

NOTICE OF MEETING

FULL COUNCIL

**Thursday, 19th March, 2020, 7.30 pm - Tottenham Town Hall
Moselle Rooms Town Hall Approach Rd, Tottenham, London N15
4RY**

Members: Councillors Sheila Peacock, Dana Carlin, Gina Adamou, Charles Adje, Peray Ahmet, Kaushika Amin, Dawn Barnes, Dhiren Basu, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Seema Chandwani, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Julie Davies, Mahir Demir, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Justin Hinchcliffe, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Julia Ogiehor, Felicia Opoku, Tammy Palmer, Reg Rice, Viv Ross, Alessandra Rossetti, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker, Sarah Williams and Matt White

Quorum: 15

1. **FILMING AT MEETINGS**

Please note this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The Chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual, or may lead to the breach of a legal obligation by the Council.

2. **TO RECEIVE APOLOGIES FOR ABSENCE**

3. TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972

4. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

5. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 24 OF FEBRUARY 2020 (PAGES 1 - 8)

6. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL

7. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE (PAGES 9 - 18)

Council Committee Calendar 2020/21

8. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES

9. 9TH ANNUAL CARBON REPORT (2019) (PAGES 19 - 74)

10. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM

11. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES (PAGES 75 - 192)

- a) Standards Committee
- b) Staffing and Remuneration Committee

12. HARINGEY DEBATE: SUPPORTING THE WELLBEING OF CHILDREN AND YOUNG PEOPLE IN HARINGEY

13. TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10

1. From Cllr Dixon to Cllr M Blake

How many anti-LGBT+ hate crimes have occurred in the borough in the past 12 months and what percentage have led to the offenders being convicted?

2. From Cllr Stennett to Cllr Ejiofor

What conversations are you having with Leaders of the Local Government Association and London Councils to ensure a united approach to challenge the government's current proposals for the future funding of local Councils.

3. From Cllr Ogiehor to Cllr James

Please can you provide an update on the progress of developing a Welcome Strategy for Haringey

4. From Cllr Tabois to Cllr Chandwani

Accessibility, mobility and inclusion are just three of the key challenges that the Council needs to address to make our borough a safer, friendlier and more accessible place for our mobility impaired residents to travel around. How does she feel the Council is doing?

5. From Cllr Palmer to Cllr Ejiofor

Does the Leader share my disappointment that the Mayor of London is refusing to meet with traders at Wards Corner?

6. From Cllr Moyeed to Cllr M Blake

How are we ensuring that stop and search is being used effectively and fairly in our borough?

14. TO CONSIDER THE FOLLOWING MOTIONS IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NO. 13

Motion E

Proposed by Cllr Joseph Ejiofor
Seconded by Cllr Zena Brabazon

Fair Funding

Haringey, like most urban boroughs in the UK, has suffered from the past 10 years of Tory Austerity.

Haringey Council's experienced a reduction to our resources of nearly 59% over the last decade, while shire areas have seen reductions averaging 13%.

Over the same period, Haringey's population grew by 12% (compared to just 7% across shire areas), 33% of Haringey residents live in relative poverty after housing costs and 12.6% of Haringey residents live in fuel poverty – which is the fourth highest in London.

The Government's review of relative needs and resources, previously referred to as the "Fair Funding Review", has been underway since 2016. It will establish new baseline funding levels for local authorities from April 2021 for the next few years.

This Council calls upon Boris Johnson's Government to put the "Fair" into the "Fair Funding Review".

We believe that the funding of local government, and with it the delivery of multiple services that our residents depend upon, should firstly be dictated by need.

This Council believes that:

- - **population growth** should be reflected through the use projections that reflect London's faster rate of population growth than other areas;
 - **deprivation should be accurately reflected** in the new formula including the higher cost of housing in London; and
 - the area cost adjustment should continue to reflect **London's unique property and labour markets** and the impact these have on costs for London boroughs
 - no council should be worse off as a result of the review – there should not be a transfer of resources from urban areas to the shires.

This Council resolves to:

- Work with like-minded authorities, London Councils, and the Local Government Association to secure a funding settlement for Local Government that truly addresses the pressures that Councils have been under these past 10 years
- Engage with Members of Parliament with whom we are associated to ensure that the Chancellor understands that "levelling up" means that resources should be distributed according to need.
- Support a broader local campaign that ensures that the specific local challenges that Haringey faces can be addressed by fair funding from national government

Motion F

Proposed by Cllr Rossetti

Seconded by Cllr Ogiehor

Declaring a moratorium on live facial recognition surveillance

This Council notes:

1. That Haringey Council currently operates 75 CCTV cameras and this number is estimated to rise to 150 in the near future
2. The Biometrics and Forensics Ethics Group defines Live Facial Recognition as *“the automated one-to-many ‘matching’ of near real-time video images of individuals with a curated ‘watchlist’ of facial images.”*
3. That the use of live facial recognition surveillance in public places by both public and private sectors is expanding
4. That for the purposes of the General Data Protection Regulation and the Data Protection Act 2018 taking a photo of someone’s face and processing their facial biometrics constitutes sensitive personal data
5. That privacy is a human right and is protected as such under the Human Rights Act 1998
6. That police forces in the UK, including the Metropolitan Police, have deployed facial recognition surveillance on members of the public at shopping centres, festivals, sports events, concerts, community events and a demonstration, including deploying live facial recognition surveillance to monitor and identify innocent protestors and people with mental health problems, none of whom were wanted by the police
7. On the 24th January 2020, the Metropolitan Police announced it would *“begin the operational use of Live Facial Recognition (LFR) technology.”*
8. The cost to the Metropolitan Police of facial recognition surveillance software and hardware, excluding the operational costs of deployments, currently stands at [£240,000](#)
9. That facial recognition technology is often unreliable especially when trying to identify women, people of colour, transgender people and young people. The Metropolitan Police’s internal testing of facial recognition surveillance technology found demographic bias amongst the results
10. That live facial recognition is inaccurate. For example, a report by the Human Rights, Big Data & Technology Project at Essex University found that during a trial of a facial recognition system by the Metropolitan Police conducted between June 2018 and February 2019 81% of those flagged as suspects were wrongly identified

11. That during another deployment of live facial recognition technology by the Metropolitan Police in Romford, an individual was fined £90 after electing to cover his face rather than be scanned
12. That in an answer to a written parliamentary question, the Minister for Policing stated that: *“There is no legislation regulating the use of CCTV cameras with facial recognition and biometric tracking capabilities.”*
13. That the House of Commons Science and Technology Committee has called for a moratorium on uses of live facial recognition,¹ in addition to 25 rights and equality groups in the UK
14. That the justice sub-committee on policing of the Scottish Parliament has concluded that *“the use of live facial recognition technology would be a radical departure from Police Scotland's fundamental principle of policing by consent.”* Police Scotland have abandoned plans to deploy live facial recognition surveillance.
15. That on the 14th May 2019, the San Francisco Board of Supervisors voted to ban the city's public agencies from using facial recognition systems. A number of other American cities have followed suit.

This Council believes:

1. That live facial recognition is liable to abuse and has potentially enormous consequences for civil liberties and our human rights. That in particular, the use of live facial recognition for surveillance engages citizens' rights to privacy and freedom of expression free association, as well as their protection from discrimination
2. That the potential for serious adverse consequences to arise from the deployment of live facial recognition is increased by the fact that the technology itself is still unreliable and, given its power and potential ramifications, the legal and regulatory framework surrounding it is underdeveloped
3. That the operational deployment of Facial Recognition by the Metropolitan Police will likely adversely affect Haringey Residents
4. In light of the above points, a precautionary approach should be taken to deploying Live Facial Recognition

This Council resolves:

1. To declare a moratorium on the use of facial recognition technology in Haringey

This Council, therefore, agrees:

1. That it will take no steps to acquire live facial recognition surveillance technology

¹ <https://www.parliament.uk/business/committees/committees-a-z/commons-select/science-and-technology-committee/news-parliament-2017/biometrics-commissioner-forensic-science-regulator-report-publication-17-19/>

2. That it will not allow live facial recognition systems to be applied to any personal data for which Haringey Council is the data controller
3. That it will only share personal data for which it is the data controller with third parties if the Council is satisfied that either the data cannot be used for live facial recognition or that the third-party has undertaken not to use it for that purpose
4. To ask the Leader of the Council to write to the Mayor of London to ask that the Metropolitan Police, Transport for London and the other agencies he is responsible for refrain from using live facial recognition technology within Haringey's boundaries
5. To ask the Leader of the Council to convey the same request to the Chief Constable of the British Transport Police
6. To ask regulatory committee to conduct an investigation into how the Council can discourage the use by private entities of live facial recognition in a way that adversely affects civil liberties, especially with regards to public spaces, hybrid public/private spaces and large events
7. To ask the Leader of the Council to write to the Home Secretary to ask them to consider a nationwide moratorium on the deployment of live facial recognition surveillance

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Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Wednesday, 11 March 2020

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MINUTES OF MEETING FULL COUNCIL HELD ON MONDAY, 24TH FEBRUARY, 2020, 7.30PM

PRESENT:

Councillors: Sheila Peacock, Dana Carlin, Gina Adamou, Charles Adje, Peray Ahmet, Kaushika Amin, Dawn Barnes, Dhiren Basu, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Seema Chandwani, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Julie Davies, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Julia Ogiehor, Tammy Palmer, Reg Rice, Viv Ross, Alessandra Rossetti, Yvonne Say, Anne Stennett, Elin Weston, Noah Tucker, Sarah Williams and Matt White

14. FILMING AT MEETINGS

The Mayor drew attendees' attention to the notice on the summons regarding filming at meetings.

15. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors:

Opoku
Hinchcliffe
Demir
Tabois
Stone

16. TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972

The Chief Executive advised that there was one item of late business, which could not be available earlier, and which would need to be dealt with at the meeting.

Item 12 - Budget amendments - council standing order 15.8b allowed amendments to recommendation to be put forward by 10am on the day of the meeting.

17. DECLARATIONS OF INTEREST

Clerks Note: Cllr Brabazon arrived at 7.33pm

There were no declarations of interest.

18. TO ASK MEMBERS WHETHER THEY NEED TO MAKE A DECLARATION IN ACCORDANCE WITH SECTION 106 OF THE LOCAL GOVERNMENT FINANCE ACT 1992 IN RELATION TO UNPAID COMMUNITY CHARGE OR COUNCIL TAX LIABILITY WHICH IS TWO MONTHS OR MORE OUTSTANDING

There were no declarations made.

19. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 15 JULY 2019 & 26 NOVEMBER 2019

RESOLVED

To approve the Full Council minutes of the meetings held on the 15th July 2019 and 26th November 2019.

20. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL

The Mayor provided a brief summary of the events around the borough attended by herself and the deputy Mayor and could provide a fuller written note to interested councillors after the meeting.

At the beginning of the year, on Saturday January 18th both the Mayor and Deputy Mayor attended the Annual Civic event at Muswell Hill synagogue, which many councillors also attended.

On Sunday January 26th the Mayor was pleased to host the Annual Holocaust event in the council chamber when more than 150 people attended. The Mayor was pleased to report that Haringey 6th form College, sent students to the event and they had recorded it and it would be available to schools and other places of education to base their similar Holocaust events.

On Friday February 7th the Mayor attended a meeting at Liberty church, where she met up with priests and members of churches around the area, who are concerned about the homeless and they provide food and comfort and shelter to many people. The Mayor remarked this to be a very moving event.

On Saturday February 15th, the Mayor was pleased to be invited to attend a Haringey Youth orchestral concert at Alexandra Palace. This concert was arranged quickly as the orchestra were unable because of the virus to go to play in Thailand, they now hoped to go in August.

21. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

RESOLVED

To note the Membership of the North London Waste Authority, as set out in item 8 of the agenda pack.

22. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES

The Monitoring Officer had no matters to report.

23. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

Cabinet

The Cabinet Member for Finance and Strategic Regeneration moved the Cabinet report which proposed an increase to the Council Tax premium currently charged on long-term empty dwellings. It was proposed that from 1 April 2020 the premium be increased from 100% to 200% on properties empty for more than 5 years, and that from 1 April 2021 there is a further increase from 200% to 300% for properties empty for more than 10 years.

RESOLVED

1. To increase the premium charged on long-term empty dwellings, empty for more than 5 years, from 100% to 200% this would take effect from 1 April 2020.
2. That from 1 April 2021 there is a further increase from 200% to 300% for properties empty for more than 10 years.

Corporate Committee

The Chair of the Corporate Committee moved his Committee's report and the recommendations it contained, which the Mayor confirmed would be considered under the budget item.

24. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM

There were no deputations or petitions received in relation to the budget.

25. 2020-21 BUDGET AND 2020-2025 MEDIUM TERM FINANCIAL STRATEGY

Clerks Note: Cllr M Blake arrived at 7.47pm

The Mayor invited the Monitoring Officer to outline the requirement for votes.

It was noted that the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, and the Council's Standing Orders required the Council to record in the minutes how each Councillor voted, including any abstentions, when determining the Council's Budget and the level of Council Tax to be levied.

The only requirement was to record in the minutes of the meeting how each member voted, and given that there were 5 amendments and a substantive motion to be voted on, it could be recorded in the minutes of the meeting how each member voted, including any who have abstained, by a show of hands.

The Mayor then called on Councillor Adje to introduce the budget and move the 2020-21 budget and 2020-2025 Medium Term Financial Strategy and the recommendations a - p at page 42 of the agenda pack. Councillor Ejiofor formally seconded the motion.

The Mayor then invited Councillor Dennison to move the Liberal Democrat group's 5 amendments, as set out in the tabled papers. Councillor Morris formally seconded the amendments and spoke in favour of their adoption.

The Monitoring Officer provided some statutory officer guidance in relation to amendment 2, and responded to a query, advising that this was a valid amendment according to council standing orders.

The Mayor then opened the debate, in which Councillors: Moyeed, Emery, Hakata, Dixon, James, da Costa, Diakides, Connor, Williams, Rossetti, Brabazon, Palmer, B Blake, Cawley- Harrison, and Bull contributed to the discussion. Councillor Dennison and then Councillor Adje responded to the debate.

The Mayor then called for a vote on Budget Amendment 1. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti), and

38 Members opposed (Councillors Adamou, Adje, Ahmet, Amin, Berryman, Bevan, Basu, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Chiriyankandath, Culverwell, Davies, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Peacock, Rice, Say, Stennett, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 1 was declared LOST.

The Mayor then called for a vote on Budget Amendment 2. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti), and

38 Members opposed(Councillors Adamou, Adje, Ahmet, Amin, Berryman, Bevan, Basu, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Chiriyankandath, Culverwell, Davies, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Peacock, Rice, Say, Stennett, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 2 was declared LOST.

The Mayor then called for a vote on Budget Amendment 3. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti), and

38 Members opposed(Councillors Adamou, Adje, Ahmet, Amin, Berryman, Bevan, Basu, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Chiriyankandath, Culverwell, Davies, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Peacock, Rice, Say, Stennett, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 3 was declared LOST.

The Mayor then called for a vote on Budget Amendment 4. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti), and

38 Members opposed(Councillors Adamou, Adje, Ahmet, Amin, Berryman, Bevan, Basu, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Chiriyankandath, Culverwell, Davies, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Peacock, Rice, Say, Stennett, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 4 was declared LOST.

The Mayor then called for a vote on Budget Amendment 5. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti), and

38 Members opposed(Councillors Adamou, Adje, Ahmet, Amin, Berryman, Bevan, Basu, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Chiriyankandath, Culverwell,

Davies, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Peacock, Rice, Say, Stennett, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 5 was declared LOST.

The Mayor then called for a vote on recommendations a to p contained at page 42, paragraph 3.1 of the agenda pack.

There being 38 Members in favour(Councillors Adamou, Adje, Ahmet, Amin, Berryman, Bevan, Basu, B Blake, M Blake, Brabazon, Bull, Carlin, Carroll, Chiriyankandath, Culverwell, Davies, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Peacock, Rice, Say, Stennett, Weston, Tucker, Williams, White, Chandwani)

14 Members opposed(Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti), and

No abstentions,

The Recommendations were AGREED.

RESOLVED

- (a) To approve the proposed 2020/21 Budget and Medium-Term Financial Strategy (2020/25) agreed by Cabinet on 11th February 2020 as set out in Annex 1;
- (b) To approve the increase of 1.99% in Haringey's element of the Council tax and an additional 2% for the Adult Social Care Precept;
- (c) To approve the General Fund budget requirement for 2020/21 of £242.292m, net of Dedicated Schools Budget, as set out in Annex 2 and Appendix 1 of Annex 1 to this report;
- (d) To approve the Cash Limit for 2020/21 of £242.292m as set out in Annex 2;
- (e) To approve the 2020/25 General Fund Capital Programme set out in Appendix 4 of Annex 1 to this report;
- (f) To approve the strategy on the flexible use of capital receipts as set out in and Appendix 6 of Annex 1 to this report;
- (g) To approve the Housing Revenue Account (HRA) Budget 2020/21 as set out in Table 9.3 of Annex 1 to this report;

- (h) To approve the 2020/25 HRA Capital Programme set out in Appendix 7 of Annex 1 to this report;
- (i) To note the Greater London Authority (GLA) proposed precept (para. 7.4);
- (j) To delegate authority to the Chief Finance Officer, in consultation with the Cabinet Member for Finance, to reflect any final changes to the level of the GLA precept in the Council's Council Tax billing information set out in Annex 5;
- (k) To approve the budgeted level of non-earmarked General Fund balance and the specific and other reserves as set out in Annex 3b;
- (l) To approve the reserves policy including the Chief Finance Officer's (CFO) assessment of risk and the assessment of the adequacy of reserves, as set out in Annex 3 (a – c);
- (m) To note the report of the Chief Finance Officer under Section 25 of the Local Government Act 2003 on the robustness of the estimates and the adequacy of proposed reserves set out in section 9;
- (n) To approve the Treasury Management Strategy Statement 2020/21 set out in Annex 4; and
- (o) To pass the budget resolution including the level of Council Tax, in the specified format, and to determine that the Council's relevant basic amount of Council Tax for the year is not excessive as set out in Annex 5.
- (p) To note the results of consultation as set out in Appendix 10 of Annex 1.

Reasons for decision

The Council approved the Borough Plan (2019-2023) in February 2019. This document sets out the Council's priorities and the MTFs outlines the overall financial strategy for delivering those priorities.

The February 2019 MTFs projected a funding gap as a result of reductions to the Council's funding from central government. It was projected that additional, as yet unidentified, recurring savings of £20.1m would be required to mitigate the shortfall in the MTFs and in order to deliver a balanced budget position.

This final MTFs (2020/25) now proposed projects further unidentified savings of £15.5m across the period if all budget reductions included in the MTFs are delivered and no new pressures identified. The Council will therefore need to continue to find major budget reduction measures in future years in order to balance the Budget/MTFs, as set out in section 9.

Following the publication, on 20th December 2019, of the Provisional Local Government Finance settlement, Cabinet reviewed the impact on the 2020/21 budget set out in the MTFs. The Final Settlement was due to be ratified by Parliament on 12th February, but that has been deferred and it has been advised that it is now expected to be ratified after the Parliamentary recess. However, the Ministerial Statement that has been issued states that there will be no changes impacting on Haringey's figures so no adjustments to the Budget or MTFs will be required. The 11th

February report included Cabinet's response to feedback from the Budget consultation, the views of Overview and Scrutiny Committee and also the outcome of the overall equalities assessment.

Taking all relevant factors into account, including the overall equalities assessment, the outcomes from consultation with residents and business rate payers and the recommendations from the Overview and Scrutiny committee meeting held on 23rd January 2020, this report sets out Cabinet's 2020/21 Budget and 2020/25 MTFS proposals, including the level of Council tax for 2020/21, for the Council to consider and approve.

The report and recommendations from the Cabinet meeting on 11th February 2020, were agreed in full and are attached as Annex 1.

Alternative options considered

The Council has a statutory requirement to set a balanced budget for 2020/21. Therefore, in accordance with legislation and the Council's constitution, this report recommends that the Council should approve the proposed 2020/21 Budget and Medium Term Financial Strategy (2020/25) agreed by Cabinet on 11th February 2020, including the outcomes from the budget consultation exercise, budget scrutiny and equalities review, which is attached as Annex 1 and approve the Council tax for 2020/21. Accordingly, no other options have been considered.

CHAIR:

Signed by Chair

Date

Report for: Full Council 19 March 2020

Title: Approval of the Calendar of meetings for the Municipal Year 2019/20

Report

Authorised by: Zina Etheridge Chief Executive

Lead Officer: Ayshe Simsek, Acting Democratic Services and Scrutiny Manager

Ward(s) affected: N/A

Report for Key/

Non Key Decision: Non Key - Information report

1. Describe the issue under consideration

To agree the schedule of meetings for 2020/21 The schedule of meetings is submitted annually to the Council for approval.

2. Cabinet Member Introduction

N/A

3. Recommendations

That the attached schedule of meetings for 2019/20 be agreed, subject to any minor variations to meeting dates that may be required in the course of the Municipal Year 2020/21

4. Reasons for decision

The early notification of the schedule of meetings for 2020/21 will allow for the effective planning of meetings and in turn decision making of the council.

Publication of forth coming committee meeting dates will further support residents, stakeholders and partners participation in council decision making.

5. Alternative options considered

The alternative was not to publish the council schedule of meetings which would not be keeping with transparency and openness objectives of the council.

6. Background information

A local authority needs a clear decision making framework to carry out its business effectively and lawfully. The Local Government Act 1972 permits a

local authority to arrange for decisions about its functions to be made by a committee, subcommittee or an officer of the authority or by another local authority.

Appendix 1 sets out the committees that are expected to meet during the 2019/20 municipal year and provides councillors, residents, and partners of the dates and times of these committee meetings.

7. Contribution to strategic outcomes

Having an available and agreed schedule of committee meetings for 2020/21 will allow councillors and officers to plan, consult, and agree the required decisions to meet the objectives of the borough plan.

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

Finance and Procurement

There are no direct financial implications.

Legal

There are no perceived legal implications arising from this report.

Equality

There are no Equalities implications arising from this report.

9. Use of Appendices

Council calendar of Meetings 2020/21 – appendix 1

Council calendar of Meetings – list format 2020/21 – appendix 2

10. Local Government (Access to Information) Act 1985

The background papers are located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect them or to discuss this report further, please contact Ayshe Simsek on 0208 489 2929

Council Committee Calendar 2020/21

	2020												2021				
	May	June	July	August	September	October	November	December	January	February	March	April	May				
Mo	4	1 Free		3			2 Free			1 Free	1 Free		3 Bank Holiday				
Tu	5	2 OSC		4 LSC B	1 AHSP / LSC A / SAC-CC		3 ECSP / LSC B	1 Free		2 S&R	2 HRSP / Standards		4				
We	6 Political Group	3 CSP(day) Political group	1 Political Group	5 Political Group	2 Political Group		4 Political Group	2 Political Group		3 Political Group	3 Political Group		5				
Th	7 London Mayoral Election	4 Political Group	2 Regulatory	6	3 Political Group	1 S&R	5 HRSP / SAC-CC	3 Coporate / LSC A		4 Corporate	4 ECSP / Pensions	1 Free	6				
Fr	8 Bank Holiday	5	3	7	4	2	6	4	1 Bank Holiday	5	5	2 Bank Holiday	7				
Mo	11 Political Group	8 Planning	6 Free	10	7 Free	5 Free	9 Planning CYPSP	7 Planning	4 Free	8 Planning	8 CYPSP / Planning	5 Bank Holiday	10 Political Group				
Tu	12	9 ECSP / SAC-CC	7 Cabinet	11	8 Planning	6 Standards / OSC	10 Cabinet	8 Cabinet	5 LSC B	9 Cabinet	9 Cabinet	6 Passover	11				
We	13	10 HWB(day)	8	12	9	7 CSP(day) Political Group	11	9	6 Political Group	10 HWB (day)	10	7	12				
Th	14 Political Group	11 Free	9 APPB	13	10 ECSP / Pensions	8 Political Group	12 Political Group	10 ECSP / AHSP	7 Political Group	11 LSC A	11 Regulatory	8	13				
Fr	15	12	10	14	11	9	13	11	8	12	12	11	14				
Mo	18	15 CYPSP	13 Full Council	17	14 HRSP / APPB	12 Planning	16 Full Council	14 CYPSP / APPB	11 Planning	15	15 SAC-CC / OSC	12	17 Political Group				
Tu	19	16 Cabinet	14 CPAC / Pensions	18	15 Cabinet	13 Cabinet	17 AHSP / Pensions	15 HRSP	12 OSC Budget	16	16 S&R	13	18				
We	20	17	15	19	16	14 HWB (day)	18	16 CSP (day)	13	17	17	14	19				
Th	21 Full Council AGM / Regulatory	18 AHSP / LSC B	16 LSC A	20	17 Corporate / CYPSP	15 LSC A	19 Political Group	17 Free	14 CPAC / Regulatory	18	18 Corporate	15	20				
Fr	22	19	17	21	18	16	20	20	15	19	19	16	21				
Mo	25 Bank Holiday	22 HRSP	20 OSC	24	21 Labour Conference	19	23 OSC	23	18 OSC Budget	22 Full Council	22 Full Council	19 Planning	24 Council AGM				
Tu	26	23 Free	21	25	22 Labour Conference	20 CPAC / Regulatory	24 Political Group	24	19 Cabinet	23 AHSP / LSC B	23 CPAC / LSC A	20 Cabinet	25				
We	27	24	22	26	23 Labour Conference	21	25	25	20	24 CSP	24	21	26				
Th	28	25 Political Group meeting	23	27	24 Political Group	22 Political Group	26 Political Group	25 Christmas Day	21 Pensions	25 Political Group	25 Free	22	27				
Fr	29	26	24	28	25	23	27	26 Bank Holiday	22	26	26	23 Ramadan begins	28				
Mo		29 Planning	27	31 Bank Holiday	28 Lib Dem Conference	26	30 Free	29	25 Standards		29 APPB	26	31 Bank Holiday				
Tu		30 S&R / Standards	28		29 Lib Dem Conference	27		30	26 Political Group		30 Political Group	27					
We			29		30	28		31	27		31 LDG	28					
Th			30 Corporate			29			28 Political Group			29					
Fr			31			30			29			30					

- School holiday / no meeti
- SAC-CC Alexandra Palace and Park Statutory Advisory Committee/ Consultative committee
- HRSP Housing and Regeneration Scrutiny Panel
- LSC Licensing Sub Committee
- OSC Overview and Scrutiny Committee
- CPAC Corporate Parenting Advisory Committee
- ECSP Environment and Community Safety Scrutiny Panel
- AHSP Adults and Health Scrutiny Panel
- CYPSP Children and Young People Scrutiny Panel

CSP Community Safety Partnership
APPB Alexandra Park and Palace Board

Council Committee Calendar 2020/21

May 2020

Thursday 7 May London Mayoral Election
 Thursday 21 May Full Council AGM / Regulatory

June 2020

Monday 1 June Keep free for Member briefing/training
 Tuesday 2 June Overview & Scrutiny Committee
 Wednesday 3 June Community Safety Partnership (daytime)

Monday 8 June Planning Sub Committee
 Tuesday 9 June Environment & Community Safety Scrutiny Panel
 Alexandra Palace Joint Statutory Advisory & Consultative
 Committees

Wednesday 10 June Health & Wellbeing (daytime)
 Monday 15 June Children & Young People Scrutiny Panel
 Tuesday 16 June Cabinet
 Thursday 18 June Adults & Health Scrutiny Panel

Licensing Sub Committee B
 Monday 22 June Housing & Regeneration Scrutiny Panel
 Monday 29 June Planning Sub Committee
 Tuesday 30 June Standards Committee
 Staffing & Remuneration Committee

July 2020

Thursday 2 July Regulatory Committee
 Monday 6 July Keep free for Member briefing/training
 Tuesday 7 July Cabinet
 Thursday 9 July Alexandra Palace & Park Board
 Monday 13 July Full Council
 Tuesday 14 July Corporate Parenting Advisory Committee
 Pensions Committee & Board
 Thursday 16 July Licensing Sub Committee A
 Monday 20 July Overview & Scrutiny Committee
 Thursday 30 July Corporate Committee

August 2020

Tuesday 4 August Licensing Sub Committee B

September 2020

Tuesday 1 September Adults & Health Scrutiny Panel
 Licensing Sub Committee A

	Alexandra Palace Joint Statutory Advisory & Consultative Committees
Monday 7 September	Keep free for Member Briefing/training
Tuesday 8 September	Planning Sub Committee
Thursday 10 September	Environment & Community Safety Scrutiny Panel Pensions Committee & Board
Monday 14 September	Housing & Regeneration Scrutiny Panel Alexandra Palace & Park Board
Tuesday 15 September	Cabinet
Thursday 17 September	Corporate Committee Children & Young People Scrutiny Panel
October 2020	
Thursday 1 October	Staffing & Remuneration Committee
Monday 5 October	Keep free for Member Briefing/training
Tuesday 6 October	Standards Committee Overview & Scrutiny Committee
Wednesday 7 October	Community Safety Partnership (daytime)
Monday 12 October	Planning Sub Committee
Tuesday 13 October	Cabinet
Wednesday 14 October	Health & Wellbeing Board (daytime)
Thursday 15 October	Licensing Sub Committee A
Tuesday 20 October	Corporate Parenting Advisory Committee Regulatory Committee
November 2020	
Monday 2 November	Keep free for Member briefing
Tuesday 3 November	Environment & Community Safety Scrutiny Panel Licensing Sub Committee B
Thursday 5 November	Housing & Regeneration Scrutiny Panel Alexandra Palace Joint Statutory Advisory & Consultative Committees
Monday 9 November	Planning Sub Committee Children & Young People Scrutiny Panel
Tuesday 10 November	Cabinet
Monday 16 November	Full Council
Tuesday 17 November	Adults & Health Scrutiny Panel Pensions Committee & Board
Monday 23 November	Overview & Scrutiny Committee
December 2020	
Tuesday 1 December	Keep free for Member briefing/ training

Thursday 3 December	Corporate Committee Licensing Sub Committee A
Monday 7 December	Planning Sub Committee
Tuesday 8 December	Cabinet
Thursday 10 December	Environment & Community Safety Scrutiny Panel Adults & Health Scrutiny Panel
Monday 14 December	Children & Young People Scrutiny Panel Alexandra Palace & Park Board
Tuesday 15 December	Housing & Regeneration Scrutiny Panel
Wednesday 16 December	Community Safety Partnership (daytime)

January 2021

Monday 4 January	Keep free for Member briefing/ training
Tuesday 5 January	Licensing Sub Committee B
Monday 11 January	Planning Sub Committee
Tuesday 12 January	Overview & Scrutiny (budget)
Thursday 14 January	Corporate Parenting Advisory Committee Regulatory Committee
Monday 18 January	Overview & Scrutiny (budget)
Tuesday 19 January	Cabinet
Thursday 21 January	Pensions Committee & Board
Monday 25 January	Standards Committee

February 2021

Monday 1 February	Keep free for Member briefing/ training
Tuesday 2 February	Staffing & Remuneration Committee
Thursday 4 February	Corporate Committee
Monday 8 February	Planning Sub Committee
Tuesday 9 February	Cabinet
Wednesday 10 February	Health & Wellbeing Board (daytime)
Thursday 11 February	Licensing Sub Committee A
Monday 22 February	Full Council
Tuesday 23 February	Adults & Health Scrutiny Panel Licensing Sub Committee B
Wednesday 24 February	Community Safety Partnership

March 2021

Monday 1 March	Keep free for Member Briefing/ training
Tuesday 2 March	Housing & Regeneration Scrutiny Panel Standards Committee
Thursday 4 March	Environment & Community Safety Scrutiny Panel Pensions Committee & Board
Monday 8 March	Children & Young People Scrutiny Panel

Tuesday 9 March	Planning Sub Committee
Thursday 11 March	Cabinet
Monday 15 March	Regulatory Committee
	Overview & Scrutiny Committee
	Alexandra Palace Joint Statutory Advisory & Consultative Committees
Tuesday 16 March	Staffing & Remuneration Committee
Thursday 18 March	Corporate Committee
Monday 22 March	Full Council
Tuesday 23 March	Corporate Parenting Advisory Committee
	Licensing Sub Committee A
Monday 29 March	Alexandra Palace & Park Board
April 2021	
Monday 19 April	Planning Sub Committee
Tuesday 20 April	Cabinet
May 2021	
Monday 24 May	Full Council AGM

Report for: Full Council

Date of decision: 19 March 2020

Report title: 9th Annual Carbon Report (2019)

Lead Officer: Aaron Scorse – Climate Change Officer, 020 8489 1648,
aaron.scorse@haringey.gov.uk

Report

authorised by: Dan Hawthorn – Director of Housing, Regeneration, and Planning

Ward(s) affected: All

Report for Key/

Non-Key Decision: Non-Key Decision

1. Describe the issue under consideration

- 1.1. As a borough, Haringey has made an ambitious commitment to reduce carbon emissions by 40% from a 2005 baseline by 2020, whilst delivering growth and increasing prosperity. This is referred to as Haringey 40:20. The Annual Carbon Report provides year on year progress towards this target. This is the ninth year we have reported on our progress.
 - 1.2. The report includes:
 - A. The position of National Government Policy influencing Haringey 40:20.
 - B. Official Carbon Emissions, published by the Department of Energy and Climate Change (DECC) in 2019, covering emissions trends between the years 2005 and 2017.
 - C. Information on key projects which have contributed to reducing emissions between October 2018 and December 2019.
 - D. Future projects to reduce emissions from December 2019, onwards.
-

- 1.3. This report seeks approval from Full Council to publish the Ninth Annual Carbon Report.

2. Cabinet Member Introduction

- 2.1. This is our ninth Annual Carbon Report, and the second that I am leading on. This report was created to monitor our progress at reducing our carbon emissions, celebrate our successes, and set out our ambitions for the future. It continues to demonstrate our commitment to being accountable.
- 2.2. I have long been passionate about environmental issues, and this has been evident in my activism throughout my life. Crucially, we must recognise that climate change is a social justice issue and those most impacted are often the voices given the least opportunity to speak. Therefore, I am committed to ensuring that the voices of all our community are heard and communicated throughout any and all actions the Council takes in addressing climate change and its impacts in Haringey.
- 2.3. To demonstrate this, after the publication of the upcoming Haringey Climate Action Plan we will engage with environmental groups and work hard to talk with groups not usually engaged on this issue to address how the borough can deliver our ambition.
- 2.4. 2019 was a year where we once again saw the devastating impacts of extreme weather conditions both in the UK and around the world – from flooding to forest fires, the message is clear: we must act now. Key to tackling the climate emergency is recognising that it is a socio-economic issue – with the most vulnerable feeling the most severe effects of a changing climate.
- 2.5. If we fail to tackle the climate emergency, we will see it impact upon our resources, diverting resources from areas that desperately need it. Our public health system would be put under even more pressure whilst inequalities in our communities are exacerbated. This is why I believe it is so important for us to tackle climate change head on – making social, institutional, technological and behavioural changes to lesson the impact and create a fairer society.
- 2.6. In 2020 we will publish and then adopt the boroughs Climate Change Action Plan. This will set out the actions and timeframe to deliver a Zero Carbon Borough. As a borough community we will need to come together to work towards its delivery. In tackling climate emissions, we can also help improve our poor air quality which disproportionately impacts children, elderly people and

Haringey's most vulnerable communities. As this report highlights, action on carbon emissions can also help us create a greener, cleaner borough where there are spaces to walk, play and cycle freely.

- 2.7. Between 2016 and 2017 we saw a 6.1% decrease in carbon emissions in Haringey. This puts us on track to achieve our 40:20 ambition two years ahead of schedule. However, we recognise more work needs to be done so that we can become a zero-carbon borough at the earliest possible opportunity.
- 2.8. I am proud of our achievements throughout 2019, and thank all staff, community groups and residents who have contributed to this. I look forward to pushing forward with even more determination in 2020.

3. Recommendations

It is recommended that:

- 3.1. The Annual Report is made publically available, to engage residents in the Haringey 40:20 and Zero Carbon Haringey initiatives.
- 3.2. Councillors engage with the initiative and lead action in their community, promoting the importance of reducing carbon emissions whilst increasing prosperity.
- 3.3. The future projects outlined at the end of the report are implemented and further opportunities are identified, subject to the availability of external funding and grants.
- 3.4. Haringey continues to report annually on our progress to reduce emissions by 40% by 2020 and towards zero carbon.

4. Reasons for decision

- 4.1. In 2009, the Council endorsed the recommendations of the Carbon Commission, which were to:
 - 4.1.1. Create business models which reinvest wealth back into the borough through community energy and a retrofit cooperative network.
 - 4.1.2. Build a low carbon economy, establishing a green enterprise hub and creating training opportunities.
 - 4.1.3. Boost innovation in the borough through cutting-edge low carbon technological, social and financial solutions.

- 4.1.4. Invest in low-carbon transport, including Dutch style cycling provision and alternative fuel vehicles.
- 4.1.5. Strengthen community organisations, supporting the transition to a sustainable way of living, by sharing best practice and working together to deliver Haringey 40:20.
- 4.2 The Annual Carbon Report provides year on year progress towards the Achievement of the recommendations, and the wider aim to reduce emissions by 40% by 2020, whilst increasing prosperity in the borough.

5. Alternative options considered

5.1. Do Nothing

- 5.2. To not publish the ninth Annual Carbon Report. This would lead to the Council failing to meet its commitment on publishing Annual Carbon Reports, as well as reducing transparency on our progress. Furthermore, it would neglect the successes made by local community groups and not showcase how they help the Council to meet our ambitions.

6. Background information

- 6.1. Reducing carbon emissions in the borough works towards achievement of the wider London and national climate change targets:
 - 6.1.1. The Mayor of London's Environment Strategy 2018 which commits London to being a zero carbon city and at least 50 per cent green by 2050.
 - 6.1.2. The Climate Change Act 2008 established a legally binding target to reduce the UK's greenhouse gas emissions by at least 80% (from the baseline of 1990 levels) by 2050.
 - 6.1.3. The European Union's (EU) Climate and Energy Policy Framework aims to make the EU's economy and energy systems more competitive, secure and sustainable. The framework incorporates binding targets to reduce EU greenhouse gas emissions by at least 40% (based on 1990 levels) by 2030, and to increase the share of renewable energy to at least 27% of the EU's energy consumption by 2030.

7. Contribution to strategic outcomes

- 7.1. The Haringey 40:20 initiative forms part of Priority 3: Place of the Council's Borough Plan for 2019-2023. The Annual Carbon Report falls into Outcome 9:

Objective D under Priority 3. This states: Reduce CO2 by 40% before 2020 and begin the journey to reduce to zero by 2050.

- 7.2. The role of the Council within this Outcome is to take active steps to reduce the Council's own emissions, lead efforts to reduce emissions across the borough, and support green business. The Annual Carbon Report provides information on projects which have supported these priorities.

8. Statutory Officers comments

8.1. Comments from Finance

- 8.1.1. The costs of preparing this report and undertaking the completed projects contained within it have been met from existing budgets, which includes both Council funded budget allocations and grants received from external organisations, such as the Mayor's Air Quality Fund and the Liveable Neighbourhoods Fund.
- 8.1.2. In looking forward the Council needs to be aware of the changing funding landscape, with both the Council's own resources reducing and the level of external grants likely to be limited in the future.
- 8.1.3. Where new projects and policies are identified in the future, a business case will need to be produced where funding will have to be allocated from existing budgets and external sources according to the merit of the specific projects.
- 8.1.4. Financial implications will be considered as part of the assessment and formal adoption process for each proposal.

8.2. Comments from Legal

- 8.2.1. There are no specific legal implications arising out of this report. All initiatives and projects carried out as part of the Carbon Plan will need to comply with domestic and European legislation.

8.3. Comments from Equalities

- 8.3.1. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- A. Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- B. Advance equality of opportunity between people who share those protected characteristics and people who do not
- C. Foster good relations between people who share those characteristics and people who do not.

8.3.2. The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.3.3. The Annual Carbon Report sets out the progress made in Haringey towards the Council's strategic goal to be a zero-emission borough by 2050. The report recognises that local action to tackle the causes of climate change can improve quality of life for the resident population of the borough while also helping to mitigate the impacts of climate change.

8.3.4. There are significant inequalities in Haringey that relate to the causes and effects of climate change. For instance, we know that emissions from motor vehicles both contribute to climate change and have a negative effect on public health by contributing to respiratory diseases, which disproportionately affect children, older people, and those with other long-term health conditions. Similarly, we know that energy inefficient homes and associated fuel poverty can contribute to higher emissions and make residents more vulnerable to the effects of climate change. Those living in fuel poverty are most likely to be on low or fixed incomes, among whom lone parents and those with disabilities are overrepresented. The projects outlined in the report aim to help vulnerable residents in these areas and others, thereby having a positive impact in relation to addressing inequalities.

8.3.5. We will continue to analyse and monitor the impact of the Haringey projects on reducing carbon emissions, thereby improving health outcomes and reducing fuel poverty across the whole population and tackling issues affecting specific groups.

8.3.6. The report notes a number of initiatives that aim to reduce carbon emissions in Haringey. Where appropriate, these are individually subject to equalities impact assessment before approval. Equalities Impact Assessments are published on the Council website.

8.4. Comments from procurement

- 8.5. Strategic Procurement note the contents of the report; however there is no requirement for procurements to be undertaken by this report.
- 8.6. Strategic Procurement will support Haringey Council's commitment to reducing the borough's emissions by 40% by 2020 however procurements will be subject to Public Contract Regulations 2015.

9. Use of Appendices

- 9.1. Appendix 1 - The Ninth Annual Carbon Report

10. Local Government (Access to Information) Act 1985

10.1. Background documents:

- 10.2. The Carbon Commission Report

http://www.haringey4020.org.uk/index/about4020/carbon_commission/report.htm

- 10.3. Previous years' Annual Carbon Reports (First to Eighth)

<https://www.haringey.gov.uk/environment-and-waste/going-green/reducing-co2-emissions>

- 10.4. Statistics from the Department of Business, Energy and Industrial Strategy, "2017 UK greenhouse gas emissions: Final figures"

<https://www.gov.uk/government/statistics/final-uk-greenhouse-gas-emissions-national-statistics-1990-2017>

- 10.5. Statistics from the Department of Business, Energy and Industrial Strategy, "UK local authority and regional carbon dioxide emissions national statistics: 2005 to 2017"

<https://www.gov.uk/government/collections/uk-local-authority-and-regional-carbon-dioxide-emissions-national-statistics#2019>

- 10.6. External links – Haringey Council is not responsible for the contents or reliability of linked web sites and does not necessarily endorse any views expressed within them. Listing should not be taken as endorsement of any kind. It is your responsibility to check the terms and conditions of any other web sites you may visit. We cannot guarantee that these links will work all of the time and we have no control over the availability of the linked pages.

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9th Annual Carbon Report 2019





Councillor Hearn foreword

This is our ninth Annual Carbon Report, and the second that I am leading on. This report was created to monitor our progress at reducing our carbon emissions, celebrate our successes, and set out our ambitions for the future. It continues to demonstrate our commitment to being accountable.

I have long been passionate about environmental issues, and this has been evident in my activism throughout my life. Crucially, we must recognise that climate change is a social justice issue and those most impacted are often the voices given the least opportunity to speak. Therefore, I am committed to ensuring that the voices of all our community are heard and communicated throughout any and all actions the Council takes in addressing climate change and its impacts in Haringey. To demonstrate this, after the publication of the upcoming Haringey Climate Change Action Plan we will engage with environmental groups and work hard to talk with groups not usually engaged on this issue to address how the borough can deliver our ambition.

2019 was a year where we once again saw the devastating impacts of extreme weather conditions both in the UK and around the world – from flooding to forest fires, the message is clear: we must act now. Key to tackling the climate emergency is recognising that it is a socio-economic issue – with the most vulnerable feeling the most severe effects of a changing climate. If we fail to tackle the climate emergency, we will see it impact upon our resources, diverting resources from areas that desperately need it. Our public health system would be put under even more pressure whilst inequalities in our communities are exacerbated. This is why I believe it is so important for us to tackle climate change head on – making social, institutional, technological and behavioural changes to lessen the impact and create a fairer society.

In 2020 we will publish and then adopt the boroughs Climate Change Action Plan. This will set out the actions and timeframe to deliver a Zero Carbon Borough. As a borough community we will need to come together to work towards its delivery. In tackling climate emissions, we can also help improve our poor air quality which disproportionately impacts children, elderly people and Haringey's most vulnerable communities. As this report

highlights, action on carbon emissions can also help us create a greener, cleaner borough where there are spaces to walk, play and cycle freely.

Between 2016 and 2017 we saw a 6.1% decrease in carbon emissions in Haringey. This puts us on track to achieve our 40:20 ambition two years ahead of schedule. However, we recognise more work needs to be done so that we can become a zero-carbon borough at the earliest possible opportunity.

I am proud of our achievements throughout 2019, and thank all staff, community groups and residents who have contributed to this. I look forward to pushing forward with even more determination in 2020.

A handwritten signature in black ink, appearing to read 'Kirsten Hearn', with a small dot at the end.

Cllr Kirsten Hearn
Cabinet Member for Climate Change & Sustainability
Ward Councillor for Stroud Green

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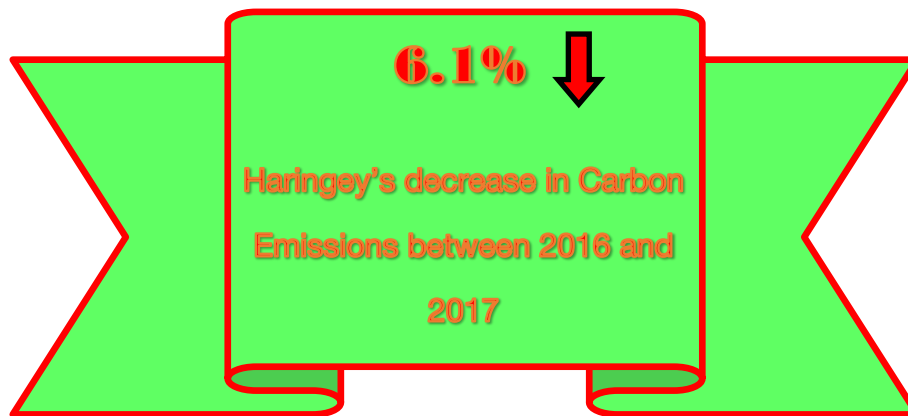
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Summary

Haringey Council reports progress on reducing carbon emissions across the borough on an annual basis. This is the ninth Annual Carbon Report, outlining key programmes and projects conducted by both the Council and local community groups in 2019. The report covers emissions trends using the latest data from the Department of Business, Energy and Industrial Strategy (BEIS) covering the period from 2005 to 2017. This data is contextualised by comparing our progress in relation to our neighbouring boroughs, London as a whole, and the UK.

Haringey achieved a 6.1% decrease in emissions between 2016 and 17, remaining on track for our 2020 target of reducing emissions by 40% from the 2005 baseline. This reduction is in line with the London average and 2% better than the UK as a whole. So far emissions have decreased by a total of 35.9% since 2005.



Emissions from the domestic sector decreased by 6.7% between 2016 and 17, whilst the transport sector, and industrial and commercial sector saw decreases of 2.9% and 7.7% respectively. Both of these figures are higher than the UK's overall performance and broadly in line with Greater London's figures.



The main body of the report details some of the important projects aimed at reducing carbon emissions in Haringey between November 2018 and November 2019. These were delivered by the Council, local community groups and often a combination of the two. The last part of the report turns attention to ongoing and future projects.

Introduction

The Annual Carbon Report details the work that the Council and local community groups have undertaken to decrease carbon emissions across the borough. This report is published annually, showing the carbon reduction made in the business, domestic and transport sectors as well as in the Council's own estate. Future projects are also outlined, to demonstrate the continued commitment to reducing carbon emissions in the borough.

Haringey Council committed to reducing the borough's emissions by 40% by 2020 (coined '40:20') and in 2020 will launch its new action plan setting out the pathway to becoming a zero-carbon borough by the earliest possible date. The aim of the 9th Annual Carbon Report is to monitor the steps Haringey and local community groups have delivered in realising these ambitions.

Background

Climate change is one of the greatest threats to humankind. The enhanced greenhouse gas effect, as a result of continued anthropogenic activity, has led to increases in average global temperature. This trend is set to continue, which will lead to increasing sea levels, drought, loss of ice and freshwater resources, and a greater frequency and magnitude of natural disasters which are a result of increased stormy weather. The impacts of climate change are both global and local – it will affect the borough, and the services Haringey provides to residents. This is why the Council is taking action to reduce energy use and carbon emissions, while adapting to our changing climate. This is an emergency that requires us all to take responsibility and action.

It is therefore important to monitor how much carbon we, as a national and local community, produce annually. This will allow us to monitor progress and if necessary changes can be implemented. This also enables us to compare our progress to our regional and national counterparts to ensure we are on the right track.

Key Policy Changes – International and National

COP24 in Poland (24th Conference of the Parties to the United Nations Framework Convention on Climate Change)

At 2018's annual COP convention, countries [settled on](#) many of the elements of the 'rulebook' for putting the 2015 Paris agreement into practice. This covered issues such as how countries will measure, report on and verify their emissions-cutting efforts. This helps ensure that all countries are held to the same standards and encourages consistency in the way countries monitor their efforts.

Lots of issues remained unresolved however, with countries such as the USA, Russia, Saudi Arabia and Kuwait joining forces to prevent the conference from fully embracing the Intergovernmental Panel on Climate Change (IPCC) findings (from 2018, which warned against the dangers of allowing warming to reach more than 1.5 degrees Celsius above pre-industrial levels).

UK Parliament declares a climate change emergency

In May 2019 MPs [approved a motion](#), put forward by Labour leader Jeremy Corbyn, to declare an environment and climate emergency. This followed moves by dozens of towns and cities across the UK, including Haringey Council, to declare their own climate emergencies. Wales, Scotland and London had also previously declared a climate emergency. The move in parliament doesn't compel the government to act in any particular way but signals a renewed urgency and seriousness towards climate change.

Progress in Preparing for Climate Change Report

The Committee on Climate Change, an independent statutory body tasked with advising the UK government and Devolved Administrations, released a [report](#) warning that England is not prepared for even a 2°C rise in global temperatures. The report calls on the UK government to raise the profile, and strengthen the governance, of preparations for the impacts of climate change. The report also [recommended](#) a new emissions target for the UK of net-zero greenhouse gases by 2050. The government later adopted legislation to reflect this target, although the Committee remained concerned due to the slow progress made up to this point and the use of international carbon credits.

The Bank of England

In April Mark Carney, the Governor of the Bank of England, joined with the Governor of the Banque de France, François Villeroy de Galhau, [to call on](#) financial regulators, banks and

insurers around the world to 'raise the bar' in order to avoid climate catastrophe. They emphasised that a 'massive reallocation' of capital was necessary to prevent global warming above the 2°C maximum target set by the Paris climate agreement.

Mark Carney also warned that companies that fail to adapt will go bankrupt, whilst predicting that there are opportunities for growth for companies that recognise the scale of the necessary changes.

Key Policy Changes – Regional and Local

London Plan

The Mayor's Draft [London Plan](#), the subject of an examination in public in early 2019 and for which the Inspector's report has been published alongside an 'Intend to Publish' version, is expected to be adopted in 2020, sets out a suite of new planning policies for London including a new policy on minimising greenhouse gas emissions (Policy SI2 and SI3). In line with the current London Plan, this policy sets out that major development should be net-zero carbon. It introduces a new requirement for major development proposals to calculate and minimise carbon emissions from parts of the development that are not covered by building regulations, such as equipment and plant i.e. unregulated emissions. In addition, development proposals should now calculate whole life-cycle carbon emissions and demonstrate actions taken to reduce life-cycle carbon emissions.

These policy changes represent further regulation intended to reduce the carbon emitted by large developments.

Haringey Climate Emergency

In March 2019 Haringey Full Council [declared a Climate Emergency](#). This stated an ambition for the Council to revise its zero-carbon target down from 2050. An action plan to achieve this ambition will be launched in 2020. The Climate Emergency was announced as a result of increasing awareness and alarm about the ever-present consequences of climate change. The global movement of climate strikes by school children helped inspire this renewed desire to aim for a better future for young people and our environment. Students from Woodside Secondary school presented the Climate Emergency petition to the Full Council where the resolution was adopted.

Haringey Air Quality Action Plan 2019-2024

The draft version of [Haringey's Air Quality Action Plan 2019-24](#) was made available on the Council's website. The final version was published in January 2020, after being agreed by cabinet in November 2019. The plan aims to improve air quality in the borough to make the

borough a better place to live and work. The report recognises that air quality affects everyone living and working in the borough. The plan outlines specific actions to be taken, their expected time scale and estimated price range.

The seven broad topics that the report will focus on are:

- 1) Monitoring and other core statutory duties
- 2) Emissions from developments and buildings
- 3) Public health and awareness raising
- 4) Delivery servicing and freight
- 5) Borough fleet actions
- 6) Localised solutions which seek to improve the environment of neighbourhoods through a combination of measures
- 7) Leaner transport

Ultra-Low Emission Vehicle Action Plan 2019-2029

The draft version of the [Ultra-Low Emission Vehicle Action Plan](#) is now available online, after going out for consultation in early 2019. The final version will be made available in early 2020.

The Action Plan sets the vision and objectives to deliver Haringey's ultra-low emission vehicle network for the next 10 years. The plan is aimed to facilitate the transition towards an ultra-low emission Haringey through providing infrastructure, education and advice to improve local air quality and deliver our climate change ambitions.

This will be achieved by the following actions:

- increasing public awareness of ultra-low emission vehicles, their benefits and charging technologies;
- leading by example and moving the Council fleet to an all ultra-low emission fleet by 2030;
- collaborating to ensure that all commercial fleets operating in the borough use only ultra-low emissions vehicles by 2040;
- developing an electric vehicle charging network in line with expected demand;
- and leading in innovation for carbon-friendly and cost-efficient charging technology.

Haringey's Performance

Emissions Data

The majority of data within this report is recorded by BEIS. Other data is sourced from the Council's carbon management team, local community groups and the London Data Store.

The data on local authority carbon emissions is from the 2017 carbon emissions statistics published in the summer of 2019 (UK local authority and regional carbon dioxide emissions national statistics: 2005 to 2017, BEIS). Specifically, this report has relied on the subset dataset that focusses on emissions within the scope of Local Government control. Due to the complexity of the data collected by the Government, there is always an approximately 2-year delay from actual performance to publication.

In producing the data, BEIS have made some improvements to the methodology and collection of data from previous years. This means that there are some differences between this year’s data and the data in previous annual carbon reports. However, BEIS have revised the data from previous years to make it comparable and consistent.

Emissions trend 2005 – 2017

Haringey’s overall emissions fell by 6.1% between 2016 and 17 from 711Kt CO₂ to 667.7Kt CO₂. This is consistent with 92% (358 out of 391) of Local Authorities that saw decreases in this period. It also puts Haringey in line with Greater London as a whole, which saw a decrease of 6.2%. Our 6 neighbouring boroughs of Barnet, Camden, Enfield, Hackney, Islington and Waltham Forest also saw an average decrease of 6.1%. Therefore, Haringey’s overall emissions decrease is in line with both London and our nearest neighbours. Haringey’s 6.1% decrease is the 49th highest of all 391 local authorities. It also places us as the 16th best performing borough out of 33 in London.

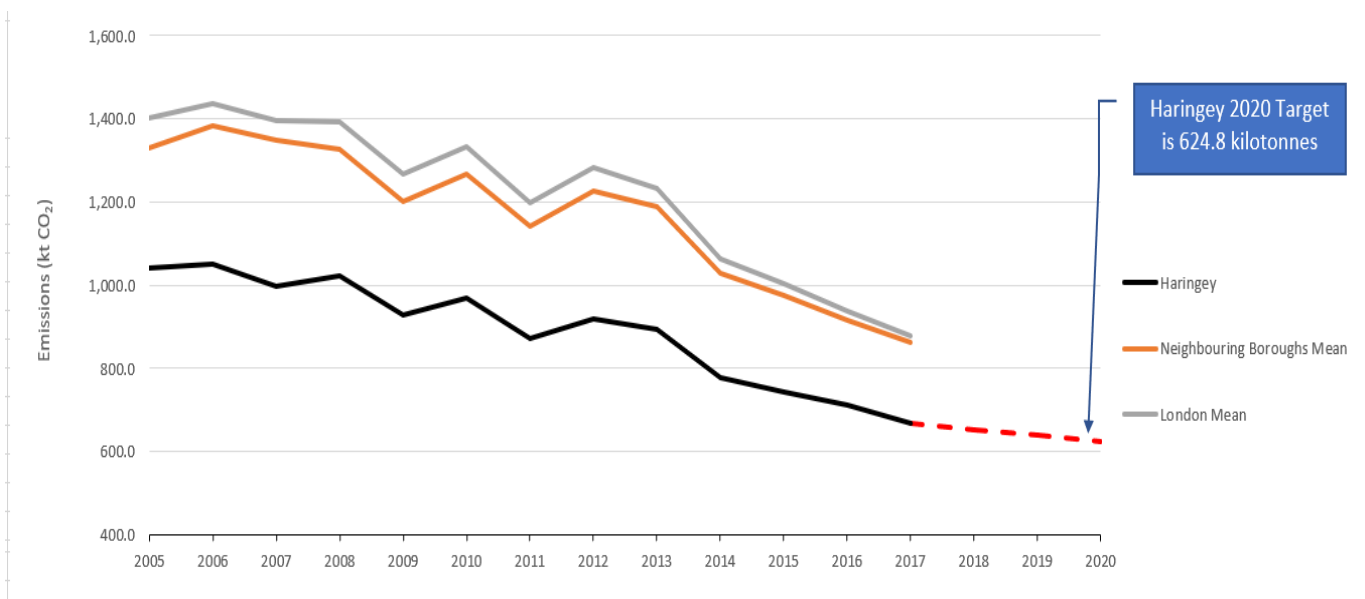


Figure 1: 2005-2017 End-user carbon dioxide emissions trend for Haringey

Since 2005, total emissions in Haringey have decreased by 35.9%. This is higher than the 33.1% decrease seen in the UK as whole and the 34.7% decrease across Greater London in the same period. Also, in the same period, our neighbouring boroughs saw a decrease in emissions of 35.3%. Figure 1 demonstrates how Haringey is on track to achieve its 40:20 ambition of reducing carbon emissions by 40% by 2020 (from the 2005 baseline).

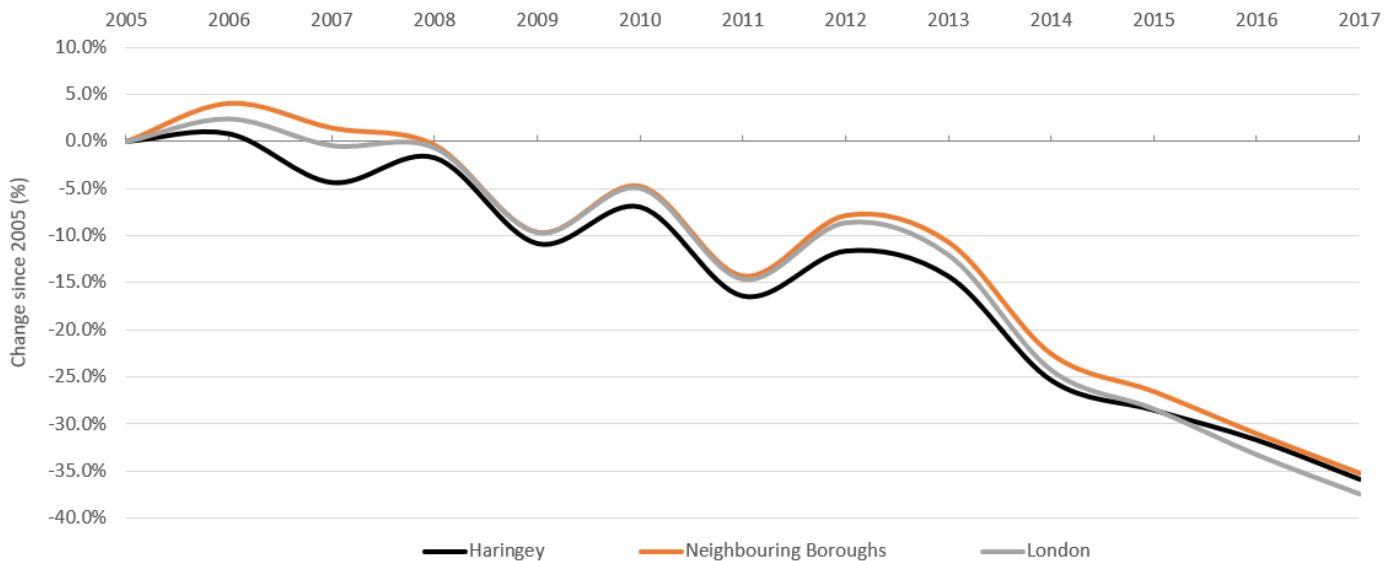


Figure 2: Percentage reduction in CO2 emissions from 2005-2017 in Haringey compared to neighbouring boroughs and London

Figure 2 demonstrates the percentage change since 2005 in carbon emissions. By comparing our progress with our neighbouring boroughs and London as a whole it is possible to track how well we are doing.

2017 Performance

To deliver our 40:20 target, Haringey’s emissions need to decrease by a further 4%. Our target is to reach 624.8Kt in 2020. In 2017 we reduced our total emissions by 43.3Kt to 667.7Kt. If we saw a similar decrease between 2017-2018 then we would have already achieved our 40:20 goal, 2 years ahead of schedule. This demonstrates that we are well on track to achieve our 40:20 goal. It is likely that we will achieve our 40:20 target before 2020, but we will need to continue working hard to achieve the zero-carbon target.

Local Authority and Regional Emissions Per Capita

Since 2005, the level of per-capita emissions in Haringey have decreased by 44.4%, from 4.5 to 2.5 tonnes CO₂ per person. This is a larger decrease than the 39.2% across the UK but is slightly lower than the Greater London average decrease of 46.8%. As demonstrated

by Figure 3 Haringey has the 3rd lowest per-capita emissions compared to our 6 neighbouring boroughs.

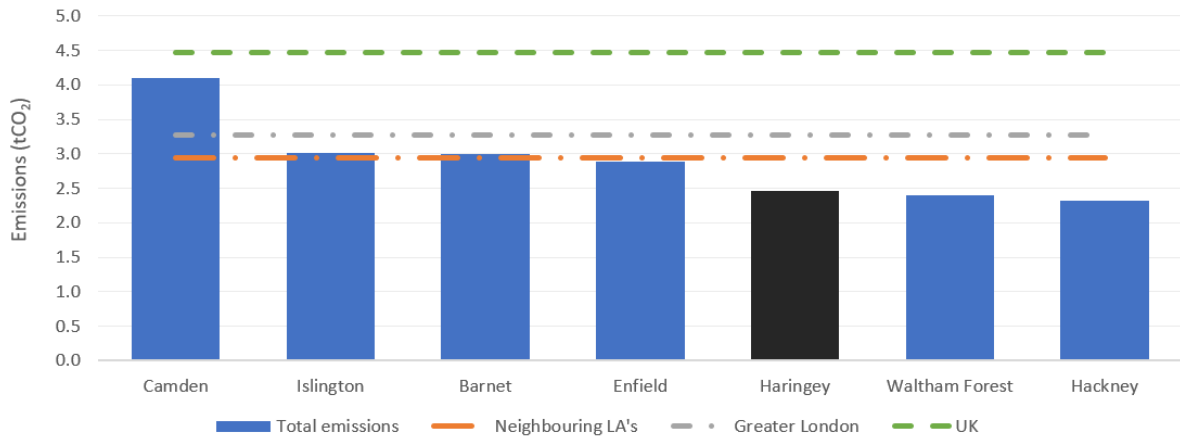


Figure 3: Carbon dioxide emissions per capita for Haringey and neighbouring boroughs (t CO₂ per person)

Between 2016-17 per capita emissions in Haringey reduced by 3.8% to 2.5 tonnes. This reduction is less than the 4.3% in the UK as a whole and the 5.7% decrease seen across Greater London. However, Haringey’s per capita emissions are considerably lower than the London and UK average of 3.3 tonnes and 4.5 tonnes respectively. This can be seen in figure 3 where the green dotted line represents the UK average and the grey dotted line represents Greater London. Crucially, achieving a higher percentage decrease from a lower base would be more difficult. Analysing per capita emissions is useful as it gives a consistent measure that is not affected by population change.

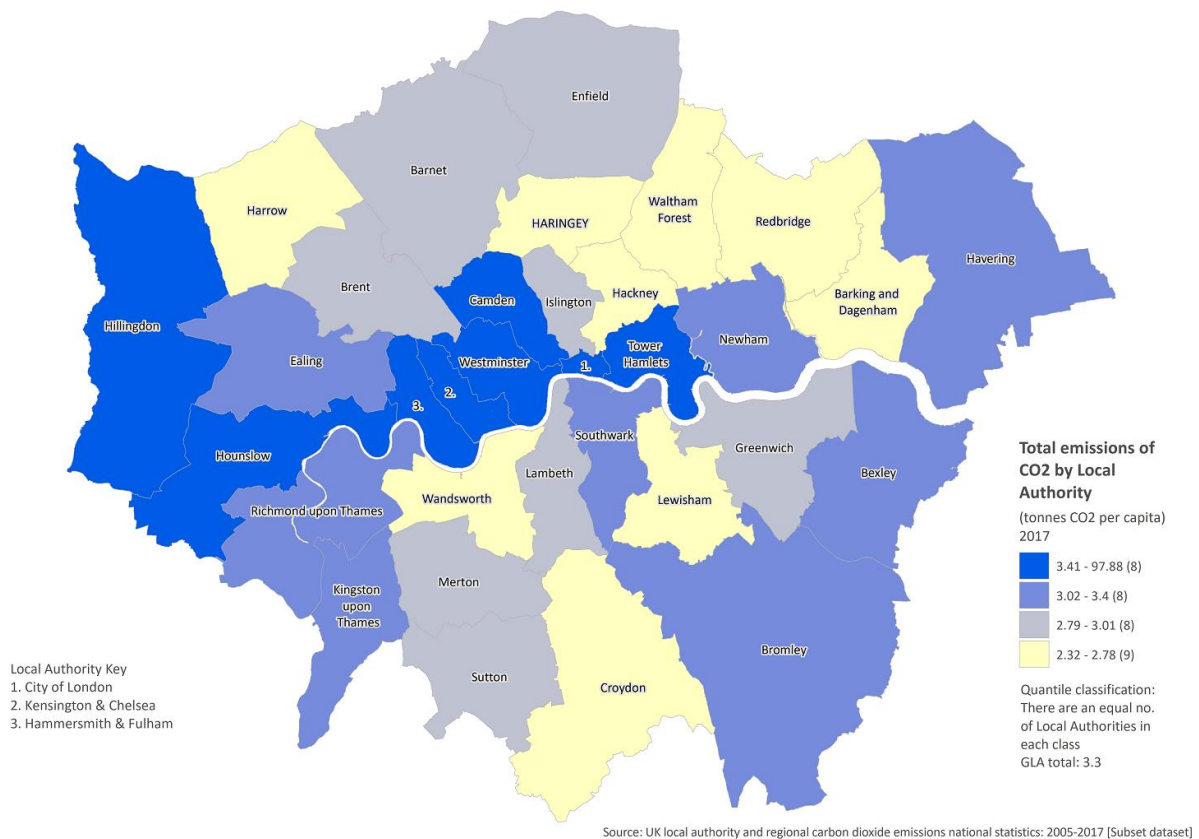


Figure 4: map of London boroughs, demonstrating per-capita emissions

Emissions by sector 2017

In Haringey, the level of emissions for all three sectors (transport, industry and commercial, and residential) has decreased since 2005. The proportional contribution made by each of these sectors has not changed significantly in this time.

Sector emissions trends 2005-17

All three sectors have decreased emissions since 2005. In the UK as a whole domestic emissions made up 27% of end-user CO₂, transport emissions accounted for 36% and 37% are attributed to the commercial and industrial sector.

In Haringey, 24% of emissions are from transport, 50% are domestic and 26% are from the industrial and commercial sector. This is represented in figure 5. These figures demonstrate that domestic emissions make up a higher than average proportion of Haringey’s emissions compared to the UK average. In 23% of Local Authorities the domestic sector had the highest share of end-user CO₂ emissions. For 54% of local authorities, the transport sector was the highest emitting sector.

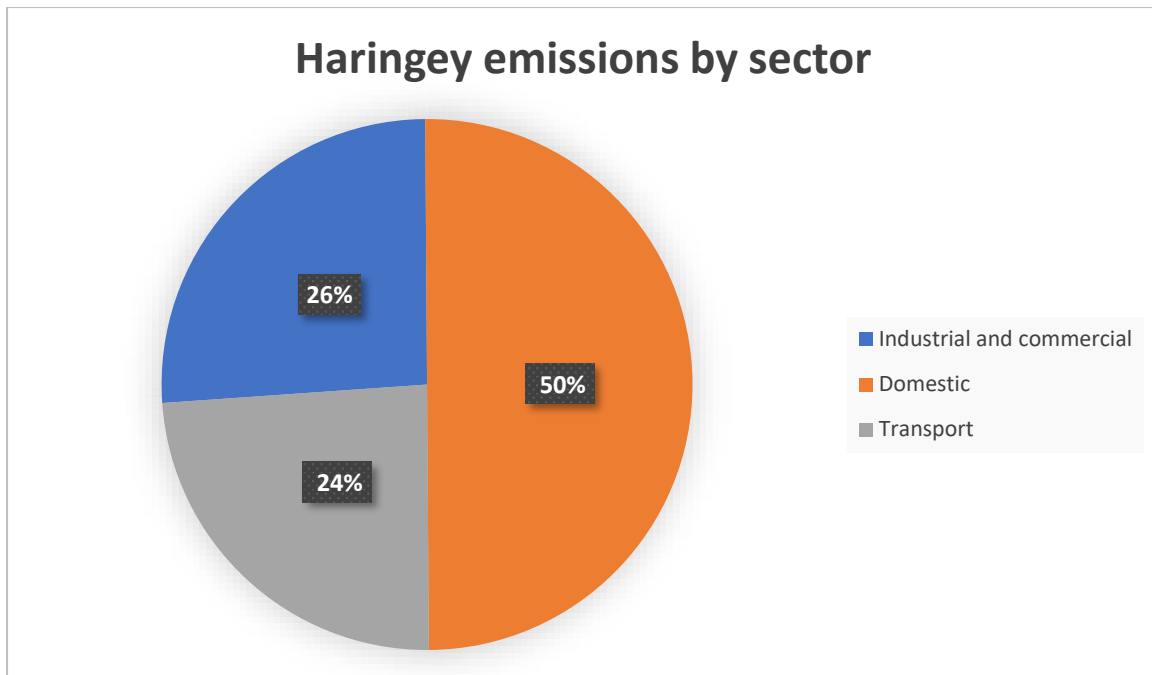


Figure 5: Haringey 2017 proportion of emissions by sector

Domestic Sector

In 2017, Haringey's domestic sector emissions were 332.3kt Co₂, 6.7% lower than 2016. This reduction is in line with the 6.6% decrease seen in Greater London and better than the 5.7% reduction achieved across the UK. It places Haringey 11th out of 33 London local authorities, all of which saw a decrease in domestic emissions.

Since 2005, emissions from the domestic sector have decreased by 38.4%. This is higher than the 35.9% and 31.2% decreases seen in the UK as a whole and Greater London respectively. This is demonstrated in figure 6. It also shows Haringey outperforming neighbouring boroughs in achieving emissions reductions from the domestic sector.

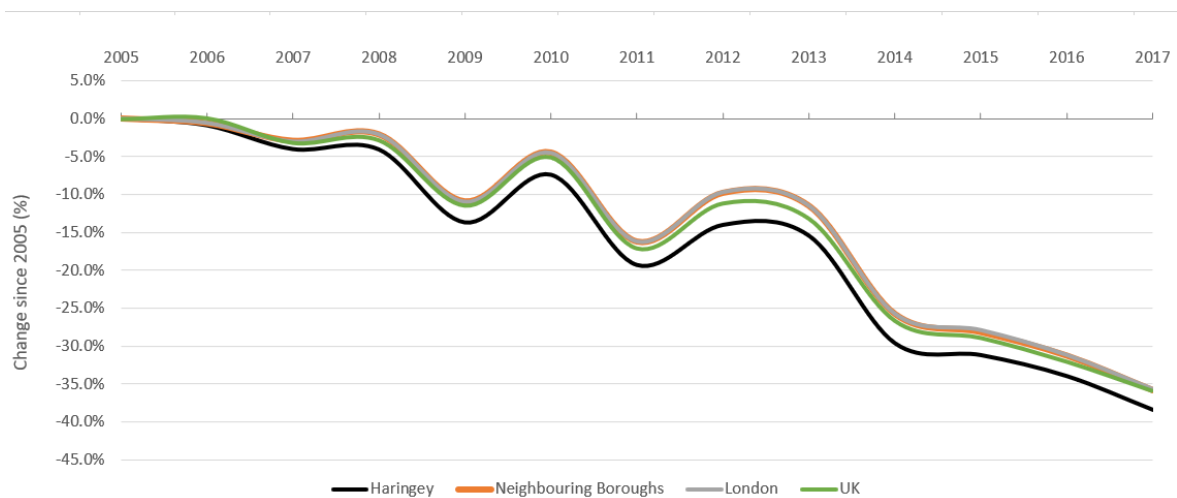


Figure 6: Percentage reduction in Domestic emissions from 2005-2017 in Haringey, London, Neighbouring boroughs and England

The main reason for decreased emissions in the domestic sector is a reduction in the use of coal for electricity generation as well as lower usage of gas, both at a national level.

Industrial and Commercial Sector

The level of carbon emissions in Haringey's industrial and commercial sector decreased by 7.7% between 2016-17, to a total of 176.8kt CO₂. This is higher than the 6% reduction seen across the UK but lower than the 9.1% decrease in Greater London as a whole. The reduction of 7.7% in Haringey is the 119th highest reduction from this sector out of 391 local authorities in the UK.

The majority of Local Authorities (352 out of 391) experienced a decrease in emissions in the industrial and commercial sector between 2016 and 2017.

Despite notable increases in emissions in 2006, 2008 and 2012, the overall level of industrial and commercial emissions in Haringey has decreased by 40.2% since 2005. The UK as a whole saw a reduction of 45% in the same period, whilst Greater London saw a decrease of 46.8%. Much of this decline is attributed to the decline of the industrial sector, rather than energy efficiency improvements and measures to reduce carbon emissions. As figure 7 demonstrates, Haringey's percentage decrease in industrial and commercial emissions is not as good as our neighbouring boroughs, London or the UK. However, Haringey began with a smaller industrial and commercial sector, contributing to a smaller proportion of our total emissions, than many of our comparators.

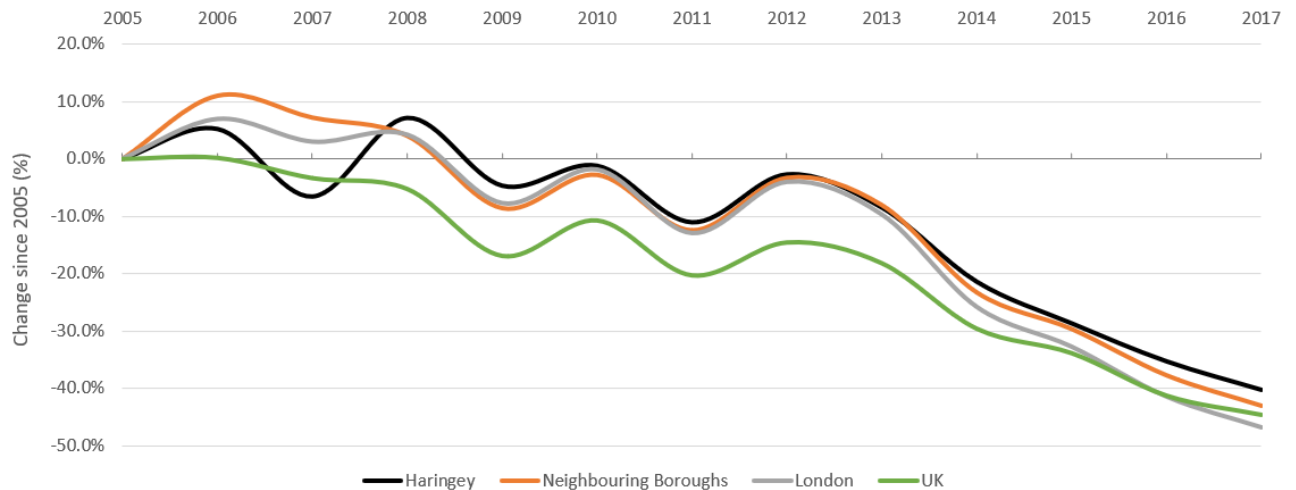


Figure 7: Percentage reduction in Industry & commercial emissions from 2005-2017 in Haringey, London, UK and neighbouring boroughs

Transport Sector

Emissions from transport in Haringey decreased by 2.9% between 2016-17 to a total of 158.7kt CO₂. The UK as a whole saw transport emissions increase by 0.4% in the same period, whilst Greater London saw a reduction of 1.1%. In fact, 50% of all local authorities in the UK saw transport emissions increase between 0 and 10 percent.

At the national level, transport emissions are the second highest emitting sector of the UK economy, behind the industry and commercial sector. 50% (194 out of 391) of Local Authorities saw a decrease in transport emissions between 2016-17 whilst 197 Authorities saw an increase. Haringey's 2.9% decrease is the 34th highest decrease in transport emissions out of 391 local authorities.

Since 2005, Haringey's transport emissions have decreased by 23.3%, which is considerably higher than the 7.6% decrease across the UK and the 18.9% decrease in Greater London. It is also better than our neighbouring boroughs average of 16.8%, with Waltham Forest seeing a decrease of 15.5% in the same period. These trends can be seen in figure 8.

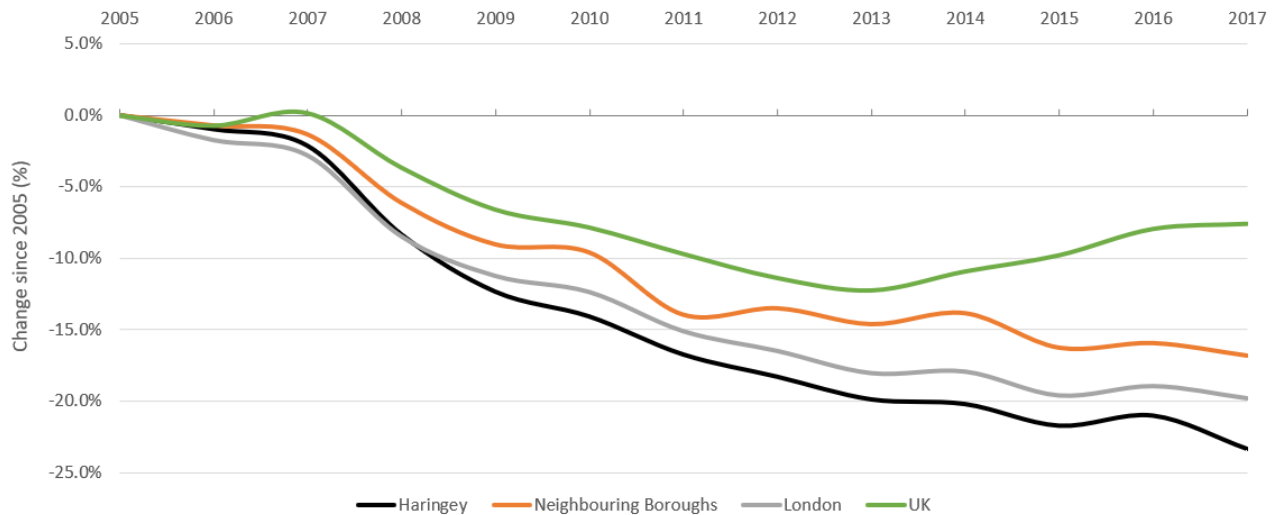


Figure 8: Percentage reduction in transport emissions between 2005-2017 in Haringey, London, UK and neighbouring boroughs

Haringey's 2.9% decrease in transport emissions places it as the 6th highest decrease out of 33 London local authorities. It is important to note that these decreases have occurred whilst the population has grown, car ownership has increased, and vehicle kilometres travelled has risen. This has been made possible due to improvements to fuel efficiency and the lower petrol consumption of newer cars.

Key Projects since 2018

Haringey Climate Action Plan

To reflect the Climate Emergency the Council is working to revise its goal of achieving net-zero carbon emissions by 2050. A new Action Plan will be published in 2020 that will set out how Haringey will go about achieving this goal. This new plan will build on the work of the pioneering 2009 Haringey Carbon Commission and 2017's [Haringey Zero by 2050](#) commission report.

In the past 12 months, the Council has continued working with energy consultants Ove Arup to support the development of a new trajectory for Haringey, which will indicate the key measures needed to achieve this ambition.

This ambitious new plan is a direct response to the knowledge that not enough has been done so far to tackle climate change locally and globally. Following the IPCC 2018 findings, that warned of the catastrophic consequences should we fail to limit global warming to 1.5C above pre-industrial levels, there has been a renewed sense of urgency in regard to tackling climate change. By aiming to be zero-carbon by the earliest possible date,

Haringey Council is signalling that it takes this threat seriously and is willing to rise to the fundamental and necessary changes required.

We believe this is an achievable and realistic goal, but the Council will require more financial and statutory powers to ensure success. To do this, the Council will lobby central government to encourage them to enable local authorities to do more on climate change and carbon emissions.

Haringey Affordable Energy Strategy 2020-2025

Haringey's Affordable Energy Strategy will aim to reduce the number of households struggling to afford to adequately power their homes. This will improve the health and wellbeing of residents by improving the energy efficiency of housing and reducing overheating risks and connecting residents to support services to overcome the many causes of fuel poverty such as energy prices, low incomes and unemployment. It will achieve these goals by increasing the number of households receiving energy advice and expanding available support and improve housing energy performance.

This report will replace the previous Affordable Warmth Strategies. This is to recognise that fuel poverty goes beyond cold homes and related health effects. It also recognises the fact that in a changing climate, there is a need to keep homes cool during periods of high temperatures as well as warm in winter.

The report is currently out for public consultation (January 2020), with adoption targeted for early summer 2020.

Lordship Lane School Street

2019 saw the introduction of Haringey's first school street outside Lordship Lane primary school. A school street is where the road(s) outside of a school are closed during the pickup and drop off times. Starting from February 2019 the southern section of Ellenborough Road, which is the main entrance to Lordship Lane primary school, is now closed between 8:30-9:15am and 2:45-3:30pm, with pop-up bollards being erected during these times. The goal is to improve road safety, accessibility and air quality in the area and promote more sustainable forms of travel to and from school.

Lordship Lane primary school was chosen due to:

- High levels of air pollution
- It was one of fifty schools audited and supported by the Mayor's Air Quality Fund
- The road is a cul-de-sac, making a school street easily enforceable
- Award of Gold level by TFL's STARS accreditation

The Council hopes to introduce more school streets in the borough in the near future and is developing an Action Plan to enable this.

Lordship Lane school headteacher Michelle Randles said:

“The roads around the school are already less busy and the air feels cleaner. Children have commented that they feel safer, and many parents are thoroughly enjoying the experience of walking to school with their children.”

Pension Investment in Low Carbon Industries

In July, Haringey’s pension committee agreed to move its Emerging Markets fund, worth about £100m, into a low-carbon index. In October, the Council announced how this was going to be done. The Haringey Pension Fund is to be the seed investor in a MSCI Emerging Markets Low Carbon Target Index Fund. This low carbon fund aims to reduce exposure to carbon emissions of these investments by an estimated 73% compared to the fund’s previous emerging market investments.

This decision was driven by the belief that climate change and significant investments in fossil fuels present a long-term financial risk to the pension fund. This investment, in combination with the fund’s existing holding in the MSCI World Low Carbon Target Index represents approximately 26% of the fund’s investments (with the remainder invested in a wide range of assets).

The pension fund’s allocation to funds which focus on reducing exposure to carbon emissions is not the only strand to the fund’s ESG (environmental social and corporate governance) policy. The fund has previously committed to invest 5% of the fund (£70m), in renewable energy infrastructure, which the fund believes will deliver the required returns for the fund, and also make a meaningful and impactful contribution to positive environmental practices.

Cllr Matt White, Chair of Haringey combined Pensions Committee and Board (PCB):

“I’m happy that Haringey Pension Fund has once again shown that we’re a leader in ensuring our investments have a positive environmental impact. This decision by the PCB is in line with Haringey Council’s recent climate emergency declaration and demonstrates that we can make a contribution to combatting catastrophic climate change without reducing the returns on our investments.”

Solar Together London

Haringey took part in the Solar Together London programme again in 2018/19. This GLA group-buying scheme gave residents the opportunity to buy high quality solar panels at a competitive price. Haringey’s promotion of the scheme included a direct mail out supported by a digital marketing and social media campaign.

In total 82 solar installations took place, providing over 77.8 kw of electricity and saving over 50 tonnes of CO₂. Participants saved a minimum of 6% and a maximum of 25% on market rates. Haringey saw the highest number of registrations and installs for the second year in a row.

Following an auction conducted by iChoosr, Ecolution was chosen as the supplier.

Residents on average saved 20% on market rates on their solar panels and installation.

Council Emissions

Haringey Council is the borough’s largest employer, and with a number of buildings, a large vehicle fleet and wide array of services being provided, it is one of the more significant sources of non-domestic emissions. Haringey Council has continued to successfully decrease its total corporate footprint, seeing a reduction of 1,651t CO₂ between 2017-18 and 2018-19. This is a further 21% reduction since the previous year. From the baseline level of 12,840t CO₂ in 2014/15 there has been a 51% reduction in annual emissions, totalling 6,254t CO₂ in 2018/19. These figures represent the Council’s total consumption on all of the Council’s estate.

The Council wishes to lead by example in Haringey’s efforts to tackle climate change and being the largest employer in the borough means that we are well placed to make a significant impact.

Waste

The Council continues to provide comprehensive recycling services to all households, covering the key recyclables required by the Mayor of London's Environment Strategy.

In 2018/19 we reused, recycled or composted 24,258 tonnes of waste. Of the waste that is not recycled (the 'residual' waste left over), the average annual amount per household reduced from 515kg to 511kg. Through the North London Waste Prevention Programme, delivered in partnership with North London Waste Authority, over 10,000 tonnes of waste are estimated to be avoided each year across the north London area.

As part of the North London Waste Authority, we have reduced waste to landfill to around 8% of total residual waste. Further to the carbon savings from recycling and reuse, by using energy from waste for the majority of our residual waste we are saving the equivalent of 140,000 tonnes of CO₂ every year compared with disposing to landfill, equivalent to taking 60,000 cars off the road each year.

The Council, together with the North London Waste Authority and our contractor Veolia, provide grants to community projects that support sustainable use of resources, such as waste minimisation, reuse or composting.

Future housebuilding

The Council has stated an ambition to deliver a thousand new Council homes at Council rents by May 2022 - homes that are high quality and in communities where residents are proud to live. The Council wants these homes to be truly affordable – affordable not only to rent – but, by preventing energy poverty, affordable to run.

The Housing programme is made up of several strands. The Council's strong preference is to build this new generation of Council homes directly, on its own land. Schemes directly delivered by the Council will be built to the highest standard possible within site and budget constraints. For example, some individual schemes will aim for PassivHaus certification – which are some of the most exacting energy efficiency standards in the world. Furthermore, conversions and infills will work with designers and contractors to achieve the best standard possible. However, in the context of urgent need, and to maximise the overall number of new Council homes, the Council is also actively seeking opportunities to acquire homes to let at Council rents. In some cases, this will mean acquiring homes being developed by private developers that will become affordable housing under existing s106 agreements. The Council aims to acquire homes at as early a stage as possible in order to ensure that the homes meet its standards. Nevertheless, our ability to influence design and energy standards is more limited.

Air Pollution

Although air pollution is not directly linked to carbon emissions, tackling air quality can have an impact on carbon emissions. For example, attempting to improve public health will lead to working on private car use in the borough, which emits harmful nitrogen oxides and particulate matter, but also carbon emissions. Therefore, improving air quality will have an indirect impact on greenhouse gas emissions in the borough – especially as over 50% of air pollution is caused by road transport in Haringey. Below are some of the events that Haringey worked on in 2019 to tackle the problem of poor air quality.

National Clean Air Day

On 20th June 2019 Haringey once again took part in the National Clean Air Day. The following actions were taken on the day to promote clean air in the borough:

- An anti-idling campaign took place at two schools (Bounds Green Primary School and Coleridge School) during drop-off and pick-up times – enforcement officers were present, handing out leaflets and materials relating to air quality
- The Smarter Travel Team held air pollution events at Mulberry Primary School – this included workshops and play sessions in the playground
- An online campaign targeting key audiences, such as parents, promoted the benefits of not using the car and the impact pollution has on the community
- All schools were sent information and resources to use on the day
- Information and advice were provided to Council staff to tell them what they can do to improve air quality

National Car Free Day

On 22nd September 2019 Haringey took part in National Car Free Day. At least 200 families attended the event and across the day the Council engaged with and assisted 12 events to operate in the borough. Specific actions included:

- Middle Lane, a commercial street, was closed to traffic for 8 hours
- Smarter Travel information was offered to residents
- The regular street market was expanded to include a larger variety of events
- Assistance was given to 10 play streets on the day, allowing roads to be closed so children and residents could enjoy playing out

- These play streets were on Clinton Road, N15; Seaford Road, N15; Malvern Road N8; Etheldene Avenue, N10; Pemberton Road, N4; Langham Road, N15; Fairfax road, N8; Melrose Avenue, N22; Birchwood Avenue, N10; and Tottenham Green Market, N15.

This event was well received and it is planned that the Council will fund and support events to mark car free day every year.



9: Mayor of Haringey Sheila Peacock enjoying the Clinton Road play street with local residents



10: residents enjoying Middle Lane play street on National Car Free Day

Car Idling campaigns

Idling cars are a big problem outside of schools in the borough and contribute to carbon emissions and damaging air quality. Often, cars are left idling for extended periods of times outside of schools whilst waiting to pick up children, contributing to emissions and poor air quality in the surrounding area. As a result, a group of parents from Rokesly School worked hard to design campaign materials and gain support from local headteachers and parents. With help from the Council, this group were able to distribute their materials, including a 1m x 2m banner, to five schools in the borough who volunteered to take part in a day of action on November 8th, 2019. The 5 schools to receive packs were Rokesly Junior School, Rokesly Infants School, Campsbourne Primary School, The Mulberry School and Welbourne Primary. They also developed homework tasks, presentation materials and free information to be accessed at londonsustainableschools.org. This day was coined by the parent's group as the 'masked crusaders', using the imagery of anti-pollution masks to draw attention to the ill effects of poor air quality.

Other schools, such as Our Lady of Muswell Hill and North Harringay Primary school, also got involved with the campaign day and got students to design their own materials.



Figure 11: photos from the day of anti-idling action

“This was a fantastic opportunity for the whole school community to come together and show its support for this important issue, it has become a real talking point with all the children. ‘Cough cough engines off!’ is being heard throughout the playground!”

Lara, Head of PSA at Rokesly School

Energy Efficiency

SHINE London

Haringey has partnered with Seasonal Health Intervention Network (SHINE London) to provide energy vulnerable homeowners, private-rented tenants and residents with free energy advice. They offer a dedicated helpline and affordable warmth interventions to ensure households get the help they need to reduce utility bills, tackle energy debt and ultimately stay well and warm. SHINE is a single point of referral bringing together dozens of schemes to support residents who are struggling to heat their home. Over the last year, SHINE has provided services to 96 homes in the borough. These services included 22 home visits resulting in an average cost saving of £90. The average overall cost saving for SHINE clients was £230. These changes also reduce the carbon consumption of users.

- Telephone: 0300 555 0195

- Email: contact@shine-london.org.uk
- Online: www.shine-london.org.uk

Local Energy Advice Programme (LEAP): The Energy and Money Saving Service

This is a service for Homes for Haringey residents that can help residents save money and keep their homes warm. In the past year LEAP have continued to work with residents in Haringey. Some of their work included:

- 200 visits for energy advice
- 840 LED bulbs fitted
- 14 windows draught-proofed
- 55 shower aerators fitted
- 35 door brushes fitted
- 44 TV standby plugs installed

The energy advice visits resulted in unit bill savings of £171 and total lifetime bill savings of £34,200. The other measures resulted in total lifetime bill savings of £129,980 and 604 tonnes of carbon being saved.

Public Voice

Fuel poverty remains high in Haringey. In 2019, the Council supported a bid by Public Voice to UK Power Networks to increase the number of residents referred to SHINE London in the borough. This will be done through Public Voice's network of volunteers and 8 energy advice events being held in the borough. The first event is scheduled for 27th November 2019 and is titled 'stay well this winter'.

Public Voice aim to build energy resilience by providing energy advice, practical support, signposting and outreach services. They train volunteers and staff to be able to identify vulnerable situations and fuel poverty and give targeted advice. So far, they have 17 staff members and 42 volunteers and are producing Haringey specific targeted materials which clearly outline the energy advice options available to them.

Council officers have also secured free training from National Energy Action (NEA) to train their volunteers. This training has included an 'identify vulnerable situations and fuel poverty' workshop on the 8th October 2019 and an 'introduction to domestic energy efficiency' session on 15th October 2019.

Decentralised Energy Network (DEN)

District Energy Networks (DENs) facilitate greener, more affordable and more reliable heat than conventional heating systems. DENs use a system of buried pipes to connect together buildings' heating systems. The resulting large heating systems cover a wide area (so DENs enable consumers to make use of remote heat sources) and have a large heat load (so DENs enable consumers to use heat technologies which only work at scale).

Amongst the many potential benefits are:

- More affordable and more secure locally produced energy for Haringey residents which is also greener making a significant contribution to the Council's carbon budget,
- Investing in infrastructure to support jobs, local apprentices and skills development and future regeneration in Tottenham,
- Delivering wider social benefits as the Council can set energy tariffs for residents which can reduce exposure to high and volatile fossil fuel prices,
- Making a significant contribution to the Council's revenue budget as the Council would benefit from 100% of the distributable profit. The Affordable Energy Strategy proposes that this revenue is ringfenced for environmental initiatives and improvements.

The Council has identified three opportunity areas in the borough for DENs: North Tottenham, Tottenham Hale and Wood Green. In January 2017, the Council decided to take forward a Council-owned District Energy Network to support carbon reduction while delivering growth and regeneration in North Tottenham. The two existing DENs in the borough are at Hale Village and the Broadwater Farm Estate. Additional to this, the planned redevelopment of St Ann's hospital in the south of Haringey is expected to include a DEN.

The most progressed Council-led DEN scheme in Haringey is at North Tottenham. The Council developed a business case for establishing a DEN off the back of the planned regeneration of High Road West with potential to grow across the wider neighbourhood to include development by THFC and beyond. The business case, which proposed the Council taking on most of the delivery roles, was approved by Cabinet in January 2017. A business case is also being developed for a DEN in Wood Green.

Planning Policy, Zero Carbon Standard and Carbon Offset Fund

London Plan Policy 5.2 states that all new major developments must achieve net-zero carbon on-site emissions. The draft London Plan also introduces a new requirement for

major development proposals to calculate and minimise carbon emissions for parts of the development that are not covered by building regulations.

This is reflected in Haringey’s planning policy, as we encourage carbon reductions to be sought on-site, in most cases through design features to the development. Where it is clearly demonstrated that emissions targets cannot be fully achieved on-site, measures to make up the shortfall to zero may be implemented off-site. In addition, developers can make an in-lieu cash payment which is used by the Council to fund measures, projects or programmes to deliver carbon reductions in the borough. To date, over £350,000 has been paid to the Council for carbon reduction projects. A further £2,468,551 has been secured through S106 agreements. It is important to note that these are only paid if a development actually goes ahead.

To enable the delivery of the Zero Carbon Standard through planning the Council will now charge £95.00 per tonne of carbon over 30 years from development for proposals submitted after 1st January 2020. It will push developers to do more on site and increase the energy efficiency standard in new development, rather than pay into this into the carbon offsetting fund. This will help ensure that new developments achieve the Zero Carbon Standard as set out in London Plan and Haringey planning policy requirements, which covers all new domestic and non-domestic development. The Council will also develop its own local cost of carbon during 2020. This will then be integrated into the new Local Plan review which will start in 2020.

Energy efficiency in Haringey Council homes

The table below shows the number of measures installed in Haringey’s Council homes through Homes for Haringey’s Major Works Programme between 01/04/2018 and 31/03/19. These measures all improve a dwelling’s energy performance, meaning less carbon is wasted and money is saved.

Measure	Number of dwellings
Boiler renewal	1115
Roof or Loft Insulation	144
Double Glazed Windows	151

Homes for Haringey replaced the individual gas boiler system with a new communal heating and hot water system in nine blocks on the Broadwater Farm Estate. This benefitted 728 dwellings with work being completed at the end of October 2018. Nearby Willow School will

also benefit from upgrade works within the refurbished energy centre. The final design and installation are due for completion in December 2019.

Transport

Wood Green Neighbourhood of the Future

Haringey was awarded funding, by TFL, for a [Neighbourhoods of the Future](#) project in Wood Green to increase the uptake of electric vehicles – a total of £600,000 was secured to fund the project until March 2020. Updates include:

Electric Vehicle Showcase

On Friday 4th October 2019 Wood Green hosted an electric vehicle showcase which demonstrated the breadth and range of electric vehicles currently available for personal and business use in the UK. Several exhibition areas were set up around Wood Green including by the tube station and outside of the library. Here, a variety of electric vehicles were on display and information was available for those who were interested. The vehicles included an electric taxi, van and scooters as well as more traditional electric family cars.



12: local residents checking out electric work vehicles at the electric vehicle showcase

Event for driving instructors

On 19th July 2019 an event was held for driving instructors to give them information about the alternative vehicle options they have available that would reduce their carbon footprint. The aim was to make more people aware that electric vehicles are not just a luxury option but can be a practical alternative for anyone who drives a car, even if your car is needed for business.

Taxi Rapid Charging Point

A new rapid charging point was installed on Gladstone Avenue by the taxi stand, going live in November 2019. This equips the area for the future and enables local taxi drivers to consider the switch to electric vehicles as the necessary infrastructure becomes more accessible.



13: Electric Taxi rank on Gladstone Avenue

Electric Vehicle charging points

Over the past year 38 new charging points have been installed across the borough. These range from 7-22kW.

TFL have installed 4 rapid chargers on their roads in the borough, with a further 5 rapid charging points planned.



14: electric vehicles on display in Wood Green

Ultra-Low Emission Vehicle Workshop

On Tuesday 9th March 2019 the Neighbourhood of the Future programme held a breakfast briefing in conjunction with the [Energy Saving Trust](#) for small and medium businesses in Haringey to offer tailored information on electric vehicle options. This included information on electric vans and other business vehicles. During the discussion, topics covered included the impact of the new ULEZ charge, the business case for switching to electric and Haringey's charging infrastructure plans. There were also opportunities to test drive the electric vehicles that were on display.

The Liveable Neighbourhoods conference

This year, Alexandra Palace played host to the first London-wide Liveable Neighbourhoods event to discuss how to create walking and cycling friendly environments. The event was part of TFL and the Mayor of London's £114 million Liveable Neighbourhoods programme which works with 18 London boroughs to create streets and places that encourage walking, cycling and the use of public transport.

The conference brought together councillors, council officers and industry experts to discuss what makes a liveable neighbourhood; sessions were held on planning and

community engagement; knowledge-sharing workshops and design seminars to share case studies and experience.

After the conference finished there was a walking and cycling tour of the Crouch End area, where the Council has secured £4.8 million of funding to radically change travel behaviour through new safer cycling connections to the town centre, tube and rail interchanges. The project is currently developing proposals for the area and trialling road closures to explore elements of the plans.



15: audience enjoying the liveable neighbourhoods conference

Liveable Crouch End

As mentioned above, Haringey were awarded £4.8 million of funding by Transport for London (TfL) to carry out a Liveable Neighbourhoods scheme in the Crouch End area. The scheme aims to encourage walking, cycling and the use of public transport for residents, business and visitors, as well as improving health and air quality in the area. Crouch End represents an important cycling route from Wood Green to Kentish Town and therefore was chosen as one of 7 areas to receive funding from TfL in 2017. So far, the Council has undertaken pre-engagement and community engagement which has informed the scope of the plans. There have also been workshops so that residents and stakeholders have had the opportunity to feedback, co-design and assess design ideas. Currently, concept options are being explored to develop the proposals which will then be put to public consultation. Meanwhile, the Council has trialled road-closures over a two-week period,

allowing elements of the proposals to be explored and enabling the community to further input into the design.



16: Map of Crouch End

Car Clubs

A car club scheme is one of several parking policies used to influence travel behaviour. By providing residents with a convenient alternative to car ownership we can reduce local parking pressures, reduce traffic congestion and encourage the use of more sustainable forms of transport.

Haringey continues to expand the car club network to increase accessibility and choice of car club services for residents. There are plans to electrify the existing and new car club bays.

Haringey has two types of car clubs operating in the borough. 'Floating' or 'Flexible' car clubs and 'point to point' or 'fixed-bay' car clubs. Floating car clubs allow users to end their journeys wherever is convenient, whilst fixed-bay clubs require the car to be returned to the bay the journey began in. DriveNow and Zip Car operate the floating car club services in the borough due to a contract that was approved by the Council in July 2019. Previously, only DriveNow operated floating car clubs in the borough. According to a Carplus report, each floating car club car in London replaced 13.4 private vehicles from the road in 2016/17.

DriveNow have recently announced that from February 2020 they will cease operating in London. However, Zip Car will continue to operate in Haringey.

Zip Car have also operated the fixed bay car clubs in the borough since 2009 and continue to do so.

Controlled Parking Zones

The Council is planning to introduce 6 new Controlled Parking Zone areas in 2019/20. As well as this there are 6 extensions planned and 4 CPZ's are to be reviewed. These zones reduce commuter parking and vehicles traveling into the borough. By creating a financial incentive against driving the aim is to encourage the use of more sustainable forms of transport.

Smarter Travel

Smarter Travel is a programme funded by TFL, which aims to change behaviours around working and travelling within Haringey, to a more sustainable and safe way. This year, the Smarter Travel team has delivered a range of projects to improve air quality and the health of residents, encourage active travel and reduce transport emissions in the borough.

Cycling

In 2018/19:

- 1,550 children received cycle training
- 841 bikes were serviced as part of the regular Dr Bike sessions at Priory Park, Finsbury Park and Bruce Castle Park

Saddle and Sole Festival of Walking and Cycling

On 16th June 2019, Haringey held the 7th Festival of Cycling, a tri-borough event held in Finsbury Park in conjunction with Hackney and Islington. The event was a huge success and saw:

- 1,500 attendees
- 200 people participating in an 'Italian Job' cycle ride
- 200 people taking part in Rollapaluza – static bike racing
- 100 people participating in Exchanging Places, to look at cycling from a lorry drivers perspective
- 150 children having a go at balance bikes simulated road riding
- 220 bikes being fixed by Dr Bike

- 71 bikes security marked by the police
- 54 people took part in or signed up to cycle training
- 70 people testing out an electric bike
- 150 children participated in a scooter training obstacle course



17: residents enjoying the cycling festival

The event continues to be a massive success and this year was recognised at the London Transport Awards with the Team/Partnership Award.

Five/Ten Minute Walk Zones

Where schools highlight a problem with parents parking near their schools, want to improve air pollution levels, and improve the health and wellbeing of pupils and families, we work with them to create a five- and ten-minute walk zone. By working with a group of pupils to map a suitable area around the school, the smarter travel team produce and distribute this map to every family. This makes it easy for people to see how quickly they can walk to the school from nearby areas and helps to discourage people driving short distances or driving up to the entrance of schools. So far, the Council has worked with 30 schools to develop their 5- and 10-minute walk zones and then promote the map, its purpose and key messages to parents and carers.

Walk to School Week

In May 2019 schools held an action-packed awareness week to encourage as many parents and carers as possible to walk their children to school. Using resources from the [Living Streets website](#), schools ran awareness raising and information lessons for key stage 1 and 2 during a week of their choosing in May. This helps the children learn vital road safety, awareness and orientation skills. The added benefit is that fewer cars will drive to the schools, improving air quality and reducing carbon.

To compliment this work, throughout the year the smarter travel team runs the Walk Once a Week (WOW) scheme where children are incentivised to walk to school with 11 different badges designed by children.

HARI Bear

In 2018 students across the borough designed teddy bears for the HARI bear programme. In 2019 we reproduced 15 of these teddy bears and hid them in five parks in the borough. Schools were encouraged to take classes along to a park and try to find all 15, then take a note of the messages on them or take photographs with the pictures. 46 schools took part in the relay walk around the borough. The goal is to encourage schools and the local community to walk around and get to know their local parks and open spaces.

HARI (Healthy, Active, Responsible, Independent) bear is also a free resource kit for all infants and early years pupils. It encourages classes to compete between themselves to see who has the most walkers in a set period of time. The winning class get to keep the teddy in their class for a set time and children are allowed to take it home. The pupils are also encouraged to complete the teddy's walking diary to show that they have been taking part in active travel.

Cycling maintenance project

As part of the Mayor's Air Quality Fund (MAQF) the Council was able to deliver a cycle maintenance project for the second year running. The project delivered:

- Basic bike maintenance training for 4 schools in the borough (Stamford Hill Primary, Alexandra Primary, West Green Primary school and Devonshire Hill Nursery & Primary school)
- 2 hours of training delivered to 61 pupils
- Bike safety checks, tire and inner tube removal and refitting and fixing punctures

Student Feedback

'Wow! You can fix your own bike without having to wait for your Mum or Dad to take it somewhere to get it fixed.'

Devonshire Hill Nursery & Primary school

'Thank you so much for arranging the bike maintenance sessions for us. Was a fabulous day and I know the children enjoyed it and learnt lots! The trainers were brilliant! Thank you to them both!'

West Green Primary school



18: children being shown how to maintain their bikes

Learning cycle maintenance enables children to fix and maintain their own bikes, making it easier to cycle to school regularly. Many pupils expressed that problems with their bikes had previously prevented them from cycling to school.

STARS (Sustainable Travel: Active, Responsible, Safe)

STARS is an accreditation system by TFL that works with schools to encourage mode shift towards more sustainable transport. They survey, monitor and record the school's progress, with accreditation being graded on a gold, silver and bronze scale based on the level of engagement and the number of activities undertaken.

In Haringey, 40 schools have achieved gold status, 10 silver and 15 bronze. The Council will continue to work with schools to find new ways to encourage mode shift towards more sustainable methods of transport.

Travel Planning

Haringey continued to encourage and support all schools across the borough to develop and implement school travel plans. The travel plans evidence the initiatives that schools implement to make travel safer and more sustainable for students, parents and staff. They are an important tool to encourage modal shift. Activities include:

- Monthly newsletter that goes to all STARs (Sustainable Travel: Active, Responsible, Safe) accredited schools
- Annual STARs celebration awards, where schools can also attend workshops to develop new initiatives as well as celebrating their success
- Delivering national campaigns such as walk to school week, Car Free Day and Clean Air Day

More than 95% of schools in Haringey have travel plans.

Community Projects

Selby Trust

The Selby Trust Centre welcome over 500 visitors a day, who access programmes either run by the Selby Trust or delivered by the 100+ social enterprises, environmental projects, charities, not-for-profits, sports groups, employability support organisations and faith groups that use the centre regularly. The Selby Trust delivers environmentally focussed projects under their 'Green Hub' stream, such as the Green Wheels project, detailed below.

Green Wheels

Green Wheels is a bicycle project run by the Selby Trust. It was created in 2014 to encourage health and wellbeing and for local people to learn new skills through cycling and maintaining their bicycles.

This project helps improve community travel opportunities in partnership with the Council and other mainstream organisations.

Actions undertaken include getting kids and parents to join sessions on how to cycle and how to maintain bicycles; providing incentives (such as high quality tutors) to cycle; finding peers who can be trained and support others in the community; encouraging local people

to 'leave the car at home'; and participating in community festivals to promote cycling, wellbeing and reduce carbon emissions.

Transition Crouch End

This group holds 'Green on the Screen' film showings with discussion to raise awareness of topical climate issues. Films shown include 'A Plastic Ocean' which explores the global effects of plastic pollution. In 2019 they also held workshops and street parties to support the Extinction Rebellion protests.

Haringey Climate Forum

The Haringey Climate Forum is an organisation that was set up to carry forward and monitor the proposals of the Carbon Commission Report. It is made up by councillors from both parties in the Council and local environmental and community groups. They scrutinise major policies and projects in Haringey to encourage best performance on climate change. They also work to encourage information sharing between the Council and environmental and community groups in the borough.

The Community Grants Programme

The community grants programme on Carbon reduction is continuing, with £10,000 per year available to community groups delivering carbon reduction projects. The Haringey Climate Forum run an open application period each year for community groups to submit their proposals.

This year Haringey Climate Forum funded four projects via the community grants programme. The projects they funded were:

- Providing £1,500 to install double glazing for a café on Wolves Lane, improving energy efficiency and reducing energy bills
- Awarding Global Group with £4,500 to install 450 LED light bulbs in 250 homes in Northumberland Park. Global Group are an organisation with strong ties to the Northumberland Park community. The new LED bulbs will save up to 72 tonnes of CO₂ emissions per year. Global Group also surveyed residents on their attitudes to climate change and energy use, finding that younger residents were most likely to be aware of the impact of CO₂ on the environment.
- The Haringey Wheely Tots group were awarded £3,000 to carry out a project that recruited eight cycling ambassadors to take the two-day Cytech Home Mechanic course and the four-day National Cycle Instructor Training. The ambassadors connected with three schools and children's centres to work more extensively on the project. They have also attended community events to share advice and

encourage members of the public to cycle. One ambassador said, *"I'm bursting at the seams to share my new understanding with people, to help them feel safe, confident and eager to cycle around."*

- The Friends of Chestnut Park group was awarded £1,000 to improve the pedestrian route for pupils and parents going to St Ann's School. This enabled them to provide a gate in the park fence and associated paths so that people could cross Blackboy Lane at the controlled crossing. The aim is to encourage more walking and cycling to the school by making it a safer and more enjoyable experience.

'Go Green' – Green Chestnuts Eco Urban Lifestyle Festival

On Friday 27th September 2019 the Green Chestnuts Eco Urban Lifestyle Festival was held at the Chestnuts Community Centre in Tottenham. The event took place to coincide with the Global Climate Strike where millions of people around the world walked out of schools, workplaces and homes to join young climate strikers on the streets and demand more urgency on climate change.

The festival had stalls, live demonstrations and innovative workshops all with the intention of promoting friendly, sustainable, natural local products and services.

Muswell Hill Sustainability Group

Muswell Hill Sustainability Group's (MHSG) work extended its range from well-established home energy efficiency events into exploration of sustainable food production and participation in global climate change campaigning.

The sixth Green Open Homes event In November 2018 welcomed over 100 visitors to gain inspiration for energy-saving action. An energy advice evening and household thermal imaging surveys carried out by request provided further support.

MHSG events also explored energy-saving strategies at community and global level. A film shown in February about a former mining village in France demonstrated how successful transitions to a low carbon economy can be achieved. By contrast Imperial College Senior Policy Fellow Neil Hirst was expert speaker on 'Global Politics of Sustainable Energy' at a meeting in November.

This year MHSG introduced a new Carbon Calculator tool at community events. This tool enables residents to compare their carbon generation from household energy use, driving, flying and meat-eating with the UK average.

In April local food suppliers Eco Cuisine and Riverford Organics supplied a feast for both mind and body with talks and samples at a 'Celebration of Sustainable Eating' event, with

advice from the Olio app's representative about passing on surplus food to prevent waste. Food waste on a larger scale was the subject of local photo-journalist Chris King's illuminating talk and slide show in September.

MHSG formed a local affinity group to support the international Extinction Rebellion actions demanding urgent Government action on climate change. In April and October members staged 'Die-ins' in Muswell Hill and leafletted the public in Highgate and Bounds Green to highlight the large-scale actions in central London.

<https://mhsgroup.org/>



19: local residents at a MHSG Green Open Homes Event

En10ergy

En10ergy limited is a social enterprise set up by the Muswell Hill Sustainability Group and is a member of [Community Energy London](#) and [Community Energy England](#). Their aims are to promote and invest in local renewable energy and to encourage and facilitate the reduction in carbon emissions and waste by households, businesses and community buildings in the Muswell Hill, Hornsey and Wood Green areas. They have around 140 investors, the vast majority of whom live in Haringey. They currently own solar photovoltaic arrays on the Marks and Spencer store on Muswell Hill Broadway (100 panels) and the Methodist Church in Muswell Hill on Pages Lane (39 Panels).

Recently, they have installed more panels at Woodside High School in White Hart Lane and Fortismere School in Muswell Hill. They work alongside local installers and with the Council to deliver their projects.

Earlier this year, En10ergy raised £9,000 in a community share offer to install 105 panels at Fortismere School. These panels were installed in April and will save the school approximately £25,000 over 20 years and 16 tonnes of carbon per year.

As well as installing solar panels they have been involved in negotiating bulk deals with suppliers of energy saving measures such as insulation; making householders aware of local grant schemes to allow them to implement measures as cheaply as possible; and raising awareness in the wider community.

In total, their installations are now producing 75,000kWh each year, reaching 290,000kWh of energy generated to date.

<https://en10ergy.org.uk/>

Wolves Lane Centre

Local community growers have established an innovative food growing hub at the Wolves Lane Horticultural Centre site. The site is managed by OrganicLea (a workers' cooperative), Ubele (an African diaspora led intergenerational social enterprise) and CropDrop (a not-for-profit organisation). This helps make sure the site is utilised by and reflective of the diverse community that it exists within and is intended to serve.

Since 2018, Ubele led a successful grant bid to Power to Change – securing £14,898 to support the development of Wolves Lane as a community business. This has enabled Wolves Lane to provide a regular community market at the hub and to formalise the consortium structure of local organisations.

Wolves Lane has been leading the way in offering volunteering and training opportunities in providing education in growing local and sustainable produce. They also help visitors to the centre understand the significance of food miles, growing produce with limited space and the importance of rainforests.

From within the Wolves Lane site several commercial activities operate. For example, Wolves Lane Flower Company grow seasonal flowers for weddings, events and local delivery.

Furthermore, in December 2018, £16,000 was raised to replace the broken gas heating with solar panels (31 in total) so that renewable energy can be used to heat one of their

greenhouses and the café. This was installed in June 2019. Since installation the panels have saved over 2,000 kilograms of carbon emissions. Other measures have included using wood chip piles under greenhouses to heat them in the winter months. All of these measures help to reduce carbon emissions from the site.

They open the site to the public every Sunday between 12-4pm, offering people an opportunity to meet the site users and see the latest developments.

<https://wolveslane.org/>

Future Plans

Haringey Climate Action Plan

Once the Haringey Climate Action Plan has been published work will begin on implementing the necessary steps outlined in the report to achieve our zero-carbon goal. This work will commence immediately and be ongoing.

Discussion has begun with service areas within the Council to make sure that their priorities reflect the new zero-carbon target.

The plan will be reviewed and updated to ensure that the targets remain realistic and ambitious.

To make sure that this ambitious goal is achievable, the Council will be lobbying for more resources and for legislative and financial powers to be in local hands.

Publication online is scheduled for March 2020, with engagement to take place later in the summer and full adoption aimed for the end of 2020.

School Streets

Since the implementation of Haringey's first school street at Lordship Lane, the Council has begun investigating which other schools in the borough would benefit from a school street. An action plan is being drafted, which will be released in 2020. This will assess all of the primary schools in the borough to see where the next school streets should be. The Council has put £3 million funding over 5 years into its Medium-Term Financial Strategy, which is going to cabinet in February 2020, to deliver this.

Buying green electricity for the Council

The Council has been continuing to review its new contract on the purchasing of the Council's electricity. A new contract will begin in April 2020 and will move the Council's

Corporate Buildings and schools who purchase through the Council's electricity contract onto a renewable tariff. This was agreed by Cabinet in November 2019.

Cycling and Walking Strategy

The Cycling and Walking Strategy is currently under development. The final strategy will detail actions the Council will be taking to increase cycling and walking in the borough. This will support the broader aims of improving air quality, health and reducing car use in Haringey.



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REPORT OF STANDARDS COMMITTEE 3/2019/20**FULL COUNCIL 19 March 2020**

Chair: Councillor Opoku

1. INTRODUCTION

Full Council is being asked to revoke the Members Allowances Scheme for 2019/20 as of 31st March 2020; and to approve a new Members Allowances Scheme for the municipal year 2020/21 as set out in the recommendations below and to take effect from 1st April 2020.

- 1.2 Full Council is also being asked to approve the appointment of Lisa Klein as an Independent Person, and Stephen Ross as Secondary Independent Person to the Standards Committee. This is under s28(7) of the Localism Act 2011 for a period of 2 years commencing 1st July 2020 and ending on 30th June 2022; Full Council is further asked to approve the allowance paid per annum to the Independent Person, and Secondary Independent person at £1250.00 and £250.00 respectively.

2. MEMBERS' ALLOWANCES 2020/21

- 2.1 The Standards Committee has the Constitutional responsibility for considering and recommending changes to the Member's Allowance Scheme (the Scheme), to Full Council for adoption.
- 2.2 At our meeting on 25th June 2019, we agreed to instigate a review of the Scheme. The stated focus was to be on the functions and responsibilities of Council Committees, together with the volume and complexity of their decision making to ascertain whether the SRA's provided to the Leader, Cabinet Members, Committee chairs, Vice-Chairs and Scrutiny Panel Chair's reflects the allocated allowance. We agreed that the review would be supported by an independent adviser to the Committee, and Richard Penn - an LGA Senior Associate - agreed to provide independent advice and support to the review.
- 2.3 To provide an evidence base for the review, a questionnaire was compiled and distributed to all councillors to respond to within a 4 week window. This sought comments on the existing scheme, and sought views on the changes that were needed. In addition, Mr Penn met with councillors, including both party group leaders and chief whips over a two day period, to obtain their views and respond to questions about the review. Information was also collated on the work of committee chairs outside of chairing meetings as well as information on the work of Leader and Cabinet Members. Further desktop research was considered by Mr Penn, including information on neighbouring borough schemes and the IRP [Independent Remuneration Panel] recommendations for Member's Allowances published in 2018.

- 2.4 We received Mr Penn's report at the Committee meeting on the 23rd January 2020, and considered the draft findings. We provided comments to him at the meeting relating to the responses to the SRA for the Deputy Leader of the Opposition, and the Regulatory Committee Chair's Allowance. We also requested the addition of information relating to the average cost of Members' Allowance for all London boroughs, per council and per councillor be included.
- 2.5 Our comments were incorporated into a final report considered at the Committee meeting on the 2nd March 2020. We were asked to consider the recommendations attached at appendix 1 which were seeking agreement to the response to the recommendations set out at appendix 3.
- 2.6 In order to make our decision, we referred to the recommendations of the independent review and further took account of the financial information on the cost of revising the Scheme for 2020/21 and for 2021/22. We agreed that the review of the Scheme had been thorough and detailed and commended Mr Penn, for providing a wider insight into the roles and responsibilities of members receiving an SRA. We agreed the report was educational and was a valuable document for the Council to refer to currently, and in the future, when considering the role of members, the decision making structure of the Council and the SRA scheme. However, a majority of the Committee expressed difficulty with recommending increases to SRA's in the current economic environment.
- 2.7 We discussed why some of these financial concerns had not been expressed earlier when the independent review had been commissioned at a cost and the draft findings presented at the January meeting. It had not been possible to foresee what the outcome of the review, at the start of the process, and to provide a financial limit as this may have interfered with the independence and the need to have an evidence based review. Also, from wider discussion with members, there had been some inclination that there would be proposals to decrease SRAs as well as increase them. However, no decreases had been proposed, which would mean all proposed increases would incur extra costs. Mr Penn advised that there had been few calls for a decrease in any SRA in the consultation process.
- 2.8 Reference was made to the Independent Adviser's questionnaire findings at appendix 3 of the independent report which detailed responses to whether each SRA was 'too low', 'fair' or 'too high'. A majority of responses indicated that the allocation was 'fair' rather than 'too low' or 'too high', providing reasons for no change to the scheme.
- 2.9 We further emphasised that this was not a rejection of the report from Mr Penn, but some members felt that it was not appropriate to adopt the proposed increases to certain SRAs in the current

economic climate, following a general election, when there was still the potential for local government to make reductions in spend.

2.10 We acknowledged the merits of the Member remuneration arrangements in Wales for unitary authorities and town and community councils. We also noted that this would be a useful model to consider in London, whilst acknowledging it would be difficult to amalgamate a Member Allowance Scheme across all the London Councils, as all had different structures with different political agendas. However, representations could be made on taking forward such a model.

2.11 In conclusion, we could not all agree to recommend to Full Council the changes set out in appendix 3 of the Scheme, but did agree that a revised scheme be approved in March 2020 to take effect from 1st April 2020 for the municipal year 2020/21 as detailed below.

2.12 However, with regards to recommendation 2 on the independent report attached at appendix 2, that “the Basic Allowance payable in 2020/21 remains at £11,026 per annum, and that this payment is index linked to the local government staff pay award for 2020 when it is finalised later this year”. We considered this increase appropriate. There was some questioning of this position, as the increase would have a similar cost to increasing the SRA’s. The majority of the Committee felt that this was justifiable and should be adopted. Given the uncertainty of the potential percentage increase and timing of this decision, it was agreed that this be capped at 2% and be payable in the 2020/21 municipal year. We thanked the Independent Advisor, Richard Penn, for his work and contribution to the Committee.

3. WE RECOMMEND

That Full Council:

- 3.1 Revoke the Members Allowance Scheme for 2019/20 as of 31st March 2020;
- 3.1.1 Approve the new Members’ Allowances Scheme for the municipal year 2020/21 as set out on pages 28 to 36 of the attached report at appendix 2, and subject to the date change, to take effect from 1st April 2020;
- 3.2 Agree, that the Members Basic Allowance percentage increase is to be index linked to the local government officer pay percentage increase, capped at 2% to be reduced if a lesser percentage is agreed, and to be paid in the 2020/21 municipal year once the staff pay award has been finalised.

4. Appointment of Independent Persons under section 28(7) of the Localism Act 2011 (to support the operation of the Code of Conduct by the Standards Committee) from 1st July 2020 to 30st June 2022

- 4.1 We considered a report recommending the appointment of Lisa Klein as Independent Person and Stephen Ross as Secondary Independent Person under section 28(7) of the Localism Act 2011, to support the operation of the Code of Conduct by the Standards Committee. We noted that Independent Persons appointed to this position may also be appointed to a panel convened to consider a proposal to dismiss a Statutory Chief Officer under the Local Authorities (Standing Orders) (England) Regulations 2015.

WE RECOMMEND

That Full Council:

- 5.1 Approves the appointment of Lisa Klein as Independent Person, and Stephen Ross as secondary Independent Person under s28(7) of the Localism Act 2011 for a period of 2 years commencing 1st July 2020 and ending on 30st June 2022;
- 5.2 Approves the allowance to be paid to the Independent Person, and Secondary Independent person at £1250.00 and £250.00 per annum respectively.

Report for: Standards Committee 2nd March 2020

Title: Independent Review of Members Allowances 2020/21 and recommendations to Full Council on the final scheme

Report

Authorised by: Bernie Ryan – Assistant Director of Corporate Governance & Monitoring Officer

Lead Officer: Ayshe Simsek – Acting Democratic Services & Scrutiny Manager

Ward(s) affected: N/A

Report for Key/

Non Key Decision: Non Key

1. Describe the issue under consideration

- 1.1 This Committee has the Constitutional responsibility for considering and recommending changes to the Member's Allowance Scheme (the Scheme), to Full Council for adoption.
- 1.2 At its meeting on 25 June 2019, the Committee agreed to instigate a review of the Scheme. The stated focus was to be on the functions and responsibilities of Council Committees, together with the volume and complexity of their decision making to ascertain whether the SRA's provided to the Leader, Cabinet Members, Committee chairs, Vice-Chairs and Scrutiny Panel Chair's reflects the allocated allowance. It was agreed that the review would be supported by an independent adviser to the Committee, and Richard Penn - an LGA Senior Associate - agreed to provide independent advice and support to the review.
- 1.3 At its meeting on 23rd January 2020, the Committee considered a draft report from the independent advisor on his findings and recommendations for the Member's Allowances Review.
- 1.4 Since the Committee meeting in January 2020, the draft report at Appendix 1 has been updated following agreed actions at the meeting to include details of the questionnaire responses in relation to the SRA for the Deputy Leader of the Opposition, and the Regulatory Committee Chair Allowance. The final report also provides a wider understanding of the average SRA spend in the London Local Authorities, per Council and per councillor.
- 1.5 Section 8 of this officer report contains further Finance comments arising from support given at the January 2020 Committee meeting to the recommendation on index linking SRA's, Basic Allowances and Mayoral Allowances to local government officer pay increases.

- 1.6 The meeting of Full Council on 16th March 2020 will need to revoke the existing scheme, and agree a new Scheme for 2020/21. The document at Appendix 2 has been compiled in response to the recommendations of the independent review for consideration and agreement. This appendix sets out the changes to the proposed new Scheme, should all of the recommendations from the independent review be taken forward.

2. Cabinet Member Introduction

Not applicable

3. Recommendations

- 3.1. To agree the response to the independent advisor's recommendations as set out in Appendix 2, and
- 3.2. To refer the Member's Allowance Scheme to Full Council for adoption on 16th of March 2020

4. Reasons for decision

- 4.1. The Council has a legal duty under the Local Authorities (Members Allowances) (England) Regulations 2003 to adopt a Members' Allowances Scheme before the end of each year to cover the following year. The Council can amend a scheme at 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.
- 4.2. At its meeting on 23rd of January 2019, the Committee agreed that an independent review of Members Allowances be taken forward, and the independent advisor has been appointed to provide recommendations on the Scheme. The Committee considered the draft report and recommendations at its meeting on 23rd January 2020, and the report updated accordingly. Appendix 2 sets out the new scheme, taking forward the independent advisor's recommendations.

5. Alternative options considered

- 5.1 To not agree the response to the recommendations as set out at Appendix 2. In this situation, the Committee could choose to not agree the recommendations of the independent advisor's report and continue with the current scheme as referenced in the independent advisor's report at Appendix 1. The Committee would need to provide reasons for not taking forward the recommendations of the review.
- 5.2 To agree to some and not all of the recommendations would be contrary to the objective of the review which was to consider recommendations in relation to the Special Responsibility Allowances for the Leader, Cabinet Members, Committee Chairs, Vice-Chairs and Scrutiny Panel Chair's. If this

situation were to occur, the Committee would need to clearly set out which recommendation were being taken forward and which were not, and provide reasons for this in the report to full Council.

6. Background information

- 6.1 At its meeting on 25th June 2019, the Committee agreed the scoping document for the review of the Scheme.
- 6.2 Since this meeting, Richard Penn, an LGA Senior Associate, has been commissioned to provide independent support and advice to the Committee. Mr Penn has completed a number of reviews of Members Allowances in the recent past, and also chairs the Independent Remuneration Panel for South Derbyshire Council. In January 2008 he was appointed by the Minister for Local Government as the Chair of the Independent Remuneration Panel for Wales, a post he held until the end of 2015. The Panel was responsible for setting the remuneration arrangements for all 22 unitary councils in Wales, for also the four Fire and Rescue Authorities and the three National Parks in Wales. It was also responsible for setting remuneration for the 750 plus Town and Community Councils in Wales.
- 6.3 Mr Penn has been provided with information on the Council in the form of the boundary commission review submission on council size, and previous Standards and Full Council reports on the Scheme.
- 6.4 Following Mr Penn's advice, Democratic Services compiled a questionnaire which was proposed for distribution to all Councillors. The purpose of the questionnaire was to obtain the views of Councillors regarding the Council's current Scheme. The questionnaire was revised following the Committee's comments at its meeting on 14th October 2019, and distributed to all councillors to respond to within a 4 week window. In addition, Mr Penn was available to meet with councillors, including both political leaders and Chief whips, over a two day period, to obtain their views and respond to questions about the review. Information was also collated on the work of committee chairs outside of chairing meetings as well as information on the work of Leader and Cabinet Members.
- 6.6 Following consideration of this information and comparative data on Member's Allowances, a draft report was compiled by Mr Penn for consideration and comment at the Committee meeting on 23rd January 2020. He was also in attendance at the meeting to present his report, and take questions.
- 6.7 In response to queries around the Mayoral allowance, Mr Penn advised that the Mayoral allowance was determined by the Council and an in-depth comparative research was not conducted specifically around the Mayoral allowance and responsibility. Mr Penn informed the Committee that the London Council's Independent Panel was specific in advising that Members should only be paid one extra allowance, but this was not specified for Mayors; therefore, technically the Mayor could be paid a Mayoral allowance

and an SRA allowance. However, it was also noted that not more than 50 percent of Councillors were allowed an SRA.

- 6.8 With regards to the proposed recommendation relating to an increase in the SRA of the Chair of OSC, Mr Penn had concluded from the evidence gathered that this position had a similar level of responsibility and impact as Cabinet Members, thus it was appropriate to recognise the key role of the Chair of OSC within the Council structure. Furthermore, the findings of the Members Questionnaire showed that several Members suggested that the SRA for the Chair of OSC should be aligned with the SRA for Cabinet Members.
- 6.9 The Committee requested a breakdown of the average cost of Members' Allowance for all London boroughs, per council and per councillor be included in the final report and this is now included.
- 6.10 The independent advisor included a recommendation index linking the Basic Allowance, SRAs and Civic Allowances to be increased annually by the same percentage applied to the pay of local government staff, and that any increases become payable in each following municipal year. The decision on increasing local government officers pay for 2020 is late and expected in April 2020 so this recommendation would mean that, were there any percentage increases agreed for staff, this rate for application to the basic allowance, SRAs and Mayoral allowances would be put forward to full Council to agree in March 2021 for the 2021/22 year. Comments on this recommendation from Finance are at paragraph 8.3 of this report.
- 6.11 The Committee requested that the final report includes the questionnaire responses in relation to the SRA for the Deputy Leader of the Opposition, and the Regulatory Committee Chair's Allowance.

7. Contribution to strategic outcomes

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

- 8.2 The recommendations put forward various increases for SRA's and if these were to all be accepted for 2020/21, it would require making an additional £24,450 available in the Members expenses budget allocation. This figure includes the additional costs associated with employer national insurance contributions.
- 8.3 The Independent Advisor's report also includes a recommendation for the Basic Allowance, SRAs and Civic Allowances to be increased annually by the same percentage applied to the pay of local government staff and that any increases become payable in each following municipal year ie the staff

percentage increase agreed in 2020 would be considered for addition in the March 2021 for the 2021/22 year . The pay increase for local government staff is not expected to be agreed until April 2020. Taking account previous year's increases, if the pay increase were 2%, this would require making an additional budget allocation of £24,180 for 2021/22. If the percentage increase was more than 2% this figure would also increase.

8.4 There is currently no capacity within the existing budget for Members Allowances to accommodate the financial impact of these proposals. If the Standards Committee were minded to recommend that Full Council agree to accepting both recommendations concerning SRA increases and index linking to local government officers pay increases for implementation, earlier, in 2020/21 this would require a total additional budget allocation of £24,450 for 2020/21 and a further £24, 180 [this is based on a 2% increase] ; a total increase of circa £48,700 for Member Allowances.

8.5 Members would have to commit to addressing the 2020/21 funding issue as part of the Council's live budgeting with the full increase being resolved through the 21/22 Budget and Medium Term Financial Strategy process.

8.4 Legal

8.5 Legal Services have reviewed the scoping report, and their comments have been included.

8.6 Equality

N/A

9. Use of Appendices

Appendix 1 Final Report of the Independent Advisor
Appendix 2 Proposed Member's Allowance Scheme 2020/21

10. Local Government (Access to Information) Act 1985

10.1 The Council Constitution which can be found at;
<http://www.haringey.gov.uk/local-democracy/about-council/council-constitution>

10.2 IRP Member's Allowances 2018

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Review of the Members Allowances Scheme

London Borough of Haringey

**Richard Penn
Senior LGA Associate**

January 2020

1 Introduction

- 1.1 I was commissioned in September 2019 by LB Haringey through the Local Government Association to review the Council's Members Allowance Scheme. The Council has a legal duty under the Local Authorities (Members Allowances) (England) Regulations 2003 to adopt 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.
- 1.2 The Standards Committee at LB Haringey has the responsibility for considering and recommending changes to the Members Allowance Scheme to full Council for adoption. The Standards Committee agreed in January 2019 that an independent review of the Members Allowance Scheme should be carried out, focusing on the functions and responsibilities of Council Committees together with the volume and complexity of their decision making to ascertain whether the SRAs currently provided to the Leader, Cabinet Members, Committee Chairs, Vice-Chairs and Scrutiny Panel Chairs reflected the responsibilities and demands placed on the SRA holders. It was agreed that the review would be supported by an independent adviser to the Committee and, as a Senior LGA Associate, I have provided independent advice and support to the review. I have undertaken a number of reviews of Members Allowances in the recent past and I also chair the Independent Remuneration Panel for South Derbyshire Council. In January 2008 I was appointed by the Minister for Local Government as the Chair of the Independent Remuneration Panel for Wales, a post held until the end of 2015. That Panel is responsible for setting the remuneration arrangements for all 22 unitary councils in Wales, for also the four Fire and Rescue Authorities and the three National Parks in Wales. It is also responsible for setting remuneration for the 750 plus Town and Community Councils in Wales.

2 Terms of reference for the review

2.1 The Standards Committee commissioned the review of the current Members Allowance Scheme with the following terms of reference:

- an independent review of the Members Allowance Scheme to be undertaken between July 2019 and March 2020 for implementation in the 2020/21 municipal year
- the review should include an analysis of roles and responsibilities with a 'benchmarking exercise' to ensure that the Borough is in line with comparator Boroughs in its provision of SRAs
- the key purpose of the review was to ensure that members are appropriately remunerated and to address any inequalities and disparities in the allocation of SRAs. Differences had been noted in the Leader's allowance in proportion to Cabinet Member allowances, the perceived higher number of Committee meetings chaired and attended by some members in comparison to other committees where an SRA was payable
- whether an annual percentage uplift of Allowances to correlate with the equivalent annual cost of living award for local government staff should be introduced
- whether the Mayoral Allowances should remain as separate statutory provisions in the Members Allowance Scheme (under Section 3 and 5 of the Local Government Act 1972)
- the review should have regard to the recommendations of the Independent Remuneration Panel. The Local Authorities (Members' Allowances) (England) Regulations 2003 ('the Regulations') authorise the establishment by the Association of London Government (now London Councils) of an independent remuneration 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 and the Panel published its most recent report in 2018
- the review would operate under the principle that any changes proposed must be evidence based.

2.2 The Standards Committee required a draft report on the review to be considered at its meeting in January 2020, and a final report to its March 2020 meeting with recommendations for any changes to the current Scheme to be made to the full Council at its meeting in March 2020 for implementation in the 2020/21 municipal year.

2.3 The review was to be publicised in the 'Members Area' web page and the Members Newsletter. The outcome of the review will be published on the Council's website once completed.

3 Process and methodology for the review

3.1 It was made clear when I was commissioned to undertake the review that the review had to be genuinely independent with no presumptions about the outcome. It was also clear that any findings and resulting recommendations for any changes to the current Scheme had to be evidence based and that all members of the Council needed to be given the opportunity to contribute their own views in the review process.

3.2 The evidence sources used for the review included:

- data on the number of meetings attended by members
- the Council's submission to the Boundary Commission setting out the business case for maintaining 57 councillors
- the recent review of Scrutiny Functions
- the Independent Panel Report 2018 – '*The Remuneration of Councillors in London*'
- the review of Members Allowances carried out in 2017-18
- the responses to an all member questionnaire. Democratic Services produced a questionnaire (Appendix 3) that was distributed to all Councillors. The purpose of the questionnaire was to obtain the views of Councillors regarding the Council's current Members Allowance Scheme, particularly in relation to SRAs. Councillors were able to indicate the level of appropriateness of the SRAs for each of the roles under the current Scheme, and also set out their views on the current scheme. The first two questions were designed to give a quantifiable summary of the roles, duties and workload of Councillors to assess the appropriateness of the current Allowance Scheme. 30 members of the Council completed and returned the questionnaire, a participation rate of over 50%. Appendix 4 provides a summary of the key results of the questionnaire survey.
- I attended a meeting of the Standards Committee on 14 October 2019 to discuss the review and to obtain the views of Standards Committee members on the draft questionnaire of members
- I held one to one meetings with the Chair of Standards Committee, the Leader of the Council and the Leader of the Opposition
- all members of the Council were offered the opportunity to meet with me on a one to one and confidential basis. A range of alternative times including in the evening period was offered for these meetings and in the event I met with a further 12 members additional to my meetings with the Chair of Standards Committee, the Leader of the Council and the Leader of the Opposition. A number of members also sent emails setting out their views.

4 The Haringey context

- Haringey is a Borough in the north of metropolitan London and has a total resident population of 270,600 residents
- 22.3% of the population are aged under 18, and 10.1% of the population are aged 65 and over. In England overall, 21.4% of the population are aged under 18 and 18.2% are aged 65 and over
- 39.5 % of the population are from a black or minority ethnic (BME) population, and 65.3% of the population described themselves as non-white UK (i.e. not white British, English, Northern Irish, Scottish, or Welsh) at the last Census (2011). This compares to a BME population of 14.6% and a non-white UK population of 20.3% for England as a whole. 7.2% of the population report that they cannot speak English well or at all
- the Indices of Deprivation (IMD, 2015) combine a range of economic, social and housing indicators to provide a measure of relative deprivation, i.e. they measure the position of areas against each other within different domains. A rank of 1 indicates highest deprivation. Haringey is ranked 24 out of 152 local authorities in England on overall deprivation and is ranked 25 out of 152 local authorities on income deprivation
- Haringey has an Income Deprivation Affecting Children Index (IDACI) score of 0.287 (2015). This measures the proportion of all children aged 0 to 15 living in income deprived families. The average for All London Boroughs (excluding the City) is 0.241
- Furthermore, Haringey has an Income Deprivation Affecting Older People Index (IDAOPI) score of 0.318 (2015). This measures the proportion of all those aged 60 or
- the median gross weekly wage for employees living in Haringey is £654.1. This compares with an England wage of £574.9. Furthermore, 5.5% of working age people in Haringey are unemployed, compared with 4.2% nationally
- 3.6% of 16 to 18 year olds in Haringey are not in education, employment or training. This compares to an average of 3.0% for All London Boroughs (excluding the City)
- 59% of children in Haringey achieved 5 or more GCSEs at grades A* to C in 2014/15 including English and Maths. This compares with 57.7% for England. Among pupils eligible for free school meals, 41.5% achieved 5 or more GCSEs at grades A* to C including English and Maths in 2013/14, compared to 33.3% nationally. 75.6% of pupils in Haringey achieve a good level of development at the end of the academic year in which they turn five years old. This compares with 71.5% for England
- there are 98.30 total recorded offences (excluding fraud) per 1,000 population in over who experience income deprivation. The average for All London Boroughs (excluding the City) is 0.240

- 16.4 % of pupils attending nursery and primary schools and 20.3% of pupils attending secondary school in Haringey are eligible for and claiming free school meals. This compares with 15.7% of pupils attending nursery and primary schools and 14.1% of pupils attending secondary school for England as a whole
- there are 98.30 total recorded offences (excluding fraud) per 1,000 population in Haringey. This compares to an average of 82.32 for All London Boroughs (excluding the City).

5 Principles and purpose of a Members Allowances Scheme

5.1 The principles of a remuneration scheme

'Upholding trust and confidence'

Citizens rightly expect that all those who choose to serve in public authorities uphold the public trust by embracing the values and ethics implicit in such public service. The Principles underpin the contribution that the Scheme makes towards upholding public trust and confidence.

'Simplicity'

The Scheme should be clear and understandable. This is essential for all those who are affected by, or who have an interest in, the Scheme as well as the wider community

'Remuneration'

The Scheme provides for payment to members of the local authority who carry a responsibility for serving their identified communities of geography and of interest. The level of remuneration should not act as a barrier to taking up or continuing in post. There should be no requirement that resources necessary to enable the discharge of duties are funded from the payment. The Scheme should provide additional recompense for those who are given greater levels of responsibility.

'Diversity'

Democracy is strengthened when the membership of public authorities adequately reflects the demographic and cultural make-up of the communities served. The Scheme should encourage the participation of those who are significantly under-represented.

'Accountability'

Taxpayers and citizens have the right to receive value for money from public funds committed to the remuneration of those who are elected, appointed or co-opted to serve in the public interest. The Council should make information readily available about the Scheme and the activities of its members.

'Fairness'

As an essential test of the framework's fairness, the Scheme for the remuneration of members should have regard to the earnings of the electorate in the community. The Scheme should be capable of being applied consistently as a means of ensuring that levels of remuneration are fair, affordable and generally acceptable.

'Quality'

The complex mix of governance, scrutiny and regulatory duties incumbent upon members requires them to engage with a process of continuous quality improvement. Members should be prepared to undertake such training and personal development opportunities as are required by the Council to properly discharge the duties for which they are remunerated.

'Transparency'

Transparency of members' remuneration is in the public interest. The Scheme serves to ensure that knowledge of members' remuneration is made easily available to the public.

5.2 **The purpose of a Members Allowances Scheme**

The policy intention behind the requirement for a bespoke Members' Allowances scheme for each local authority is to enable and facilitate members' roles and responsibilities as far as practically possible while taking into account such factors as the nature of the Council, local economic conditions and good practice. The Scheme should seek to minimise financial barriers to public service so as to enable a wide range of people to become a councillor without incurring undue personal financial cost, and the Scheme should as far as possible recompense members for the time they devote to their role and to the responsibilities they carry.

5.3 **The role and work of councillors**

The Report in 2018 by the Independent Panel – *'Remuneration of Councillors in London'* referred to the independent review by the Local Governance Research Unit based at Leicester Business School of the role and work of councillors. That review pointed out that councillors oversee multi million pound budgets, balancing complex financial pressures at a time of severe cutbacks in local authority spending, making decisions which will affect their areas for decades to come. In London each Borough Council is responsible for services crucial to its residents. Each has a revenue budget of up to £1.4bn as well as a substantial capital programme. The scale of their turnover and other financial activities are in many instances comparable with those of large publicly quoted companies. Councillors are faced with unenviable choices. Demand for local authority services continues to grow. In particular, there is rapid growth in the number of old people with a corresponding increase in demand for social care. London itself faces acute housing problems. Councillors have an increased responsibility for health. Thus the strain on and competition for resources increase the demands made on elected members. The responsibilities and accountabilities are made clear after a tragedy like the Grenfell Tower fire. The Independent Panel commented in its report that the evidence confirms that the workload and responsibilities of councillors continue to increase and that their role has become more complex, and not only in the areas of social care, housing and health. There has been growth in the number of sub-regional meetings, partnerships and joint bodies (such as Boards for Health & Wellbeing and Safer Neighbourhoods) which require the commitment and time of leaders, cabinet members and front-line councillors. Partnership engagement makes great demands on councillors. There has been a marked increase in informal meetings, such as working groups, forums and community gatherings as well as

formal meetings like local authority companies. The expectations of the public continue to rise. While valuable to democracy, the use of social media adds to the pressure on councillors by increasing demands from their constituents in several different ways. Communication with councillors is not only easier but immediate. The public expects a speedy response, so that it is now more difficult for councillors in employment to deal with concerns as quickly as voters expect. Not only do social media make it easier for their constituents to get hold of councillors, but they also enable an isolated concern to become an organised campaign. Appendix 4 to this report is a 'profile' for a Councillor in London produced by the Independent Panel and included as an Appendix to its 2018 Report. It is a concise summary of the purposes and key tasks that are part of the role of the elected member in a London Borough.

5.4 During my meetings with members as part of this Review it was mentioned on more than one occasion that the allowances payable under the current Members Allowance Scheme are insufficient to encourage a wider range of people to stand for Council. Allowance Schemes are not designed for this purpose as they would need to be at levels so high that this would not be publically acceptable. Some interviewees were not comfortable with the concept of the Allowances scheme having this objective as it would be contrary to the public service ethos if individuals were standing for and remaining on the Council for income reasons. The desire to serve local communities and residents should be the prime motivation for being a councillor. However, it is increasingly difficult to recruit people representative of the local demography with the necessary experience who are prepared to stand for office as councillors. Though the low level of allowances was mentioned as a reason for this, a major disincentive is the time commitment required of a councillor. That time commitment (as well as finance) can make it difficult to combine the role with a job and a family life. As one councillor commented '*Serving on outside bodies means that I am working every day of the week, weekends too*'. The problem is exacerbated in London, where councillors are on the whole younger than in other parts of the country and often in employment. They also face substantially higher costs of living. Though the time commitment may be the main disincentive to service as a councillor, it is important that, as far as reasonably possible, financial loss does not prevent people from becoming councillors. Member allowances are not shown by polls to be something which influences councillors to take on the role, though they are instrumental in making it possible for some people to do so. Allowances should be set at a level that enables people to undertake the role of councillor, while not acting as an incentive to do so. If it is important that there are no financial incentives to being a councillor, it is equally important that there should not be a financial disincentive. It is clearly desirable that service as a councillor is not confined to those with independent means.

5.5 **The consequences of taking on additional responsibilities**

For those who take on the responsibilities for which a Special Responsibility Allowance is paid the additional time commitment is significant. The time commitment for what is sometimes described as a 'backbench' role is generally agreed to be the equivalent of up to 2 days a week. For those who accept roles as Chairs of Council Committees and Panels the additional time commitment is at least one day a week. Cabinet Members are required to commit at least an additional two days a week to manage their Cabinet and portfolio responsibilities, while the role of Leader of a Council like Haringey requires a full time commitment. The reality is that for Cabinet Members and the Leader of the Council

the role is more of less full-time and it would be impossible for the Leader in particular to have paid employment. So the allowances that are paid represent for many elected members the only source of income during the time they serve as councillors. Apart from the impact that the commitment to a senior Council role has on career development and lost opportunities for promotion for those who are in paid employment, there is no provision for 'parachute payments' to soften the financial blow for those who lose their paid positions, either as a result of losing their Council seat in a local election, a change of political control or because for one reason or another an SRA is no longer available to them. For many, there is also the loss of occupational pension during the time they are not able to have paid employment outside their Council role. The Local Government Pension Scheme is no longer available to elected members.

5.6 The Haringey Members Allowance Scheme

The current Scheme was approved by full Council on 18 March 2019. As well as an increase of 2% in the Basic Allowance in line with the anticipated pay settlement to council staff there were a number of amendments to the previous Scheme. There are now explicit provisions for maternity, paternity and sickness leave, and also express provision for adoption and shared parental leave. There were no changes to the SRA provisions in the Scheme as it had been agreed previously that there was to be a review of SRAs during the ensuing municipal year.

The current Scheme is set out in full at Appendix 1 of this report. The Scheme provides for a Basic Allowance of £11,026 per annum (including all travel within the M25) to be paid to all members of the Council to fulfil those duties for which the Basic Allowance is predicated, including preparing for and attending meetings, addressing constituents concerns, engaging with local communities, external appointments and other associated work including telephone calls, emails and meetings with officers.

The Scheme provides for annual Special Responsibility Allowances (SRAs) in six 'Bands' to be paid to those Councillors who take on certain additional roles. These SRAs are paid in addition to the Basic Allowance. The Scheme also provides for the allowances for the Mayor and the Deputy Mayor to be paid under separate statutory provisions (Section 3 and 5 of the Local Government Act 1972)

Band 4	-	Leader of the Council	-	£33,926
Band 3B	-	Cabinet Members (9)	-	£25,443
Band 3A	-	Chair of Overview and Scrutiny Committee	-	£23,134
Band 2B	-	Chief Whip, Chair of Regulatory Committee, Chair of Alexandra Palace and Park Board, Leader of the Principal Opposition	-	£16,965
Band 2A	-	Chairs, Scrutiny Panels (4)	-	£15,421
Band 1B	-	Chair of Combined Pensions Committee & Board	-	£8,482

Chair of Staffing & Remuneration Committee
 Chair of Standards Committee
 Chair of Corporate Committee
 Vice Chair of Regulatory Committee
 Leader of the second Opposition Group
 or Deputy Leader of the Principal Opposition
 Chief Whip of the Principal Opposition

Mayoral allowance	-	£16,965
Deputy Mayoral allowance	-	£4,328

As part of this Review the Council’s Democratic Services team carried out research on Members Allowances Schemes at a number of London Boroughs. The sources for this research included the Local Government Association website and the local authority websites, and in particular the Constitution of each of the local authorities and the information on Members’ Allowances Schemes and committees structure. The local authorities selected for the review had similar demographics to Haringey. And included Conservative controlled and Liberal Democrat controlled councils to ensure that there was a wide range of different types of councils for comparison. Additionally, a mixture of Leader & Cabinet and Committee forms of governance systems was chosen to ensure a wider comparison for the research.

Democratic Services compiled a comparative data table for allowances paid by the following London Boroughs:

- Leader and Cabinet governance model
 - Haringey Council (Labour majority)
 - Enfield Council (Labour majority)
 - Islington Council (Labour majority)
 - Camden Council (Labour majority)
 - Waltham Forest Council (Labour majority)
 - Southwark Council (Labour majority)
 - Westminster Council (Conservative majority)

- Committees governance model
 - Barnet Council (Conservative majority)
 - Richmond upon Thames Council (Liberal Democrat majority)
 - Sutton Council (Liberal Democrat majority)

The key findings of the research were:

- **Basic Allowance**
 - The current Haringey Scheme provides for a Basic Allowance of £11,026 per annum following an uplift of 2% in March 2019. The Independent Panel recommended a Basic Allowance of £11,045 in its 2018 Report and that this

should be pegged to the annual increase for local government employees. The views of most of those members that I interviewed and/or who completed the questionnaire is that the Basic Allowance should be index linked either to a relevant annual inflation figure or to the annual 'cost of living' award for local government employees, but that this is not the time for a major increase in Basic Allowance.

- **Leader of the Council**

- The Leader and Deputy Leader of Southwark Council have the highest SRAs in comparison to the other local authorities. The Leader of Southwark Council receives an SRA of £54,303, and the Deputy Leader of Southwark Council receives an SRA of £36,448.
- Waltham Forest Council provides the second highest SRA in comparison to the local authorities examined. The Leader of Waltham Forest Council receives an SRA of £51,000, and the Deputy Leader of Waltham Forest Council receives an SRA of £32,640.
- The Leader of Haringey Council receives an SRA of £33,926.
- Enfield Council provided the lowest SRA to the Leader (£26,364). However, Enfield Council provides the Deputy Leader an SRA of £15,828, whereas Haringey, Islington and Camden Council do not provide SRAs to the Deputy Leader.

- **Cabinet Members**

- Southwark Council has 9 Cabinet Members (similar to Haringey Council), and its Cabinet Members receive the highest SRA in comparison to the other local authorities examined as part of the review. The Cabinet Members at Southwark Council each receive an SRA of £36,448. Cabinet Members at Haringey each receive an SRA of £25,443
- In relation to the local authorities reviewed that follow the Leader and Cabinet model, the Cabinet Members of Westminster Council receive the lowest SRA of £11,000 for each of the 8 Cabinet members (excluding the Deputy Leader, who receives a higher SRA of £19,000).

- **Other SRAs**

- the Chief Whip of the Majority Group at Haringey Council receives the highest SRA (£16,965) in comparison to the local authorities selected. Not all of the comparator London Boroughs pay an SRA to the Chief Whip of the Opposition, and Haringey pays the highest (£8,482).
- the Chair of the Regulatory Committee at Haringey Council receives the highest SRA (£16,965) in comparison to the local authorities selected although any comparison is complicated as the majority of comparator Boroughs have

Chairs of both Planning Committee and Licensing Committee. Of the selected Labour majority Councils, only Haringey Council and Waltham Forest Council provide SRAs to the Regulatory Committee Vice-Chairs. However, Haringey Council provides almost double the SRA to the Regulatory Vice-Chair (£8,482) in comparison to Waltham Forest Council (£4,590)

- Haringey Council's Overview and Scrutiny Chair receives the second highest SRA (£23,134). The Overview and Scrutiny Chair at Southwark Council receives the highest SRA at £24,547, and Richmond upon Thames Council provides the OSC Chair equivalent (Chair of Policy & Performance Review Board) the lowest SRA at £5,100.
- Only Islington (£3,255) and Southwark (£9,064) pay SRAs to those other than the Chair of the O&S Committee for scrutiny involvement so Haringey (£15,421) pays the highest SRAs to Scrutiny Panel Chairs.
- The Leader of the Principal Opposition Group at Haringey receives the third highest SRA (£16,965) with the highest SRA paid to the Leader of the Opposition at Waltham Forest (£18,035) and the lowest (£9,000) at Westminster City Council.
- The Deputy Leader of the Principal Opposition Group at Haringey receives an SRA of £8,482. None of the comparator Boroughs appears to remunerate a similar role.
- The Chair of the Combined Pensions Committee and Board at Haringey receives an SRA of £8,482. Not every comparator Borough has a Pension Committee but of the 7 Boroughs that pay an SRA in connection with pension responsibilities only LB Barnet pays a higher SRA (£15,333) than Haringey with most paying significantly less.
- The Chair of the Staffing and Remuneration Committee at Haringey receives an SRA of £8,482. None of the other comparator Boroughs pays an SRA to the Chair of a Staffing and Remuneration Committee as they do not have such a Committee or equivalent.
- The Chair of the Standards Committee at Haringey receives an SRA of £8,482. Of the comparator Boroughs only Westminster (£3,060) other than Haringey has a stand-alone Standards Committee for which an SRA is paid.
- The Chair of the Corporate Committee at Haringey receives an SRA of £8,482. Nearly all of the comparator Boroughs has a Committee with similar terms of reference to Haringey's Corporate Committee but this is normally described as an Audit/Risk Management Committee. Enfield (£8,442) and Westminster (£8,160) pay similar SRAs to Haringey while Sutton (£9,700), Waltham Forest (£10,200) and Barnet (£15,333) pay more.

- **Civic allowances**

- The Scheme provides for an allowance of £16,965 to the Mayor of the Borough. This is the third highest mayoral allowance paid by the comparator authorities with only Southwark (£24,547) and Enfield (£17,788) paying more.
- The Scheme provides for an allowance of £4,328 for the Deputy Mayor. Again, this is the third highest mayoral allowance paid by the comparator authorities and only Southwark (£9,064) and Enfield (£5,876) pay more.

5.7 Research was also commissioned into the average cost of the Members Allowance Schemes in a number of neighbouring London Boroughs:

- the total Members Allowances paid in 2018/19 in Haringey was £1,106 million. There are 57 councillors so the average cost per councillor in Haringey was £19,403
- the total Members Allowances paid in 2018/19 in Waltham Forest was £1,205 million. There are 60 councillors so the average cost per councillor in Waltham Forest was £20,083.
- the total Members Allowances paid in 2018/19 in Islington was £889,000. There are 48 councillors so the average cost per councillor in Islington was £18,520
- the total Members Allowances paid in 2018/19 in Enfield was £1,000,000. There are 63 councillors so the average cost per councillor in Enfield was £15,873
- the total Members Allowances paid in 2018/19 in Camden was £832,000. There are 53 councillors so the average cost per councillor in Camden was £15,698

The table below sets out the average cost of Members Allowances in London Local Authorities for 2018-19

AVERAGE COST OF MEMBERS' ALLOWANCE IN LONDON LOCAL AUTHORITIES (period 2018-19)			
London Boroughs	Total cost of Members' Scheme from budget	Total number of Councillors	Average cost per councillor
Barking and Dagenham	£856,000	51	£16,784
Barnet	£1,010,000	63	16,031
Bexley	£662,000	45	£14,711
Brent	£1,160,000	63	£18,412
Bromley	£1,090,000	60	£18,166
Camden	£832,000	53	£15,698
Croydon	£1,225,075	70	£17,501
Ealing	£1,020,000	69	£14,782.
Enfield	£1,000,000	63	£15,873
Greenwich	£771,762	51	£15,132
Hackney	£1272,000	57	£22,315
Hammersmith and Fulham	£820,000	46	£17,826
Haringey	£1,106,000	57	£19,403
Harrow	£827,000	63	£13,126
Havering	£929,598	54	£17,214
Hillingdon	£1,134,000	65	£17,044
Hounslow	£901,000	60	£15,016
Islington	£889,000	48	£18,520
Kensington and Chelsea	£1,137,000	50	£22,740
Kingston upon Thames	£668,000	48	£14,333
Lambeth	£1,215,000	63	£19,285
Lewisham	£1,023,000	54	£18,944
Merton	£728,000	57	£12,771
Newham	£1,191,000	63	£18,904
Redbridge	£922,000	63	£14,634
Richmond upon Thames	£676,000	54	£12,518
Southwark	£1,324,831	63	£21,029
Sutton	£898,000	54	£16,629
Tower Hamlets	£804,373	46	£17,486
Waltham Forest	£1,205,000	60	£20,083
Wandsworth	£1,066,00	60	£17,766

Westminster	£964,000	60	£16,066
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6 The findings from the review

- 6.1 It is widely accepted that the role and work of a councillor anywhere in England can be challenging and demanding, and that this is undeniably the case in London as the report of the Independent Panel referred to at paragraph 4.3 above makes clear. The evidence I have collected as part of this Review also shows that the role and work of a councillor in Haringey is particularly challenging and demanding given the demographics of the Borough as set out in paragraph 3 above.
- 6.2 It is undeniable that there is a strong case that councillors generally and in Haringey in particular deserve better remuneration to reflect both the workload and responsibilities that many of them carry for relatively little reward. However, it is also accepted that whilst the case may be strong there is insufficient justification for a major uplift of allowances across the board, not least at a time of continuing austerity and in a Borough which is ranked 24 out of 152 local authorities in England on overall deprivation and 25 out of 152 local authorities on income deprivation. It is also a relevant fact that Haringey already spends more per councillor on member allowances than most of the neighbouring London Boroughs.
- 6.3 Nevertheless, although it is not the right moment to revise the Member Allowance Scheme with a general uplift across the Board, it is clear from the review that there are a number of inequalities and disparities in the allocation of SRAs in the Haringey Scheme that need to be addressed. My conclusions and any recommendations for increasing specific SRAs in Section 7 of my report are based on all the evidence that I have collected including the comparator information from other Boroughs, interviews with members, the questionnaire survey results, the information about the roles and responsibilities of SRA holders and my judgements as the independent expert. They are also a reflection of the particular circumstances that apply in Haringey. I am also very conscious of the financial situation and the acceptability of increasing expenditure on members allowances at a time of continuing financial constraint, but the financial implications of my recommendations are very modest amounting to less than an additional £21,500 per annum on the current provision of £1,106,000 per annum – an increase of less than 2% per annum:

- **Basic Allowance**

The current Scheme provides for a Basic Allowance of £11,026 per annum following an uplift of 2% in March 2019. Three comparator London Boroughs pay a higher Basic Allowance – Southwark pays a Basic Allowance of £11,496, Waltham Forest pays £11,266 and Sutton pays £11,164. The Independent Panel recommended a Basic Allowance of £11,045 in its 2018 Report and that this should be pegged to the annual increase for local government employees. The views of most of those members that I interviewed and/or who completed the questionnaire is that the Basic Allowance should be index linked either to a relevant annual inflation figure or to the annual ‘cost of living’ award for local government employees, but I have concluded that this is not the right time for an

increase in the Basic Allowance.

- **The SRA for the Leader of the Council**

The current Scheme provides for a Band 4 SRA of £33,926 for the Leader of the Council. A majority of those members (16) who completed the questionnaire considered this to be *'too low'* with 11 considering it to be *'fair'* - only one councillor considered the current SRA to be *'too high'*. The Leader of Southwark Council has the highest SRA - £54,303 - of the comparator local authorities, while Waltham Forest Council provides the second highest SRA of £51,000.

The Independent Panel in its 2018 Report commented that *'if anything, the Leaders of London boroughs warranted a higher remuneration than an MP, because they had greater financial responsibility and legal burdens, and especially given the differential pension arrangements. Indeed one respondent authority suggested that the direct responsibilities of a Leader should command the salary of a Junior Minister'*. The Report recognised that *'the current stringent economic circumstances made such remuneration impossible at the present time'* but that *'this is a full-time job, involving a high level of responsibility and includes the exercise of executive responsibilities. 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'*. The Panel recommended an SRA for Leaders of London Boroughs of £57,085, significantly greater than the current payment of £33,926 to the Leader in Haringey.

As was highlighted earlier in this report (paragraph 5.5) the reality is that for the Leader of a Council like Haringey a full time commitment is required. It would be impossible for the Leader to have paid employment, so the Basic Allowance and SRA that is paid is the only source of income. I am proposing a significant uplift in the SRA currently paid to the Leader of the Council.

For information, Appendix 6 to this report provides details of the role, workload and portfolio of responsibilities for the Leader of the Council.

- **The SRA for Cabinet Members**

The current Scheme provides for a Band 3B SRA of £25,4543 for each Cabinet Member. A majority of those members who completed the questionnaire considered this to be *'fair'* (17) , with 4 considering the payment to be *'too high'*, and 6 *'too low'*. There are a number of comparator London Boroughs that pay a higher SRA to Cabinet Members with an equal number that pay a lower SRA. The recommendation in the Independent Panel Report of 2018 is that the SRA for a Cabinet Member should be between £36,917 to £43,460, significantly greater than the current payment to Cabinet Members in Haringey.

A number of members commented to me about the variable workloads that Cabinet Members carried depending on their portfolio, and some suggested that the SRAs should be reduced for those Cabinet members with the least demanding portfolios. It is apparent that such comments are based on misunderstandings about the commitments required of Cabinet members. As was highlighted earlier in this report (paragraph 5.5) Cabinet Members are required to commit at least an additional two days a week to manage their Cabinet and portfolio responsibilities. The reality is that for Cabinet Members this means that the role is more or less full-time and it would be difficult if not impossible for a Cabinet Member to have paid employment, so the Basic Allowance and SRA that is paid are for many the only source of income. Council's Constitution that describes the work of the Cabinet, and Appendix 6 provides details of the role, workload and portfolio of responsibilities for the members of Haringey Council's Cabinet.

However, I am not proposing any change in the SRA for Cabinet members.

(Appendix 7 to this report provides details of the roles and responsibilities of SRA holders other than members of the Cabinet)

- **The SRA for the Chair of the Overview and Scrutiny Committee**

The current Scheme provides for a Band 3A SRA of £23,134 for the Chair of the Overview and Scrutiny Committee. The SRA paid at Haringey is the second highest of the payments in the comparator Boroughs and most pay significantly less for this role. Of those members who completed the questionnaire 9 said the payment was '*too high*', 18 said '*fair*' and 2 said '*too low*'. A number of members pointed to the demanding role of the Chair of the O & S Committee and suggested that the SRA should be aligned with that of Cabinet members to reflect the workload and the responsibility of the role.

I agree that the current SRA does not reflect the considerable workload and responsibilities involved in chairing the Committee the post and I am proposing that the SRA for this role is increased accordingly.

- **The SRA for the Vice Chair of Overview and Scrutiny Committee**

The current Scheme provides for a Band 2A SRA of £15,421 for this role, the same as the SRA for the other three Chairs of the Scrutiny Panels. As well as chairing one of the Panels this postholder also acts as Vice Chair of the Overview and Scrutiny Committee with the additional responsibility that this entails. I am therefore recommending a small increase in the SRA for this role.

- **The SRA for the Chairs of Scrutiny Panels**

The current Scheme provides for a Band 2A SRA of £15,421 for the Chairs of Scrutiny Panels. Only Islington (£3,255) and Southwark (£9,064) pay SRAs to those other than the Chair of the O&S Committee for scrutiny involvement so Haringey pays the highest SRAs for this role. Of those members who completed the questionnaire 11 said the payment was 'too high', 15 said it was 'fair' and 3 said it was 'too low'.

I am not proposing any change in the SRA for this role.

- **The SRA for the Chief Whip of the Majority Group**

The current Scheme provides for a Band 2B SRA of £16,965 for the Chief Whip. The Chief Whip of the Majority Group at Haringey Council receives the highest SRA for this role in comparison to the local authorities selected for comparison purposes. Of those members who completed the questionnaire 16 considered this payment to be 'fair', with 10 considering the payment to be 'too high', and 3. A number of members commented to me about the importance of this role in an authority like Haringey where there is an effective and active Opposition Group, and that, although the role is essentially political rather than functional in nature, it was very demanding with a significant time commitment.

I am not proposing any change in the SRA for this role.

- **The SRA for the Chair of the Regulatory Committee**

The current Scheme provides for a Band 2B SRA of £16,695 for the Chair of the Regulatory Committee. The Regulatory Committee Chair at Haringey Council receives the highest SRA in comparison to the local authorities selected although any comparison is complicated as the majority of comparator Boroughs have Chairs of both Planning Committee and Licensing Committee. Of those members who completed the questionnaire 5 said the payment was 'too high', 17 said it was 'fair' and 4 said it was 'too low'.

I am not proposing any change in the SRA for this role.

- **The SRA for the Vice Chair of the Regulatory Committee**

- The current Scheme provides for a Band 1B SRA of £8,482 for the Vice Chair of the Regulatory Committee. Of the selected Labour majority Councils, only Haringey Council and Waltham Forest Council provide SRAs to the Regulatory Committee Vice-Chairs, and, Haringey Council provides almost double the SRA to the Regulatory Vice-Chair (£8,482) in comparison to Waltham Forest Council (£4,590) Of those members who completed the questionnaire 11 said the payment was 'too high', 14 said it was 'fair' and 2 said it was 'too low'.

I am not proposing any change in the SRA for this role.

There seems to be consensus around the proposition that the Regulatory Committee should be formally reconstituted as two separate Committees – a Planning Committee and a Licensing Committee. It was also suggested that the SRA for the Planning Committee Chair should be in line with the current SRA for the Regulatory Committee and that the SRA for the Licensing Committee Chair should be in line with the SRA currently paid to the Vice Chair of the Regulatory Committee.

- **The SRA for the Chair of the Alexandra Palace and Park Board**

The current Scheme provides for a Band 2B SRA of £16,965 for the Chair of the Alexandra Palace and Park Board. There are no comparable Committees at any of the comparator Boroughs. Of those members who completed the questionnaire 13 Councillors said it was *'too high'*, 14 said it was *'fair'* and 2 said it was *'too low'*.

Even though a number of members both in their interviews with me and through the questionnaire survey indicated that they considered that the SRA paid for this role was too high, those directly involved with this Committee currently and historically are of the view that the workload and responsibility for this role is significant and that the current SRA reflects this appropriately. Appendix 7 to this report sets out the role of the Chair and supports the view that the role carries a significant workload and responsibility.

I am not proposing any change in the SRA for this role.

- **The SRA for the Leader of the Principal Opposition Group**

The current Scheme provides for a Band 2B SRA of £16,965 for the Leader of the Principal Opposition Group. A number of comparator London Boroughs pay a higher SRA to the Leader of the Opposition with Haringey paying the third highest SRA (£16,965) and the highest SRA is paid to the Leader of the Opposition at Waltham Forest (£18,035) and the lowest (£9,000) at Westminster City Council. Of those members who completed the questionnaire the majority consider the payment to be *'fair'* (20), with 5 considering the payment to be *'too high'*, and 5 *'too low'*. There is no doubt that this is a demanding role in a local authority like Haringey where the Leader of the Opposition is expected to constantly scrutinise and challenge the work of the Majority Group and also to propose alternative policies and financial strategies particularly during the budgetary process. The SRA paid for this role was reduced from Band 3A to Band 2B in 2017.

I am proposing an increase in the SRA for this role to recognise the demands and responsibilities that are involved.

- **The SRA for the Deputy Leader of the Principal Opposition Group**

The current Scheme provides for a Band 1B SRA of £8,482 for the Deputy Leader of the Principal Opposition Group (or for the Leader of the second Opposition Group). None of the comparator Boroughs appears to pay an SRA for this role. Of those members who completed the questionnaire: 7 indicated that this was too high, 19 indicated that this was fair and 3 advised that it was too low.

I am not proposing any change in the SRA for this role.

- **The SRA for the Chair of the Combined Pensions Committee & Board**

The current Scheme provides for a Band 1B SRA of £8,482 for the Chair of the Combined Pensions Committee and Board. Not every comparator Borough has a Pension Committee but of the 7 Boroughs that pay an SRA in connection with pension responsibilities only LB Barnet pays a higher SRA (£15,333) than Haringey with most paying significantly less. A majority (20) of those members who completed the questionnaire consider the payment to be '*fair*', 3 said it was '*too high*', and 5 said it was '*too low*'. There is a considerable workload for the postholder as well as significant financial responsibility and my conclusion is that the current SRA does not reflect this adequately.

I therefore propose an increased SRA for this post.

- **The SRA for the Chair of the Staffing & Remuneration Committee**

The current Scheme provides for a Band 1B SRA of £8,482 for the Chair of the Staffing and Remuneration Committee. None of the other comparator Boroughs pays an SRA for this role as they do not have a Staffing and Remuneration Committee or equivalent. Of those members who completed the questionnaire 3 said the payment was '*too high*', 21 said it was '*fair*' and 5 said it was '*too low*'.

I am not proposing any change in the SRA for this role.

- **The SRA for the Chair of the Standards Committee**

The current Scheme provides for a Band 1B SRA of £8,482 for the Chair of the Standards Committee. Of the Comparator Boroughs only Westminster (£3,060) has a stand- alone Standards Committee for which an SRA is paid. Of those members who completed the questionnaire 4 said the payment was '*too high*', 19 said it was '*fair*' and 6 said it was '*too low*'

I am not proposing any change in the SRA for this role.

- **The SRA for the Chair of the Corporate Committee**

The current Scheme provides for a Band 1B SRA of £8,482 for the Chair of the Corporate Committee. Nearly all of the comparator Boroughs has a Committee

with similar terms of reference but normally described as an Audit/Risk Management Committee. Enfield (£8,442) and Westminster (£8,160) pay similar SRAs to Haringey while Sutton (£9,700), Waltham Forest (£10,200) and Barnet (£15,333) pay more. Of those members who completed the questionnaire 4 Councillors said the payment was *'too high'*, 17 said it was *'fair'* and 8 said it was *'too low'*.

I am not proposing any change in the SRA for this role.

- **The SRA for the Vice Chair of the Regulatory Committee**

The current Scheme provides for a Band 1B SRA of £8,482 for the Vice Chair of the Regulatory Committee. Of the selected Labour majority Councils, only Haringey Council and Waltham Forest Council provide SRAs to the Regulatory Committee Vice-Chairs. Haringey Council pays almost double the SRA to the Regulatory Committee Vice-Chair in comparison to Waltham Forest Council (£4,590). Of those members who completed the questionnaire 10 said the payment was *'too high'*, 14 said *'fair'* and 4 said *'too low'*.

I am not proposing any change in the SRA for this role.

- **The SRA for the Chief Whip of the Principal Opposition**

The current Scheme provides for a Band 1B SRA of £8,482 for the Chief Whip of the Principal Opposition. Not all of the comparator London Boroughs pay an SRA to the Chief Whip of the Opposition, and Haringey pays the highest. Of those members who completed the questionnaire 7 said the payment was *'too high'*, 19 said *'fair'* and 1 said *'too low'*.

I am not proposing any change in the SRA for this role.

- **The Mayoral Allowance**

The current Scheme provides for an allowance of £16,965 to the Mayor of the Borough. This is the third highest mayoral allowance paid by the comparator authorities and only Southwark (£24,547) and Enfield (£17,788) pay more. Of those members who completed the questionnaire 5 said the payment was *'too high'*, 21 said it was *'fair'* and 3 said it was *'too low'*.

I am not proposing any change in the allowance for this role

- **The Deputy Mayoral Allowance**

The current Scheme provides for an allowance of £4,328 for the Deputy Mayor. Again, this is the third highest mayoral allowance paid by the comparator authorities and only Southwark (£9,064) and Enfield (£5,876) pay more. Of those members who completed the questionnaire 3 said the payment was 'too high', 17 said it was 'fair' and 8 said it was 'too low'.

I am not proposing any change in the SRA for this role.

- **Other matters**

A number of members made comments about the current Scheme:

- *"In general, the allowances should be reflective of the amount of work expected. Some committee chairs have relatively small workload for a large remuneration. It would be better if the rates were set at least on a London wide basis"*
- *"The SRAs may be fair but those holding them need to do work commensurate with receiving an SRA. That means work between meetings and putting the time in. That is an issue"*
- *"The council should review the regulatory committee. The committee should be split into two, planning and licensing, with two chairs (chair of planning committee and chair of licensing committee). The vice chair position will therefore not require an SRA. This will reduce the volume of meetings the respective chairs attend. The SRA for the overview and scrutiny chair should be in line with the scrutiny chairs as they appear to have similar number of meetings & responsibilities"*
- *"When setting SRAs, consideration should be given as to whether a Councillor can reasonably do the role, and maintain a full-time job as well. Councillors giving up full-time, or moving to part-time work, lose seniority in their day jobs, and it costs them (and hence their families) financially in the medium and long term. Furthermore, since Council allowances do not merit any payment towards pensions, SRA payments should seek to recompense recipients for this as well"*
- *"SRA should reflect time and commitment and not just responsibility"*
- *"Cabinet member and Leader are, by virtue of the level of work, almost required to be full-time. For those without external incomes or who are of working age - this is a huge risk if the positions only guaranteed for one year. I think we should move to full-time cabinet members appointed for four years if we're requiring full-time work. If it was for less, they should on leaving their office be given a golden goodbye like they do in Southwark to tie them over till they get a new job"*
- *"We need to ensure adequate and fair allowances are paid do that we can ensure a diverse range of councillors"*

- *“There is no justification for rises for the vast majority of roles”*
- *“I believe that many of these roles require work outside the set meetings that are not recognised hence the SRA”*
- *“Should be able to justify allowances by reference to other similar local authorities or London wide recommendations”*
- *“Concerns are how these all are used for political patronage”*
- *“The Chair of the Adults and Health Scrutiny sits on several other committees including JHOSC so they have a very heavy meeting schedule which should be reflected in a larger SRA”*
- Claiming for child care, babysitting etc
- A number of members raised the possibility of ‘parachute payments’ being included in the Scheme as a way of compensating for the immediate loss of income for those who lose their seats at a local election or who no longer are awarded an SRA. Although this has been discussed in the past and was proposed by the Councillor Commission for introduction some years ago there is no provision for such payments in local government legislation.

7 Recommendations

7.1 The Standards Committee commissioned this review of the current Members Allowance Scheme with the following terms of reference:

- an independent Review of the Members Allowance Scheme to be undertaken between July 2019 and March 2020 for implementation in the 2020/21 municipal year
- the Review should include an analysis of roles and responsibilities with a 'benchmarking exercise' to ensure that the Borough is in line with comparator Boroughs in its provision of SRAs
- the key purpose of the Review was to ensure that members are appropriately remunerated and to address any inequalities and disparities in the allocation of SRAs. Differences had had been noted in the Leader's allowance in proportion to Cabinet Member allowances, the perceived higher number of Committee meetings chaired and attended by some members in comparison to other committees where an SRA was payable
- whether an annual percentage uplift of all Allowances to correlate with the equivalent annual cost of living award for local government staff should be introduced
- whether the Mayoral Allowances should remain as separate statutory provisions in the Members Allowance Scheme (under Section 3 and 5 of the Local Government Act 1972)
- the Review should have regard to the recommendations of the Independent Remuneration Panel. The Local Authorities (Members' Allowances) (England) Regulations 2003 ('the Regulations') authorise the establishment by the Association of London Government (now London Councils) of an independent remuneration 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 and the Panel published its most recent report in 2018
- the Review would operate under the principle that any changes proposed must be evidence based.

7.2 Based both on the research into the arrangements in comparator London Boroughs and on the results of the member questionnaire survey, the current London Borough of Haringey Member Allowance Scheme appears to be generally fit for purpose and an effective mechanism for remunerating those members of the Council who take on additional responsibilities through the allocation of Special Responsibility Allowances.

7.3 It is undeniable that there is a strong case that councillors generally and in Haringey in particular deserve better remuneration to reflect both the workload and responsibilities that many of them carry for relatively little reward. However, it is also accepted by most of those who participated in the Review that whilst the case may be strong there is insufficient justification for a major uplift of allowances across the board, not least at a time of continuing austerity and in a Borough which is ranked 24 out of 152 local authorities in England on overall deprivation and 25 out of 152 local authorities on income deprivation. It

is also a relevant fact that Haringey Council already spends more per councillor on member allowances than most of the neighbouring London Boroughs.

- 7.4 However, it is clear from the review that there are a number of inequalities and disparities in the allocation of SRAs in the Haringey Scheme that need to be addressed. My recommendations for increasing specific SRAs result from the findings of my review as set out in Section 6 of this report which summarises all the evidence that I have collected. The financial implication of my recommendations if they are all agreed is very modest amounting to less than an additional £21,500 per annum on the current provision of £1,106,000 per annum - an increase of less than 2% per annum.

Recommendation 1

- **The SRA for the Leader of the Council:**

It is generally accepted that the current SRA of £33,926 for the Leader of the Council is not adequate and should be increased. Based on the fact that this is a full-time and challenging role that inevitably represents the sole source of income for whoever takes on this role **my proposal is that the payment should either be at the level of £57,085 recommended in the 2018 Independent Panel Report, or should be aligned to the SRA paid to a neighbouring comparator London Borough with a similar demographic and political profile - for example, LB Waltham Forest pays its Leader an SRA of £51,000 - or it should be at a level that is appropriate, defensible and affordable of £45,000 per annum.**

Recommendation 2

- **Basic Allowance:**

I propose that the Basic Allowance payable in 2020/21 remains at £11,026 per annum, and that this payment is index linked to the local government staff pay award for 2020 when it is finalised later this year. The increase will be payable in the 2021/22 municipal year.

- **The SRA for Cabinet Members:**

Despite the significant workload and responsibilities of Cabinet members I **propose that the SRA for Cabinet members remains at Band 3B (£25,443)**

- **The SRA for the Leader of the Principal Opposition Group:**

This is a demanding role in a local authority like Haringey where the Leader of the Opposition is expected to constantly scrutinise and challenge the work of the Majority Group and also to propose alternative policies and financial strategies particularly during the budgetary process and **I propose that the SRA for the Leader of the Principal Opposition Group is increased from Band 2B (£16,965) to a new Band 2C (£19,500)**

- **The SRA for the Deputy Leader of the Principal Opposition Group:**

I propose that that the SRA for the Deputy Leader of the Principal Opposition Group remains at Band 1B (£8,482)

- **The SRA for the Chair of Overview and Scrutiny Committee:**

This is a demanding role and a number of members suggested that the SRA should be aligned with that of Cabinet members to reflect both the workload and the responsibility of the role. I agree with that view having reviewed the evidence about the workload and responsibilities of the post and **I propose that the SRA for the Chair of Overview and Scrutiny Committee is increased from Band 2B (£23,134) to Band 3B (£25,443)**

- **The SRA for the Vice Chair of the Overview and Scrutiny Committee**

To recognise the additional responsibility of acting as Vice Chair of the Committee as well as chairing one of the Scrutiny Panels **I propose that the SRA for the Vice Chair of Overview and Scrutiny Committee is increased from Band 2A (£15,421) to Band 2B (£16,965)**

- **The SRA for Chairs of Scrutiny Panels**

I propose that the SRA for the other Chairs of Scrutiny Panels remains at Band 2A (£15,421)

- **The SRA for the Chair of Regulatory Committee:**

I propose that the SRA for the Chair of Regulatory Committee remains at Band 2B (£16,965)

(Following the views expressed in interviews and in the questionnaire, if consideration is given in the coming municipal year for a review of the Regulatory Committee and it is reconstituted as separate Planning and Licensing Committees, the SRA for the Chair of the Planning Committee should be Band 2B (£16,965))

- **The SRA for the Vice Chair of Regulatory Committee:**

I propose that the SRA for the Vice Chair of Regulatory Committee remains at Band 1B (£8,482)

- **The SRA for the Chair of Licensing Committee**

(Following the views expressed in the interviews and the questionnaire, if consideration is given in the coming municipal year for a review of the Regulatory Committee and it is reconstituted as separate Planning and Licensing Committees, the SRA for the Chair of the Licensing Committee should be Band 1B (£8,482))

- **The SRA for the Chair of the Combined Pensions Committee and Board**

To recognise the considerable workload and the significant financial responsibilities involved in this role **I propose that the SRA for the Chair of the Combined Pensions Committee and Board is increased from a Band 1B (£8,482) to a new Band 1C (£12,500)**

- **The SRA for the Chair of Alexandra Park Committee:**

I propose that the SRA for the Chair of Alexandra Park Committee remains at Band 2B (£16,965)

- **The SRAs for the Chairs of Corporate, Standards, Staffing and Remuneration Committees**

I propose that the SRAs for the Chairs of these Committee remains at Band 1B (£8,482)

- **The Allowances for the Mayor and Deputy Mayor:**

I propose that the Mayoral Allowances should remain at their current levels as separate statutory provisions in the Members Allowance Scheme (under Section 3 and 5 of the Local Government Act 1972)

- **Index linking:**

I propose that the Basic Allowance, SRAs and Civic Allowances be increased annually by the same percentage applied to the pay of local government staff and that any increases become payable in each following municipal year.

- **Implementation:**

I propose that that the recommendations contained in this report (with any amendments) be implemented from the date of the Council meeting at which the revised Allowances Scheme is adopted

Richard Penn

**Senior LGA Associate
January 2020**

Appendix 1

The LB Haringey Members Allowance 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 2019/20 1 April 2019 to 31 March 2020).

2. BASIC ALLOWANCE

2.01 Each Councillor will be entitled to receive the sum of £11,026 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 2019 to 31 March 2020, 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	£44,952
Band 3B	9 or fewer x Cabinet Members	£25,443	£36,469
Band 3A	• □ Chair of Overview and Scrutiny Committee	£23,134	£34,160
Band 2B	<ul style="list-style-type: none"> • □ □ Chief Whip • □ □ Chair of Regulatory Committee • □ □ Chair of Alexandra Palace and Park Board • □ □ Leader of the Principal Opposition 	£16,965	£27,991
Band 2A	4 x Councillors serving on Overview and Scrutiny Committee	£15,421	£26,447
Band 1B	<ul style="list-style-type: none"> • □ □ Chair of Combined Pensions Committee and Board • □ □ Chair of Staffing and Remuneration Committee • □ □ Chair of Standards Committee • □ □ Chair of Corporate Committee • □ □ Vice Chair of Regulatory Committee • □ □ Leader of the second Opposition Group or Deputy Leader of the Principal Opposition • □ Chief Whip of the Principal Opposition 	£8,482	£19,508

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-OPTEE'S 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

(c) 150 cc but not over 500 cc 12.3 pence per mile 500 cc 16.5 pence per mile

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

(e) 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.

The maximum rates for subsistence allowance on approved duties are as follows:

For an absence of more than 4 hours before 11.00 - £2.67

For an absence of more than 4 hours including lunchtime between 12.00 and 14.00 - £4.92

For an absence of more than 4 hours including the period 15.00 to 18.00 - £6.77

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 Dependants 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 approval from full Council 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. 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: -

1. (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
2. (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 approval from full Council, 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 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

Appendix 2

Members’ Allowance Scheme Questionnaire

An independent external review of the Members Allowance Scheme has been commissioned by the Standards Committee focussed on Special Responsibility Allowances (SRAs). The views of all Council members will be very important in informing the review, so please take a few minutes to complete this short questionnaire.

For more information about the Council’s current Members’ Allowances Scheme, please see [Haringey Council Members' Allowances Scheme](#)

Please return the completed questionnaire to Ajda Ovat, Principal Committee Co-ordinator) (by hard copy or via the SNAP surveys web link by no later than [14 Nov 2019]

Full name: *(optional)*

Q1 Please tick your (if any) and/or your membership:

Councillor

relevant responsibility Committee(s)

A. Leadership

Leader of the Council Leader of the Principal Opposition
 Deputy Leader Deputy Leader of the Principal Opposition

B. Cabinet Member:
If so, what portfolio?:

C. Committee/Boards:

- i. Planning: Chair Vice-Chair Member
- ii. Licensing: Chair Vice-Chair Member
- iii. Regulatory: Chair Vice-Chair Member
- iv. Pensions: Chair Vice-Chair Member
- v. Corporate: Chair Vice-Chair Member
- vi. Staffing and Remuneration: Chair Vice-Chair Member
- vii. Standards: Chair Vice-Chair Member
- viii. Health and Wellbeing Board: Chair Member
- ix. Alexandra Palace and Park Board: Chair Vice-Chair Member
- x. Alexandra Park and Palace Advisory Committee: Chair Vice-Chair Member
- xi. Alexandra Park and Palace Consultative Committee: Chair Vice-Chair Member

xii. Corporate Parenting Advisory Committee: Chair Member

D. Scrutiny:

- i. Overview & Scrutiny: Chair Vice-Chair Member
- ii. Adults & Health: Chair Vice-Chair Member
- iii. Children and Young People: Chair Vice-Chair Member
- iv. Environment and Community Safety: Chair Vice-Chair Member
- v. N Central London Joint Health Overview and Scrutiny: Chair Vice-Chair Member
- vi. Housing and Regeneration: Chair Vice-Chair Member

E. Partnership Body:

- i. Community Safety Partnership: Member

F. Chief Whip:

Chief Whip of Majority Party Chief Whip of Principal Opposition Party

G. Mayoral:

Mayor Deputy-Mayor

Q2 Please indicate how many hours on average you spend each week on the following activities:

A. Ward and political duties as a Councillor

- Less than 1 hour
- Between 1 and 3 hours
- Between 4 and 6 hours
- Between 6 and 8 hours
- 8 hours or more

B. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)

- Less than 1 hour
- Between 1 and 3 hours
- Between 4 and 6 hours
- Between 6 and 8 hours
- 8 hours or more
- N/A

C. External duties (including Partnership bodies, Community group and external meetings)

- Less than 1 hour
- Between 1 and 3 hours
- Between 4 and 6 hours
- Between 6 and 8 hours
- 8 hours or more
- N/A

Q3 Special Responsibility Allowance (SRAs):

The current Members Allowances Scheme provides for Special Responsibility Allowances (SRAs) to be paid to those Councillors who take on certain additional roles. These payments are additional to the Basic Allowance and are designed to reflect the additional responsibilities involved for each post holder in six Bands.

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 additional payment for the period(s) during which he/she actually was a serving Councillor and had any special responsibility.

Please indicate whether you consider that the different SRAs are appropriate or not in each case:

	'Too High'	'Fair'	'Too Low'
Leader (Band 4 - £33,926)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabinet Members (Band 3B - £25,443)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Overview and Scrutiny Committee (Band 3A - £23,134)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chief Whip (Band 2B - £16,965)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Regulatory Committee (Band 2B - £16,965)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Alexandra Palace and Park Board (Band 2B - £16,965)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leader of the Principal Opposition (Band 2B - £16,965)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 x Councillors serving on Overview and Scrutiny Committee (Band 2A - £15,421)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Combined Pensions Committee and Board (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Staffing and Remuneration Committee (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Standards Committee (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chair of Corporate Committee (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vice Chair of Regulatory Committee (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leader of the second Opposition Group or Deputy Leader of the Principal Opposition (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chief Whip of the Principal Opposition (Band 1B - £8,482)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mayor (£16,965)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deputy Mayor (£4,238)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4 Do you consider that there are any posts or responsibilities held by any Councillor which are not recognised in the current Scheme, i.e. any that you consider should attract an SRA?

- Yes
No

If yes, please specify which other posts/responsibilities you consider should attract an SRA

.....
...

Q5 Do you consider that there are any posts or responsibilities held by any Councillor which presently attracts an SRA but which you consider should no longer do so?

- Yes
- No

If yes, please specify which other posts/responsibilities you consider should no longer attract an SRA

.....
...

Q6 Other comments
Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:

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Thank you for completing this survey. All the responses will be combined, and no responses will be attributable to any individual Member.

Appendix 3

Members' Allowance Scheme questionnaire summary of key results

Q6 - Indicate how many hours on average you spend each week on ward and political duties:

19 councillors worked 8 hours or more

5 councillors worked between 4 and 6 hours

4 councillors worked between 6 and 8 hours per week

Q6A - Additional information duties/responsibilities for consideration in relation to Q6 from councillors include the following comments:

Answering emails, reading papers/attending meetings

Ward Member role - attending local meetings including local groups and residents associations, walkabouts

Ward Organiser/ political group meetings

Leafleting

Surgeries

Comments:

"I work for 3.5 days and use 1.5 days for councillor duties. When I held a Chair position I worked fewer hours to accommodate the extra time required"

"This varies on a weekly basis. Some weeks I can spend 10 - 15 hours a week on councillor duties; this excludes reading committee/council papers. On quieter weeks I spend on average 4-8 hours a week on councillor duties again excluding reading committee papers"

Q6B - Time spent on decision making duties as a councillor including Cabinet, Committee and Charing:

12 councillors spend 8 hours or more per week

7 councillors spend between 1 and 3 hours per week

7 councillors spent between 4 and 6 hours per week

3 councillors spent between 6 and 8 hours per week.

Q6C - time spent on external duties including partnership bodies, community group and external meetings:

5 councillors spent more than 8 hours per week,

9 councillors spent between 1 and 3 hours

9 councillors spent between 4 and 6 hours

3 councillors spent between 6 and 8 hours

And 1 councillor spent less than 1 hour per week

Q7 - Of the councillors who replied to this survey:

16 hold or have previously held a political group executive position.

11 councillors have not previously held a political group executive position and

2 councillors did not reply

Q8 - Please indicate if you agree that there should be increases to the Basic Allowance according to:

a) Inflation. 18 councillors agreed, 7 councillors did not agree

b) Council Staff pay increases. 16 councillors agreed, 5 councillors did not agree

c) Set rate of 1% pa. 4 councillors agreed, 7 councillors did not agree

Q8D - Other reasons to consider an increase or if you feel there should not be any increase, comments include:

“Set rate of 1% that is the maximum I suggest. We need to recognise the financial pressures so I am not convinced any rise is in order”

“Whilst the community suffers at the hands of austerity, I do not believe we should award ourselves pay rises”

“I think any increase would cause political damage and would in any case represent a negligible cash sum which anybody seeking public office should be able to forgo. Basic Allowance does not reflect the workload and responsibilities”

“I would like to see a fairer distribution of allowances, reducing the SRA but allowing for an increase in line with Council staff for the Basic Allowance”

“The work we do is much more involved and time-consuming - people have more pressing needs - austerity has caused more people to have more problems”

“The Basic Allowance should increase on an annual basis by the rate of inflation or in line with council staff increase”

“Amount of time answering e-mails, attending community groups invitations, case work, meetings”

Q9 - Please indicate whether you consider that the different SRAs are appropriate or not in each case:

Leader: 1 Councillor said *‘too high’*, 11 said *‘fair’* and 16 said *‘too low’*

Cabinet Members: 4 Councillors said *‘too high’*, 17 said *‘fair’* and 6 said *‘too low’*

Chair of Overview and Scrutiny: 9 Councillors said *‘too high’*, 18 said *‘fair’* and 2 said *‘too low’*

Chief Whip: 10 Councillors said *‘too high’*, 16 said *‘fair’* and 3 said *‘too low’*

Chair of Regulatory Committee: 5 Councillors said *‘too high’*, 17 said *‘fair’* and 4 said *‘too low’*

Chair of Alexandra Palace and Park Board: 13 Councillors said *‘too high’*, 14 said *‘fair’* and 2 said *‘too low’*

Leader of the Opposition Group: 5 Councillors said *‘too high’*, 20 said *‘fair’* and 5 said *‘too low’*

4 Councillors serving on Overview and Scrutiny: 11 Councillors said *‘too high’*, 15 said *‘fair’* and 3 said *‘too low’*

Chair of Pensions Committee and Board: 3 Councillors said *‘too high’*, 20 said *‘fair’* and 5 said *‘too low’*

Chair of Staffing and Remuneration Committee: 3 Councillors said *‘too high’*, 21 said *‘fair’* and 5 said *‘too low’*

Chair of Standards Committee: 4 Councillors said *‘too high’*, 19 said *‘fair’* and 6 said *‘too low’*

Chair of Corporate Committee: 4 Councillors said *‘too high’*, 17 said *‘fair’* and 8 said *‘too low’*

VC of Regulatory Committee: 10 Councillors said *‘too high’*, 14 said *‘fair’* and 4 said *‘too low’*

Chief Whip of the Opposition Group: 7 Councillors said *‘too high’*, 19 said *‘fair’* and 1 said *‘too low’*

Mayor: 5 Councillors said *‘too high’*, 21 said *‘fair’* and 3 said *‘too low’*

Deputy Mayor: 3 Councillors said *‘too high’*, 17 said *‘fair’* and 8 said *‘too low’*

Deputy Leader of the Principal Opposition and Leader of the second Opposition Group :7 councillors said 'too high', 19 said 'fair' and 3 said 'too low'.

Q10 - other appointments that councillors thought were not recognised in the current scheme that should attract an SRA:

- 2 councillors said Chair of Group
- Assistant Cabinet Members for Women's and Equalities. Suggested SRA £8000
- Chair of Budget Scrutiny
- Deputy Cabinet Member
- Reinstate Chair of Licensing

Q11 - appointments which presently attracts a SRA that should no longer exist:

- Deputy Mayor
- Vice Chair Regulatory Committee - mentioned by 3 councillors
- Chair Alexandra Palace
- Meeting with the elderly community?

Comment: *"I would like a thorough overhaul of all SRA's following collection of evidence"*

Comment: *"Opposition SRA's reduced in 2018 - don't believe this should have been voted on in Standards Committee as opposition is out voted by Labour Councillors"*

Other Comments:

- *"In general, the allowances should be reflective of the amount of work expected. Some committee chairs have relatively small workload for a large remuneration. It would be better if the rates were set at least on a London wide basis"*
- *"The SRAs may be fair but those holding them need to do work commensurate with receiving an SRA. That means work between meetings and putting the time in. That is an issue"*
- *"The council should review the regulatory committee. The committee should be split into two, planning and licensing, with two chairs (chair of planning committee and chair of licensing committee). The vice chair position will therefore not require an SRA. This will reduce the volume*

of meetings the respective chairs attend. The SRA for the overview and scrutiny chair should be in line with the scrutiny chairs as they appear to have similar number of meetings & responsibilities”

- *“When setting SRAs, consideration should be given as to whether a Councillor can reasonably do the role, and maintain a full-time job as well. Councillors giving up full-time, or moving to part-time work, lose seniority in their day jobs, and it costs them (and hence their families) financially in the medium and long term. Furthermore, since Council allowances do not merit any payment towards pensions, SRA payments should seek to recompense recipients for this as well”*
- *“SRA should reflect time and commitment and not just responsibility”*
- *“Cabinet member and Leader are, by virtue of the level of work, almost required to be full-time. For those without external incomes or who are of working age - this is a huge risk if the positions only guaranteed for one year. I think we should move to full-time cabinet members appointed for four years if we're requiring full-time work. If it was for less, they should on leaving their office be given a golden goodbye like they do in Southwark to tie them over till they get a new job”*
- *“We need to ensure adequate and fair allowances are paid do that we can ensure a diverse range of councillors”*
- *“There is no justification for rises for the vast majority of roles”*
- *“I believe that many of these roles require work outside the set meetings that are not recognised hence the SRA”*
- *“Should be able to justify allowances by reference to other similar local authorities or London wide recommendations”*
- *“Concerns are how these all are used for political patronage”*
- *“The Chair of the Adults and Health Scrutiny sits on several other committees including JHOSC so they have a very heavy meeting schedule which should be reflected in a larger SRA”*

Appendix 4

'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 contribute constructively to open government and democratic renewal through active encouragement of the community to participate generally in the government of the area
10. To participate in the activities of any political group of which the councillor is a member
11. To undertake necessary training and development programmes as agreed by the authority
12. To be accountable for his/her actions and to report regularly on them in accessible and transparent ways.

Appendix 5

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:

1. (a) He/she resigns from the office; or
2. (b) He/she is disqualified from being a councillor by order of a court;
3. (c) He/she is no longer a councillor; or
4. (d) He/she is removed from office by resolution of the Council under Article 7.06; or
5. (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 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, 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.

Appendix 6

Haringey Council's Cabinet Members and their portfolios of responsibilities

The Cabinet is the group of Councillors who take most of the decisions about what the Council does. It is made up of a Leader and nine other Councillors. Each Cabinet Member looks after an individual area of responsibility or portfolio. They make decisions on how the Council's policies and services are delivered.

The workload of the Council's Cabinet is intense and multifaceted with increased responsibilities over the last 15 years for Public health, community safety, commissioning, and co-ordinator of public services. This has been coupled with decreasing budget, significant cuts in funding, a severe housing shortage, an increase in demand for Adults and Children's services. With increased pressure for Councils to deliver services and outcomes with a much smaller budget; the engagement with statutory partners and key stakeholders in the borough to ensure that the available resources and opportunities are co-ordinated are maximised has become significant part of the cabinet member role. This often means working closely with health partners in social care to pool funds and with partners to increase housing provision in the borough. The additional meetings attended by the leader and cabinet members below demonstrate the above points

Officer meetings on Alexandra Palace – 1 hour per month

Neighbouring North London Leader's - monthly meeting 2 hours.

Meetings with representatives of key religious groups in the borough - 1 hour per month

MP's meetings

The meetings attended by the Leader and Cabinet Members below demonstrate the above points:

London Councils – Leader's committee - 3 hour meeting once a month

Deputy Mayor of London meetings – 1 hour meetings per month

Central London Forward - 2.5 hours meeting per month

Quarterly Local Government Association meetings

Haringey Business Alliance - bi-monthly meetings

Required meetings with external partners for regeneration monthly meetings

Voluntary Sector and Charities /community organisations meeting - monthly meetings

MOPAC quarterly meetings

Working group member meetings on health

Working group meeting on Finance –weekly

North London Waste Association – monthly meetings more than 2 hours

Borough Commander - monthly meeting

Weekly meetings on Youth and Risk

Housing and regeneration delivery meetings – 6 weekly

Separate additional Leader's advice surgery

Adhoc meetings with organisations / community groups in the borough

With less money and resources and more partnership working, comes more accountability to the electorate. Community engagement and establishing good community relations becomes a more paramount part of the Cabinet and Councillor role. This means ensuring that key decisions taken by the Cabinet are well researched and consulted with communities and stakeholders. This will also mean Councillors taking an active role in the compilation of reports and meeting with officers to ensure that the reports accord with the Corporate Plan and manifesto commitments. The Cabinet has 10 scheduled meetings per year.

The Cabinet Member and Councillor leadership and decision-making role in the community has become more recognised over the last few years with the development in social media and a 24 hour communications culture. There is now an expectation for Councillors to immediately communicate their decisions and the reasons for them. There are regular communication and policy development sessions to also be attended to ensure that clear information is provided to the community on policies and agreed key decisions. Therefore, although a Council meeting can be completed in 3 hours, the role of the Councillor as a communicator in the community continues with regular tweeting of Council decisions expected in today's 24 hour culture.

Below is a summary of the portfolio (areas of responsibility) of each Cabinet Member who are expected to spend 1 full day in the office and a further 7 hours across the week in the Council offices :

Cabinet Member for Children and Families

- Adoption and Fostering
- Early Years and Childcare
- Looked After Children and Care Leavers
- Safeguarding Children
- Schools and Education
- Services For Children with Disabilities and Additional Needs
- 16-19 Education

Duties/responsibilities

- Deputy Leader
- Cabinet (Vice-Chair)
- Chair of Corporate Parenting Advisory Committee - this meets 4 times a year and reports to cabinet
- Member of: Community Safety Partnership which meets 4 times in a municipal year, Haringey Schools Forum - meets 4 times in a municipal year and voting member of Health and Wellbeing Board which meets 4 time in the municipal year.
- Member of the Council employee Joint Board as the portfolio area includes a high number of staff than other portfolio holders.
- Attending 10 Cabinet meetings
- Attending Scrutiny meetings on a quarterly basis for cabinet member questions

London Government Association General Assembly

London Councils, Leaders Committee (Deputy)

Cabinet Member for Adults and Health

- Adult Social Care
- Chair - Health and Wellbeing Board
- Connected Communities
- Health and Social Care Integration
- Mental Health and Wellbeing
- Public Health
- Refugee and Migrant Support
- Safeguarding Adults
- Services For Adults with Disabilities and Additional Needs
- Violence Against Women and Girls (VAWG) Prevention
- Women's Equalities

Duties/responsibilities

- Cabinet Member for Adults and Health
- Chair of Health & Wellbeing Board
- Co – chair of Joint Health and wellbeing Board with Islington Council – meets once a year.
- Appointments to outside bodies: -Finsbury Park Trust (Deputy)
- Member of the Council employee Joint Board as the portfolio area includes a high number of staff than other portfolio holders.
- Attending Scrutiny meetings on a quarterly basis for cabinet member questions
- Attending 10 Cabinet meetings
- Attending Scrutiny meetings on a quarterly basis for cabinet member questions

Cabinet Member for Communities and Equalities

- Chair - Community Safety Partnership – meets 4 times per year and has an executive sub group also meeting 4 times per year.
- Community Buildings
- Community Safety and Community Cohesion
- Equalities - including Black History Month
- Prevent Programme
- Police Engagement
- Tackling Anti-Social behavior
- Voluntary and Community Sector
- Youth Justice
- Youth Services

Duties/responsibilities

- Appointments to outside bodies:

London Councils, Grants Committee

Cabinet Member for Finance and Regeneration

- Accommodation Strategy
- Budget and MTFS
- Capital Strategy
- Commercial Partnerships
- Council Finances
- Council Tax Reform Agenda
- Property - including Commercial Portfolio
- Tottenham Regeneration
- Wood Green Regeneration
- Attending 10 Cabinet meetings
- Outside bodies
- CAB finance sub group meetings
- Regeneration sub group meetings
- Attending Scrutiny meetings on a quarterly basis for cabinet member questions
- NLWA member attending finance sub group meetings - 6 times per year

Cabinet Member for Housing and Estate Renewal

- Building Regulations
- Estate Renewal and Resident Engagement
- Health and Safety Issues Related to Housing Stock - including implementation of the Hackitt Review

- High Road West and Love Lane redevelopment
- Homelessness and Rough Sleeping
- Housing Investment Programme
- Housing Strategy and Development
- Landlord Licensing and Enforcement
- Partnerships with Homes for Haringey and Social Landlords
- Private Rented Sector Engagement
- Attending 10 Cabinet meetings
- Outside bodies
- Regeneration sub group meetings
- Weekly meetings with Housing officers
- Attending Scrutiny meetings on a quarterly basis for cabinet member questions

Cabinet Member for Civic and Corporate services

- Council HR and Staff Wellbeing
- Culture (including Bruce Castle)
- Emergency Planning
- Fairness Commission
- Information Management
- IT and Digital
- Libraries
- Leisure
- Licensing, Regulatory Services and Enforcement
- Attending 10 Cabinet meetings
- Outside bodies
- Weekly meetings with IT, Libraries and officers
- Attending Scrutiny meetings on a 6 monthly basis for cabinet member questions

Cabinet Member for Neighbourhoods

- Customer Services
- Customer Transformation Programme
- Fly-tipping and Civic Pride
- Highways
- North London Waste Authority Board Member
- Parking and Parking Transformation
- Recycling, Waste Management and Street Cleaning
- Attending 10 Cabinet meetings
- Outside bodies
- Weekly meetings with IT, Libraries and officers
- Attending Scrutiny meetings on a quarterly basis for cabinet member questions
- Voting NLWA partnership member 4 meetings per year

Cabinet Member for Climate Change and Sustainability

- Air Quality
- Biodiversity and Trees
- Carbon Management and Zero 50
- Liveable Neighbourhoods
- London Plan and NPPF Consultation
- Parks and Open Spaces
- Planning Enforcement
- Planning Policy and Delivery
- Renewable Energy
- S106 / CIL policy
- Sustainability
- Strategic Transport
- Attending 10 Cabinet meetings
- Outside bodies
- Weekly meetings with IT, Libraries and officers
- Attending Scrutiny meetings on a Quarterly basis for cabinet member questions

Cabinet Member for local investment and Economic Growth

- Adult Learning, Training and Skills
- Business Engagement
- Community Wealth Building
- Growth and Inward Investment
- Procurement
- SME Business Development
- Tackling Unemployment and Worklessness
- Town Centre Management
- Attending 10 Cabinet meetings
- Outside bodies
- Weekly meetings with officers
- Attending scrutiny on a 6 monthly basis for Cabinet Questions
- Voting member of S&R committee and attends 4 meetings per municipal year

Appendix 7

The roles and responsibilities of SRA holders other than members of the Cabinet:

Chair of Alexandra Palace and Park Board

To fulfil the functions, powers and duties of the Council as Trustee of Alexandra Palace and Park under the Alexandra Park and Palace Acts and Order 1900 to 1985. This responsibility is taken forward by the Alexandra Park and Palace Board, in an important transformation period for the Palace which serves both the local and regional population. This includes being responsible for maintenance of the Palace and Park, acting as the employing body for the Trust, and developing and monitoring the implementation of policies.

The functions include:

- (a) The duty to uphold, maintain and repair the Palace and to maintain the Park and Palace as a place of public resort and recreation and for other public purposes.
- (b) Acting as the employing body for employees engaged in the working of the Trust at Alexandra Palace, and to be responsible for the setting of staffing policies, conditions of service and terms of employment of those employees.
- (c) In relation to the Trust, being responsible for developing and monitoring the implementation of effective policies and practices to achieve equality of opportunity both for employment and service delivery.

Committee meetings take place 5 times a year:

- Agenda setting/report clearance 5 times a year
- Chairing Board meetings 5 times a year
- Chair/Vice-Chair of the Alexandra Palace trading company meetings – APTL and FRRAC [5 meetings of APTL and 5 meetings of FRACC] -10 meetings
- Regular update meetings with the CE of Alexandra Palace
- Keeping up to date with financial information on Alexandra Palace and Park Board to carry out chair duties.
- Attending the statutory Advisory Committee meetings of the Alexandra Park and palace board. This is a meeting of the residents and stakeholders involved with Alexandra Park and Palace and a Consultative Forum for the Board. This takes place 4 times a year. This is a voluntary role and not statutorily required.

The Chair of the Regulatory Committee

The Regulatory Committee has functions either (1) as the statutory Licensing Committee of the Council under the Licensing Act 2003, which also exercises functions under the Gambling Act 2005, or (2) as a non-statutory Committee exercising other non-executive functions relating to Licensing, Town Planning and

other regulatory matters generally. At the beginning, and at other appropriate stage(s) in each meeting, the Chair will make a short announcement indicating whether the Committee is operating in its capacity as “statutory Licensing Committee” or as a “non-statutory Committee”.

Membership

The Regulatory Committee must have between 10 and 15 members in order to comply with the legislation as statutory Licensing Committee.

Protocol

There is a Protocol setting out how the Regulatory Committee is to operate. The Protocol shall be applied in a manner consistent with Committee Procedure Rules in Part 4 and the relevant Licensing Procedure Rules when the Committee is conducting a formal hearing. Any issue on procedure at the meeting shall be subject to the ruling of the Chair. The Protocol can be amended by the written agreement of the Leaders of the Political Groups on the Council.

(1) In its capacity as the statutory Licensing Committee the Committee has all the functions referred to it by law under the Licensing Act 2003 and the Gambling Act 2005. These include:

(a) To be responsible for monitoring the operation of the Acts licensable activities and gambling in the Borough;

(b) To establish the Licensing Sub-Committees and to agree the delegation of functions to the Sub-Committees and to officers;

(c) To receive reports on the matters in (a) above and on the functions delegated to the Licensing Sub-Committees and to officers. To call for a report on any individual case;

(d) To determine the procedures to be followed in handling applications, notices, representations and all hearings, subject to the relevant Regulations;

(e) Subject to Regulations, to determine the fees payable for applications for premises licences and related matters under the Gambling Act 2005;

(f) In a Council Election Year when there is a need to hold a hearing in the period between Election day and the Annual Meeting of the Council, those members of the Committee who are re-elected as councillors shall meet as the Committee (subject to there being a quorum of 3 members) in order to exercise any of the functions of the Licensing Sub-Committees, or of the Committee under (f) above, and shall elect a Chair for the meeting.

(2) In its capacity as the non-statutory Committee exercising other non- executive functions the Committee has the following functions:

(a) Exercising the functions which are stated not to be the responsibility of The Executive/Cabinet In Regulation 2 and Schedule 1, Paragraph B (Licensing and Registration) of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any Statute or subordinate legislation further amending these Regulations. The Committee's functions are to determine all policy issues, procedures and standard terms and conditions relating to the non-executive licensing functions but exclude decisions in individual cases which are delegated to the Licensing Sub- Committees. The Sub-Committee's remit includes the licensing of street trading, scrap metal dealing, special treatment premises, sex establishments and dog breeding establishments;

(b) Formulating, reviewing and approving for consultation the Statement of Licensing Policy under the Licensing Act 2003 and recommending it, and any revisions to it, to full Council for adoption;

(c) Being consulted informally on the review and determination of the Statement of Gambling Policy, including procedures for Council consultation with external stakeholders, and making recommendations on these matters to the Cabinet;

(d) Making informal recommendations to the Cabinet and full Council on local development documents, development plan documents, the local development framework, the statement of community involvement and any other planning policy matter;

(e) Reviewing all Council plans and policies on any licensing, planning or regulatory matters, exercising an overview in relation to common themes and making informal recommendations on these matters to Cabinet and full Council;

(f) Making informal recommendations to the Cabinet and other bodies on service delivery, grant aid, commissioning and procurement matters when these involve or relate to licensing, planning, conservation or regulatory issues.

- Chairing of Regulatory Committee - 4 times a year
- Significant detailed work on the local plan review to be taken forward in 2020

The Chair of the Regulatory Committee also chairs the Planning Sub Committee and the Licensing Sub Committee established under the Regulatory Committee.

Planning Sub-Committee

The Committee is responsible for taking decisions on town planning functions. This includes erection of buildings with over 10 dwellings, planning applications for erection of buildings over 1000 square metres, extensions of non-residential buildings of over 1000 square metres.

Meetings take place on a monthly basis apart from August, so 11 meetings annually.

- Up to 12 site visits per year (3 hours each)
- 3 training events / learning visits (3 hours each)
- Up to 10 officers briefings on strategic sites (2 hours each)
- Up to 10 delegated decisions meetings/telecoms with Head of DM (1 hour each)

Licensing Sub Committee A

- Considers premises, personal and club certificate applications relating to Licensing Act 2003.
- Consider premises license applications under the Gambling Act 2005

There are 2 licensing meetings scheduled per month and although, at the moment, there is usually one meeting per month. There can be a spate of meetings should applications come forward and licensing Committee Chairs need to be available at short notice to attend and chair these meetings.

Licensing Sub Committees meet on a monthly basis. The Vice Chair of Regulatory Committee will chair a Licensing Committee B or a special licensing meeting. So far this year there have been 6 scheduled meetings but only 3 have taken place chaired by the Vice Chair.

Chair of Staffing and Remuneration Committee

The Staffing & Remuneration Committee has the following functions and responsibilities:

(a) To exercise the functions which are stated not to be the responsibility of the Executive in Regulation 2 and Schedule 1 paragraphs H and I of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any Statute or subordinate legislation further amending these Regulations as follows:

(i) Paragraph H – Pensions; Determining the Council’s policy statement of discretions as “Employing Authority” under the Local Government Pension Scheme Regulations 2013 and the Teachers’ Pension Regulations 2010

(ii) Paragraph I – Miscellaneous; Determining the terms and conditions of service for all staff, including procedures for dismissal. The Committee agrees the terms and conditions of employment, and the pay structure for all posts with the exception of pay and other terms and conditions for teachers which are fixed under statute by the Schoolteachers’ Pay and Conditions Documents.

(b) To make recommendations to Council on the appointment and dismissal of the Head of the Paid Service; and the dismissal of the Chief Finance Officer and

Monitoring Officer, in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001.

(c) To consider matters relating to the conduct and capability of the Head of the Paid Service, in accordance with the provisions of the Local Authorities (Standing Orders) (England) Regulations 2001.

(d) To determine whether or not the Head of the Paid Service, Chief Finance Officer and Monitoring Officer should be suspended pending investigation into allegations of misconduct or incapability, in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001.

(e) To exercise functions in respect of the appointment and dismissal (including the terms of release) of Directors in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001.

(f) To approve the remuneration levels (other than those associated with National Pay Awards) for the Head of Paid Service and Directors.

(g) To approve procedures for appointment and dismissal of staff.

8. (h) To consider and approve any remuneration or severance payments to Directors of £100,000 or more, in accordance with guidance issued under section 40 of the Localism Act 2011 and with the Local Authorities (Standing Orders) (England) Regulations 2001.

(i) To consider policies, procedures and schemes relating to employment matters including pay and grading structure and changes to employee terms and conditions of employment.

(j) To approve all human resources policies including pay and grading structures, and changes to employees terms and conditions of employment and to approve policies on how the Council exercises its functions under the Local Government Pension Scheme and the Teachers' Pension Scheme.

(k) To approve those human resources policies and procedures that the Council recommends to school governing bodies for adoption in respect of school based employees.

Membership

The Committee will be made up of 5 members of the authority. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 the Committee must include at least one member of the Cabinet. When carrying out the function of appointment or dismissal of Directors, the relevant Cabinet member is invited and entitled to sit and vote as a substitute member for one of the substantive members of their Group on the Committee. The quorum of the Committee shall be a minimum of three members.

Functions include appointing Chief and Deputy Chief Officers, agreeing the terms and conditions of employment and policies and procedures and schemes relating to employment and Human Resources, approving remuneration levels for the Head of Paid Service and Chief and Deputy Chief Officers, approving procedures for the appointment and dismissal of staff.

- Chairing 4 meetings per year and average of 4 additional special meetings used to appoint Chief and Deputy Chief Officers
- Shortlisting applications for senior officer appointments
- Participating in the interview panel for senior officer appointments
- Although there have not been any over the last few years, the Chair of this Committee would be responsible for taking forward disciplinary action against senior officers.
- In addition there are 4 agenda clearing meetings per municipal year to review the reports planned for the Committee meetings.
- Report to full Council on the Pay Policy statement
- Co -Chairing CEJCB - Trade Unions and Council joint meeting - 4 times a year

Chair of Corporate Committee

This Committee has responsibilities that include Elections, Health and Safety, Audit, Risk Management and Treasury Management.

- For the current year, there are 5 meetings of Corporate Committee and as part of the report clearing process for these meetings there have been 5 agenda setting meetings and 5 report clearing meeting

In addition to this, there were 4 additional meetings where the Chair has met with officers to go through particular issues, such as the issue around discounted disposal of buildings/land and the final statement of accounts.

There are three reports that go to Full Council every year – the Treasury Management Strategy Statement in February and the Treasury Management Outturn report.

The Corporate Committee has: -

(a) all the functions listed below in (b) and stated not to be the responsibility of the Council's Executive/Cabinet in Reg. 2 and Schedule 1 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 S.I. 2853 (as amended or further amended in any statute or subordinate legislation). References to paragraphs below are to those in the appropriate Schedule of the Regulations.

(b) the following Schedule 1 functions:

- (i) Paragraph C - Health and Safety at Work; all functions discharged otherwise than in the Council's capacity as employer.

(ii) Paragraph D – Elections; all functions relating to Elections except the approval of pilot schemes for local elections which is reserved to full Council.

(iii) Paragraph I – Miscellaneous; all functions except those retained by full Council in Article 4 or reserved to the Staffing and Remuneration Committee.

The Committee's functions include:

(A) all functions relating to public rights of way in Part 1 except the creation, stopping up and diversion of highways, footpaths and bridleways in connection with development control decisions which are delegated to the Planning Sub-Committee;

(B) making arrangements for proper administration of financial affairs under section 151 Local Government Act 1972 but the appointment or dismissal of the Chief Finance Officer is to be in accordance with the Officer Employment Procedure Rules in Part 4;

(C) formulating the Treasury Management Strategy Statement and amendments to it for recommendation to full Council through Overview and Scrutiny Committee and in consultation with the Cabinet Member for Finance. Receiving quarterly monitoring reports and an out-turn report after the close of the year on treasury management policies and practices;

(D) approving statements under The Accounts and Audit (England) Regulations 2011 and any amendment or re-enactment of the Regulations and considering the external auditor's report on issues arising from the audit of the accounts or any other concerns relating to accounting policies;

(E) authorising the making of payments or the provision of other benefits in cases of maladministration;

(F) making orders designating public places in order to confer power on the police to prevent nuisance by the consumption of alcohol.

(c) the following "Local Choice" functions set out in Schedule 2 of the above Regulations: -

(i) any function under a local Act other than a function specified or referred to in Reg. 2 or Schedule 1 or expressly delegated elsewhere in this Constitution;

(ii) the determination of an appeal against any decision made by or on behalf of the authority;

(iii) passing a resolution that Schedule 2 to the Noise and Statutory Nuisance Act 1993 should apply to the Council's area (consent to the operation of loudspeakers).

(d) the Committee has the following Audit functions:

(i) providing assurance about the adequacy of the Council's Risk Management Framework and Policy and monitoring the effectiveness of systems for the management of risk across the Council and compliance with them;

(ii) Maintaining an overview of the Council's Local Code of Corporate Governance;

(iii) Monitoring the effectiveness of Council policies on "Whistleblowing" and Anti-Fraud and Corruption;

iv) Considering and recommending for adoption the Council's Annual Governance Statement;

(v) Approving the Annual Internal Audit Plan and the Strategic Audit Plan and arrangements for the provision of internal audit services to the Council and considering reports on internal audit activity;

(vi) Receiving the Annual Audit Plan and the Annual Audit Letter from the external auditor and making recommendations on the latter. Considering arrangements for the appointment of the external auditor;

(vii) Commissioning work from the internal and external auditors and receiving reports from the Head of Audit & Risk Management on any matter; and

(viii) Questioning officers and Cabinet members on matters relevant to audit and to financial and non-financial performance and making recommendations on these matters to Cabinet and full Council.

(ix) The Head of Audit's Annual Report

(e) the power to make recommendations to the Council on any of its functions set out in Article 4, and the power to establish Sub-Committees to consider and report on any such functions but this does not include recommendations to amend the Council's Constitution nor does it prevent the Council from making decisions on any matter when necessary without a prior recommendation from the Committee.

(f) there is a Protocol outside this Constitution setting out how the Corporate Committee is to operate. The Protocol shall be applied in a manner consistent with Committee Procedure Rules in Part 4 and any issue on procedure at the meeting shall be subject to the ruling of the Chair. The Protocol can be amended by the written agreement of the Leaders of the Political Groups on the Council.

Chair of Standards Committee

This Committee has responsibilities that include promoting and maintaining high standards of conduct (by Councillors, co-opted members and representatives of religious organisations and parent governor representatives), granting dispensations to members from the requirements of the Members' Code of Conduct, advising on the Council's

ethical framework and governance arrangements, considering amendments to the Constitution and assessing, hearing and determining allegations of breaches of the Code of Conduct.

- There are 4 meetings per municipal year
- There are 4 agenda clearing meetings per municipal year
- There can be additional Standards Sub Assessment Committees called to consider complaints and there have been 3 complaints considered so far in this municipal year and 2 in the last municipal year.
- There have been additional informal meetings to consider changes to the Constitution.
- The Chair will be involved with the interviews for the Independent members of the Standards Committee who are due to be appointed by May 2020.

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 the Mayor, 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;

(h) Assessing, hearing and determining allegations of failure to comply with the Members' Code of Conduct by councillors and co-opted members.

(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.

Chair of Combined Pensions Committee and Board

The Public Sector Pensions Act 2013 included a requirement that Pension Boards be established to assist pension administering authorities with the effective and efficient management of the Pension Scheme. The Regulations approved in relation to the local government pension scheme (regulation 106(2) of the Local Government Pension Scheme (Amendment) (Governance) Regulations 2015) allow for pension committees and boards to be separate or combined. A combined committee and board has to be individually approved by the Secretary of State. Haringey applied for authority for a combined board and committee in 2015 and this was approved by the Secretary of State by letter, dated 6th January 2016.

In July 2016, the full Council approved the establishment of a combined Pensions Committee and Board. This was following consideration of the benefits of a combined committee and board to offer wider involvement and expertise of co-opted members.

This Committee has various functions to do with managing and monitoring the Council's pension fund and approving all relevant policies and statements. The Board element incorporates the scrutiny element of the Committee's responsibilities. This is a significant financial role undertaken by the chair who is responsible for leading the Committee and board, which contains both elected councillors and 4 voting co-opted members. They are responsible for exercising all the Council's functions as "Administering Authority" and being responsible for the management and monitoring of the Council's Pension Fund and the approval of all relevant policies and statements.

Every member of the Committee and Board must be conversant with

- The rules of the LGPS
- Any document recording policy about the administration of the LGPS which is for the time being adopted by the LB Haringey Pension Fund
- It is for individual Committee and Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them to properly exercise their functions
- Committee and Board members are required to be able to demonstrate their knowledge and understanding and to keep these up to date and to maintain a written record of relevant training and development
- The Council will provide a training programme, which all Committee and Board members must attend. Training undertaken will be reported at each meeting

There are 5 meetings per municipal year of this Committee.

There are 5 agenda clearing meetings held with Officers.

- There is a significant training requirement for the Chair, they will attend numerous training/conferences. The Chair is Haringey's representative on the London CIV, which holds formal shareholder meetings twice per annum, in addition to other less formal meetings, of which there are several per year. The Chair is also the representative of the fund for the Local Authority Pensions Fund Forum (LAPFF), and they often attend LAPFF meetings/events too.
- Besides the formal Committee meetings the Chair will often hold informal pensions meetings in between Committees, e.g. if we are doing a procurement exercise, or working on a change to the investment strategy.
- The Chair also spends time networking with his counterparts as Chairs of Pensions Committees at other London Boroughs which is obviously less formal but important to mention as building relationships with other boroughs is key now that the government has mandated pooling of investments.

The Committee Procedure Rules and Access to Information Rules apply to this Committee and Board except where this would be inconsistent with either these Terms of Reference or the legislation relating to the Committee and Board.

1. Responsibilities

The Pensions Committee and Board has the following functions and responsibilities:

(a) all the functions which are stated not to be the responsibility of The Executive in Regulation 2 and Schedule 1 paragraph H of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) and in any Statute or subordinate legislation further amending these Regulations relating to those matters concerning the Local Government Pension Scheme.

(b) Exercising all the Council's functions as "Administering Authority" and being responsible for the management and monitoring of the Council's Pension Fund and the approval of all relevant policies and statements. This includes:

(i) Selection, appointment and performance monitoring of investment managers, AVC scheme providers, custodians and other specialist external advisers;

(ii) Formulation of investment, socially responsible investment and governance policies and maintaining a statement of investment principles and funding strategy statement;

(iii) Determining the allocation of investments between each asset class;

- (iv) Reviewing specialist external advisers performance;
 - (v) Publicising statements and policy documents as required by legislation, government directives and best practice.
- (c) Monitoring and as appropriate to decide upon Pensions Administration issues.
- (d) Monitoring the Pension Fund Budget including Fund expenditure and actuarial valuations; and to receive the Pension Fund Budget annually.
- (e) Agreeing the admission of bodies into the Council's Pension scheme.
- (f) Receiving actuarial valuations.
- (g) Ensuring that members of the Committee and Board receive appropriate training to undertake their responsibilities.
- (h) Approving the Annual Accounts of the Local Government Pension Scheme and consider recommendations from the Auditor.
- (i) To secure, and to assist in securing compliance with:
- i) the Regulations,
 - ii) and any other legislation relating to the governance and administration of the Scheme and any connected scheme,
 - iii) any requirements imposed by the Pensions Regulator in relation to the Scheme and any connected scheme, and
- (j) To ensure, and to assist in securing the effective and efficient governance and administration of the Scheme and any connected scheme.

For the avoidance of doubt, none of the functions set out above entail the committee in regulating or controlling the finances of the Council or its area.

2. Membership

2.1 The Committee and Board shall consist of 10 members and be constituted as follows:

Councillors

- (a) Six Councillors appointed by the administering authority

Employer Representatives (co-optees)

- (b) Two representatives from scheduled and admitted employers,

Employee Representatives (co-optees)

(c) Two scheme membership representatives, one being appointed by local trade unions and the other selected from scheme member nominations.

2.2 The Chair and vice chair of the Committee and Board will be Council representatives. The Chair will be appointed by full Council, and the vice chair will be appointed by the Joint Committee and Board.

2.3 The Chair will ensure that meetings are properly conducted, decision making is clear and professional advice is followed. The Chair will monitor the performance and attendance of Committee and Board members and if appropriate make recommendation to terminate appointments in accordance with Section 3 below.

2.4 All members of the Committee and Board will have equal voting rights. The Chair will have a casting vote.

2.5 The Committee and Board may nominate advisers to support them. These nominees are not Committee and Board members and do not have voting rights.

Appointment and removal of Committee and Board Members

a) Council members:

The administering authority will appoint and replace as it sees fit, the six councillor members of the Committee.

b) Employer representatives:

The employer representatives will be nominated by employers other than the Council. If there are more than two nominations a panel consisting of the Chair of the Committee and Board and Chief Financial Officer to the Council will select the representatives to be appointed.

Employer representatives will serve for a period of four years and will be eligible to be re-appointed in accordance with the above processes, subject to compliance with the conditions of appointment.

Employer representatives will remain as members of the Committee and Board during their appointed term of office unless in the opinion of the administering authority they are not adequately performing their role (including non-attendance at two consecutive meetings), they become incapable of acting, they cease to represent their constituency, they resign or a replacement member is nominated by their relevant nominating body. If an appointment is terminated a new process will commence for the remainder of the term.

c) Employee representatives:

The employee representatives will be appointed as follows:

- i) one active scheme member representative will be appointed jointly by trade unions who represent working scheme members

- ii) one pensioner and deferred member representative will be selected through an open invitation to apply.

3.6. If there is more than one nomination for these positions a panel consisting of the Chair of the Committee and Board and Chief Financial Officer to the Council will select the representatives to be appointed.

3.7 Employee representatives will serve for a period of four years and will be eligible to be re-appointed in accordance with the above processes, subject to compliance with the conditions of appointment.

3.8 Employee representatives will remain as members of the Committee and Board during their appointed term of office unless in the opinion of the administering authority they are not adequately performing their role (including non-attendance at two consecutive meetings), they become incapable of acting, they cease to represent their constituency, they resign or a replacement member is nominated by their relevant nominating body. If an appointment is terminated a new appointment process will commence for the remainder of the term.

All appointed members:

3.9 Prospective members of the Committee and Board will be required to demonstrate to the panel consisting of the Chair of the Committee and Board and the Chief Financial Officer that they have the capacity to represent other employers and employees (as appropriate) and that they do not have a conflict of interest. The decision of the panel will be final.

3.10 Each Committee and Board member should endeavour to attend all meetings during the year.

3.11 Other than by ceasing to be eligible as set out above, a Committee and Board member may only be removed from office during a term of appointment by full Council on a recommendation from the panel.

4. Quorum, voting and substitutes

4.1 The Committee and Board shall have a formal quorum of five comprising at least three Council and two employer or employee representatives. Advisers and other nominees do not count towards the quorum. All decisions will be taken by majority of votes, with the Chair having a casting vote when the votes are initially tied unless stated otherwise in these terms, although it is expected that the Committee and Board will, as far as possible, reach a consensus.

4.2 No substitutes shall be permitted for employer and employee representatives.

5. Meetings

5.1 The Committee and Board shall meet sufficiently regularly to discharge its duties and responsibilities. There will be at least four meetings a year, with additional meetings if the Committee and Board so agrees.

5.2 Notice of all meetings will be provided to Committee and Board members at least 30 days in advance, unless agreed otherwise by Committee and Board members.

5.3 The agenda for each meeting will be agreed by the Chair and all papers will be circulated to members in accordance with the Access to Information Procedure Rules.

5.4 A formal record of Committee and Board proceedings will be maintained.

Following the approval of the minutes by the Chair, they shall be circulated to all members and published in accordance with the Access to Information Procedure Rules.

The Committee and Board has the power to set up working groups on whatever terms that it determines and will prepare terms of reference for these entities.

Standards of Conduct and Conflicts of Interest

All members of the Committee and Board, councillors and others, are expected to act at all times within these terms of reference and will be required to comply with both the Members' Code of Conduct and the provisions of the Localism Act relating to Standards. In accordance with section 108 of the Regulations, Committee and Board members must not have a financial or other interest that could prejudice them in carrying out their duties. This does not include a financial or other interest arising merely by virtue of membership of the LGPS.

Each Committee and Board member must provide the Council with such information as is reasonably required for the purpose of complying with the Members' Code of Conduct and demonstrating that there is no conflict of interest.

Budget and Business Plan

The Committee and Board will prepare a Business Plan and Budget each year.

Committee and Board Review Process

The Committee and Board will undertake each year a formal review process to assess how well it and the members are performing with a view to seeking continuous improvement in performance.

Advisers to the Committee and Board

The Committee and Board may be supported in its role and responsibilities through the appointment of advisers, and shall, subject to any applicable regulation and legislation from time to time in force, consult with such advisers on such terms as it shall see fit to help better perform its duties. Advisers may include:

- i) Officers from the Council's Finance, Human Resources, Legal and other teams as needed;
- ii) An independent Advisor;

- iii) The Fund's Actuary;
- iv) The Fund's Investment Managers and Custodian;
- v) The Fund's Investment Consultant; and
- vi) Any other appointed advisers.

9.2 Any remuneration to advisors appointed by the Committee and Board must be in accordance with the Budget.

9.3 The Committee and Board shall ensure that the performances of the advisors are reviewed on a regular basis.

10. Knowledge and Skills

10.1 Every member of the Committee and Board must be conversant with –

- i) The rules of the LGPS.
- ii) Any document recording policy about the administration of the LGPS which is for the time being adopted by the LB Haringey Pension Fund.

10.2 It is for individual Committee and Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them to properly exercise their functions.

10.3 Committee and Board members are required to be able to demonstrate their knowledge and understanding and to keep these up to date and to maintain a written record of relevant training and development.

10.4 The Council will provide a training programme, which all Committee and Board members must attend. Training undertaken will be reported at each meeting.

11. Expense Reimbursement

11.1 Remuneration for Employee and Employer Representatives who are not councillors will be limited to a refund of actual expenses incurred in attending meetings and training. Remuneration for councillors will be via the Members Allowances Scheme.

11.2 The expenses of the Committee and Board are a part of the costs of administering the Pension Fund.

12. Publication of Committee and Board Information

12.1 The Council will publish up to date information on the Council's website including:

- The names and information of the Committee and Board members.

- The Committee and Board's terms of reference.
- Papers, agendas and minutes of meetings.

Chair of Overview & Scrutiny Committee

This Committee reviews or scrutinises decisions made and actions taken in connection with the discharge of any of the Executive's or Council's functions. It also makes reports and recommendations to Full Council, the Cabinet or relevant non-Cabinet Committees in connection with the discharge of any functions. Additionally, it exercises the right to call-in any decisions made but not yet implemented by the Cabinet.

There are 5 meetings per municipal year of this Committee and there has been an additional meeting to consider some budget savings proposals as well as 2 'Call In' meetings to scrutinise 2 key decisions which have been called in. Therefore, 8 meetings in total. There have also been an additional 8 evidence gathering meetings for the reviews on Wards Corner, Fire Safety and Business Support.

Work outside Overview and Scrutiny Committee meetings for the Chair includes:

- Compiling the scrutiny work plan and liaising with councillors, stakeholders and community representatives on the topics of review.
- Leading on a scrutiny survey which informs the Scrutiny Work Plan
- Instigating a review of the Scrutiny function to improve working and collaboration with scrutiny within the Council
- Agenda clearing meetings – 5 meetings per municipal year
- Weekly meetings with the lead Scrutiny Officer to discuss work plan, progress on scrutiny function review and call in
- Evidence gathering sessions for the main Committee which undertook a review on Fire Safety in tower blocks and continued the work of the Scrutiny Sub panel on wards corner a community sensitive review of a long running regeneration project - 8 additional meetings
- Annual report about scrutiny to full Council
- Attending and voting member of the 5 meetings of the Joint Health Overview and Scrutiny body including the north London Boroughs of Islington, Barnet, and Hackney.
- Annual scrutiny training sessions on performance data, functions of the Scrutiny and Treasury Management and budget
- Considering information in the Forward Plan on urgent decisions and general exception notices
- Being consulted on any in year changes to the budget and policy framework

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;

(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 Cabinet;

(f) receive the reports and recommendations of its Scrutiny Review Panels;

(g) in accordance with statutory regulations to review and scrutinise matters relating to the health service and all NHS funded services within the Authority's area and to make reports and recommendations thereon to local NHS and NHS funded 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;

(i) review or scrutinise decisions made, or other action taken, in connection with the discharge by the responsible partner authorities of their crime and disorder functions;

(j) make reports or recommendations to the Cabinet or full Council where appropriate with respect to the discharge of the crime and disorder functions by the responsible partner authorities;

(k) make arrangements which enable any councillor who is not a Committee member to refer any crime and disorder matter to the Committee under the Councillor Call for Action procedure; and

(l) make arrangements which enable any councillor who is not a Committee member to refer to the Committee any local government matter which is relevant to the functions of the Committee under the Councillor Call for Action procedure.

(m) there is a Protocol outside this Constitution setting out how the Overview and Scrutiny Committee is to operate. The Protocol shall be applied in a manner consistent with the Committee Procedure Rules in Part 4 and any issue on procedure at the meeting shall be subject to the ruling of the Chair. The Protocol can be amended by the written agreement of the Leaders of the Political Groups on the Council.

(n) appoint two representatives to the standing Joint Health Overview and Scrutiny Committee for North Central London. (Since this appointment is for only two members to the Joint Committee, the "political proportionality" rules in the Local Government and Housing Act 1989 do not apply.)

The Health and Wellbeing Board

Health and Wellbeing Board functions

The Health and Wellbeing Board will have the following functions:

(a) To carry out the Board's statutory duties as set out in the Health and Social Care Act 2012, in particular:

(i) for the purpose of advancing the health and wellbeing of the people in its area, to encourage persons who arrange for the provision of any health or social care

(e) To promote prevention and early help. services in its area to work in an integrated manner;

(ii) to provide advice, assistance or other support as it thinks appropriate for the purpose of encouraging arrangements under section 75 of the NHS Act 2006. These are arrangements under which, for example, NHS Bodies and local authorities agree to exercise specified functions of each other or pool funds;

(iii) to encourage persons who arrange for the provision of any health-related services in its area to work to closely with the Health and Wellbeing Board;

(iv) to encourage persons who arrange for the provision of any health or social care services in its area and persons who arrange for the provision of any health-related services in its area to work closely together;

(v) to discharge the functions of CCGs and local authorities in preparing joint strategic needs assessments (JSNA) and joint Health Wellbeing Strategy (HWB strategy);

(vi) to inform the local authority of its views on whether the authority is discharging its duty to have regard to the JSNA and joint HWS in discharging its functions;

(vii) to discharge any other function as the Council may from time to time choose to delegate to the Board;

(viii) to collaborate across borough boundaries and with other London HWBs in respect of its responsibilities and to secure better health outcomes, quality of services, use of resources and value for money for the local population;

(ix) to arrange for any of its functions to be exercised by the joint sub-committee of the Haringey and Islington HWBs;

(x) to enter into joint arrangements including formal joint sub- committees with other London HWBs and delegate any of its functions to those joint sub committees.

Health and Wellbeing Board operating principles

The Health and Wellbeing Board will have the following operating principles:

- (a) To provide collective leadership and enable shared decision-making, ownership and accountability;
- (b) To achieve democratic legitimacy and accountability, and empower local people to take part in decision-making in an open and transparent way;
- (c) To ensure the delivery of the Health and Wellbeing Strategy;
- (d) To reduce health inequalities;

8.3 Health and Wellbeing Board roles and responsibilities

The Health and Wellbeing Board will have the following roles and responsibilities:

1. (a) The Board will set a strategic framework for the authority's statutory duties and have a key role in promoting and coordinating joint commissioning and integrated provision between the NHS, social care and related children's and public health services in Haringey;
2. (b) The Board has a duty to develop, update and publish the JSNA and related needs assessments, and the HWB Strategy;
3. (c) The Board has a duty to develop, update and publish the local pharmaceutical needs assessment as set out in section 128A of the NHS (d) The Board will advise on effective evidence based strategic commissioning and decommissioning intentions for children and adults based on the JSNA's robust analysis of their needs. It will ensure that commissioning plans are in place to address local need and priorities, in line with the HWB Strategy, and will deliver an integrated approach to the planning and delivery of services;
4. (e) The Board expects, and seeks assurance from, partners that the views of children, adults and their carers about the services they receive are taken into account in the commissioning, decommissioning and delivery of those services;
5. (f) The Board expects, and seeks assurance from, partners that the views of patients and the public have a voice through Healthwatch in the commissioning, decommissioning and delivery of those services;
6. (g) The Board will collaborate with and involve local stakeholders to secure better health outcomes, quality of services, a more focussed use of resources and value for money for the local population;
7. (h) The Board will promote the strengthening of working relationships between professionals and organisations which support people in Haringey, ensuring effective sharing and use of information and best practice; including collaborating with the CCG in the development of its plan;
8. (i) The Board will lead commissioning for particular services with pooled budgets and joint commissioning arrangements where commissioning plans are delegated to them;

9. (j) The Board will oversee the delivery of the authority's strategic outcomes for local health and wellbeing targets, holding those responsible to account;
- 10.(k) The Board will work with the local health scrutiny process and the local Healthwatch to improve outcomes for communities and people who use services.

8.4 Membership of the Board

Meetings of the Board will be chaired by a member of the local authority:

- Local authority councillor(s), who will be (as nominated by the Leader of the Council):

- (i) The Leader of the Council
- (ii) The Cabinet Member for Children and Families
- (iii) The Cabinet Member for Adults and Health

- Chair, Clinical Commissioning Group (Vice Chair of HWB)
- Chair of Healthwatch
- Director of Adults and Health
- Director of Children's Services
- Director of Public Health
- Chief Officer, Clinical Commissioning Group
- Lay Board Member, Clinical Commissioning Group
- GP Board Member, Clinical Commissioning Group
- Bridge Renewal Trust representative
- Representative for the NHSCB (as required)
- Chair - Haringey Local Safeguarding Children Board (when appropriate)
- Chair - Haringey Safeguarding Adult Board (when appropriate)

The local authority may appoint others to the Board as it deems appropriate, following consultation with the Board. The Board may itself also appoint such additional members to the Board as it deems appropriate.

The Board may invite additional officers to attend on an ex-officio basis, who will not be voting members of the Board, to advise and guide on specific issues when appropriate. Attendance by non-members is at the invitation of the Chair.

8.5 Public Meetings

(a) A minimum of four formal public decision-making business meetings a year will be held. The Board will have the ability to call special meetings as and when required.

(b) A meeting of the Board will be considered quorate when at least three voting members are in attendance, including one local authority elected representative and one of either the Chair, Clinical Commissioning Group or the Chair, Healthwatch (or their substitutes).

(c) The Chair of the meeting will have a casting vote.

(d) All voting members of the Board, (to include any substitutes), will be required to comply both with the Members' Code of Conduct and the provisions of the Localism Act 2011 relating to Standards. In particular, voting members will be required to complete a register of interests which must be kept up to date. Voting members must also declare any disclosable pecuniary interest or prejudicial interest in any matter being considered and must not take part in any discussion or decision with respect to these items.

(e) Board members will agree protocols for the conduct of members and meetings.

(f) The Board will determine its sub groups/committees.

(g) Only the following members of the Board will have voting rights:

- Local authority councillor(s), who will be (as nominated by the Leader of the Council):

- (i) The Leader of the Council

- (ii) The Cabinet Member for Children and Families

- (iii) The Cabinet Member for Adults and Health

- Chair, Clinical Commissioning Group (Vice Chair of HWB)

- Chair, Healthwatch

- Lay Member Haringey Clinical Commissioning Group

(h) Any additional persons appointed to the Board either by the local authority or the Board will be appointed on a non-voting basis.

(i) The full Council may at any time make a direction to alter the voting right of Board members, following consultation with the Board.

8.6 Committee procedures

(a) The Board will be accountable to full Council in its capacity as a committee of the local authority. The Board will be subject to health scrutiny as set out in the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.

(b) The Access to Information Procedure Rules in Part 4 of this Constitution apply to the Board. The Committee Procedure Rules in Part 4 apply to the Board except where this would be inconsistent with either these Terms of Reference or the legislation governing this board.

8.7 Facilitating the work of the Health and Wellbeing Board

(a) Workshop meetings will be held to cement links with partners including the Community Safety Partnership, the Children's Trust, and regeneration partners, to facilitate co-ordination and focus on priority issues relevant to all parties.

(b) In addition to formal board meetings, the Board will hold informal, non- decision making seminars as and when required with attendees specifically invited by the Board. These seminars will be held in private in order to ensure the ongoing organisational development of the Board and to provide a forum in which complex and sensitive issues can be fully aired and discussed to manage potential blockages to effective delivery of the strategy.

8.8 Representatives and substitutes

(a) Representatives will provide a link with their own organisation, reporting back and instigating partner action, being responsible for disseminating decisions and actions within their own organisation, ensuring compliance with any actions required and reporting back progress.

(b) Partner bodies are responsible for ensuring that they are represented at an appropriate level (either equivalent to the core member they are representing and no more than one tier below).

(c) If a representative is absent for three consecutive meetings the organisation/sector will be asked to re-appoint/confirm its commitment to the Board.

(d) Substitutes for voting members will not be permitted with the exception the Chair of the CCG and the Chair of Healthwatch. In their absence, the Deputy Chair of the CCG and the Deputy Chair of Healthwatch may attend in their place. All substitutes must be declared in name at the beginning of each municipal year.

Chair of Scrutiny Panel

There are 4 Scrutiny Panels which are sub committees of the main Overview and Scrutiny Committee. They are as follows:

- Adults and Health
- Housing and Regeneration
- Children and Young People
- Environment and Community Safety

Overview and Scrutiny Committee member - attending 5 Committee meetings plus 'call in' meetings and other special meetings that will be called.

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 ~~2019/20~~ 1 April ~~2019-2020~~ to 31 March ~~2020-2021~~).

2. BASIC ALLOWANCE

- 2.01 Each Councillor will be entitled to receive the sum of £11,026 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 2019– 2020 to 31 March 2020–2021, 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	<ul style="list-style-type: none"> • Leader 	£33,926 £45,000	£44,952 £56,026
Band 3B	<ul style="list-style-type: none"> • 9 or fewer x Cabinet Members • <i>Chair of Overview and Scrutiny Committee</i> 	£25,443	£36,469
Band 3A	<ul style="list-style-type: none"> • Chair of Overview and Scrutiny Committee 	£23,134	£34,160
<i>Band 2C</i>	<ul style="list-style-type: none"> • <i>Leader of the Principal Opposition</i> 	£19,500	£30,526
Band 2B	<ul style="list-style-type: none"> • Chief Whip • Chair of Regulatory Committee • Chair of Alexandra Palace and Park Board • Leader of the Principal Opposition • <i>Vice Chair of Overview and Scrutiny</i> 	£16,965	£27,991
Band 2A	4 3 x Councillors serving on Overview and Scrutiny Committee	£15,421	£26,447

Band 1C	<ul style="list-style-type: none"> • Chair of Combined Pensions Committee and Board 	£12,500	£23,526
Band 1B	<ul style="list-style-type: none"> • Chair of Combined Pensions Committee and Board • Chair of Staffing and Remuneration Committee • Chair of Standards Committee • Chair of Corporate Committee • Vice Chair of Regulatory Committee • Leader of the second Opposition Group or Deputy Leader of the Principal Opposition • Chief Whip of the Principal Opposition 	£8, 482	£19,508

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-OPTEE'S' 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 Dependants 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 approval from full Council 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. 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 approval from full Council, 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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Report for: Standards Committee - 2 March 2020
Item number:

Title: **Appointment of Independent Persons under section 28(7) of the Localism Act 2011 (to support the operation of the Code of Conduct by the Standards Committee) from 1 July 2020 to 30 June 2022**

Report authorised by: Bernie Ryan – Assistant Director Corporate Governance & Monitoring Officer

Lead Officer: Gina Clarke – Principal Lawyer, Corporate, Employment & Education

Ward(s) affected: None

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

1. Describe the issue under consideration

1.1 This report seeks the Committee's approval to recommend to full Council the appointment of Lisa Klein as Independent Person Stephen Ross as Secondary Independent Person under section 28(7) of the Localism Act 2011, to support the operation of the Code of Conduct by the Standards Committee. It should be noted that Independent Persons appointed to this position may also be appointed to a panel convened to consider a proposal to dismiss a Statutory Chief Officer under the Local Authorities (Standing Orders) (England) Regulations 2015.

2. Cabinet Member Introduction

N/A

3. Recommendations

That this Committee recommends:

- 3.1 That Full Council appoint Lisa Klein as Independent Person, and Stephen Ross as secondary Independent Person under s28(7) of the Localism Act 2011 for a period of 2 years commencing 1 July 2020 and ending on 30 June 2022;
- 3.2 That Full Council approve the allowance paid per annum to the Independent Person, and Secondary Independent person be £1250.00 and £250.00 respectively.

4. Background

- 4.1 The Council must appoint at least one Independent Person (IP) whose views are to be sought and taken into account by the Council before it makes its decisions on allegations about breaches of the Code of Conduct that it has decided to investigate. The views of the Independent Person may also be sought by the Council's Monitoring Officer where an investigation has not yet been commenced, and by a member who is the subject of a complaint.
- 4.2 Under the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 the Council must have in place arrangements for inviting Independent Persons to be involved in making recommendations to Council before any decision to dismiss a statutory chief officer. It would be possible to use IPs other than those appointed to support the Code of Conduct, or IPs from other authorities for this purpose, however it is considered sensible to use the IPs supporting the Code of Conduct for this purpose if needed as well.
- 4.3 Following on from the Standards Committee's approval in October 2019 to the recruitment process to seek an Independent Person (to commence office on 1 July 2020 for a two year term), the recruitment process proceeded in December 2019 and January 2020, and the interviews for the position took place on 17 and 20 February 2020. The Interview Panel consisted of Councillors Cawley-Harrison, Demir and Opoku.
- 4.4 Following on from the Interviews – the Interview Panel recommend that the following persons be appointed as follows:
- Lisa Klein - Independent Person
Stephen Ross - Secondary Independent Person
- 4.5 In accordance with section 28(7) of the Localism Act 2011 any appointment of Independent Persons is required to be agreed by Full Council, and so Full Council will be asked to confirm this appointment at its meeting on 16 March 2020.
- 4.6 In respect of the allowances paid to the respective positions the Standards Committee agreed at its meeting on 14 October 2019 to recommend to full Council that the allowance paid per annum to the Independent Person, and Secondary Independent person should be £1250.00 and £250.00 respectively.

5. Statutory Officers comments

5.1 Comments of the Chief Finance Officer and Financial Implications

The cost of these posts is £1,500 and can be met from within existing budgets.

5.2 Comments of the Assistant Director of Corporate Governance and Legal Implications

These are included within the main body of this report.

5.3 Equalities and Community Cohesion Comments

Although Independent Persons are not employees or officers of the Council, and are statutory appointees, the recruitment process for them followed the recruitment process for employees/officers, including a person specification and appointment criteria against which the relevant skills and abilities were assessed. The advert for these positions was advertised widely in a number of local newspapers (as required in law) including in their online presence, as well as on the Council's own website.

6. Use of Appendices

N/A

7. Local Government (Access to Information) Act 1985

7.1 Background documents:

Recruitment of Independent Person – Standards Cttee – 14/10/19
The background papers are located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect them or to discuss this report further, please contact Ayshe Simsek on 0208 489 2920.

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**REPORT OF STAFFING & REMUNERATION COMMITTEE
No. 01/2019-20**

FULL COUNCIL 19 MARCH 2020

Chair: Councillor Makbule Gunes

Vice-Chair: Councillor Patrick Berryman

INTRODUCTION

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its most recent Pay Policy Statement in March 2019.

This report from the Staffing & Remuneration Committee of 6 February 2020 recommends that Full Council approve the Pay Policy Statement 2020/21 (attached) for publication in April 2020.

PAY POLICY STATEMENT 2019/20

We considered the report on the Pay Policy Statement 2020/21 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011. We were requested to approve the Pay Policy Statement and refer it on to Full Council for final approval, and to authorise the Director for Customers, Transformation and Resources to make such amendments to the statement, in consultation with the Chair of the Staffing and Remuneration Committee, as he considered minor, prior to the statement being recommended to Full Council. We noted that if any changes were required to the statement after its approval by Full Council, these would need to go back to Full Council for determination.

- i) We approved the draft Pay Policy Statement 2020/21 as attached to the report to the meeting of the Staffing and Remuneration Committee on 6 February 2020.
- ii) We resolved that the Director for Customers, Transformation and Resources be authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as he considers minor.
- iii) We resolved to refer the Pay Policy Statement for endorsement by Full Council on 16 March 2020.

WE RECOMMEND

That Full Council approves the Pay Policy Statement 2020/21, amended as explained in this report and attached, at its meeting on 19 March 2020.

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Pay Policy Statement

2020/21

Published
April 2020

1. Background

Localism Act 2011 - Openness and accountability in local pay

- 1.1. Section 38(1) of the Localism Act requires local authorities to produce an annual pay policy statement.
- 1.2. The provisions in the Act do not seek to change the right of each local authority to have autonomy on pay decisions, however, it emphasises the need to deliver value for money for local taxpayers.
- 1.3. This statement has been approved by Full Council on 16th March 2020 and any changes during the year will be brought back to Full Council for adoption at the earliest opportunity.
- 1.4. This statement does not apply to Council employees based in schools.

Related Remuneration and Transparency Context

- 1.5. The Council follows the transparency requirements on remuneration as set out in the Local Government Transparency Code 2015 (“the Code”), published by the Department for Communities and Local Government in February 2015, and the Local Transparency Guidance issued on 30 November 2015 by the Local Government Association.
- 1.6. Part of the Code includes publishing information relating to senior salaries within a local authority. A full list of all posts that are paid £50,000 or more per year that fall within the scope of the Accounts and Audit Regulations 2015 is published on the Council’s website. [See here](#).

2 Governance arrangements for pay and conditions of service within Haringey

- 2.1. The Staffing & Remuneration Committee as referred to in the Council’s constitution Part three, section B under its Terms of Reference has responsibility for the terms and conditions of service for all staff. The Staffing & Remuneration Committee is a Committee of Full Council.
- 2.2. The Staffing & Remuneration Committee is accountable for the remuneration of Chief Officers (see section 4 for more details), and pay in general, and will ensure that remuneration is set within the wider pay context giving due consideration to the relationship between the highest and lowest paid in the organisation (see section 7 for more information). This Committee will remit the Pay Policy Statement for approval by Full Council.

3 Pay Strategy

- 3.1 In December 2014 the Staffing & Remuneration Committee agreed the Council's Modern Reward Strategy that included a review of pay and grading arrangements for Chief Officers and Senior Managers and employees covered by the National Joint Council (NJC) for Local Government Services Green Book.
- 3.2 The Council's vision included the provision to adopt a reward strategy that was modern, sustainable, fair and transparent concerning pay, which rewards employees appropriately for their contribution to the Council.
- 3.3 In April 2016 new pay and grading arrangements were implemented for Chief Officers and Senior Managers. This Pay Policy Statement sets out the new pay arrangements.
- 3.4 In 2018/19 a pay and grading review for employees covered by NJC terms and conditions was completed, during which time a new London Pay Spine was agreed by the Local Government Association (LGA), London Councils and the trade unions for implementation in April 2019 as part of a 2 year pay deal.
- 3.5 For NJC employees the new London Pay Spine was implemented in April 2019 and the outcomes of the pay and grading review will be implemented as agreed with the recognised trade unions.

4 Remuneration arrangements of Senior Managers and Chief Officers including the Chief Executive

- 4.1 The Council's Chief Officers are the Head of Paid Service (the Chief Executive), the Monitoring Officer, statutory chief officers, or non-statutory chief officers being officers who report to the Chief Executive. The term "Chief Officers" also includes a number of deputy chief officers who report directly to a statutory or non-statutory chief officer. The Council defines its Senior Managers as those staff appointed on senior manager pay grades – which start at remuneration levels of £62,200 per annum (as per Appendix A – Senior Manager Pay Bands – April 2019). Chief Officers and Senior Managers are contracted to work sufficient hours as is required to complete the job.
- 4.2 The pay and terms and conditions for Chief Officers and Senior Managers are determined locally. As such they do not depend on national or regional negotiations to decide pay levels or awards.
- 4.3 The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff. Pay bands for Chief Officers and Senior Managers must be approved by the Staffing and Remuneration Committee. The pay bands for Chief Officers and Senior Managers are at Appendix A.
- 4.4 Where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. The current Chief Officer

management structure including employee salaries costs, details of bonuses and benefits-in-kind, performance-related pay, grade, department and team, whether permanent or temporary, staff contact details, salary ceiling, names, job titles, services and functions responsible for, budget held and numbers of staff is published on the Council website. Names may only be published if individual salaries are £150,000 or more. [See here.](#)

4.5 The salary applicable to the Chief Officer posts is published on the Council website. [See here.](#)

4.6 Base pay for the senior management population will be reviewed, but not necessarily increased, annually. The progression of a Chief Officer or a Senior Manager through the pay band applicable to him/her will be contribution led based on individual, team and organisation performance. It will not be automatic and the process will be overseen by the Chief Executive.

4.7 The Council may in exceptional circumstances, engage Senior Managers/Chief Officers under contracts for services. The Council publishes in accordance with the Code details of all payments made under contracts for services in excess of £500 on the Council website. [See here.](#)

5 Remuneration of employees who are not Senior Managers or Chief Officers

5.1 The pay scales for all employees are increased in line with national and regional pay agreements.

5.2 For a majority of its employees who are not Senior Managers and Chief Officers the Council supports the NJC and regional (Greater London Provincial Council – GLPC) collective bargaining arrangements for pay and conditions of service and utilises the GLPC outer London pay spine (the exceptions to this are a small number of staff who are subject to the Soulbury, Teachers and NHS terms and conditions as detailed in paragraphs 5.6 to 5.13).

5.3 In April 2018 special salary arrangements were agreed for London for NJC employees covering the period of 1 April 2018 to 31 March 2020. The agreement sets out the criteria for pay awards in April 2018 and 2019 and a new London Pay Spine in April 2019. Refer to Appendix B for more detail.

5.4 The Council considers it important to be able to locally determine pay rates for some staff where this is necessary. This enables it to respond to regional and local labour market conditions. The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff.

5.5 The Council and the Trade Unions are working towards a new local collective agreement for 2020 which covers the majority of its employees (employees subject to NJC conditions). This agreement details the terms and conditions, working arrangements and allowances to be paid to employees such as overtime, weekend working and call out payments.

- 5.6 The Council employs a small number of employees who are Education Psychologists and Education Advisers/Inspectors and uses the pay scales recommended by the Soulbury Committee for these employees.
- 5.7 The last national pay award agreement for employees covered by Soulbury conditions was a 2 year pay deal covering the period 2018 and 2019. The agreement sets out the criteria for the pay awards in September 2018 and September 2019. Refer to Appendix B for more detail.
- 5.8 The Council also employs a small number of centrally employed Teachers and uses the national Teachers Pay and Conditions (TPAC) pay scales for these employees.
- 5.9 The last national pay award agreement for employees covered by TPAC conditions was implemented with effect from 1 September 2019. Refer to Appendix B for more detail.
- 5.10 Public Health employees who transferred from the NHS into the Council from 1 April 2013 continue to be paid in accordance with NHS terms and conditions of employment.
- 5.11 The last national pay award agreement for employees covered by NHS conditions was implemented with effect from 1 April 2018. Refer to Appendix B for more detail.
- 5.12 Employees subject to NJC and Soulbury conditions are able to incrementally progress through the pay spine column points for their job evaluated grade. Progression will normally be one increment (pay spine column point) on the 1st of April each year until they reach the top of their grade.
- 5.13 Employees subject to NHS conditions are able to progress through the steps in their pay band subject to the principles set out in the Framework Agreement on the reform of Agenda for Change (27th June 2018).
- 5.14 Employees subject to TPAC conditions can incrementally progress through the pay spine column points subject to satisfactory performance normally on the 1st of September each year until they reach the top of their grade.
- 5.15 The Council approved with effect from May 2011 that in future the pay of Council employees at the lower ends of the pay spine receive a level of pay in line with the London Living Wage rate as determined from time to time by the Greater London Authority. This will be by way of an hourly pay supplement as appropriate to ensure that the London Living Wage rate is achieved. This rate was set at £10.75 per hour with effect from 11th November 2019 and is equivalent to a full time annual salary of £20,178.95 (exceptions to this are apprentices/trainees/interns).
- 5.16 In November 2018 the Council became an accredited Living wage Employer and will continue to work towards ensuring all workers in the supply chain are paid the relevant Living Wage.

6 Job Evaluation

- 6.1 The pay grades and therefore remuneration levels of employees (except for centrally employed Teachers who are subject to the Teachers Pay and Conditions documents) are determined by the use of a job evaluation scheme. Job Evaluation is a systematic process used to determine the relative worth of jobs within the organisation. It creates a rank order from the smallest to the largest job and ensures that consistent decisions in grades and rates of pay are made.
- 6.2 The table at Appendix B outlines the job evaluation schemes used for each group of employees.

7 Pay Multiple

- 7.1 The 'pay multiple' is the ratio between the highest paid taxable earnings and the median earnings figure of the whole of the Council's workforce. The Council's highest paid employee is the Chief Executive and the current pay multiple is shown in the table below.
- 7.2 Earnings for the purpose of calculating the 'pay multiple' are defined covering all elements of remuneration that can be valued (i.e. all taxable earnings for 2019/20 including base salary, variable pay, bonuses, allowances and the cash value of any benefits in kind). The calculation of earnings excludes the cash value of pension provision.
- 7.3 The Council defines its lowest paid employees as those paid on the lowest pay spine point of 1 on the GLPC outer London pay spine. The reason for this definition is that this is the lowest pay spine point in the Council in line with the job evaluation scheme and pay scales agreed with the unions. This excludes trainees, apprentices and interns. However, an hourly pay supplement is added when necessary to ensure that the London Living Wage rate is achieved as outlined in paragraph 5.14.

Description	2019/20
Highest Paid	£192,361.48*
Median	£33,291
Lowest	£20,178.95
Highest to median ratio	5.8
Highest to Lowest ratio	9.5

*The salary for the highest paid employee (Chief Executive) includes an allowance paid for Returning Officer duties as outlined in paragraph 10.2

8 Pay on Appointment

- 8.1 All employees, including Chief Officers, are normally appointed on the lower half of the pay range appropriate for their grade.
- 8.2 The Council delegates authority to Chief Officers / Chief Executive as appropriate to appoint staff above this part of the pay range.
- 8.3 The salary of the Chief Executive, and of any other Chief Officer where the proposed salary is £100,000 or more, will be determined by the Staffing and Remuneration Committee as outlined in paragraph 4.4.

9 Market Allowance Payments

- 9.1 The Council acknowledges that our employees are our best asset and that due to external factors market allowances will be required for some posts in order to attract and retain good staff.
- 9.2 Market allowances are linked to the post, not the person. They cannot be paid to someone because of their level of skill or experience.
- 9.3 A market allowance is deemed suitable where there is evidence of one or more of the following:
- The post has been advertised on more than one occasion and a suitable applicant could not be recruited.
 - Pay benchmarking exercises show that similar local authorities offer market allowances or a higher salary for the same work.
 - A national / local skills shortage where the Council is competing with a number of other employers for applicants.
 - The post is highly specialised with a limited number of potential applicants.
- 9.4 If the post does not meet the suitability criteria the payment of a market allowance is unjustified and may be in breach of equal pay legislation contained in the Equality Act 2010.

10 Fees for Election Duties

- 10.1 Council staff may be engaged on election duties of varying types. The fees paid to Council employees for undertaking these election duties vary according to the type of election they participate in, and the nature of the duties they undertake.
- 10.2 Returning Officer duties (and those of the Deputy Returning Officer) are contractual requirements, and fees paid to them for national elections / referendums are paid in accordance with the appropriate Statutory Fees and Charges Order and are paid by the body responsible for the conduct of the election.

11 Pension

- 11.1 There are three pension schemes covering the Council's employees.
- 11.2 A majority of its employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council. Details of the Council's policy and decisions in respect of discretionary elements of the Scheme are published on the Council's website, [see here](#).
- 11.3 Centrally employed Teachers are entitled to join the Teachers' Pension Scheme and receive benefits in accordance with the provisions of that Scheme.
- 11.4 Public Health employees who transferred from the NHS and are members of the NHS Pension Scheme continue to receive benefits in accordance with the provisions of that Scheme.

12 Other Terms and Conditions of Employment

- 12.1 The Council's employment policies and procedures are reviewed on a regular basis in the light of service delivery needs and any changes in legislation etc.
- 12.2 The Council and unions agreement on 'single status' reached in 2008, as part of the collective agreement on Equal pay and conditions, outlined the working arrangements and the payments to be made to the majority of employees below senior manager level. This included arrangements for working outside normal working hours including overtime and call out payments.

13 Payments on Termination of Employment

- 13.1 In the event that the Council terminates the employment of an employee (including Senior Managers and Chief Officers) on the grounds of redundancy they will receive compensation and benefits in accordance with the Council's Redundancy scheme, which is published on the Council's website, [see here](#). Exceptions to this are employees who have TUPE transferred into the Council with different contractual entitlements.
- 13.2 Severance payments of £100,000 or more must be considered and approved by the Staffing & Remuneration Committee.
- 13.3 Details of redundancy compensation payments paid to senior management are published on the Council's website, [see here](#).
- 13.4 The Council's Redundancy schemes may be subject to change as part of the pay and grading review.

14 Re-employment of Employees

- 14.1 Section 7 of the Local Government and Housing Act 1989 requires that every appointment to paid office or employment in a local authority shall be made on merit.
- 14.2 Should a successful candidate be in receipt of a redundancy payment the Council will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 (as amended) regarding the recovery of redundancy payments. The rules of the Local Government Pension Scheme also have provisions to reduce pension payments in certain circumstances to those who return to work within local government service.

15 Further Information

- 15.1 For further information on the Council's Pay Policy please contact the Council's Reward Strategy Manager on 020 8489 1285.

Chief Officer/Senior Manager Pay Bands

Pay Bands – Effective from 1 st April 2019						
Level	People Leader	Individual Contributor	Step	Min.	Mid. (benchmark)	Max.
A	Senior Leadership		Step 2	£180,700	£195,400	£210,100
B	Director / Assistant Director		Step 3	£142,500	£154,000	£165,600
			Step 2	£116,100	£125,500	£134,900
			Step 1	£99,600	£107,700	£115,800
C	Head of Service	Senior Professional III	Step 3	£84,400	£92,700	£99,000
			Step 2	£72,100	£78,300	£84,200
			Step 1	£62,200	£67,200	£71,900

Employee Group	Job Evaluation Scheme	Last Pay Award Implemented	Next Pay Award Due
National Joint Council (NJC) for Local Government Services – Green Book (a majority of the Council's employees)	Greater London Provincial Council (GLPC) (with local variations)	A 2 year pay deal covering the period of 1 April 2018 to 31 March 2020. <u>w.e.f. 1 April 2018</u> An increase of 2% on pay spinal points 20 and above and an increase of between 2.91% to 9.19% on pay spinal points 19 and below. <u>w.e.f. 1 April 2019</u> Assimilation on to a new London Pay Spine and a pay increase of at least 2%.	1 April 2020 (To be agreed)
Chief Executive, Chief Officers & Senior Managers	The HAY job evaluation scheme	w.e.f. April 2019 An increase of 2%.	1 April 2020 (To be agreed)
Teachers Pay & Conditions - TPAC (centrally employed Teachers)	Teachers Pay and conditions documents	A 1 year pay deal w.e.f. September 2019 A 2.75% uplift has been applied to the statutory minima and maxima of all pay ranges and allowances.	1 September 2020 (To be agreed)
Soulbury (Education Psychologists & Education Advisers/ Inspectors)	Soulbury	A 2 year pay deal covering the period of 1 September 2018 to 31 August 2020. w.e.f. September 2018 and September 2019 an increase of 2% on all pay points and on all London area allowances.	1 September 2020 (To be agreed)
Public Health (ex-NHS staff)	The Agenda for Change NHS Job Evaluation Scheme (GLPC or Hay scheme for those whose roles have been reviewed since the transfer date to the Council)	A three-year agreement covering the years from 1 April 2018 to 31 March 2021. Pay increases over this period are as set out in the Framework Agreement on the reform of Agenda for Change (27 th June 2018).	1 April 2021 (To be agreed)

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