** The Council's non-executive functions are currently set out in Statutory Instrument 2000 No. 2853, and subsequent amending Regulations.
- 8.04** The Committees described above will be established at the Annual Meeting of the Council.
- 8.05** The Committees described above will establish appropriate subcommittees, whose terms of reference are set out in Part 3 of this Constitution or an appendix to it.
- 8.06** Proceedings of the Committees and their sub committees shall take place in accordance with the Council Committee Procedure Rules in Part 4 of this Constitution.

Article 9 - The Standards Committee

9.01 Standards Committee

The Council meeting will establish a Standards Committee to promote and maintain high standards of conduct by members and co-opted members of the Council.

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9.02 Composition

The Standards Committee will be composed of councillors appointed on the basis of political balance. In addition, the Standards Committee may appoint up to six non-voting co-opted members.

Quorum. The quorum of the Standards Committee is three.

9.03 Role and Function

The Standards Committee will have the following roles and functions:

- (a) Promoting and maintaining high standards of conduct by councillors, co-opted members and representatives of religious organisations and parent governor representatives;
- (b) Assisting the Leader, councillors, co-opted members and representatives of religious organisations and parent governor representatives to observe the Members' Code of Conduct; (c) Advising the Council on the adoption or revision of the Members' Code of Conduct;
- (d) Monitoring the operation of the Members' Code of Conduct;
- (e) Advising, training or arranging to train councillors and co-opted members on matters relating to the Members' Code of Conduct and the ethical framework;
- (f) Granting dispensations to councillors and co-opted members from requirements relating to interests set out in the Members' Code of Conduct;
- (g) Advising the Council on codes and protocols forming the Council's ethical framework and its governance arrangements, monitoring the effectiveness of those arrangements and making reports and recommendations accordingly;
- (i) Responding to national reviews and consultations on standards related issues;
- (j) Granting exemptions for politically restricted posts and giving directions to include a post on the list of restricted posts;
- (k) Advising the Council on the appointment of independent persons and taking steps to select them;
- (l) Considering amendments to the Constitution and recommending proposals to full Council for approval

9.04 Assessment Sub-Committee

The Standards Committee will establish an Assessment Sub-Committee to assess allegations that a member or co-opted member has failed to comply with the Members' Code of Conduct, as referred by the Monitoring Officer.

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9.05 Composition

The Assessment Sub-Committee will be composed of councillors appointed on the basis of political balance.

9.06 Role and Function

The Assessment Sub-Committee will have the following roles and functions:

To consider all allegations referred to the Sub-Committee by the Monitoring Officer that a member or co-opted member has failed to comply with the Members' Code of Conduct and to determine whether the allegation:

- (a) merits no further investigation and is dismissed, or (b) merits further investigation.

9.07 Hearing Sub-Committee

The Standards Committee will establish a Hearing Sub-Committee to conduct hearings into allegations that a member or co-opted member has failed to comply with the Members' Code of Conduct and to determine such allegations.

9.08 Composition

The Hearing Sub-Committee will be composed of councillors appointed on the basis of political balance.

9.09 Role and Function

The Hearing Sub-Committee will have the following roles and functions:

- (a) To conduct hearings into allegations referred for investigation by the Assessment Sub-Committee that a member or co-opted member has failed to comply with the Members' Code of Conduct.
- (b) To determine whether or not the member or co-opted member did/did not fail to comply with the Members' Code of Conduct.
- (c) Where the Sub-Committee has determined that a member has failed to comply with the Members' Code of Conduct to take such action as it may lawfully take.
- (d) In consequence of the hearing and determination of any allegation to make recommendations to the Council with a view to promoting high standards of conduct amongst members.

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Article 10 Joint Arrangements

10.01 Arrangements to promote well being

The Leader, or the Cabinet with the Leader's agreement, in order to promote the economic, social or environmental well-being of its area, may:

- (a) Enter into arrangements or agreements with any person or body:
- (b) Co-operate with, or facilitate or co-ordinate the activities of, any person or body; and
- (c) Exercise on behalf of that person or body any functions of that person or body.

10.02 Joint arrangements

- (a) The Council may establish joint arrangements with one or more local authorities and/or their Executives to exercise functions that are not Executive functions in any of the participating authorities, or to advise the Council. Such arrangements may involve the appointment of a joint committee or board within these other local authorities. The Council may, where the legislation allows, also establish other joint arrangements with, for example, health service organisations. These other arrangements are called "boards" in this Constitution.
- (b) The Council may establish joint arrangements with one or more local authorities and their Executives to exercise functions that are partly Executive and partly Non-Executive ("mixed functions"). Such arrangements may involve the appointment of a joint committee or board with these other local authorities or bodies. Where the Council appoints only one member to such a joint committee, that member may be, but need not be, a Cabinet member. Where the Council appoints more than one member to such a joint committee, at least one of them shall be a Cabinet member.
- (c) The Leader, or the Cabinet with the Leader's agreement, may establish joint arrangements with the Executives of one or more local authorities or other organisations to exercise functions that are Executive functions or to advise the Cabinet. Such arrangements may involve the appointment of joint committees or boards with these other local authorities or bodies. The Leader, or the Cabinet with the Leader's agreement, may, where the legislation allows, also establish other joint arrangements with, for example, health service organisations.
- (d) Except as set out below or otherwise provided in legislation, the Leader or the Cabinet may only appoint Cabinet members to a joint committee

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or board and those members need not reflect the political composition of the local authority as a whole.

- (e) The Leader, or the Cabinet with the Leader's agreement, may appoint members to a joint committee or board from outside the Cabinet in the circumstances where the joint committee has functions for only part of the area of the authority, and that area is smaller than two-fifths of the authority by area or population. In such cases, the Cabinet may appoint to the joint committee any councillor who is a member for a ward that is wholly or partly contained within the area. The political balance requirements do not apply to such appointments.
- (f) Details of any existing joint arrangements including any delegations to joint committees will be found at the end of this Article, and their terms of reference included in Part 3 Responsibility for Functions, Section DA.

10.03 Access to information

- (a) The Access to Information Rules in Part 4 of this Constitution apply.
- (b) If all the members of a joint committee or board are members of the Cabinet in each of the participating authorities then the access to information rules relating to the Executive in the Local Government Act 2000 will apply.
- (c) If the joint committee or board contains members who are not on the Cabinet of any participating authority then the access to information rules in Part VA of the Local Government Act 1972 will apply.

10.04 Delegation to and from other local authorities

- (a) The Council may delegate non-Executive functions to another local authority or, in certain circumstances, the Executive of another local authority.
- (b) The Leader, or the Cabinet with the Leader's agreement, may delegate Executive functions to another local authority or the Executive of another local authority in certain circumstances.
- (c) The decision whether or not to accept such a delegation from another local authority shall be reserved to the Council meeting in the case of non-executive or mixed functions and to the Leader, or the Cabinet with the Leader's agreement, in the case of executive functions.

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10.05 Delegation to and from other organisations

- (a) The Council may delegate non-Executive functions to other organisations or boards where legislation allows.
- (b) The Leader, or the Cabinet with the Leader's agreement, may delegate Executive functions to other organisations or boards where legislation allows.
- (c) The decision whether or not to accept such a delegation from another organisation or board shall be reserved to the Council in the case of nonexecutive or mixed functions and to the Leader, or the Cabinet with the Leader's agreement, in the case of executive functions.
- (d) The Leader, or the Cabinet with the Leader's agreement, may appoint other Cabinet members to act as the Leader's representatives and to exercise executive functions at meetings of the Haringey Strategic Partnership (HSP) and its subordinate bodies. Decisions taken by a Cabinet member or members in this way will have immediate effect. For the avoidance of doubt, the same will apply where the Leader sits in person as a member of the HSP or its subordinate bodies.

10.06 Contracting out

The Council for non-executive functions, and the Leader, or the Cabinet with the Leader's agreement, for executive functions, may contract out to another body or organisation functions which may be exercised by an officer and which are subject to an order under section 70 of the Delegation and Contracting Out Act 1994, or under contracting arrangements where the contractor acts as the Council's agent under usual contracting principles, provided there is no delegation of the Council's discretionary decision-making.

10.07 London Councils Arrangements for Co-ordinating Response to Emergencies

- (a) The Council and Cabinet have resolved to delegate their powers under section 138 of the Local Government Act 1972 (power to incur expenditure to avert or alleviate the effects of an emergency or disaster) to an outside Chief Executive appointed to co-ordinate the response of London local authorities to a major incident or a lesser emergency. This "L.A. Gold" will be appointed under arrangements approved by Central Government, London Councils and the London Resilience Team.
- (b) Where an incident, emergency or other event emerges over a period of time (such as a pandemic or extreme weather), and where the Gold

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Coordination Group (“Gold Command”) may not have been convened, L.A. Gold will be empowered on behalf of the London local authorities to coordinate any local authority response, as necessary, providing advice and guidance as required. In these circumstances L.A. Gold will not have power to incur expenditure or to exercise delegated powers unless authorised under paragraphs (c)(ii), (d)(ii) or (e) below.

- (c) The delegation of powers under section 138 of the Local Government Act 1972 to L.A. Gold will only have effect in the following circumstances:
 - (i) after the convening of Gold Command, normally led by the Police, in response to the declaration of a major incident, or
 - (i) for other disruptive events such as extreme weather which do not require the convening of Gold Command, after the convening of a London Partnership Meeting, normally led by the London Resilience Team, provided that the agreement of London Councils (under delegated powers) is also secured.
- (d) Subject to paragraph (e) below, L.A. Gold will only have power to incur expenditure once:
 - (i) the Minister of State confirms that H.M. Government will reimburse expenditure reasonably incurred by L.A. Gold in taking immediate action to safeguard life or property or to prevent suffering or severe inconvenience, or
 - (ii) The Council or Councils in whose area the incident occurs confirm that it/they will reimburse expenditure incurred for the purposes in (i) above.
- (e) In the event that L.A. Gold has not been able to receive confirmation from the Council(s) in whose area the incident has occurred that expenditure will be reimbursed, and where it is absolutely essential for L.A. Gold to incur expenditure for the purposes in paragraph (d)(i) above, or to promote community cohesion and a return to normality, it has been agreed that the Council(s) affected will meet that expenditure provide it is kept to minimum levels and does not exceed £1 million in total while confirmation of reimbursement is being sought.
- (f) All Council officers are authorised to take any action in accordance with instructions issued by the appointed L.A. Gold under the arrangements described above.

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10.08 Outside Bodies

(a) Introduction

(i) The Council has nomination rights to a large number of different external bodies (referred to as "organisations"). The practice of making nominations to organisations is a benefit to the Council and the links created contribute to the social well-being of the Borough. Some of these arrangements involve the formal delegation of the Council's powers to organisations but this is not true in most cases.

(ii) These organisations can be categorised as follows:

(A) "Association bodies" e.g. Local Government Association or Association of London Government joint committees and panels,

(B) "Statutory bodies" i.e. where Haringey needs to be represented by law, for example, the Alexandra Park &

Palace Advisory Committee,

(C) "Partnership bodies" which usually involve the Council working with other agencies on local issues or projects,

(D) "Trusts and Foundations" which generally have more specific and prescribed objectives, for example, the Tottenham Grammar School Foundation, and

(E) "Voluntary/Community bodies" which cover a very wide spectrum of organisations serving the community, or community groups, in various ways.

(F) "School Governing bodies" are independent organisations but the precise relationship to the Council varies according to the type of School.

(b) Nominations Procedure

(i) Nominations to all organisations will be made or confirmed at each Annual General Meeting (AGM) of the Council. In the case of Association and "Partnership" bodies, which mainly exercise "executive" functions at present, nominations of Cabinet members will be made by the Leader, or the Cabinet with the Leader's agreement, and merely recorded in the complete list approved at the AGM.

(ii) The capacity in which members are nominated, the duration of the appointment and any other relevant terms and conditions will be set out in the report to the AGM and recorded in the minutes.

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Nominations will be stated as being made "at the request of the Council".

- (iii) A full list of existing and newly nominated or appointed councillors will be presented to the next meeting of full Council after the AGM setting out the name of the organisation, terms of appointment and status or capacity of the councillor within the organisation.
- (iv) Future nominations to voluntary or community bodies will generally be in a non-voting, "observer" capacity only, in order to avoid the greater potential for conflicts of interest. Nominated members will not participate in management or decision-making within the organisation. Their role will be to assist in the exchange of information and views between the organisation and the Council.
- (v) Nominations to other organisations will generally be in a full, voting capacity i.e. the member should participate fully in management and decision making within the organisation, as appropriate, and should vote at its management committee. Exceptions would be made where the organisation so requested

or its own constitution or ground rules so required. Nominations to trusts, for example, would have to be in a full, voting (not an "observer") capacity since the purpose of the nomination would be for the member to have a decision making role.

(c) Members' Conduct

- (i) The Members' Code of Conduct, as set out in the Council's Constitution, applies to members' activities as representatives in any capacity on any outside body.
- (ii) In addition, nominated members will be required to observe the Constitution or rules of the organisation itself, except in so far as there might, unusually, be a conflict with the Council's Members' Code of Conduct. Members should seek advice from the Monitoring Officer if they think that any such conflict could arise.
- (iii) Members may also be under legal duties imposed in respect of their roles in specific types of organisation e.g. as Directors of Limited Companies or as Charity Trustees. Further Guidance will be available to members outside the text of this Constitution.

10.09 Current Joint arrangements

The Council currently has formal joint arrangements as follows;

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Health and Wellbeing Board Joint sub-committee (with Islington Council)

Article 11 – Officers

11.01 Management Structure

- (a) **General.** The Council may engage such staff (referred to as officers) as it considers necessary to carry out its functions. For the avoidance of doubt, the words ‘staff’ ‘employees’ or ‘officers’ includes agency workers, consultants and secondees to the authority over whom the authority has managerial control.
- (b) **Senior Management.** The Council will engage the posts of Chief Executive and senior managers who have the responsibilities set out below and make up the Council’s Leadership Team *:

Post	Functions and Responsibilities
Chief Executive	Chief Executive and Head of Paid Service, Corporate Governance, Legal and Democratic Services
Director of Adults, Health and Communities	Adults, Public Health, Commissioning
Director of Finance	Corporate Finance, Departmental Finance, Procurement Audit
Director of Placemaking and Housing	Planning, Regeneration, Housing Strategy, Corporate Property and Major Projects, Housing Emergency Planning and Civil Contingencies
Director of Children’s Services	Children, Families, Schools, Early Help
Director of Environment and Resident Experience	Direct services and community safety, environment
Director of Culture, Strategy and Engagement	IT, Strategy, Culture, resident experience and communications, policy

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(c) **Statutory officers**

The Council has to appoint officers to fulfil the statutory roles identified in Part 3, Section E, Section 3.

In addition to the functions set out in Part 3 the Head of Paid Service (Chief Executive), Monitoring Officer and Chief Finance Officer (Director of Finance) have additional functions:

11.02 Functions of the Head of Paid Service (Chief Executive)

*A chart of the Council's L

The Disciplinary, Grievance and Dismissal Panel exercise functions in respect of the Dismissal (including terms of release) of Directors in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 including conducting case hearings and making decisions in relation to Directors where dismissal of the officer is a possible outcome and will need to consider the views of an independent Panel when considering the dismissal of the Head of Paid Service, Chief Finance Officer and Monitoring Officer.

Leadership Team is appended to this Constitution.

- (a) **Structure.** The Head of Paid Service will determine and publicise a description of the overall departmental structure of the Council showing the management structure and deployment of officers. This is set out in Appendix C to this Constitution.
- (b) **Discharge of functions by the Council.** The Head of Paid Service will report to full Council on the manner in which the discharge of the Council's functions is co-ordinated, the number and grade of officers required for the discharge of functions and the organisation of officers.
- (c) **Restrictions on functions.** The Head of Paid Service may not be the Monitoring Officer but may hold the post of Chief Finance Officer if a qualified accountant.

11.03 Functions of the Monitoring Officer

- (a) **Maintaining the Constitution.** The Monitoring Officer will maintain an up-to-date version of the Constitution and will ensure that it is widely available for consultation by members, staff and the public.
- (b) **Ensuring lawfulness and fairness of decision making.** After consulting with the Head of Paid Service and Chief Finance Officer, the Monitoring Officer will report to the full Council or to the Cabinet in relation to an Executive function if he or she considers that any omission

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would give rise to unlawfulness or if any decision or omission has given rise to maladministration. Such a report will have the effect of stopping the proposal or decision being implemented until the report has been considered.

- (c) **Contributing to corporate management.** The Monitoring Officer will contribute to the corporate management of the Council
- (d) **Supporting the Standards Committee.** The Monitoring Officer will contribute to the promotion and maintenance of high standards of conduct through provision of support to the Standards Committee.
- (e) **Receiving reports.** The Monitoring Officer will receive and act on reports made by the Standards Committee.
- (f) **Conducting investigations.** The Monitoring Officer, or investigators appointed by him/her, will conduct investigations into matters referred by the Standards Committee or one of its sub-committees and make reports on recommendations in respect of them to the Standards Committee.
- (g) **Proper officer for access to information.** The Democratic Services Manager shall ensure that Cabinet and other Executive decisions, together with the reasons for those decisions and relevant officer reports and background papers are made publicly available as soon as possible. The Monitoring Officer will advise and assist to ensure the proper performance of these functions.
- (h) **Advising whether Cabinet decisions are within the budget and policy framework.** The Monitoring Officer and the Chief Finance Officer

will advise whether decisions of the Cabinet are in accordance with the budget and policy framework.
- (i) **Providing advice.** The Monitoring Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors. The Monitoring Officer will report on new and amended legislation to Council so that members can consider the effects on services and the possible need to amend the scheme of delegations.
- (j) **Restrictions on posts.** The Monitoring Officer cannot be the Chief Finance Officer or the Head of Paid Service.

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11.04 Functions of the Chief Finance Officer and Section 151 Officer [Director of Finance]

- (a) **Ensuring lawfulness and financial prudence of decision making.** After consulting with the Head of Paid Service and the Monitoring Officer, the Chief Finance Officer will report to the full Council or to the Cabinet in relation to a Cabinet function and the Council's external auditor if he or she considers that any proposal, decision or course of action will involve incurring unlawful expenditure, or is unlawful and is likely to cause a loss of deficiency or if the Council is about to enter an item of account unlawfully.
- (b) **Administration of financial affairs.** The Chief Finance Officer (Director of Finance) will have responsibility for the administration of the financial affairs of the Council.
- (c) **Contributing to corporate management.** The Chief Finance Officer (Director of Finance) will contribute to the corporate management of the Council, in particular through the provision of professional financial advice.
- (d) **Providing advice.** The Chief Finance Officer (Director of Finance) will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors and will support and advise councillors and officers in their respective roles.
- (e) **Give financial information.** The Chief Finance Officer (Director of Finance) will provide financial information to the media, members of the public and the community.

11.05 Duty to provide sufficient resources to the Monitoring Officer and the Chief Finance Officer

The Council will provide the Monitoring Officer and Chief Finance Officer (Director of Finance) with such officers, accommodation and other resources as are in their opinion sufficient to allow their duties to be performed.

11.06 Conduct

Officers will comply with the Officers' Code of Conduct and the Protocol on Officer/Member Relations set out in Part 5 of this Constitution.

11.07 Employment

The recruitment, selection and dismissal of officers will comply with the Officer Employment Rules set out in Part 4 of this Constitution.

12 Decision Making

12.01 Responsibility for decision making

The Council will issue and keep up to date a record of what part of the Council or individual has responsibility for particular types of decision or decisions relating to particular areas of functions. This record is set out in Part 3 of this Constitution or an Appendix to it.

12.02 Principles of decision making

All decisions of the Council will be made in accordance with the following principles:

- (a) proportionality (i.e. the action must be proportionate to the desired outcome);
- (b) due consultation and the taking of professional advice from officers;
- (c) respect for human rights in particular, giving consideration to such issues at an early stage in the process; (d) a presumption in favour of openness; and
- (e) clarity of aims and desired outcomes.

Furthermore, the Council will explain what options were considered and give reasons for the decision.

12.03 Types of decision

- (a) Decisions reserved to full Council. Decisions relating to the functions listed in Article 4 and at Part 3 Section B will be made by the full Council and not delegated.
- (b) Decisions reserved to the Executive. Decisions relating to the functions listed in Part 3 Section C will be made by the Executive and not delegated.
- (c) Key decisions.

A key decision is an Executive decision which is likely:

- (i) to result in the local authority incurring expenditure which is, or the making of savings which are, significant having regard to the local

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authority's budget for the service or function to which the decision relates; or

- (ii) to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the area of the local authority.

A decision taker may only make a key decision in accordance with the requirements of the Cabinet Procedure Rules set out in Part 4, the Access to Information Procedure Rules set out in Part 4 and the Protocol for Key Decisions set out in Part 5.

12.04 Decision making by the full Council

Subject to Article 4 the Council meeting will follow Procedure Rules set out in Part 4 of this Constitution when considering any matter.

12.05. Decision making by the Executive

Subject to Article 7 the Executive (the Leader, individual Cabinet members, the Cabinet, or a Committee of the Cabinet) will follow the Cabinet Procedures Rules set out in Part 4 of this Constitution when considering any matter.

12.06 Decision making by the Overview and Scrutiny Committee

Subject to Article 6, the Overview and Scrutiny Committee will follow the Overview and Scrutiny Procedures Rules set out in Part 4 of this Constitution when considering any matter.

12.07 Decision making by the other Committees and Sub-Committees established by the Council

Subject to Article 8, other Council Committees and Sub-Committees will follow those parts of the Procedures Rules set out in Part 4 of this Constitution as apply to them.

12.08 Decision making by Officers

Subject to Article 11, officers shall follow the scheme of delegation, as set out in Part 3 of this Constitution and any Appendix to it, when considering any matter.

12.09 Decision making by Council bodies acting as tribunals

The Council, a councillor or an officer acting as a tribunal or in a quasi-judicial manner or determining/considering (other than for the purposes of giving advice) the civil rights and obligations or the criminal responsibility of any person will follow a proper procedure which accords with the requirements of

PART TWO – ARTICLES OF THE CONSTITUTION

natural justice and the right to a fair trial contained in Article 6 of the European Convention on Human Rights.

13 Finance, Contracts and Legal Matters

13.01 Financial management

The management of the Council's financial affairs will be conducted in accordance with the Financial Regulations set out in Part 4 of this Constitution.

13.02 Contracts

Every contract made by the Council will comply with the Contract Procedure Rules set out in Part 4 of this Constitution.

13.03 Legal proceedings

On the advice of the Monitoring Officer as appropriate, Officers are authorised to institute, defend or participate in any legal proceedings in any case where such action is necessary to give effect to decisions of the Council or in any case where the Monitoring Officer considers that such action is necessary to protect the Council's interests.

13.04 Authentication of documents

Where any document is necessary to any legal procedure or proceedings on behalf of the Council, it will be signed by the Monitoring Officer or other person authorised by him/her, unless any enactment otherwise authorises or requires, or the Council has given requisite authority to some other person.

Any contract shall comply with the Council's Contract Standing Orders as outlined in Part 4 of this Constitution.

13.05 Common Seal of the Council

The Common Seal of the Council will be kept in a safe place in the custody of the Monitoring Officer.

[The Common Seal may be affixed either by physical or by electronic means approved by the Monitoring Officer.](#)

A decision of the Council, or of any part of it, will be sufficient authority for sealing any document necessary to give effect to the decision. The Common Seal will be affixed to those documents which in the opinion of the Monitoring

PART TWO – ARTICLES OF THE CONSTITUTION

Officer should be sealed or where required by the Contract Procedure Rules in Part 4 of this Constitution.

Such authority shall apply equally to the affixing of the Common Seal by electronic means.

The affixing of the Common Seal will be attested by the Monitoring Officer, Chief Executive, Chief Finance Officer, Head of Legal Services or any other person authorised by him/her either in relation to a specific document or to particular categories of documents.

Where the Common Seal is affixed by electronic means, attestation may be given by electronic means by any of the officers listed above.

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Article 14 - Review and Revision of the Constitution**14.01 Duty to monitor and review the Constitution**

The Monitoring Officer will monitor and review the operation of the Constitution to ensure that the aims and principles of the Constitution are given full effect.

14.02 Protocol for monitoring and review of Constitution by Monitoring Officer

A key role for the Monitoring Officer is to be aware of the strengths and weaknesses of the Constitution adopted by the Council, and to make recommendations for ways in which it could be amended in order better to achieve the purposes set out in Article 1. In undertaking this task the Monitoring Officer may:

- (a) Observe meetings of different parts of the member and officer structure;
- (b) Undertake an audit trail of a sample of decisions;
- (c) Record and analyse issues raised with him/her by members, officers, the public and other relevant stakeholders; and
- (d) Compare practices in this authority with those in other comparable authorities, or national examples of best practice.

14.03 Changes to the Constitution

- (a) **Approval.** Changes to the Constitution, including the Scheme of Members' Allowances, will only be approved by the full Council after recommendation of the proposal by the Standards Committee and following advice from the Monitoring Officer save that authority is delegated to the Monitoring Officer to make any changes required as a result of legislative change. In addition, where in the reasonable opinion of the Monitoring Officer a proposed change is:
 - a) a minor variation; or
 - b) required in order to remove any inconsistency or ambiguity; or
 - c) required so as to give effect to any decision of the Council or one of its committees or sub-committees; or the Cabinet or one of its committees or sub-committees,
 the Monitoring Officer may make that change. The change will come into force immediately, but will be reported to full Council at the next available meeting. Other changes to the Constitution will take effect from the date of the decision unless a later date for implementation is specified.

PART TWO – ARTICLES OF THE CONSTITUTION

- (b) **Change from a Leader and Cabinet form of Executive to alternative arrangements, or vice versa.** The Council must take reasonable steps to consult with local electors and other interested persons in the area

Article 15 Suspension, Interpretation and Publication of the Constitution

- when drawing up proposals. If the proposals were to change the Executive Arrangements to an alternative form of governance arrangements, then a local referendum would be required.

15.01 Suspension of the Constitution

- (a) **Limit to suspension.** The Articles of this Constitution may not be suspended. The Rules specified below may be suspended by the full Council to the extent permitted within those Rules and the law.
- (b) **Procedure to suspend.** A motion to suspend any Rule will not be moved without notice unless at least one half of the whole number of councillors are present. The extent and duration of suspension will be proportionate to the result to be achieved, taking account of the purposes of the Constitution set out in Article 1.

15.02 Interpretation

The ruling of the Mayor (or other person presiding in the Mayor's absence) as to the construction or application of this Constitution or as to any proceedings of the Council shall not be challenged at any meeting of the Council. Such interpretation will have regard to the purposes of this Constitution contained in Article 1.

15.03 Publication

- (a) The Constitution is available on the Council's website. The Chief Executive will give on request a printed copy of this Constitution to a member of the authority.
- (b) The Chief Executive will ensure that copies are available for inspection at council offices, libraries and other appropriate locations, and can be purchased by members of the local press and the public on payment of a reasonable fee. The Chief Executive will ensure that the summary of

the Constitution is made widely available within the area and is updated as necessary.

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Part Four, Section C

Miscellaneous Standing Orders

MISCELLANEOUS STANDING ORDERS

1. Electronic Execution

References in these Standing Orders to sealing, signing and attesting or the Common Seal includes electronic sealing, signing and attesting by electronic means as approved by the Monitoring Officer.

SEAL OF THE COUNCIL

- (1) The common seal of the Council shall be kept in a safe place in the custody of the ~~Assistant~~ Director of Legal & Corporate Governance.
- (2) The common seal of the Council shall be affixed to a document only on the authority of:
 - (a) a resolution of the Council;
 - (b) a decision by the Council, or by a duly authorised Committee, Sub-Committee or officer, to do anything where a document under the common seal is necessary to complete the action.

□ Such authority shall apply equally to the affixing of the Common Seal by electronic means.

- (3) On civic or ceremonial occasions, the seal shall be attested by the Mayor or Deputy Mayor or another member of the Council and by the Chief Executive or ~~Assistant~~ Director of Legal & Corporate Governance.
- (4) On all other occasions the Seal on documents shall be attested in accordance with Article 14.05 (in Part 2) or by any one of the following officers:
 - Chief Executive
 - Chief Finance (section 151) Officer
 - Director of Legal Assistant Director of Corporate & Governance
 - ~~Assistant~~ Head of Legal Services

PART FOUR – RULES OF PROCEDURE
Section C – Miscellaneous Standing Orders

- any officer authorised by the **Assistant** Director of **Legal & Corporate** Governance either in relation to a specific document or particular categories of documents

Where the Common Seal is affixed by electronic means, attestation may be given by electronic means by any of the officers listed above.

- (5) An entry of every sealing of a document must be made and numbered consecutively in the book kept for the purpose and each entry must be signed by the person or persons who attested the Seal. Where the Common Seal is affixed electronically the record of sealing may be kept in electronic form and the entry and attestation may be made and signed by electronic means.
- (6) The **Assistant** Director of **Legal & Corporate** Governance, or in his/her absence the **Assistant** Head of Legal Services, is authorised to sign any document to secure the effective administration of the functions for which the Legal Service is responsible, or any document to secure the effective implementation of any function, power, duty, policy, programme or decision of the Council or of any Committee, SubCommittee, or other body or Director acting within their terms of reference and delegated powers.

2. ATTESTATION OF DOCUMENTS

- (1) Any notice, order or other document which a local authority are authorised or required by or under any enactment to give, make or issue under any enactment may be signed on behalf of the authority by the relevant Director as proper officer of the authority.
- (2) Any document purporting to bear the signature of the relevant Director as proper officer of the authority shall be deemed, until the contrary is proved, to have been duly given, made or issued by authority of the local authority.
- (3) In addition to any other person who may be authorised by resolution of the Council for the purpose, the proper officer for the purpose of section 234 of the 1972 Act (authentication of documents) shall be the Head of the authority's Paid Service, the **Assistant** Director of **Legal & Corporate** Governance, and any Director of the Council concerned with the matter to which the document relates or any officer authorised in writing by such persons, save that the authentication of documents necessary for any legal procedure or proceedings is reserved to the **Assistant** Director of **Legal & Corporate** Governance in accordance with Article 14.04

3. PAPERS AND ADVICE

PART FOUR – RULES OF PROCEDURE
Section C – Miscellaneous Standing Orders

In accordance with the Access to Information Procedure Rules at Section D of this Part 4:

- (1) The agenda and papers for consideration at any meeting will normally be despatched to appropriate members of the Council leaving at least 5 clear days before the meeting.
- (2) Services shall ensure that all papers are delivered to the Democratic Services Manager leaving at least 7 clear days before the meeting (e.g. on Friday for a meeting on Wednesday 12 days later).
- (3) The Chair of a Committee, Sub-Committee, or other body may only allow a late item/report to be considered at a meeting if satisfied that there are special circumstances. The special circumstances which, in the Chair's opinion, justify such action must be recorded in the Minutes of the meeting.
- (4) The agenda and papers for any part of a meeting open to the public shall be made available for inspection by members of the public.

4. CONFIDENTIALITY OF REPORTS

Exempt Reports

- (1) Reports and documents which are to be presented to meetings of the Council or of Committees, Sub-Committees, or other bodies and which in the opinion of the ~~Assistant~~ Director of Legal & Corporate Governance are likely to be the subject of a resolution to exclude the press and public from the proceedings on any of the grounds set out in the Local Government Act 1972 Schedule 12A and related or amending legislation must be marked in the top right hand corner "Not for Publication" because they contain exempt information. Categories of exempt information are set out in the Access to information Procedure Rules in Part 4 of this Constitution.

Confidential Reports

- (2) Reports containing confidential information under the Access to Information Procedure Rules in Part 4 of this Constitution must be marked on the top right hand corner setting out the category of confidential information.

Duty not to disclose information

- (3) It shall be the duty of all Council members, other voting and non-voting members of Committees or other bodies, assessors and advisers appointed to Committees or other bodies and Officers of the Council not to disclose any information contained in reports and documents

PART FOUR – RULES OF PROCEDURE
Section C – Miscellaneous Standing Orders

classified as 'confidential' or 'exempt' until the Committee, SubCommittee or other body in question decides to make the information public, and appropriate sanctions will be taken in the event of this being breached.

Declassification of exempt reports

- (4) It shall be the responsibility of the Proper Officer (~~Assistant~~ Director of Legal & Corporate Governance) to determine as necessary whether at any future date it is appropriate to declassify any exempt reports.

5. INSPECTION OF DOCUMENTS

- (1) A member of the Council shall have the right to inspect and be provided with copies of the following documents in the Council's possession or under its control in accordance with the Access to Information Procedure Rules in Part 4 of this Constitution.
- (2) A member must not use any information obtained in the exercise of the rights under this rule for any purpose other than the performance of his/her role as a member of the Council and must not knowingly inspect or request copies of any document relating to any matter in which he or she is professionally or personally interested or in which he or she has a personal, prejudicial or disclosable pecuniary interest under the Members' Code of Conduct. A member should never disclose or use confidential or exempt information for the personal advantage of him/herself or of anyone known to them, or to the disadvantage or discredit of the Council or anyone else.

6. INSPECTION OF LAND AND BUILDINGS

No member of the Council and no other member (whether voting or non-voting) of a Committee, Sub-Committee or other body shall have any claim by virtue of his/her position:

- (a) to enter any land or buildings occupied by the authority to which the public do not have access or to which members of the Council do not regularly have access except with the permission of the Director responsible for the service of the Council for which the land or buildings are occupied;
- (b) to exercise any power of the authority to enter or inspect other land or buildings, except where specifically authorised to do so by the authority;
- (c) to exercise any other power of the authority;

PART FOUR – RULES OF PROCEDURE
Section C – Miscellaneous Standing Orders

- (d) to issue any order with respect to any works which are being carried out by, or on behalf of, the authority, or with respect to any goods or services which are being, or might be, purchased by the authority.

7. ABSENCE FROM MEETINGS

Any member who for six months fails to attend any meeting of the authority or its committees, sub-committees or other bodies (or, for a member of the Cabinet, a meeting of the executive) shall cease to be a member unless within that period his or her absence is approved by the authority.

8. STATEMENT OF ATTENDANCES

A statement showing the actual and possible attendances of each member at meetings of the Council and its Committees and SubCommittees since and including the last annual meeting shall be presented annually to the Council either at its last meeting in each municipal year or at the Annual Meeting and be entered in the minutes.

9. MATTERS AFFECTING NAMED INDIVIDUALS OR COUNCIL EMPLOYEES OR FORMER COUNCIL EMPLOYEES

- (1) If, during the course of a meeting, an issue arises concerning a named individual or about an individual Council employee or former Council employee, the body must first decide whether or not to exclude the public and press before discussing the matter further and for this purpose the advice of the Monitoring Officer or his/her representative will be considered.
- (2) At no time shall there be discussion of any individual employee or former employee subject to outstanding disciplinary/appeal/grievance proceedings as such discussion could affect these proceedings.
- (3) In the event of a member wishing to criticise an individual employee or former employee of the authority the Member shall follow the provisions of the Protocol on Member/Officer Relations which provides for a complaint against an officer to be referred confidentially to the relevant Chief Officer. This shall not prevent members from asking officers proper questions.
- (4) In the event of a member having concerns about seriously improper, fraudulent or unlawful conduct by an officer the member should raise the matter confidentially with the Chief Executive under the Council's "Whistleblowing Policy".

PART FOUR – RULES OF PROCEDURE
Section C – Miscellaneous Standing Orders

10. INTERESTS OF OFFICERS IN CONTRACTS AND OTHER MATTERS

(1) If it comes to the knowledge of any employee of the authority, that he/she has a personal interest, direct or indirect, in any contract which has been, or is proposed to be, entered into by the authority, or in some other matter which is to be considered by the Council or any Committee or Sub-Committee, and which (in either case) is not

(a) the contract of employment (if any) under which he serves the authority

(b) the tenancy of a dwelling provided by the authority,

he/she shall as soon as practicable give notice in writing to the Head of Paid Service of the fact that he/she is interested therein.

(2) For the purposes of this rule 10, a personal interest is an interest that, if the employee were a member of the council, and if the contract or other matter were to be considered at a meeting of the council at which he/she were present, he/she would have to disclose under the Members' Code of Conduct.

(3) The Head of Paid Service shall record in a book to be kept for the purpose particulars of any notice of a personal interest given by an employee of the authority. The book shall, during the ordinary office hours of the authority, be open for inspection by any member of the council.

11. WEBCASTING OR BROADCASTING OF MEETINGS

(1) Audio and visual recordings of meetings of the Council, a Committee or Sub-Committee by a member of the public or a recognised media organisation shall normally be permitted following receipt of a request to the Mayor, or Chair, as appropriate. Such a request will generally only be refused if the Mayor or Chair believes recording would disrupt the meeting or where the Council is permitted to exclude the press and public because it is discussing exempt or confidential information.

(2) The Mayor, or the Chair of any subordinate body, shall have regard to any Protocol on Webcasting in force when deciding whether to permit the filming, or any other form of recording or broadcasting, of meetings. This rule does not affect the duty to keep a permanent sound recording of hearings under the Licensing Act 2003 (Hearings) Regulations 2005 (S.I. no. 44).

REPORT OF OVERVIEW AND SCRUTINY COMMITTEE – 02/2025/26

FULL COUNCIL 16 March 2026

Chair: Councillor Matt White

1. INTRODUCTION

- 1.1 This report arises from the Overview and Scrutiny Committee meetings held on the 11th of March 2026 and Full Council to consider the following:
- 1.2 To agree the updated terms of reference for the Joint Health Overview and Scrutiny Committee set out at Appendix 3.
- 1.3 To note the Annual Overview and Scrutiny Report for 2025/26 set out at Appendix 4.

2. North London Joint Health Overview and Scrutiny Committee (JHOSC) Amended Terms of Reference

- 2.1.1 We noted that the JHOSC had revised its terms of reference following member feedback in 2024, but final approval has been delayed due to unresolved issues around resourcing scrutiny support. It was noted that boroughs faced financial pressures and cannot all share the monetary cost of the Scrutiny Officer support, leading to proposals for rotating support annually among the 5 boroughs as set out in the attached report, though concerns remained about feasibility and timing. This proposed way forward was agreed by the JHOSC at their meeting on the 30th of January 2026.
- 2.1.2 We noted that the Terms of reference for the JHOSC require Overview and Scrutiny and Full Council approval at all five NCL boroughs (Barnet, Camden, Enfield, Haringey, Islington) and the JHOSC meeting on the 30th of January agreed that the attached updated terms of reference be taken forward by all five NCL London Boroughs for approval.
- 2.1.3 The Haringey Overview and Scrutiny Committee considered the attached terms of reference and agreed to recommend to Council that the amended terms of reference for the JHOSC be approved, to allow decision making on the resourcing of this Committee.
- 2.1.4 We did not agree the second recommendation (3.2) in the attached report as there were no plans to merge the JHOSCs in NCL and NWL and so, as far as they were concerned, the terms of reference were now finalised and there was no need to commit to a further review. We acknowledged that a future Committee could choose to review the Terms of reference.

3. WE RECOMMEND

- 3.1 Full Council APPROVE the amended terms of reference for the JHOSC at Appendix 3 to allow decision making on the resourcing of this Committee.

4. Annual Overview and Scrutiny Report

WE RECOMMEND

That Council Receive the Annual Overview and Scrutiny Report at Appendix 4 in accordance with Council Standing Order requirements.

Appendices

Appendix 1 Overview and Scrutiny cover report

Appendix 2 JHOSC Cover report

Appendix 3 Updated Terms of reference for JHOSC

Appendix 4 Annual Overview and Scrutiny Report

Report for: Overview and Scrutiny Committee – 11 March 2026

Item number:

Title: North London Joint Health Overview and Scrutiny Committee (JHOSC) – Amended Terms of Reference

Report

authorised by : Ayshe Simsek Democratic Services and Scrutiny Manager

Lead Officer: Fola Irikefe – Principal Scrutiny Officer

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:**

1. Describe the issue under consideration

- 1.1. Haringey is currently a member of the Joint Health Overview and Scrutiny Committee (JHOSC) for North Central London. The other boroughs that are members are Barnet, Camden, Enfield and Islington. However, from the 1st of April 2026 the NCL and NWL ICB will merge and will become West and North London ICB . The JHOSC will continue to focus on the services provided by the previous NCL ICB until further governance arrangements are established.
- 1.2. The Committee revised its terms of reference following member feedback in 2024, but final approval has been delayed due to unresolved issues around resourcing scrutiny support. Boroughs face financial pressures and cannot all share the monetary cost of the scrutiny Officer support, leading to proposals for rotating support annually among the 5 boroughs as set out in the attached report, though concerns remain about feasibility and timing. This proposed way forward was agreed by the Committee at their meeting on the 30th of January 2026.
- 1.3. Under the terms of the Constitution, joint arrangements with other local authorities require the approval of full Council and therefore any changes to the terms of reference will need to be agreed by it.

2. Cabinet Member Introduction

N/A

3. Recommendations

- 3.1 That the Committee recommend to Council that the amended terms of reference for the JHOSC be approved, to allow decision making on the resourcing of this Committee.
- 3.2 To note that further details on the governance arrangements for the JHOSC are yet to be established, following the merger of North Central London ICB and North West London ICB and therefore the terms of reference will also be subject to further review later in the year when further details are known.

4. Reasons for decision

- 4.1 Under the terms of the Constitution, the amended terms of reference for the JHOSC require approval by full Council.

5. Alternative options considered

N/A

6. Background information

- 6.1 The JHOSC has been operating since 2013 and provides an opportunity for Councils in the north central London area to use their health scrutiny resources more effectively by collaborating where there are matters that affect all participating boroughs. Collaboration can also increase the influence of health scrutiny by enabling boroughs to speak with one voice on relevant health issues. In addition, the JHOSC can also enable more effective use of NHS resources by enabling engagement by NHS health services with Health Overview and Scrutiny Committees (HOSCs) on relevant issues to be undertaken jointly rather than separately.

7. Revised Terms of Reference

- 7.2 The revised terms of reference, was agreed by the JHOSC at its meeting on 30 January 2026, and details are set out in the attached report.

8. Contribution to strategic outcomes

- 9.1 The work of the JHOSC relates to closely to Priority 2: Outstanding for all: Enable all adults to live healthy, long and fulfilling lives

9. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance and Procurement

- 10.1 The JHOSC as a committee will not incur costs. Only those costs for which provision can be found from within existing budgets can be agreed to by this authority.

Legal

- 10.2 The Director of Legal and Governance has been consulted in the preparation of this report, and makes the following comments.

- 10.3 Overview and Scrutiny Committee (the Committee) has the Constitutional power to make recommendations to Full Council in connection with the discharge of any functions.
- 10.4 In addition, the Committee also has the Constitutional power to review and scrutinise matters relating to the health service and all NHS funded services within the Borough. Accordingly, the Committee has the power to adopt the recommendation contained in this report.

Equality

- 10.6 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:
- Tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;
 - Advance equality of opportunity between people who share those protected characteristics and people who do not;
 - Foster good relations between people who share those characteristics and people who do not.
- 10.7 The work of the JHOSC should address the above mentioned duties by considering them within its work plan and individual pieces of work. This should include considering and clearly stating;
- How policy issues impact on different groups within the community, particularly those that share the nine protected characteristics;
 - Whether the impact on particular groups is fair and proportionate;
 - Whether there is equality of access to services and fair representation of all groups;
 - Whether any positive opportunities to advance equality of opportunity and/or good relations between people, are being realised.

10. Use of Appendices

JHOSC cover report
Updated Terms of reference

11. Local Government (Access to Information) Act 1985

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NORTH CENTRAL LONDON JOINT HEALTH OVERVIEW & SCRUTINY COMMITTEE	London Boroughs of Barnet, Camden, Enfield, Haringey and Islington
REPORT TITLE Final Terms of Reference for the Committee	
REPORT OF Committee Chair, North Central London Joint Health Overview & Scrutiny Committee	
FOR SUBMISSION TO NORTH CENTRAL LONDON JOINT HEALTH OVERVIEW & SCRUTINY COMMITTEE	DATE 30 January 2026
SUMMARY OF REPORT This paper provides the final terms of reference for the JHOSC and proposes that the administrative support for the JHOSC is rotated on an annual basis between the five boroughs in the following order: Appointed Chair's borough 2026/2027(Haringey to provide support for first 6 months of the municipal year to allow effective handover and continuity) Islington 2027/28 Enfield 2028/2029 Barnet 2029/2030 Camden 2030/2031 Local Government Act 1972 – Access to Information No documents that require listing have been used in the preparation of this report. Contact Officer: Ayshe Simsek Democratic Services and Scrutiny Manager Tel: 020 8489 2929 E-mail: ayshe.simsek@haringey.gov.uk	

RECOMMENDATIONS

The North Central London Joint Health Overview & Scrutiny Committee is asked to:

- a) Agree the final terms of reference, for onward approval at the Overview and Scrutiny meetings of Haringey, Enfield, Barnet, Camden and Islington and onward ratification at their full Council meetings between March and July 2026.

1. Purpose of Report

- 1.1 An updated terms of reference for the North Central London Joint Health Overview & Scrutiny Committee is provided as **Appendix A**.
- 1.2 The Committee is asked to approve the final terms of reference and propose onward agreement by respective borough parent Scrutiny Committees. This will be followed by ratification at borough Council meetings between March and July 2026.
- 1.3 The update to the terms of reference put forward another option that has been consulted on with Democratic Services managers in the five boroughs. This is as follows:

The administrative support will be rotated on an annual basis, at the start of the municipal year, between the five boroughs and in the following order:

Appointed Chair's borough 2026/2027 (Haringey to provide support for first 6 months of the municipal year to allow effective handover and continuity)
Islington 2027/28
Enfield 2028/2029
Barnet 2029/2030
Camden 2030/2031

2. Background

- 2.1 Early in the 2024/25 municipal year, JHOSC Members noted that the existing terms of reference for the Committee were relatively brief and proposed that a new version should be written to better reflect its practices and procedures.
- 2.2 The Committee met in August 2024 to provide initial input and then again in September 2024 to discuss a first draft of the terms of reference. A second draft was produced shortly afterwards based on this feedback and there have been no

significant amendments subsequent to this. This version is published as **Appendix A**. This document outlines the purpose and powers of the Committee, its relationship with the Health Overview & Scrutiny Committees (HOSCs), the membership of the Committee and the protocol for meetings.

- 2.3 The final approval of the terms of reference has been delayed due to ongoing discussions about the future resourcing of the scrutiny support for the Committee. While the venues for the meetings of the Committee rotate between the five Boroughs, the London Borough of Haringey currently provides the administrative support to the Committee and the Haringey Members proposed that the financial resourcing could be shared across Boroughs in future. However, with all Boroughs currently experiencing financial pressures, it has not proved possible to resolve this issue. It was then further proposed in July 2025 that starting from the 2026/27 municipal year that the chairing of the meetings be done on an annual rotation basis and in borough alphabetical order. (Year 1 - Barnet to chair the meetings) (Year 2 - Camden to chair meetings) (Year 3 - Enfield to chair meetings) (Year 4 - Islington to chair meeting) then Haringey (Year 1 - 2030 to chair meetings) and this option was not agreed with by the JHOSC meeting.
- 2.4 The Committee agreed in July for the Chair to write to Chief Executives of the five boroughs reiterating the need for financial support to manage and co-ordinate the JHOSC meetings and there were also further discussions with Enfield. Subsequently, the borough Democratic services managers have responded and apart from Camden, the other 3 boroughs are not able to provide the financial support needed to facilitate these meetings which includes:
- Compiling and publishing agendas and minutes for over 7 meetings a year,
 - Co-ordinating agenda planning meetings,
 - Annual scrutiny of the NHS Quality Accounts for North London Mental Health NHS Trust, Royal Free London NHS Foundation Trust, Whittington Health NHS Trust and North Middlesex University Hospital NHS Trust
 - Co-ordinating and supporting briefing meetings with the Chair and Chief Strategy & Population Health Officer at North Central London Integrated Care Board (NCL ICB), and other senior officers. This can be around one a month. These relate to actions arising from the meetings.
 - Co-ordinating venues for meetings with Haringey predominantly hosting the meetings.
 - Working on governance issues such as updates to the terms of reference.
 - Following up on action tracker and information sharing prior to meetings to help with the background and understanding of issues prior to the JHOSC meetings.
- 2.5 The previous terms of reference in 2016 indicated that the borough hosting the meetings should provide administration, but this provision was not workable before due to need for continuity with support to the chair and to ensure follow up on actions and agenda planning support. Therefore, given that monetary funding for this support cannot be provided and to maintain democratic accountability of this body, it is proposed that each borough provides democratic services officer support

on an annual basis. Democratic Services managers have raised concerns about the number of meetings, the timing of the changes and whether this can be delayed until after the local elections.

3. Appendices

Appendix A – Draft terms of reference for NCL JHOSC

DRAFT TERMS OF REFERENCE – North Central London Joint Health Overview & Scrutiny Committee (NCL JHOSC) (Barnet, Camden, Enfield, Haringey, Islington)

1 - Purpose of Committee

- 1.1 The North Central London (NCL) Joint Health Overview & Scrutiny Committee (JHOSC) (Barnet, Camden, Enfield, Haringey, Islington) will operate formally as a statutory committee.
- 1.2 The purpose of the JHOSC is to:
- engage with relevant NHS bodies on strategic area wide issues in respect of the co-ordination, commissioning and provision of NHS health services across the whole of the area of Barnet, Camden, Enfield, Haringey and Islington.
 - respond, where appropriate, to any proposals for change to specialised NHS services that are commissioned on a cross-borough basis and where there are comparatively small numbers of patients in each of the participating Boroughs.
 - respond to any formal consultations on proposals for substantial developments or variations in health services affecting the North Central London (NCL) area of Barnet, Camden, Enfield, Haringey and Islington on behalf of Councils who have formally agreed to delegate this power to the JHOSC.
- 1.3 The Committee will have regard to the Department of Health & Social Care’s guidance on health overview and scrutiny which states that *“the primary aims of health scrutiny are to strengthen the voice of local people and provide local accountability”* and should *“ensure that local people’s needs and experiences are considered as an integral part of the commissioning and delivery of health services and that those services are effective and safe”*.¹

Powers

- 1.4 The JHOSC is established by the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013. These regulations have been amended by the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) (Amendment and Saving Provision) Regulations 2024. This enables two or more local authorities to appoint a joint overview and scrutiny committee of those authorities to exercise relevant functions subject to terms and conditions as the authorities may consider appropriate.
- 1.5 The JHOSC will comprise of Councillors across the same five Boroughs in order to enable effective scrutiny of the West and North London ICB (covering the areas of Barnet, Camden, Enfield, Haringey and Islington)
- 1.6 The West and North London ICB should provide relevant information about any significant forthcoming reorganisation of NHS services in the NCL(Barnet, Camden, Enfield, Haringey and Islington) area to the JHOSC in a timely manner.

¹ <https://www.gov.uk/government/publications/health-overview-and-scrutiny-committee-principles/health-overview-and-scrutiny-committee-principles>

Relationship to HOSCs

- 1.7 The JHOSC will work independently of both the Cabinet and health overview and scrutiny committees (HOSCs)² of its parent authorities, although evidence collected by individual HOSCs may be submitted as evidence to the joint committee and considered at its discretion.
- 1.8 The JHOSC will seek to promote joint working where it may provide more effective use of health scrutiny and NHS resources and will endeavour to avoid duplicating the work of individual HOSCs. As part of this, the committee may establish sub and working groups as appropriate to consider issues of mutual concern provided that this does not duplicate work by individual HOSCs; and
- 1.9 The agenda papers of JHOSC meetings will be provided to each of the local authorities in the NCL JHOSC(Barnet, Camden, Enfield, Haringey, Islington) area for publication on their websites.
- 1.10 The minutes of JHOSC meetings will be provided to the HOSCs for possible inclusion in their agenda papers. If the HOSCs are minded including this as an item on their agenda, any HOSC members who are also members of the JHOSC may wish to use this item as an opportunity to provide a verbal update on issues raised at the previous JHOSC meeting.

2 - Membership of Committee

- 2.1 The Committee shall be comprised of up to ten members in total, with a maximum of two members nominated from each of the five NCL Boroughs (Barnet, Camden, Enfield, Haringey, Islington)
- 2.2 Appointments to the JHOSC will usually be approved at each authority's Council AGM at the beginning of the municipal year and expire at the end of the same municipal year.
- 2.3 Appointments by each authority to the JHOSC will reflect the political balance of that authority.
- 2.4 Members who hold an executive post shall not be appointed to the JHOSC.
- 2.5 It is strongly advisable that one of the members nominated by each Borough is the Chair of their local HOSC as this helps to strengthen the links between the JHOSC and the HOSCs. It may also be beneficial for the second nominated member from each Borough to be the Chair or a member of their main Overview & Scrutiny Committee (OSC).

Chair/Vice-chairs

- 2.6 The Committee shall appoint a Chair and up to two vice-Chairs at the beginning of the first meeting of each municipal year.

² The name and structure of HOSCs varies between Boroughs so, in this context, HOSC refers to the Scrutiny Committee or Panel that usually deals with health policy issues.

The administrative support will be rotated on an annual basis, at the start of the municipal year, between the five boroughs and in the following order:

Appointed Chair's borough 2026/2027 (Haringey to provide support for first 6 months of the municipal year to allow effective handover and continuity)

- Islington 2027/28
- Enfield 2028/2029
- Barnet 2029/2030
- Camden 2030/2031

This is to ensure close working and continuity for effective progression of actions and responsibilities.

Quorum

- 2.7 The quorum for the Committee shall be:
- a) At least four members of the Committee; and
 - b) At least one member from at least four of the five Boroughs.

Substitutes & Co-opted members

- 2.8 Member substitutes from each authority will be accepted. It will be the responsibility of individual committee members and their local authorities to arrange substitutions and to ensure that the lead authority is informed of any changes prior to the meeting.
- 2.9 Where a substitute is attending the meeting, it will be the responsibility of the nominated member to brief them in advance of the meeting.
- 2.10 The Committee shall reserve the right to consider the appointment of additional temporary co-opted members in order to bring specialist knowledge to inform specific work streams or agenda items. Any co-opted member appointed will not be permitted to vote at meetings.

3 – Protocol for meetings

- 3.1 Meetings of the Committee will be conducted under the Standing Orders of the Local Authority hosting and providing democratic services support and will be subject to these terms of reference.

Work programme

- 3.2 A schedule of meetings will be agreed by the Committee at the beginning of each municipal year. The Committee shall hold five ordinary meetings of the Committee in each municipal year.
- 3.3 The Committee may also hold up to two further meetings in each municipal year for the specific purpose of scrutinising the draft Quality Accounts produced annually by NHS Trusts that provide services in Barnet, Camden, Enfield, Haringey, Islington area.

- 3.4 In addition to ordinary meetings of the Committee, extraordinary meetings may be called from time to time as and when appropriate. An extraordinary meeting of the Committee may be called by the Chair after consultation with the vice-Chairs.
- 3.5 The Committee shall be regularly consulted on the setting of items for the agendas of future meetings through a standing item on the work programme at every ordinary meeting of the Committee. Members of the Committee can also submit suggestions for future agenda items to the Chair and vice-Chair(s) at any time.
- 3.6 The Chair and vice-Chair(s) will usually meet with senior representatives from the west and North London ICB covering(Barnet, Camden, Enfield, Haringey, Islington) and any other relevant NHS organisations approximately 6-8 weeks in advance of an ordinary meeting of the Committee in order to determine the agenda for the meeting and the content of the reports. This should include consideration of any input from the other Committee members.

Meetings

- 3.7 Ordinary meetings of the Committee will normally be held at 10am and are typically scheduled to last for two and a half hours. The Committee may vary the scheduling and timings of the meetings as and when required.
- 3.8 The Committee will normally hold an informal private 30-minute meeting just before the main meeting, in order to allow Committee members to discuss any procedural issues and possible lines of enquiry relating to the reports in the agenda pack. The Committee may vary the arrangements for this as and when required.
- 3.9 The venues for meetings of the Committee will normally be rotated regularly across all five Boroughs in the NCL(Barnet, Camden, Enfield, Haringey, Islington)area.

Voting

- 3.10 The Committee will usually endeavour to reach its decisions by consensus. However, in the event that a vote is required, each Member present will have one vote. In the event of there being an equality of votes, the Chair of the meeting will have the casting vote.

Deputations/Questions

- 3.11 A deputation may be received by the Committee if a request stating the object of the deputation is received by the Chair and/or committee clerk at least three clear days prior to the meeting.
- 3.12 Up to 15 minutes shall usually be allocated to deputations on the Committee agenda.
- 3.13 The deputation spokesperson will be given five minutes to introduce the deputation referring to the matters in their deputation requisition. After this they may answer any questions from Committee members. The Chair will allocate a maximum amount of time for each deputation and will have regard to other items of business on the agenda when doing so.

Overview and Scrutiny

Annual Report 2025/26



Foreword

The Overview and Scrutiny Committee has delivered its work programme for the year, in line with the Council's commitment to co-production, based on input provided by members of the Haringey community at our Scrutiny Café in September 2024. The Committee and its Panels have heard reports on a wide range of policy and service areas, acting as a "critical friend" by providing the constructive challenge needed to help the executive realise its policy aims.

A detailed run through of the areas scrutinised by the Committee and Panels is provided in the body of the report, but here I would like to thank Committee and Panel members for the extremely hard work they put in to scrutinise the 2026/27 budget and Medium-Term Financial Strategy (MTFS). Due to the huge challenges facing councils nationwide with increasing costs in Temporary Accommodation, Adults Social Care and Children's Social Care.

Following my last report to Council we have maintained a strong focus on the issue of financial planning and further increased our public meetings to consider the quarterly updates on the budget position and have required Scrutiny Panels to also focus on savings delivery for service areas according to each Panel's respective remit.

Councillor Matt White - Chair, Overview and Scrutiny Committee

Haringey's Overview and Scrutiny Committee 2025/26



Cllr Matt White (Chair)



Cllr Pippa Connor Cllr Makbule Gunes Cllr Anna Lawton Cllr Adam Small
(Vice Chair)

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1. What is scrutiny?

- 1.1 Overview and Scrutiny was brought into being by the Local Government Act 2000. A requirement of the act is for a local authority with executive arrangements to have one or more overview and scrutiny committees.
- 1.2 These are able to scrutinise the decisions or actions taken by the Council or partner organisations or, indeed, consider any matter that affects people living in the area.
- 1.3 Overview and scrutiny should:
- Provide constructive “critical friend” challenge.
 - Amplify the voices and concerns of the public;
 - Be led by independent people who take responsibility for their role; and
 - Drive improvement in public services.
- 1.4 Overview and Scrutiny plays an important role in local democracy through enhancing local accountability of services, improving transparency of decision-making and enabling Councillors to represent the views of local residents.
- 1.5 The work programme of Overview and Scrutiny is determined by the Councillors that undertake it rather than Council officers or Councillors on the Council’s Cabinet, although they can make suggestions. Suggestions from members of the local community are also very welcome. In addition, consultation exercises have been undertaken by Overview and Scrutiny, including surveys, to identify the issues that matter most to local residents.
- 1.6 The work programme covers a balance of activities:
- Holding the Executive to account;
 - Policy review and development – in-depth reviews to assess the effectiveness of existing policies or to inform the development of new strategies;
 - Performance management – identifying under-performing services, investigating and making recommendations for improvement;
 - External scrutiny – scrutinising and holding to account partners and other local agencies providing key services to the public; and
 - Public and community engagement – engaging and involving local communities in scrutiny activities and scrutinising those issues which are of concern to the local community.
- 1.7 It should also;
- Reflect local needs and priorities;
 - Prioritise issues that have most impact or benefit to residents;
 - Involve local stakeholders; and
 - Is flexible enough to respond to new or urgent issues.

- 1.8 Scrutiny is a flexible process and can be carried out in a variety of ways, using various formats. In accordance with the Scrutiny Protocol, our areas of enquiry have been drawn from the following:
- Performance Reports;
 - One-off reports on matters of national or local interest or concern;
 - Issues arising out of internal and external assessment;
 - Reports on strategies and policies under development;
 - Issues on which Cabinet or officers would like scrutiny views or support; and
 - Progress reports on implementing previous scrutiny recommendations.
- 1.9 In addition, in-depth scrutiny reviews are an important aspect of Overview and Scrutiny and provide opportunities to thoroughly investigate issues and to make recommendations regarding them. Through the gathering and consideration of evidence from a wide range of sources, this type of work enables more robust and effective challenge as well as an increased likelihood of delivering outcomes.
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2. The structure of scrutiny in Haringey

- 2.1 In Haringey there is one over-arching Overview and Scrutiny Committee. This is supported in its work by four standing scrutiny Panels that scrutinise the following service areas:
- Adults and Health;
 - Children and Young People;
 - Culture, Community Safety & Environment
 - Housing, Planning & Development.
- 2.2 The Overview and Scrutiny Committee is responsible for developing an overall scrutiny work programme, including the work done by the four standing Panels.

Overview & Scrutiny Committee and Scrutiny Panels

- 2.3 The Overview and Scrutiny Committee is made up of five councillors who are not members of the Council's Cabinet. Membership of Overview & Scrutiny Committee is proportional to the overall political makeup of the Council. The Scrutiny Panels are made up of between 3 and 7 councillors who are also not members of the Cabinet. Scrutiny Panels are chaired by members of the Overview and Scrutiny Committee and membership is, as far as possible, politically proportionate.
- 2.4 Both the Overview and Scrutiny Committee and Scrutiny Panels oversee discrete policy areas and are responsible for scrutinising services or issues that fall within these portfolios.
- 2.5 A number of scrutiny functions are discharged by both the Overview and Scrutiny Committee and the individual Panels. These include:
- Questioning Cabinet members on areas within their portfolio.
 - Monitoring service performance and making suggestions for improvement;

- Assisting in the development of local policies and strategies; and
- Monitoring implementation of previous scrutiny reports; and
- Budget monitoring.

2.6 As the 'parent' committee, the Overview and Scrutiny Committee is required to approve work programmes and to ratify reports and recommendations developed by scrutiny Panels. The Overview and Scrutiny Committee also retain a number of scrutiny functions not undertaken by Panels. This includes:

- Call-ins: where there is a challenge to decision taken by the Cabinet or individual Cabinet member or a key decision taken by an officer under delegated authority.

3. Overview and Scrutiny Committee

Councillors: Matt White (Chair), Pippa Connor (Vice-Chair), Makbule Gunes, Anna Lawton and Adam Small

- 3.1 There were eight formal meetings of the Overview & Scrutiny Committee in 2025/26, as well as an additional four informal sessions to consider the financial details contained in the quarterly budget monitoring reports and draft 2026/27 budget and MTFS to allow key lines of enquiry and focused discussions at the public meetings. The Committee monitored the Council's performance as set out in the Corporate Delivery Plan and held a Question-and-Answer session with the Leader of the Council and the Chief Executive on their priorities for the year ahead.
- 3.2 Cabinet Members were invited to share their plans and thinking for their respective areas and answered questions on progress of their work areas.

Scrutiny Review - Violence Against Women & Girls

- 3.3 The Committee expanded this review to include a focus on Schools-based VAWG prevention: "Developing a Coordinated Community Response (CCR)" and "Prevention" were two of the four key priorities of the Council's VAWG Strategy (2016-2026) and involved all agencies working together in partnership. The Committee have finalised the report and this was agreed at the 11th of March meeting. This will put forward a practical plan to support the good partnership work already taking place to prevent VAWG, strengthen support for survivors and build trust. The recommendations support the work on the imminent update to the council strategy for preventing violence against Women and Girls.

Community Safety Scrutiny Review.

- 3.4 The Committee considered a Scrutiny Panel led, short review on Community Safety which had compiled recommendations following an annual meeting with the Borough Commander, the Cabinet Member for Communities, Youth Panel representatives and Council officers. Discussions topics had included Ward Panel meetings, antisocial behaviour, stop and search and youth issues in the Borough.
- 3.5 Recommendations from the report were agreed and passed to Cabinet and Borough Commander in June 2025. These included:
- Closer working and better and more frequent communication between the Youth Panel representatives and Community Safety Panels.
 - To review and strengthen the Ward Panel Meeting structure as a main tool of communication between residents, local organisations and the Police.
 - For the Community Safety Team to assist in communications and support residents finding venues.
 - Forward performance figures to be reported on a quarterly basis to the Ward Panel meetings.
 - For antisocial behaviour reporting to be more prominent and user friendly.

Update to the Non – Voting Member Protocol

- 3.6 The Non – Voting Member protocol had been updated and agreed by Council in March 2025 to ensure that it was as robust as possible. The decision making for appointments of non–voting members was previously assigned, in the Constitution, to the Scrutiny Panels. This was felt to be an anomaly as the Panels did not have decision making powers. This responsibility was added to the terms of reference for Overview and Scrutiny Committee. The Committee implemented this decision, agreeing that Scrutiny Panels can appoint up to 3 non-voting members and nominations came forward from established community groups. Other factors supporting the change to the protocol were increased focus of scrutiny on the budget and performance due the council’s financial position. The Committee agreed that wider advertisement of the non – voting member positions would be taken forward in the 2026/27 municipal year. The Committee followed the updated protocol and appointed Amanda Bernard to the Children and Young People’s Scrutiny Panel as a non-voting co-opted member for 2025/2026 and appointed Helena Kania to the Adults and Health Scrutiny Panel as a non–voting co-opted member for 2025/26.

2024/25 Provisional Outturn and the draft 2026/27 Budget & MTF5.

- 3.7 At the June 2025 meeting, discussions highlighted significant and ongoing financial pressures, rising statutory demand, depletion of reserves, and the increasing reliance on Exceptional Financial Support (EFS). The Committee raised concerns about financial sustainability and the ability to deliver future savings without impacting frontline services.
- 3.8 The Committee noted the major financial pressures which were:
- Costs of delivering statutory service adult social care, children’s social care, and temporary accommodation, continued to outstrip funding.
 - Nationally, demand for statutory care was rising; Haringey mirrored this trend, particularly in adults with complex needs and growing mental-health-related cases in the 18–64 cohort.
 - NHS contributions for some care packages remained insufficient, increasing pressure on the Council’s General Fund.
- 3.9 The Committee raised concerns about quarterly monitoring reports repeatedly showing persistent overspends, raising concerns about the effectiveness of in-year controls. The proportion of planned savings successfully delivered was falling, indicating that remaining options were increasingly difficult and complex.
- 3.10 The Committee discussed the Exceptional Financial Support (EFS) & Budget Gap and noted that EFS interest costs would add to future budget pressures. The Committee requested clearer reporting on EFS borrowing costs in future documents.
- 3.11 The Committee noted the reserves position & sustainability and whilst still within safe levels, reserves were not sufficient for medium-term resilience, and most were earmarked, limiting flexibility. The Committee noted Government expected councils using EFS to deplete reserves where possible, reducing future headroom.
- 3.12 The Committee considered the underspend of £24.4m in corporate budgets reflects reduced borrowing costs and capital programme re-profiling. Members expressed concern about the lack of transparency on capital underspend whether caused by governance, viability, market factors, or delivery issues. The Committee requested improved scrutiny access, including potential training/workshops and improved reporting mechanisms.
- 3.13 The Committee considered the demand, demographics & long-term risk, noting that demand-led services dominated the budget; therefore, large cuts in discretionary services (parks, libraries) cannot close the medium-term funding gap. The Committee emphasised the need for oversight of:
- New capital decision-making arrangements
 - Spending control governance

- Savings delivery assurance

3.14 The risks, opportunities and next steps were outlined to the Committee in June and the following was noted:

- Rising statutory demand with no matching increase in national funding.
 - Reducing reserves and dependency on future EFS (not guaranteed).
 - Inflationary and interest rate pressures impacting capital viability.
 - Limited headroom for further cuts without affecting frontline services.
- Opportunities / Required Actions
- Deep-dive review of service models and essential vs. non-essential activity.
 - Detailed property portfolio review to identify disposal or income opportunities.
 - Improved partnership funding alignment, especially with the NHS.
 - Strengthening savings development and assurance processes.
 - Enhanced scrutiny visibility: capital tracking, EFS interest reporting, spending controls

In Year Budget Monitoring Quarter 1 - 20205/2026 Budget

- 3.15 In September quarter 1 projections showed that inflationary and demand pressure, particularly in adult social care and temporary accommodation, had exceeded available funding. Delivering savings remained challenging after years of cumulative reductions, though around 70% of proposals were currently on track. Rising numbers of residents requiring care packages and increasing private rental costs continued to drive overspends. With around 80% of the Council's budget spent on statutory services, flexibility remained limited.
- 3.16 As part of the financial recovery plan, strict spending controls were being applied, including Panels reviewing non-essential spending over £1,000, restrictions on recruitment, and streamlining procurement. While this provided some optimism, Members raised concerns about the £34.1m forecast overspend and the limited availability of contingencies in future years. Officers emphasised the need to reduce reliance on Exceptional Financial Support and to maximise reserves where possible.
- 3.17 The Committee continued to question some budget assumptions, risks of winter pressures, capital financing costs linked to EFS borrowing, and digital transformation savings. Wider concerns included capital programme deliverability, income generation capacity, the impact of the Fair Funding Review, and financial risks arising from 33 schools currently in deficit were also expressed.
- 3.18 Quarter 2 forecasts in December 2025 showed a £23.4m overspend, an improvement of £10.7m since Quarter 1 due to reduced pressures in Adult Social Care and Temporary Accommodation. Spending controls, tighter staffing management, and reduced agency use supported this. Rising HRA damp-and-mould costs, ongoing capital programme review, and high statutory service demand remain key pressures.
- 3.19 Members continued to raise concerns about the scale of the budget gap, noting that most of the £10.7m Q2 improvement came from external finance rather than service

reductions. Officers explained that this reflected one-off in-year benefits such as higher interest income, lower capital financing costs, and a surplus from the Collection Fund. The Committee explored rising bad debt provisions, Housing Benefit overpayment pressures, and EFS interest forecasts. Members also queried savings delivery, with significant proportions rated Amber or Red. Officers highlighted progress in some areas, the need for improved forecasting and delivery discipline, tighter controls on agency staffing, and ongoing work to strengthen long-term financial sustainability. The Committee requested figures on housing benefit overpayments, ongoing monitoring of income generation, clarity on the Disposals Policy, concern over low savings delivery, and full-year capital budget details for improved scrutiny.

Scrutiny Budget 2026/27 recommendations and discussions related to the remit of the Committee

- 3.20 The Committee reviewed a wide range of budget pressures and savings proposals across services, reflecting an increasingly challenging financial position for the Council. Persistent structural pressures, rising demand, and limitations in national funding frameworks were recurring themes across all discussions. Members emphasised protecting residents facing hardship. Housing Benefit overpayments also remained a significant risk due to the migration to Universal Credit, loss of DWP subsidy, and rising supported accommodation costs. Members agreed to lobby government to fully fund these statutory pressures.
- 3.21 Proposals to expand digital onboarding aim to generate savings by increasing e-billing take-up, though Committee members raised concerns about digital exclusion and the modest initial targets. Election costs for 2026 have risen sharply due to venue changes and postage increases; Members requested detailed breakdowns and urged exploration of future efficiencies, including potential venue sharing. Advertising income targets were revised down as previous expectations proved unrealistic in a saturated market. The corporate landlord model revealed operational estate pressures linked to utilities and business rates, though officers expected efficiencies once the new Civic Centre was occupied. Digital capital spending was reduced following a review that identified no impact on delivery.
- 3.22 The Committee also discussed corporate levies, contingency requirements, and medium-term risks, including potential future NLWA increases. A projected £57m budget gap for 2026/27 underscored the scale of challenge. Members stressed the need for robust savings governance, careful monitoring of delivery, and strengthened oversight of the Financial Sustainability Plan to minimise reliance on Exceptional Financial Support. Digital transformation savings were RAG-rated Red because priorities shifted to housing demand and adult services. Lower-priority areas will take longer to deliver, with delays reflected in Q2 compared to Q1 progress.

- 3.23 The Committee questioned the scale of projected borrowing, governance controls, and affordability of the housing programme. Officers emphasised strengthened capital governance, clearer separation of debt categories, ongoing scrutiny, and the need to reduce reliance on EFS. The Committee recommended that the budget reports should accurately reflect the structural financial issues faced by the Council.
- 3.24 In December, the Committee received a verbal update on the Local Government Settlement for 2026/27 from the Section 151 Officer and Corporate Director of Finance and Resources the Corporate Director highlighted that the main issue was the continued reliance on Exceptional Financial Support (EFS) and the resulting rise in interest and Minimum Revenue Provision costs. Members also queried assumptions around Council Tax collection rates, noting falling local collection despite growth in property numbers. Officers explained that government uses national averages that do not reflect Haringey's higher Band C charges or levels of discounts and exemptions. The Committee also noted rising EFS-related interest: £8m by 2026/27, compared with £3m in 2025/26. The Committee discussed the severity of the budget gap for future years and reliance on EFS and that the objective to minimise reliance on EFS was difficult given that up to 80% of the Council's spend was on statutory services and, while it may be possible to make efficiencies, the Council had no choice about the need to provide these services.

Scrutiny Review (Housing Planning and Development Panel) - TA Placements & PRS Discharges

- 3.25 This was agreed by the Committee in October and passed to November Cabinet for response. The Review examined the pressures facing residents in Temporary Accommodation, highlighting the severe impact of the housing crisis on vulnerable groups, including minoritised communities, domestic abuse survivors and families placed out of Borough. Members stressed that while the Council's ability to change national housing policy is limited, lobbying government and working collaboratively with other Boroughs is essential. The Review emphasised the Council's duty of care to support residents' wider needs and proposed practical measures, such as a dedicated Temporary Accommodation support officer. Members also supported exploring ways of adding some degree of choice into the process, ensuring that there was a robust quality and inspection regime, as well as improving early intervention for affected families. The review was put forward to Cabinet where a majority of the recommendations were agreed.

4. Adults and Health Scrutiny Panel

Councillors: Pippa Connor (Chair), Cathy Brennan, Thayahlan Iyngkaran, Mary Mason, Sean O'Donovan, Felicia Opoku, and Sheila Peacock.

Co-optees/Non-voting Members: Helena Kania

Overview

- 4.1 There were five formal meetings of the Adults & Health Scrutiny Panel in 2025/26, one of which was dedicated to scrutiny of the Draft Budget (2025/26) and the Medium-Term Financial Strategy (2026/27-2030/31). The meetings involved Q&A sessions with the Cabinet Member for Adults & Health and discussions with senior Adults & Health officers and a range of external witnesses on key issues of concern. The Panel also held evidence sessions to gather information in support of its Scrutiny Review of communications with residents on adult social care issues.

Scrutiny Review – Hospital Discharge

- 4.2 In 2023/24 the Panel began a Scrutiny Review on the barriers to discharge from hospital, including in relation to residents of sheltered housing. Delays to discharge once a patient no longer requires hospital care can result from shortages in capacity in social care and community care or from issues with the discharge process itself. Delays to hospital discharge can have a detrimental impact on the health of patients as well as causing additional direct and indirect costs to the health and social care system. The Panel held evidence sessions with the Adult Social Care team, Housing team and with Discharge Coordinators and other senior staff at the Whittington and North Middlesex University Hospitals. The Panel is expected to publish its report in February 2026.

Haringey Carers Strategy 2025-28

- 4.3 The Panel considered this report in June, in line with their policy development role, and noted that this strategy provided an update on the Council's work with carers, voluntary and community sector partners, specialist services and networks that support carers in Haringey. Following a co-production and engagement process, some key priorities for the Strategy were developed:
Improving access to timely, clear and accessible information and support;
strengthening carers' rights, wellbeing and resilience;
and creating inclusive, culturally responsive services that reflect the diversity of Haringey's communities.

- 4.4 The Panel discussed the financial, practical and emotional pressures facing unpaid carers, particularly in the context of welfare reforms such as proposed changes to Universal Credit and PIP. Members were concerned about the impact on vulnerable residents, and officers confirmed that the Council had responded to the Government's consultation and would model the local effects. Carers often lacked awareness of available support, so better information, advice and signposting, delivered in accessible format, was identified as essential. Trust, sensitivity and peer support were also highlighted as key themes raised during engagement workshops.
- 4.5 Access to respite care was a major concern. Officers explained that respite is provided based on assessed need, but capacity, timeliness and communication remain challenges. Work is underway to improve review cycles, use Direct Payments more flexibly, and streamline urgent contact routes. The strategy aims to offer a broader "menu" of respite options reflecting varied needs.
- 4.6 The Panel discussed data, representation and KPIs, emphasising the need for clearer baselines, inclusion of diverse carer groups, and stronger measures around employment, training and digital access. Officers confirmed that national and local indicators would be triangulated, and that co-production with carers would continue as KPIs are refined.
- 4.7 The Panel stressed the need for improved communication about respite offers, long-term monitoring of strategy outcomes, and support pathways for carers after the caring role end

Connected Communities

- 4.8 The Panel received an update on the restructure of Connected Communities into the new Independence and Early Intervention (IEI) Team, designed to provide earlier, integrated support and reduce demand for adult social care. Officers outlined the proactive, locality-based model, improved tenancy sustainment work, and £700k savings achieved, supported by increased Better Care Fund contributions. Members asked about Councillor contact routes, resettlement and financial advice teams, digital inclusion, and the effectiveness of the new "front door." Officers emphasised better triage, updated digital resources, new neighbourhood connector roles, and ongoing work to align services, reduce failure demand, and strengthen partnership working across health and community organisations. The Panel put forward the following priorities for the officers to take forward: providing understanding the role of Neighbourhood Connectors, ensuring clear communication of the new model to stakeholders, clarifying how multiple funding streams will be aligned, keeping Haricare information updated for effective signposting, and ensuring all Councillors are fully informed to support residents accessing the new service.
- 4.9 Dan Rogers, CEO of Public Voice CiC, spoke to the Panel about the Joint Partnership Board (JPB). The JPB provided a forum where commissioners and advisers of services and residents worked together on service improvements

and facilitated co-production. The JPB also facilitated a set of reference groups that represented seldom heard people, including a carers group, an older person's group and a disabled person's group. The reference groups developed their agendas and worked together on important issues. The Chairs/co-Chairs of the reference groups then worked together with the JPB to discuss issues that were having an impact on the wider community and inequalities. In 2024, a number of JPB members requested a strategic review of the function of the JPB, including strengthening the governance of the Board and representation of the community. Following a discussion, areas for the Panel to monitor in future were:

- Efforts to encourage statutory partners to be actively involved with the reference groups including, health, public health, mental health and the local authority.
Wider partnership opportunities around funding, including health partners.
- Monitoring progress towards outcomes.
- Enabling all groups to be able to access the JPB and to contribute their opinions and expertise.
- Establishment of a JPB website.
- How the Council's volunteering offer could be used to bring in more skills and resources for the JPB.

Cabinet Member Q&A

4.10 The Panel held two Q&A sessions in 2025/26 with the Cabinet Member for Health, Social Care and Well-being, Cllr Lucia das Neves, covering a range of topics including:

- The future of Healthwatch and maintaining the resident voice in healthcare
- NHS neighbourhood model and how this might fit with Haringey's localities approach
- Continuing Healthcare (CHC) funding in NCL
- merger of the NCL ICB with NWL ICB

Budget Scrutiny

4.11 As part of the Council's budget scrutiny process, the Panel considered a finance Update in June with a focus on savings delivery and budget pressures in the remit of the Panel. Members raised concerns about rising demand among adults aged 50–64, particularly the balance of physical and mental health needs and the impact of Covid. Officers confirmed no additional Government funding and noted increasing complexity, with modelling showing higher acuity since the pandemic. Case numbers for younger adults with physical disabilities had risen significantly, highlighting the need for improved forecasting. The Panel also discussed delays in delivering savings due to capacity issues in commissioning and transitions, with new staffing now in place. The Panel stressed the

importance of understanding cohort-specific data, equality impacts, and how savings and service changes affect residents.

- 4.12 In November, the Panel expressed serious concern about the projected budget gap for 2026/27–2030/31 and the growing interest costs linked to Exceptional Financial Support (EFS). They noted that limited resources may require increased spending in priority areas and deeper reductions elsewhere, raising questions about future adult social care provision. Concerns were also raised about cuts to the Better Care Fund, risks in delivering digital savings, rising provider costs, and weaknesses highlighted by KPMG in procurement and forecasting. The Panel recommended ongoing monitoring of these risks.
- 4.13 The Panel further considered pressures and savings that had previously been agreed in the previous budget process. On the Supported Living Contracts item, the Panel emphasised the importance of ensuring that the housing capital projects would align with social care commissioning needs and anticipated levels of demand. The Panel recommended that further scrutiny was required on transitions, in partnership with the Children and Young People’s Scrutiny Panel, in order to understand the reasons for the reduced numbers despite the national trends appearing to indicate greater demand. The Panel noted that, of the previously agreed savings, there were no current concerns about these becoming undeliverable. The Panel welcomed the additional investment in staffing and highlighted staff retention as a potential risk as this could impact on the Council’s ability to fulfil its statutory duties. It was recommended that workforce issues be monitored further by the Panel going forward, particularly in relation to improvements to Care Act assessments.

Haringey Safeguarding Adults Board - Annual Report 2024/25

- 4.14 The Panel raised concerns about safeguarding communication gaps, SAR learning, and oversight of local care provision. Officers outlined work with providers to improve communication, training and escalation processes, and noted plans to manage rising safeguarding demand. Members queried delayed urgent care authorisations in recent SARs and highlighted concerns about the backlog of CQC inspections, which had been escalated. Financial abuse, hoarding, transitional safeguarding and grooming-related risks were also discussed. Officers acknowledged capacity pressures and outlined plans to strengthen triage, the “front door,” and multi-agency coordination.
- 4.15 The Panel noted in the discussion with Natalie Cowland, Independent Chair of the Haringey Safeguarding Adults Board, that was no evidence that there were currently grooming gangs active in Haringey. Safeguarding Adults Boards had all had the opportunity to feed into Baroness Casey’s work in this area through the national chairs’ network. Recent media reports had referred to concerns about grooming gangs in the Haringey area and queried whether cases such as this could have been misidentified. Natalie Cowland said that the categorisation of any such incidents would be a question for the Police. The Panel noted that

there was some significant work ongoing in Haringey in relation to issues of modern-day slavery, sex work and sexual exploitation of adults which was linked in with the HSAB, Community Safety Partnership and with the Council's multi-agency work on the prevention of VAWG (Violence Against Women and Girls). Further information on this work could be brought to the relevant Scrutiny Panel if required. The Panel agreed to approach the Police to respond to further questions on this. There will now be a report on the processes and systems for collating data to understand how this data can be further explored in line with the Casey report recommendations and to have assurance on how this data can be shared with partners. A report and discussion on this matter will be taken forward by Overview and Scrutiny in the coming municipal year.

Performance review

- 4.16 In June 2025 the Panel reviewed Q3 performance indicators for Adults, Health & Welfare and Safer Haringey. Members raised concerns about delays to the Physical Activity Strategy and Wellbeing Model, noting impacts from leisure insourcing. Updates were sought on anti-racism and Welcome Strategy work, where limited capacity and external factors slowed progress. Transitions for younger adults were improving, with upcoming engagement events planned. Members queried outdated milestone dates and requested clearer mapping of indicators to Scrutiny Panel remits. Further updates were provided on disabled sport initiatives, Canning Crescent progress, and VAWG actions. Officers emphasised capacity challenges, partnership working.

Joint Scrutiny work

- 4.17 The Chair of the Panel, Cllr Pippa Connor, is also Chair of the North Central London Joint Health Overview and Scrutiny Committee (JHOSC) which covers the boroughs of Barnet, Enfield, Camden, Haringey and Islington (see section 8 of this report). Emerging issues that are raised at the JHOSC are often reported to the Adults & Health scrutiny Panel and vice-versa. A joint meeting between the Adults & Health Scrutiny Panel and the Children & Young People's Scrutiny Panel took place in June 2025 with a focus on Transitions.
- 4.18 The Joint Adults & Health and Children & Young People Scrutiny Panels received an update on the Council's Transitions Programme, designed to support young people moving from childhood to adult services. Officers confirmed the service is now fully staffed with permanent or fixed-term posts, reflecting reduced reliance on agency staff across Children's Services. The Panel welcomed early positive outcomes but requested examples of challenges and how early intervention prevents escalation.

- 4.19 Members explored the role of health partners, noting delays in joint assessments and significant pressures within the NHS due to national restructuring and funding cuts. Placement costs and market inflation were also discussed, with officers highlighting large differences between children and adult provision and wide variation across private providers. Concerns were raised about young people falling through gaps between CAMHS and adult mental health services. Members requested Health colleagues attend the next joint meeting and that clearer pathways be published. Employment support and SEND internships were also examined, with officers outlining plans to expand inclusive apprenticeships and supported employment programmes.
- 4.20 The Panel discussed support for families below statutory thresholds, the need for better navigation across services, improvements to supported accommodation, LGBTQ+ housing pathways, and the development of KPIs. Members requested further updates on co-production, outcomes, and savings delivery.

5.Children and Young People Scrutiny Panel

Councillors: Anna Lawton (Chair) Anna Abela, George Dunstall, Marsha Isilar-Gosling, Mark Grosskopf and Kaushika Amin.

Co-optees (Voting):Camilla Borthwick-Fox and Christine Cordon

Scrutiny Review on the Provision of Services for Under 1's and Delivery of Outcomes by the Children & Young People's Scrutiny Panel.

- 5.1 The Panel agreed this Review in September 2025, with a focus on provision for babies and infants, recognising the growing evidence about the crucial importance of early intervention during the first year of life. The Review is examining what services are currently available in Haringey, how the introduction of 30 hours' free childcare for children from 9 months has affected local provision, and whether local services are sufficient to meet rising demand. The Review will also look at how Haringey's service offer aligns with the Government's strategy for early childcare. The interim report was agreed by Overview and Scrutiny on the 11th of March 2026.

Haringey's Youth Strategy 2025–2030

- 5.2 The Panel reviewed Haringey's Youth Strategy 2025–2030, supported by contributions from young people involved in its co production. Young residents highlighted the need for more creative opportunities, borough wide access to tutoring and youth provision, better publicity of services, and expanded co

production roles. Members discussed benchmarking with other boroughs, support for the VCS sector, and affordability of activities. Concerns were raised about uneven service distribution across the borough and underuse of social media for engagement. Officers outlined plans to improve communications, develop a Haringey youth network, and strengthen young people's involvement in commissioning. The Panel also reviewed the 2024–2027 Youth Justice Plan and noted the recent single inspection of the Youth Justice Service, which achieved a “Good” rating with outstanding features. Six improvement recommendations have been incorporated into the updated plan. Members queried the rise in first time entrants and whether this reflected changes in Metropolitan Police practice; officers will undertake a deeper data review. Performance targets for emotional/mental health and substance misuse interventions were also discussed, with officers emphasising ambitious expectations despite workforce turnover. The service was strengthening referrals, partnership work, and early intervention Panels to divert young people away from the criminal justice system.

- 5.3 The Panel reviewed 2024–25 educational attainment and school finance updates, noting continued improvement across most key stages. Early Years outcomes were strong, with Haringey ranked 10th nationally for good development and phonics above London and national averages. KS2 results reached the London average, and SEND and disadvantaged groups, particularly Turkish, Kurdish and Black African pupils performed well. Officers highlighted an anomalous dip for Black Caribbean boys at KS2 due to cohort composition. GCSE outcomes placed Haringey between London and national averages, with high SEND performance and the lowest secondary exclusion rate in London. Members queried attainment gaps, representation in equality work, and support for specific cohorts.

2023–24 Childcare Sufficiency Annual Report

- 5.4 The Panel reviewed the 2023–24 Childcare Sufficiency Annual Report and received an update on take up of the 30 hour childcare entitlement. Members queried how Haringey's childcare costs compared with inner London and requested data in writing. Officers explained the Council's role in monitoring the childcare market, identifying gaps, and encouraging new provision, particularly for 9–23-month-olds, following new funding. Schools had increasingly opened nursery places in response to demand. The Panel also discussed cultural differences affecting childcare take up and recommended updating terminology such as “minority ethnic” to “global majority.” Officers stressed the importance of acknowledging cultural and linguistic factors influencing early years engagement.

2024/25 Children's Social Care Annual Performance Report

- 5.5 The Panel reviewed the 2024/25 Children’s Social Care Annual Performance Report, examining trends for Children Looked After, Child Protection Plans, and Children in Need. The Panel queried why Haringey’s Section 47 enquiry rated differed from statistical neighbours. Officers explained this reflected stronger local safeguarding thresholds and professional judgment rather than higher risk levels. A slight dip in assessments completed within 45 days was explored, with officers emphasising there was no complacency and that prioritising direct work with children could delay paperwork. The Panel also sought updates on Ofsted improvement recommendations, with officers confirming significant progress since 2023 and positive feedback from Ofsted’s 2025 focus visit.

Haringey Safeguarding Children’s Partnership – Annual Report

- 5.6 The Panel considered the HSCP Annual Report 2024–25, introduced by the Independent Scrutineer with senior officers and the Cabinet Member. Members reviewed progress since 2019, including the creation of joint statutory accountability across the Council, Police and Health, and the introduction of independent scrutiny. Officers advised that performance monitoring now draws on a more developed dataset, with emerging trends reviewed regularly. The Panel explored safeguarding links with housing and noted that, while the HSCP does not allocate housing, Awaab’s Law sets statutory timescales for addressing damp and mould. A dedicated housing subgroup is supporting this cross-Council work. Concerns were raised about CAMHS access and rising demand. Officers outlined the new single point of access, and the expansion of school based mental health support. Members also sought assurance on the independence of the scrutineer role, which officers confirmed provides challenge but has no operational duties.
- 5.7 Clarification was requested on EHCP performance data, with a follow up requested. In relation to recent media reports on grooming gangs, the Corporate Director advised that no local patterns or indicators were currently being seen and noted that identifying young people at risk of exploitation is primarily a police responsibility. Officers also highlighted the weekly, partnership level Missing Panel, which coordinates intelligence and responses for children who go missing. The Panel asked about reducing waiting times for ADHD and autism assessments. Officers reported work to streamline the number of pathways and bring providers together through a collaborative aimed at improving coordination, reducing duplication and shortening assessment times. A key principle is ensuring that assessments are accurate, so children do not have to restart the process.

Budget Monitoring

- 5.8 In September 2025, The Panel reviewed the Q1 2025/26 Budget Monitoring report, noting a projected £4m overspend on the £77.43m Children’s Services budget. Key pressures included undelivered digitalisation savings (£750k), partial achievement of the corporate 5% staffing savings, and the £1.43m social care

prevention grant now required for statutory reforms rather than offsetting placements. Members queried the feasibility of digital savings, clarity on how savings are set, and the financial implications of school closures. Officers committed to providing a full breakdown at Q2.

Scrutiny of the 2026/27 Draft Budget/5 Year Medium Term Financial Strategy

5.9 As part of the Council's formal budget scrutiny process the Panel examined proposals for the 2025/26 budget and the Medium-Term Financial Strategy in December 2025. The Panel had scrutinised the proposals relating to Children's Services and the details were set out in the minutes from the meeting. The previously agreed savings had been delivered, and the Panel had been satisfied with this. A new budget pressure related to rising costs in certain areas and so not recommendation was required on this. There had been robust queries from the Panel about additional staff required to deal with subject access requests. There were invest-to-save measures on foster care allowance increases and accommodation for care leavers which the Panel was happy with. The Panel noted that some schools were currently running a deficit and so the issue of school financing had been of particular interest to the Panel recently. The budgets were separate from the Council's General Fund but there was still some risk to be mindful of. There were no specific recommendations arising from the Children & Young People's Scrutiny Panel.

Cabinet Q&A

5.10 Councillor Zena Brabazon, the Cabinet Member for, Children, Schools and Families, attended meetings of the Panel and took part in a Q&A at three meetings. Amongst the issues raised were Haringey having received the highest grade in relation to the recent local area Ofsted/CQC inspection, and that Haringey's Children's Services was just awarded its first grade of 'Outstanding' in an Ofsted inspection.

6. Climate, Community Safety & Culture Scrutiny Panel

Councillors: Makbule Gunes(Chair), George Dunstall, Luke Cawley-Harrison, Mark Grosskopf, Liam Carroll, Eldridge Culverwell, & Liam Carroll

Overview

- 6.1 There were five formal meetings of the Climate, Community Safety & Culture Scrutiny Panel in 2025/26, one of which was focused on scrutinising the budget proposals that came under the Panel’s remit. The work plan for the Panel for 2025/26 was made up of a combination of issues raised by the Panel Members and areas of concern put forward by councillors, residents and partners as part of the scrutiny survey undertaken in September 2024. The Panel questioned Cabinet Members responsible for the policy areas under its remit and held discussions with the Police and senior officers in connection with key policy framework documents.

ASB(Anti-Social Behaviour Policy)

- 6.2 The Panel reviewed the draft ASB Policy prior to consideration by Cabinet, noting roles, reporting routes, and multi-agency work. Members raised concerns about business-related ASB, unclear responsibilities, response delays, and small staffing. Officers agreed to consider additions, improve feedback systems, explore landlord links, and consult wider council services, residents, and businesses before finalising the policy. The Panel reviewed the Good Neighbourhood Management Policy, aimed at issues below ASB thresholds for council tenants and leaseholders. Members raised concerns about escalation, policy naming, council responsibilities, and referral routes. Officers agreed to refine terminology, consider frequency-based escalation, and align with tenancy strategy. Further scrutiny involvement was encouraged.

Climate Change Action Plan

- 6.3 The Panel received an update on the Climate Change Action Plan, noting progress, delays from external pressures, and the need for clearer impact measures. Members queried building disposals, delivery-focused actions, and financial constraints. Officers highlighted governance via the Climate and Well-Being Board and agreed to improve reporting, outcomes, and carbon-impact visibility.

Statement of Licensing Policy

- 6.4 The Panel considered the draft Statement of Licensing Policy, a Policy Framework document which was reviewed every five years and sets out how the Council will discharge its responsibilities under the Licensing Act. Panel questions focused on whether interim reviews may be required before the next formal renewal; officers confirmed that future legislative changes, including Martyn's Law, may necessitate updates. Members also queried how consultation ensured accessibility for the borough's diverse communities, and were informed that police, Public Health, businesses, trade bodies, resident groups and community organisations had been engaged. Further discussion covered match-day and event-day management at Tottenham Hotspur Stadium, cumulative impact concerns in West Green Road and High Road Tottenham, and the use and monitoring of Temporary Event Notices. Members also raised issues around unregulated alcohol sales, enforcement capacity, and the balance between supporting local businesses and protecting residents. Officers emphasised partnership working and intelligence-led enforcement.

Draft Library Strategy- 2026-2030

- 6.5 The Panel were consulted on the strategy and put forward their input in keeping with their policy development role. The Panel explored the role of volunteers in libraries and the risks of over-reliance, particularly concerns about unequal volunteer capacity between affluent and less affluent areas. Members asked about age-related usage trends. Officers outlined insights gathered through data and qualitative engagement: young people rely on libraries for study spaces, older residents for digital access and printing, and usage varies significantly by location. The Panel emphasised continued qualitative engagement to shape services. Suggestions included providing Communication Cards and printing facilities for SEND families, which officers agreed to investigate. Training for staff on mental health, inclusivity and SEND was also highlighted as essential.

The discussion covered commercialisation, future library models, and the development of Community Librarian roles to strengthen local relationships and programming ahead of the London Borough of Culture. Data-driven planning would continue, with annual review of usage data added to the work programme.

Panel review of the Walking and Cycling Action Plan,

- 6.6 The Panel began planning its review of the Walking and Cycling Action Plan, in September 2025 aiming to refine the previously agreed scope and adjust the timeline for completion to March 2026. Members reflected on the original intention of focusing on cycling infrastructure delivery, safety, accessibility, and the impact of interventions such as LTNs and increased use of dockless bikes. The Chair highlighted the need to also examine walking routes, which are less visible than cycling infrastructure. The Panel raised concerns about the rise of powered two-wheelers, associated safety risks, and the need to draw on best practice from boroughs such as Waltham Forest and Hackney. The Head of Transport and Travel briefed the Panel on the dockless bike trial, upcoming contract revisions, expanded fixed parking locations, enforcement

powers, and the work of the London Micromobility Group. He explained plans for a revenue-share model, stronger KPIs, and a relaunch of resident engagement following contract award. Members also discussed issues such as dangerous e-bike use, language barriers among delivery riders, and the need for education and enforcement.

Financial Scrutiny

- 6.7 The Panel reviewed the quarterly budget position ahead of Cabinet and OSC consideration. The Director of Environment reported a £1.09m projected overspend, driven by unmet digital transformation savings, parking and highways pressures, and events-related shortfalls in parks and leisure. Members raised concerns about unclear digital savings, recurring slippage, and the need for direct engagement with the digital team. Officers explained that savings had previously been grouped without detailed plans, but restructures and departmental roadmaps were now in place. Questions also covered staffing savings, library income pressures, and consortium fees. Actions included seeking a digital team overview and further information on library agreements
- 6.8 In December, the Panel reviewed the quarter 2 financial update, focusing on areas rated red or amber within its remit. Members sought assurance regarding a budget double-counting error in the Walking and Cycling Action Plan; officers confirmed the issue had been corrected and that funding, via Strategic CIL, TfL and the Local Implementation Plan was secure for the next five years. The Panel then explored income and commercialisation within leisure services. Officers explained that delays had resulted from the complexity of the TUPE transfer, workforce harmonisation and the development of a new service offer, though income generation was improving and a commercialisation plan was in place, with full benefits expected in the next financial year.
- 6.9 Members raised concerns about the long-standing non-delivery of digital transformation savings, seeking clearer visibility of IT projects and their financial impacts. Officers attributed slippage to historic savings, Covid-period delays and resource prioritisation, agreeing that the responsible director should attend a future meeting.
- 6.10 Further discussion covered parking income, PCN processes, camera relocation, debt collection and the reasons behind write-offs. Officers assured the Panel that collection rates were improving despite legal constraints. Finally, the Panel sought clarification on capital slippage in waste management; officers explained this related to procurement delays for kitchen waste vehicles, with no major financial risk identified.
- 6.11 As part of the Council's formal budget scrutiny process the Panel examined proposals for the 2026/27 budget and the Medium-Term Financial Strategy in December 2025 with recommendations subsequently made to Cabinet on Leisure Commercialisation, Waste Management Fleet Purchases, Moselle Brook, Clean Air School Zones

Performance

- 6.12 In September the Panel received updates on environmental and cultural performance, beginning with a report that fly-tipping incidents had increased to around 4,500 in quarter 1. The Director of Environment explained that this rise was partly due to seasonal factors and improved reporting by staff. Members raised concerns about inconsistent responses to reported incidents, particularly on Coppetts Road, and sought clarity on response times and the working relationship between Veolia and Kingdom. Officers emphasised that enforcement is intelligence-led, with resources targeted at hotspots, and noted that Kingdom had only recently begun operating, so further time was needed to assess full impact. Actions were agreed for follow-up investigations and a detailed briefing on enforcement processes.
- 6.13 The Panel also heard that wider economic pressures had delayed the borough's Power Purchase Agreement and District Energy Network plans. Challenges were also identified in delivering anti-idling measures and Healthy School Zones, particularly for schools on main roads, though officers outlined mitigation work with the GLA and national funding streams. Cultural updates highlighted preparations for the London Borough of Culture, strong delivery of community events in Quarter 1, and strengthened partnership working across council teams and with the voluntary sector. Bruce Castle Museum had also reopened

Review on Cycling Safety and the Walking & Cycling Action Plan

- 6.14 In November the Review was updated and would look specifically at the Walking & Cycling Action Plan including a detailed look at the safety of roads for cyclists and road users and this review is expected at the June 2026 Overview and Scrutiny meeting for approval.
- 6.15 At the February 2026 meeting, Superintendent Hannah Hayes who covers Haringey specifically attended the Panel meeting to answer questions from the Panel. In the discussion, there was noted the rises in theft, violence, burglary and vehicle offences; July saw the highest levels. Drug offences were also up, partly reflecting proactive policing. Some spikes were linked to prolific offenders whose arrest reduced incidents. Tottenham Hale and South Tottenham remained priority areas. Vehicle crime on Ferry Lane included theft of easily resold items. Police capacity is reduced, and event-related policing creates financial pressures. Shoplifting remained challenging despite enforcement tools. Concerns were raised about limited intelligence work in the west. Other issues discussed included closure orders, mosque patrol visibility, rising bike theft, and wider Community Safety Partnership activity.

7. Housing, Planning and Development Scrutiny Panel

Councillors: Adam Small (Chair), Dawn Barnes, Holly Harrison-Mullane, John Bevan, Khaled Moyeed, Isidoros Diakides.

Overview

- 7.1 There were five formal meetings of the Housing, Planning and Development Scrutiny Panel in 2025/26, one of which was primarily focused on scrutiny of the Draft Budget (2026/27) and the Medium-Term Financial Strategy (2026/27-2030/31) and the Housing Revenue Account Business Plan. The meetings involved questioning Cabinet Members and discussions with senior officers in Placemaking and Housing on key issues of concern. The Panel also held a number of evidence sessions to gather information in support of its scrutiny review.

Update on Housing Improvement Plan

- 7.2 In September, the Panel received an update on the Housing Improvement Programme, covering the voluntary undertaking to the Regulator, safety and compliance, Decent Homes, and damp and mould. Officers confirmed the Council had met all ten commitments made to the Regulator, with external validation pending. Court access issues varied month to month, and while some warrants were costly, gas and electrical safety warrants offered a more efficient route. Fire safety actions were explained in relation to Pennington's earlier review of the stock, which led to the Council's self-referral.
- 7.3 Officers reported significant progress on Decent Homes, with 1600 homes updated in year one and 719 in year two, reducing non-decency from 31.83% to 19.35%. Although the programme is backloaded, the Council expected to reach 100% by 2027/28, supported by four Tier 1 contractors currently being mobilised. The Panel noted a need to monitor contract performance once major works begin. Officers confirmed adequate profiling of works through stock condition surveys and stressed that external works would dominate the next phase.
- 7.4 Regarding damp and mould, a specialised team was in place with capacity to meet Awaab's Law requirements, though demand may rise. The service was reducing a backlog of 300 cases before the law takes effect. The Council emphasised that other statutory areas, such as fire safety, would not be deprioritised.

- 7.5 Officers detailed improved cross-service data-sharing on vulnerable residents and outlined plans to grow the in-house DLO, which already completes 70% of repairs. Delivery partners and contractors are required to report damp and mould concerns. The Panel also discussed inspection practices by the Regulator, the Council's mock inspection, and the ongoing work to ensure readiness. Overall, the Panel welcomed progress but stressed the importance of continued scrutiny, particularly regarding contractor mobilisation, demand pressures, and achieving the Decent Homes timeline.

Local Plan Update

- 7.6 In November, The Panel reviewed the Draft Local Plan which was out for public consultation. The Panel praised the depth and scope of the Plan, which sets out a spatial vision addressing housing need, climate action and wider placemaking priorities. Officers confirmed the Plan operated on a 15-year horizon and would be updated every five years to remain responsive to changing national and local priorities. Although adoption was not expected until 2027, the draft Plan already signals the Council's expectations to developers.
- 7.7 The Panel discussed the Plan's focus on neighbourhood-level fairness and the concept of 15-minute cities, while officers emphasised balancing hyper-local identity with borough-wide and London-wide priorities. They also highlighted cross-portfolio collaboration, particularly links to Shaping Wood Green and Shaping Tottenham. The Panel queried major infrastructure proposals, such as a potential Victoria Line extension, which officers confirmed were appropriate to include. Further work was planned on infrastructure delivery, digital mapping, and development viability. Members also explored the implications of potential national reforms on planning powers; officers confirmed these would not alter the substance of the Local Plan.

Housing Revenue Account Business Plan and Budget 2026/27 proposals

- 7.8 The Panel reviewed the HRA Business Plan and Budget 2026/27, which projects income and expenditure over 10- and 30-year periods and underpins investment in existing stock and the New Homes Programme. Officers explained that the business plan currently reflects a worst-case scenario, with improvements expected once rent convergence guidance is issued and discussions with the GLA on construction-period interest costs progress. The long-term aim was to generate an £8m revenue-to-capital surplus, although rising interest costs have made this challenging. Members queried rising capital financing costs, projected to reach £76m annually by the end of the MTFs, around 30% of the HRA budget. Officers emphasised that increasing rental income and long-term modelling ensured affordability and confirmed the HRA's debt-to-equity ratio remained below the industry threshold of 60/40. The Panel requested future reporting on total HRA debt and affordability markers.
- 7.9 Discussion explored whether the New Homes Building Programme tapered off in later years; officers confirmed figures only reflected currently approved schemes, with additional phases to be added following Cabinet approval and viability testing. The HRA remained balanced across the planning period.

- 7.10 Members examined discrepancies between formula rents, rent caps, and service charges, including differentials between leaseholders and tenants. Officers clarified that service charges reflected actual usage and were pooled by block or location, ensuring both groups paid proportionately for services received.
- 7.11 Repairs investment appeared to decline after Year 1 due to one-off costs, with funding increasing again in Years 6–10. Officers highlighted that Decent Homes and major works would significantly reduce repair demand long-term.
- 7.12 Finally, members raised concerns about long-term borrowing risks, tenant affordability amid yearly rent rises, and the financial impact of the Neighbourhood Moves Scheme. Recommendations were agreed for further analysis, publication of an HRA Debt Management Plan, modelling of tenant affordability thresholds, and reviewing the Neighbourhood Moves Scheme to ensure efficient use of housing resources

Financial Scrutiny

- 7.13 As part of the Council’s budget scrutiny process, the Panel examined proposals for the 2026/27 budget and the Medium-Term Financial Strategy with recommendations made to the Cabinet. This included further assurances around the proposed £257k saving in floating support contracts. The Panel was concerned that the short term saving from a reduction in tenancy sustainment may result in additional costs to the Council in the long run. The Panel also asked that further information be provided around how the Council plans to improve performance on turning around void properties and reach the 1% target.

8. North Central London Joint Health OSC

Overview

Haringey is a part of a joint health overview and scrutiny committee (JHOSC) covering the boroughs of Barnet, Enfield, Camden, Haringey and Islington. Each borough has two representatives on the Committee. Haringey’s representatives on the JHOSC were Cllrs Pippa Connor (Chair) and Matt White. The Committee has been supported by scrutiny officers in Haringey for the past 6 years. This Committee was established to scrutinise health issues common to all of the five boroughs. Amongst the issues discussed this year at the JHOSC were the following:

Scrutiny of NHS Quality Accounts

- 8.1 The Committee received an update on the newly formed North London NHS Foundation Trust (NLFT), established in November 2024 following the merger of the two NCL mental health trusts. The Trust highlighted progress on estates, including the opening of Highgate East and Lowther Road, and improvements to

person-centred care planning through DIALOG+. Physical health checks for people with serious mental illness had exceeded national targets through the Longer Lives initiative. A trauma-informed approach continued to be embedded, with Schwartz Rounds to be rolled out in 2025/26.

- 8.2 The Trust presented its updated Quality Priorities for 2025/26, with continued focus on learning from feedback, improving safety, supporting staff wellbeing, and delivering high-quality care closer to home. Members revisited concerns raised in previous years, including the lack of supported housing delaying discharge, long waiting times, and gaps in integration with GPs and carers during care transitions. The Trust acknowledged these issues; Members recommended strengthened liaison with the GLA on supported housing, more transparent reporting on waiting times and KPIs, and measurement of information-sharing rates with carers. Further recommendations included adding metrics on equity of access for diverse communities, enhanced reporting on the neighbourhood model, and exploring system flags for patients who stop taking prescribed medication. Members emphasised improved signposting for non-crisis patients and stronger communication between Trust neighbourhood teams and local authorities.
- 8.3 Questions were also raised about the Trust's approach to quality improvement, performance measurement (including the shift to SDS charts), patient safety incident reporting, and feedback mechanisms. The Trust committed to including more detail in the final Quality Accounts on clinical audits, performance trends, community survey findings, complaints handling, and outcomes from patient safety investigations. Overall, Members welcomed progress but stressed the need for clearer metrics, stronger collaboration, and improved transparency to support effective scrutiny next year

Terms of reference update

- 8.4 In July 2025, Committee declined to approve the updated draft terms of reference, emphasising their right to elect the Chair independently and raised concerns about unresolved resourcing. Following this in January 2026, a proposal was agreed to alternate resourcing of the meetings on an annual basis amongst the 5 borough democratic services or scrutiny teams.

NCL Estates & Infrastructure strategy

- 8.5 The Committee received an update from the NCL Director of Estates on progress in the local care estate programme. The focus this year is on strengthening primary care infrastructure, improving GP leadership, and progressing smaller GP-led projects. Despite challenge, including the need to secure ongoing 5% capital allocations and the wider 10-year plan, the programme has delivered two major schemes annually since 2021 and currently has 24 smaller projects in train. Around 200 GP premises are not fit for purpose, and investment is being balanced between new sites and improving existing estates. Members heard that delivering local care projects is complex due to the number of stakeholders involved. Approximately £100m has been

secured nationally through a utilisation and modernisation fund, with eight projects approved. A key concern raised was the unfunded 23% of local care infrastructure; only one year's 5% allocation is confirmed, requiring a shift to in-year deliverable projects and joint working with councils—for example, adapting the former Islington council building for GP use.

- 8.6 Discussion also covered the role of disposals, reinvestment of capital receipts, and significant primary care estate pressure in Barnet and Enfield. Members expressed reservations about increased reliance on public/private partnerships; further clarity was requested on financial risk, reinvestment mechanisms, and upcoming lease renegotiations. The Committee also sought detailed information on void estate plans, neighbourhood hub boundaries, and timelines for future reporting.

NHS 10-Year Plan

- 8.6 The Committee received an overview of the NHS 10-Year Plan from the NCL ICB Director of Place, outlining ambitions to modernise care, address siloed systems, improve workforce support, and implement a single patient record to streamline appointments and information-sharing. Engagement across London highlighted priorities such as ensuring carers are involved during discharge and improving digital accessibility. The ICB must reduce running costs by 50% from April 2026 and will merge into the West and North London ICB, covering 13 boroughs, with consultation on staffing changes beginning in late 2025. Members raised concerns about the feasibility of delivering services with a significantly reduced workforce and queried oversight arrangements under the new model.
- 8.7 Neighbourhood health was identified as central to the Plan, aiming for proactive, data-driven, community-based care in partnership with local authorities and the voluntary sector. Healthwatch representatives stressed the importance of retaining an independent patient voice, warning that the 10-Year Plan focused heavily on organisational restructuring rather than patient experience. Members also raised questions about digital exclusion, data governance, technological over-reliance, and ensuring offline access remains available. The Committee emphasised the need to scrutinise the impact of staff reductions, maintain JHOSC's current structure rather than expand to 13 boroughs, and ensure clear governance, transparent service changes, and strong Healthwatch involvement as reforms progress.

Mental Health

- 8.8 The Committee asked how the Trust manages high-acuity mental-health pressures in winter without extra funding. The Chief Operating Officer explained that the Trust has restructured to flexibly redeploy staff across sites in real time, shifting resources between North Middlesex, Barnet and the Whittington as demand fluctuates. Mental-health surges peak later than physical-health winter pressures, typically from late February to April, creating added discharge-pathway pressures for patients

clinically ready to leave hospital. A key development is the rollout of a second mental-health A&E at Chase Farm, complementing the 24-hour service at Whittington. The Committee requested a future progress update.

9. Budget Scrutiny

Training / Development and changes in Scrutiny of Budget Monitoring reports

- 9.1 With the ongoing financial difficulties of the Council, at the start of 2025/26 municipal year, the Committee reconsidered its role in the financial scrutiny process. The Committee noted that the Financial Scrutiny Practice Guide emphasises that financial scrutiny is a continuous, year-round responsibility, which is increasingly important given ongoing pressures on local government finances. In previous years, the Committee reviewed in-year finance and performance twice yearly, but Members called for more timely and rigorous monitoring. From 2025/26, quarterly consideration of the budget position was introduced, alongside quarterly briefings for Scrutiny Panel Chairs. OSC meetings were then scheduled shortly after Cabinet to support faster scrutiny of Budget Monitoring Reports. Additional OSC meetings were added, and quarterly informal OSC sessions to help Members examine financial data and develop informed lines of enquiry.
- 9.2 Overview and Scrutiny Committee now meet informally four times a year to review Budget Monitoring Reports with the Director of Finance, identify key lines of enquiry, and determine which Cabinet Members or officers should attend the public meeting. It also highlights service-specific pressures suitable for deeper exploration at Panel meetings. The public OSC then scrutinises budget pressures, in-year savings, cross-cutting issues, capital and HRA spending, financial recovery actions, and service impacts. Scrutiny Panels focus on directorate-level monitoring, following up concerns from OSC, and ensuring services can deliver statutory and agreed standards within available budgets. This new way of working will likely continue into the new municipal year. As part of the Council's governance arrangements for the development of the new Medium Term Financial Strategy, Overview and Scrutiny considered savings proposals that were presented to Cabinet. Following consideration by Cabinet, all four Scrutiny Panels met in December and January to scrutinise the draft budget proposals that fell within their portfolio areas. In addition, the Overview and Scrutiny Committee met on 9th January to consider proposals relating to Culture, Strategy & Engagement.

- 9.3 The Committee met on 19th January 2026 to consider the draft Budget/MTFS proposals for the 2026/27 budget and the Medium-Term Financial Strategy.
- 9.4 Cabinet Members, senior officers and finance leads were in attendance at each meeting to present proposals and to respond to questions from members. For some of the proposals, additional information was requested. This was considered by the Overview and Scrutiny Committee on the 19th of January 2026, along with the recommendations from each Panel, ahead of final recommendations being agreed and referred to Cabinet.
- 9.5 Key recommendations from Overview & Scrutiny included recommendations on :the budget gap, EFS, Better Care Fund, Digital Solutions, Transitions, Leisure income generation and borrowing costs.
- 9.6 The final recommendations from the Overview and Scrutiny Committee, were considered by Cabinet at its 10th February 2026 meeting. The response from Cabinet to all recommendations can be found via the following two links:

<https://www.minutes.haringey.gov.uk/documents/s155991/5.%20Appendix%204%20Cabinet%20Responses%20to%20Overview%20Scrutiny%20Committee%20Recommendations.pdf>

10.How to get involved

- 10.1 Public engagement and involvement is a key function of scrutiny and local residents and community groups are encouraged to participate in all aspects of scrutiny from the development of the work programme to participation in project work. For this purpose, all formal meetings of the Overview and Scrutiny Committee and the four scrutiny Panels are held in public and everyone is welcome to attend.
- 10.2 As well as attending a scrutiny meeting, there are a number of ways in which local people can be actively involved in the scrutiny process:

Suggest a topic for review

- 10.3 Members of the public and community groups can suggest topics for possible scrutiny review. Please use the [scrutiny suggestion form \(Word, 52KB\)](#) to suggest a topic for inclusion within the scrutiny work programme.

Being a witness

- 10.4 Like parliamentary select committees, a range of individuals may be asked to give evidence to support scrutiny reviews. This may include service users and community stakeholders, as well as service providers, policy makers, managers and people who have some knowledge or expertise of the area under consideration.
- 10.5 The ways in which evidence is collected will vary, but may include online surveys, focus groups or public meetings. Details of current scrutiny projects and how you can participate can be viewed on the [scrutiny consultation page](#).

Asking questions

- 10.6 The Overview and Scrutiny Committee or scrutiny Panels may call a Member of the Cabinet and chief officer (such as a service Director) to answer questions on the performance, policy plans and targets for their portfolio or service. The Committee or relevant scrutiny Panel may also call local NHS executives to account for policy and performance issues in the health sector. Representatives from other local public services (for example, police service, fire service, housing associations or Jobcentre Plus) may also be invited to scrutiny meetings where appropriate.
- 10.7 Members of the public can also raise questions about a subject being scrutinised and can submit written questions to be asked of executive councillors and chief officers called before the Overview and Scrutiny Committee or Panels.

Questions should be sent in writing at least 5 clear working days in advance of the meeting. Questions can be sent by email or post to the Democratic Services Manager, or the appropriate committee or Panel support officer.

Further Information

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Adults and Health Scrutiny Panel

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Children and Young People Scrutiny Panel

Philip Slawther: 020 8489 2957 philip.slawther2@haringey.gov.uk

Culture, Climate Action and Environment Scrutiny Panel

Fola Irikefe: 020 8489 8381 fola.irikefe@haringey.gov.uk

North Central London Joint Health OSC

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Housing, Planning and Development Scrutiny Panel

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