

MINUTES OF THE MEETING OF THE FULL COUNCIL HELD ON MONDAY, 16TH JULY, 2018, 7.30pm

PRESENT:

Councillors: Charles Adje, Peray Ahmet, Kaushika Amin, Dawn Barnes, Dhiren Basu, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Dana Carlin, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Mahir Demir, 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, Sheila Peacock, Reg Rice, Alessandra Rossetti, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker, Sarah Williams and Matt White

17. FILMING AT MEETINGS

The Acting Democratic and Scrutiny Manager informed the meeting that apologies had been received from the Mayor and Chair of this Full Council meeting.

In accordance with Council Standing order 3.1(i) councillors would need to elect a person to preside if the Mayor was not present. The Acting Democratic and Scrutiny Manager proceeded to seek a nomination for a councillor to preside as Chair of the meeting.

Cllr Ejiofor nominated the Deputy Mayor, Cllr Peacock and Cllr Bull seconded this nomination and councillors agreed that the Deputy Mayor, Cllr Peacock Chair the meeting.

The Deputy Mayor accepted the position of Chair for this meeting and began by drawing attendees' attention to the notice on the summons regarding filming at meetings.

18. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were noted from Councillors: Adamou, Osamor, Dennison, Ross and Davies.

Apologies for lateness were further recorded from Cllr Moyeed and Hakata.

19. 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 were four late items of business, which were not available earlier, and which would need to be dealt with at the meeting. These were outlined as follows:

- Item 9 –Appointment to Outside Bodies – this report was late in order to allow confirmation of amendments to appointments with the organisations indicated in Appendix A.
- Items 11a and 11b - were late in order to take account of meetings that have occurred in the last week.
- Item 14 - Questions and Written Answers - The reason for lateness was that notice of questions was not requested until 8 clear days before the meeting, following which the matters raised would have to be researched and replies prepared to be given at the meeting.

20. DECLARATIONS OF INTEREST

There were no declarations of interest.

21. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 24TH OF MAY 2018

RESOLVED

To approve the minutes of the Annual Council Meeting held on 24 May 2018 as a correct record of the meeting.

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

The Deputy Mayor outlined the Mayoral activities undertaken since the annual meeting, including attendance at the Graduation Ceremony of Haringey Entrepreneurship Bursary Programme at Westminster Business School where the Mayor was very impressed to hear of the benefits gained by the diverse Haringey residents/businesses participating on this 5 months long entrepreneurial scheme.

The Deputy Mayor highlighted the “Listening Campaign” & Celebrating Refugee Week event at Gladesmore Community and meeting with the users of the Shpresa Programme (Albanian for Hope) an organisation that runs to advance the education and training of the Albanian speaking people in the UK.

The Deputy Mayor also referred to the Iftar events attended by the Mayor in June to mark Ramadan and attendance at Whittington Hospital to mark 70 years of the NHS.

The Deputy Mayor advised the meeting of the sad passing of veteran, disability rights campaigner Pam Moffatt, MBE. Following tributes by Councillor Bull and Cllr Hearn, there was a minute's silence in respect of Pam Moffatt MBE.

23. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

The Chief Executive had no matters to report on.

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

The Deputy Monitoring Officer had no matters to report on.

25. TO MAKE APPOINTMENTS TO OUTSIDE BODIES

The Deputy Mayor agreed to the admittance of this report as late business.

In moving the amendments to the outside body list of appointments, as set out in the attached schedule, the Chief Whip apologised for any inconvenience caused to Councillors affected by the change in memberships of some of the outside body appointments and advised that there would be a review the outside bodies process.

The Chief Whip also paid tribute to former Councillor George Meehan as today marked the third year anniversary of his sad passing. His tireless work for the borough and lasting impact continued to be acknowledged.

RESOLVED

To agree the amendments and new outside body appointments, as set out in the attached schedule.

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

The Deputy Mayor had accepted one deputation for this evening's meeting from Citizens UK, who were supporting of the principle of the living wage and specifically the later Council Motion B entitled "becoming a Living Wage Employer". The Deputy Mayor invited Susana Benevides and David Smolira to make their deputation.

Ms Benevides introduced the deputation as a Tottenham church attendee, proud trade union member and worker in Haringey. Mrs Benevides had been campaigning for the living wage and was making the deputation to persuade the Council to seeking accreditation as a living wage employer with Living wage foundation.

Ms Benevides spoke of her previous personal experience of working for employers without living wage accreditation. She described her daily routine which had involved working two cleaning jobs, 14 hours a day 7 days a week, to support payment of rent to live in poor quality housing. Ms Benevides had three children and had campaigned

for the London living wage as this provided the best means to achieve a better life for her children as fairer pay meant working less hours, the opportunity for better housing and, spending more time with children. She thanked the Council for their support in the London living wage campaign. However, in her view there were still thousands more fellow workers in Haringey working for employers that had yet to benefit from receiving a living wage, and the Council had a responsibility to change this.

David Smorila represented a diverse parish of people from all communities. He spoke about 26% of Haringey residents earning below the living wage. He expressed that his Parish was a London living wage employer but the Council was currently not accredited with living wage foundation, which left sub contracted staff, particularly those in social care, being paid below London living wage. He welcomed that the Council directly employed staff a London living wage and had signed up to the ethical care charter. The charter included having a practical plan to move third party subcontracted staff to London living wage .He accepted gaining accreditation with the Living wage foundation cost money and could not happen in the short term. He offered partnership with the Council to support putting in place a long term plan for promotion of the London living wage which would build in milestones and move the sub contracted staff to the London Living wage over time. This could happen if the milestones can be agreed in the coming months, leading to the Council becoming accredited in time for living wage week in November. He concluded that signing up to the foundation accreditation would improve the lives of employees and have a ripple effect in encouraging other employers in the borough to become a living wage employer too.

Members were invited by the Deputy Mayor to ask questions of the deputation. The following was noted:

- The deputation agreed that it was important for the local authority to make a commitment to building not only genuinely affordable housing, but also good quality housing. Individuals, such as Ms Benevides, found themselves in difficulty by not being able to afford good quality housing without the Living Wage and had to work extra jobs to cover rent and other basic expenses.
- Employers that paid their staff the Living Wage found that this attained many benefits from them such as better efficiency.
- There needed to be better checks on landlords to ensure that they were not taking advantage of individuals in difficult situations.
- Concerns about the rise of self-employed contracts in the borough and the implications this had on an individual's ability to become a member of a trade union.

Cllr Tucker, Cabinet Member for Corporate Services and Insourcing, responded to the deputation and thanked Citizens UK for their work in campaigning for the Living Wage. The Cabinet Member continued to highlight the following:

- Haringey Council provided the Living Wage for all of its directly employed and agency staff and meet the accreditation requirements in this respect.

- The Council was working with the Living Wage Foundation and would be looking to identify contractors that it could pressure into guaranteeing the Living Wage for its staff so that by November 2018, Haringey Council could apply for full accreditation.
- The Council had signed the Ethical Care Charter with unions which deals with the care staff not covered under the accreditation London Living wage .The Council would be working with living wage foundation, to agree a phased approach and would identify contractors which can be involved in step 1 of the process. The Council would be undertaking a cost analysis of paying the London living wage through the supply chain and it was recognised that there may be a budget implication, particularly in the Homecare service.
- The Council was liaising with Islington Council to gain experience from their journey in becoming a fully accredited Living Wage employer and would review the procurement process so the Council is clear to contactors that want to provide a service, via the borough, that they need to be paying the London Living wage.

Cllr Tucker concluded his response by stating that was an opportunity for Haringey Council to use this review process to bring a number of these services back in house. There was a need to address the overall concern that residents in the borough were receiving decent pensions, holiday and sick pay, fulfilling the Labour administration's commitment to increasing the standard of living and quality of life for workers within the borough.

27. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

28. 11A)REPORT FROM STANDARDS COMMITTEE- MEMBERS ALLOWANCE SCHEME AMENDMENT

The Deputy Mayor agreed to consider this report as a late item of business as the Standards meeting had taken place after publication on the Council Summons.

Cllr Opoku, Chair of the Standards Committee moved the recommendation in the cover report.

RESOLVED

To defer amendment of the Member's Allowance scheme to March 2019, when the current scheme is due to be revoked and renewed.

29. 11B) REPORT FROM CORPORATE COMMITTEE - TREASURY MANAGEMENT OUTTURN REPORT

The Deputy Mayor agreed to consider this report as a late item of business as the Corporate Committee meeting had taken place after publication on the Council Summons.

Cllr Diakides, Chair of the Corporate Committee, in moving the recommendation of the cover report, highlighted the following:

- There was a legal responsibility for councillors to ensure that the Council's money (approximately £1bn a year with thousands of transactions taking place) was handled appropriately.
- The routine cash flow process and how it was sometimes necessary for the Council to borrow. Since the Icelandic banking collapse the Council, procedures had been tightened and risk had been spread to mitigate exposure, however, individual councillors were reminded that they had a duty to provide valuable oversight into how the Council managed its money.
- The long-term loans held by the Council totalled approximately £365m and were from various sources, such as the public and private sector, with different rates at different times. It was noted that there had been concerns with how long-term loans had been handled in the past and there was a responsibility to ensure that procedures were improved to meet requirements.
- A new programme of investment was being embarked upon. There were two options with regard to borrowing for extra capital investments, these were general funds (with no cap set), and the housing revenue account (with a cap imposed by government). The Full Council noted that it was a statutory responsibility to ensure that they were prudent in managing the Council's money and that it could afford to pay its loans.

RESOLVED

To note the Treasury Management 2017/18 Outturn as attached.

30. HARINGEY DEBATE - KNIFE CRIME IN HARINGEY - WHAT ARE YOUNG PEOPLE IN HARINGEY TELLING US TO DO.

Cllr Mark Blake, Cabinet Member for Communities, Safety and Engagement, opened the debate on Knife Crime in Haringey and introduced the Godwin Lawson Foundation, thanking the founder and representatives for their contribution to the research behind the debate. Guest speakers, Yvonne Lawson, Jeff Austin and Caroline Large were then invited to speak and provided a background to the Godwin Lawson Foundation knife crime research that had taken place. It was noted that:

- Haringey Council had commissioned the research in January 2018. The objective of the research was to collaborate with young people in the N15 and N17 area who may be at risk of becoming a victim or perpetrator of knife crime in order to hear and record their views surrounding the issue. The Council was advised that the research attempted to understand what young people felt they needed in terms of support moving forward.

- Careful consideration had been given to how the research was conducted. Researchers selected had a distinct knowledge of the N15 and N17 community. Researchers were specifically chosen who had backgrounds that young people in these areas could relate to in order that they felt comfortable answering questions. Research was undertaken in locations where young people felt safe and which protected their anonymity.
- The young people questioned in the research highlighted a breakdown in the relationship between young people and the police. There appeared to be a particular emphasis on the lack of trust they felt towards the police. The Council heard that some stated they would not contact the police in any situation.
- Regarding support, young people felt that mentorship was important in being able to help them change in a tough environment. Young people also felt that they needed to see the world and get inspiration from those around them. Providing support to parents was also a factor highlighted by young people. After school events and sport clubs was a further recommendation by young people as a means of providing them with an alternative option to spend their time.
- In the short term, it was recognised that young people would benefit from an increase in the number of adult mentors through existing programmes.
- The provision of further apprenticeship placements was identified as being key to helping young people, as having a job was noted as being vital to them. A recommendation of the research suggested targeting utility and energy companies to create more apprenticeship placements.

Helen Millichap, Borough Commander, also was invited to speak and firstly welcomed being invited to contribute towards the debate. The Borough Commander went on to make the following points to the Council:

- Emphasised that the MET, as a whole, welcomed the GLF research, which provided valuable research into the views of young people. However, it was noted that some of the views expressed within the research was difficult but necessary for police officers to read. A particular concern was that young people said they would not call for police help if they needed it.
- A key task facing police officers was to improve the level of trust between themselves and residents within the borough, especially amongst young people. The police wanted to meet with the young people interviewed in the GLF research so that they could hear their concerns directly.
- More interaction between the police and young people was needed and education on both sides was crucial to break down the divide that had developed. Further engagement had started to take place within more primary schools and there was an increase in the number of liaison officers present at schools. Contact with individuals from a young age was recognised as being significant in developing trust and confidence between young people and the police.

- There existed key challenges for the MET, such as finite resources and looking at how best to utilise these was essential in ensuring that these had the best impact across the borough. Additionally, it was noted that the police were not able to overcome the complex issues facing young people alone and that it was imperative to work with other local partners to reduce reoffending.
- A strategy was being co-produced between the police and its partners. Amongst the themes this strategy was looking at targeting was lawbreakers, offering ways out of crime, standing with neighbourhoods and families against knife crime, and how to support victims of knife crime.

Following the guest speakers, the Councillors were invited to contribute their views towards the debate. They were as follows:

Cllr Ogiehor contended that Haringey Council's own figures showed that Haringey knife related injuries had significantly increased by 90% in the last 6 months. This was the highest increase in London. However, it was recognised other London boroughs were also experiencing increases in knife related injuries. She queried the current response to crime, stating that enforcement and tougher punishment was only one part of the solution, and that the root causes of crimes needed to be investigated. Cllr Ogiehor, welcomed the Godwin Lawson Foundation report as a positive step but emphasised that much of the information contained therein was already known and queried whether young people were actually being listened to, emphasising how imperative it was to increase support to victims of knife crime.

Cllr Demir spoke about his personal experience of growing up on an estate where young people frequently carried knives and expressed the positive impact mentors and community centres had on him growing up as helping him to avoid involvement in crime. Cllr Demir expressed that young people did not have as much access to community centres or social clubs and felt that this had led to an increase in the number of young people with nothing to do after school. He suggested that there be an increase in community policing, investment in youth centres, investment in community mentors (who know how to approach and deal with kids), and work with the voluntary sector.

Cllr Gordon welcomed the thorough report and noted the challenging environment within the borough, specifically ward N17, and commented that parents did not want their children to go outside because of issues such as recent knife related deaths. She spoke about the positive reaction that she had received from children when visiting schools in a high visibility vest and encouraged fellow councillors to engage with young people. She felt that more resources should be put into the youth services to cut down on knife crime.

Cllr Palmer referenced the statistic that by the end of April 2018, 52 people had been murdered in London since the start of the year. Of those murdered, 18 were under the age of 21 with 14 stabbed and 4 shot to death. She noted that violent crime was not new and spoke about historical distrust of the police by communities and stated the only way to resolve the issue of reducing violent crime was to be brave and for all to work together, putting party politics aside.

Cllr Rice noted that the question was how we assist young people to avoid the vicious cycle of crime. Guidance from the report was welcomed and the Council should act on the best recommendations. He underlined the importance of young people having confidence to work with the police and queried what measures existed within the Met for police officers to be able to communicate with the young people and, if individuals were concerned, how did they access the police to highlight and resolve those issues.

Cllr Dixon welcomed the opportunity to be able to contribute to the debate. He highlighted the importance of youth services in providing a safe and secure environment for young people outside of the classroom. Youth services made a huge difference in helping to build trust in those who felt society has turned its back on them and wanted the Council to champion youth services and extend those services to as many young people within its reach.

Cllr das Neves stated that all young people in borough deserve to feel safe. The Cllr focused on young women, specifically the troubling rape culture of gang initiations and the impact this had on the victims and their families. The borough needed services that responded to the needs of residents, language that fitted the reality of resident's realities, and local intervention that was available 24/7.

Cllr Hare noted the valuable work produced by the GLF research. In discussing what councillors can do, Cllr Hare called on all councillors to consider investing in long term plans and questioned the sustainability of investing in short term operations that do not make provisions for the future of young people. Young people also needed places that they can go where they felt safe as many young people had nowhere to go outside of school time. Giving young people hope for the future was imperative, creating role models and jobs for them.

Cllr Williams welcomed the report and looked forward to the measures that would be put in place to combat the issues raised therein. She commented on the issue of inequality that drives crime and was struck by how young people felt whilst at school in Haringey, with some young people speaking about racial bias in their schools.

Cllr Hakata noted the importance of the provision of jobs to incentivise young people away from criminal activities and negative influences. Young people who had a history of involvement with crime needed economic opportunity and found themselves excluded economically and socially with prospects of attaining good careers fleeting. He questioned how much of the Council's budget (£250 million) was spent on suppliers within Haringey and how can they be incentivised to create jobs within the borough. Innovation and leadership was needed on creating the jobs needed.

Cllr Stone welcomed the report and its focus of listening to young people. He wanted the approach of listening to young people directly to be enshrined to highlight its importance and value in connecting to the reality young people face. He stressed the importance of needing to make sure that young people felt safe as being the solution to the problems identified in this debate. Cllr Stone further praised the success rates of Haringey Schools with all achieving either good or outstanding Ofsted inspections but also wanted there to be more resources provided to schools and the services that support them.

Cllr Berryman continued the theme of highlighting the importance of schooling and education in providing young people with alternatives. He further highlighted the importance of continuing to provide support to young people, such as grants, to get them through their academia. He further highlighted council funding for the imminent Summer Youth Programme which was being organised for teenagers.

In closing the debate, Cllr Blake thanked all of those who contributed their views and continued to make the following final remarks:

- Whilst the GLF report focused on young people in Tottenham, the impact was felt across the borough. It was a challenging time and society was looking to its leaders for guidance and an effective response in addressing the issue of knife crime.
- The report highlighted hard truths and challenges. The Labour administration would not shrink away from the challenges and ignore the plight faced by young people. The actions of the administration would be guided by the views of young people and ensure that they were at the heart of all that is decided in this area.
- Attaining trust from young people was critical and a commodity in need of development. Building trusting working relationships with the local voluntary sector was also vital.
- The report shared many of the points in the current administrations manifesto. The manifesto had a commitment to investing in youth services, with further details of this to follow in the autumn.
- The Fairness Commission was in the process of being organised and this would provide a new emphasis of fairness at the centre of all decisions to be undertaken.
- The Council was developing its Borough Plan with reducing the criminalisation of children being a core objective. The Council was determined to divert children away from the youth justice system and would work with its partners, schools and the police about how best to achieve this.
- Further funds in excess of £90k had been identified to widen the summer programme offered to young people across the borough.
- Work was being done with the leisure centre chain, Fusion, regarding making sports centres more accessible and affordable for young people.
- Noted the inclusion in the report on the focus of mediation services as a recommendation, with the models used in the USA and Glasgow being cited. Cllr Blake was personally committed to producing equivalent mediation services in Haringey that would attempt to mirror the success of those trialled elsewhere.

Cllr Blake stressed that there was no quick solution to the knife crime crisis in the borough but that the Labour administration, together with its partners and the community, was committed to creating an effective and long-lasting response.

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

The Mayor accepted the admission of responses to written questions as late items of business, as the answers to questions had needed to be researched and prepared after the summons had been dispatched.

Oral questions one to six were then asked and responded to.

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

Cllr Barnes proposed the Liberal Democrat motion which proposed that Haringey Council become a Living Wage accredited employer. Cllr Barnes firstly praised the deputation received in relation to this Motion, at Item 10 and, specifically, Susanna Benvinades for sharing her experiences with the Full Council. Cllr Barnes outlined the following:

- Crouch End Picturehouse staff were intending to strike in support of them receiving the Living Wage. Neighbouring Arthouse Crouch End had already been accredited.
- Local Liberal Democrat and Labour councillors were active in showing solidarity with staff from Crouch End Picturehouse and encouraged individuals to boycott the cinema to force them to adopt Living Wage.
To become accredited would cost the Council £3k and would go to the Living Wage Foundation.
- Important for Council to lead by example and evidence had shown that where the Council led, other employers followed.
- With regard to the number of Living Wage accredited employers in their boroughs, Hackney had 80, Islington had 120, and Haringey had 20.

Cllr Barnes concluded by commending the motion to the Full Council and advocating that action is taken that would lead to Haringey Council becoming a Living Wage accredited employer by November 2018.

In seconding the motion, Cllr Dixon expressed that both the Liberal Democrat and Labour party supported the Living Wage during the recent council elections and it would be important to pursue becoming an accredited Living Wage employer in time for the Living Wage week in November 2018. He paid tribute to Citizens UK and its efforts in promoting the Living Wage.

Cllr Dixon further highlighted that the Living Wage Foundation survey, had found that 75% of its businesses agreed that the Living Wage increased motivation, and improved retention rates of staff.

Cllr Tucker, Cabinet Member for Corporate Services and Insourcing, responded to the Motion and put forward the Labour amendment to Liberal Democrat Motion B. He started by detailing the inequalities within the borough, specifically with regard to health and life expectancy. In Cllr Tucker's view, the reduction in living standards and pay since 2010 was a political choice rather than one of economic necessity. He further highlighted that the administration was considering trade union access to the workplace and stressed the importance of the Council treating its own workers and unions with respect, not just consulting them but also involving them in decision-making. Trade unions worked to protect the interest of all its members and the Council should use all its available powers to ensure that the working class had their interests protected.

Cllr Ahmet, Cabinet Member for Adult and Health, seconded the Labour amendment. She was keenly aware of the need for the Living Wage for all Haringey Council workers, and acknowledged that solid action was needed to achieve this. She informed the Full Council that the Adult Social Care Commissioning Team were looking at new models for home support and, as part of this, it was working to implement the Living Wage by the end of 2019. Cllr Ahmet recognised the vital importance this pay makes to home care workers. Austerity was the reason that had not happened yet and why it was difficult to do so. However as a Labour Council, there was a need to ensure that this was achieved to further ensure good quality outcomes for staff and residents.

Cllr Barnes, the proposer to the Liberal Democrat Motion B, concluded the discussion by noting that there was unanimous support amongst the Full Council for Haringey Council to become a Living Wage accredited employer.

The motion, with the amendments, was carried *nem.con*.

Council notes:

1. The Annual Survey of Hours and Earnings by the Office of National Statistics, showed that 34% of Haringey residents are living in poverty.
2. That the Living Wage Foundation recommends that to enable their employees to "*meet their basic needs and participate in society at a minimum level*", employers in London should pay each member of staff at least £10.20 an hour.
3. That six current members of Haringey Council (including the Leader) attended an event organised by Citizens UK and pledged to make Haringey Council a Living Wage accredited employer.
4. That 92 local authorities are accredited Living Wage employers. Among their number are the GLA and six of the seven boroughs that border Haringey.
5. That Haringey has just 20 businesses that are London Living Wage accredited compared to 132 in Islington and 80 in Hackney.
6. The Office for National Statistics 2017 Labour Force survey highlighted the advantages of Trade Union membership, with wages being between 16.7% and 7.1% higher, on average, for Public and Private sector employees, respectively.

Council believes:

1. That low pay is a major problem in Haringey, London and the UK.
2. That given the high costs of housing, public transport and childcare in Haringey, the statutory minimum wage rates are not adequate to enable someone to maintain a decent standard of living whilst residing in this borough, even if they work full-time.
3. That as the local authority, Haringey Council should provide leadership and set an example for other employers in the borough.
4. That improvements in hourly rates of pay should not come at the expense of other terms and conditions or other staff benefits.
5. That membership of a Trade Union provides the best way for workers to improve their terms and conditions via collective organising.

Council resolves:

1. To be accredited by the Living Wage Foundation as 'Living Wage Employer' in time for London Living Wage week (4th-10th November 2018). In order to achieve this, all directly employed staff must continue to be paid above the London Living Wage. In addition, arrangements must be made for the phased implementation of the London Living Wage for anyone employed by a contractor who regularly works on council premises or on premises necessary for the work of the council to be carried out.
2. That the same standard should be expected of ALMO and other entities, over which the Council has control (for example, the proposed wholly owned company for housing development).
3. That where the Council has representation on outside bodies, it should use that influence to advocate for paying a Living Wage and for recognition of a Trade Unions rights to organise in the workplace.
4. That the council will consider the ability of workers to collectively organise via a workplace recognised Trade Union when procuring council supplied services via contractors, ALMOs or other means.
5. Work with the Living Wage Foundation and Trade Unions in order to encourage other business in Haringey to become Living Wage accredited employers and to recognise the right of workers to organise collectively in Trade Unions.

CHAIR:

Signed by Chair

Date