

MINUTES OF MEETING FULL COUNCIL HELD ON MONDAY, 13TH JULY, 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, Mahir Demir, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Bob Hare, Kirsten Hearn, Justin Hinchcliffe, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Felicia Opoku, Julia Ogiehor, 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

ALSO ATTENDING:

1. FILMING AT MEETINGS

The Mayor referred to the notice of meetings, set out at agenda item 1 and Members noted this information.

The Mayor set out the process for the first virtual meeting of full Council.

The Clerk confirmed that the meeting was being streamed live to the public.

In consultation with the Leaders of both political groups, the Mayor outlined that she had agreed to vary the agenda. This was in accordance with Committee Standing Order 3.2 i. Therefore, after considering the deputation on Black Lives Matter, there would be consideration of the motions at item 15, with Motion H considered first, and the meeting continuing to consider Motion G. There would be two speakers from each political party for these items.

2. TO RECEIVE APOLOGIES FOR ABSENCE

Democratic Services shared the attendance sheet which had been completed and showed 56 Councillors were present.

There were later apologies from Cllr Hakata.

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

The Chief Executive advised that there were 3 late items of business, which could not be available earlier, and which would need to be dealt with at this meeting.

Item 10– this report was late in order, to allow finalisation of appointments by the political groups. There was an added update to Appendix 1, included in the tabled papers

Item 14- Questions and Written Answers.

The reason for lateness was due to notice of questions not being requested until 8 clear days before the meeting, following which the matters raised have to be researched and replies prepared to be given at the meeting.

4. DECLARATIONS OF INTEREST

There was a personal declaration of interest from Cllr Chandwani in relation to item 12. Cllr Chandwani was employed by the Selby Centre Trust. It was noted that one of the two external presenters for the debate, at item 12, was Paul Butler, the Chief Executive for the Selby Centre Trust.

5. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 19 OF MARCH 2020

RESOLVED

To approve the minutes of the meeting held on the 19th of March 2020, subject to the addition of the Cllr Barbara Blake and Cllr Viv Ross to the list of apologies noted for the meeting.

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

The Mayor advised that for this agenda item, she would be inviting councillors and meeting attendees to pay tribute to former Councillor colleagues and a former borough MP. They had sadly passed away in the past few months and over the last year. These were:

1. Basil Lewis
2. Ulric Thompson
3. Ian Willmore
4. John Brennan
5. Stephen Ayres
6. Mary Poole-Wilson
7. Hugh Rossi

She Invited Mr Peter Forrest who paid tribute to former Conservative Councillors and former Conservative MP.

Councillor Mitchell paid tribute and respect to Ulrich Thompson.

Councillor Rice spoke of Basil Lewis and his work in the community.

Councillor Brabazon paid tribute and respect to Ian Willmore.

Councillor Ejiqfor paid tribute to the former councillors.

CLlr Moyeed spoke and paid tribute to John Brenan.

The Mayor thanked speakers and led the meeting in a one minute's silence to pay respects to residents who had lost their lives to Covid 19 and to remember former colleagues.

7. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

The meeting was asked to note the changes to the Cabinet and political constitution of the Liberal Democrat Group. The meeting was also asked to note the reports on attendance of Councillors at meetings and the Members allowance scheme for 2019/20.

The Chief Whip moved the recommendations.

The Mayor asked Councillors to indicate if any were in disagreement to the recommendations and following no indication, it was:

RESOLVED

1. To note the Liberal Democrat Group political constitution as set out at paragraph 4.1.
2. To note the Cabinet Membership and the appointment of an Assistant Cabinet Member as set out in Appendix 1.
3. To note the statement of attendance, as attached.
4. To note the allowances paid to each Member, as set out at Appendix 1.

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

The Monitoring Officer had no matters to report.

9. REPORT OF THE LEADER

The Leader introduced the report which set out the decisions taken under the Council's Urgency Procedure, during the past 3 months, which were required to be reported to Council on an annual basis.

RESOLVED

To note the decisions taken under the Council's Special Urgency Procedure.

10. TO MAKE APPOINTMENTS TO COMMITTEES AND OUTSIDE BODIES

The Chief Whip moved the report and its recommendations, asking Council to note that Cllr Hakata was being added as a deputy representative to London Councils TEC in addition to Cllr White. Cllr Hakata was also replacing Cllr White on the London Road Safety Council.

The Mayor asked Councillors to indicate if any were in disagreement to the recommendations and following no indication, it was:

RESOLVED

1. To agree the changes to Committee appointments as set out at paragraphs 4.1 to 4.4.
2. To note the changes to Outside Bodies outlined at Appendix 1, including Cllr Hakata being added as a Deputy to London Councils TEC in addition to Cllr White. Cllr Hakata replacing Cllr White on the London Road Safety Council.

11. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

The Chair of Overview and Scrutiny introduced the Annual Scrutiny report which was evidence of the work completed by the Overview and Scrutiny Committee and Scrutiny panels over the previous 12 months.

The report closed off the two year work plan and the Chair was proud that Scrutiny had created plans for the community and that the Committee had recorded and published the response to the issues that were raised with the Committee. These were set out at appendix 2.

The Chair described how Scrutiny had sought to hear and bring forward the voices of residents that were not able to attend Council meetings and sought to improve decision making in the Council through greater understanding.

The Chair of Overview and Scrutiny reflected that the global pandemic had showed how interdependent people's lives were and had presented new and greater challenges to individuals and the borough, as a whole, which made it more important for the Council to work with the community and listen to them and to meet those challenges.

RESOLVED

To note the Overview and Scrutiny Annual Report 2019/20.

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

The Mayor reported that a petition had been received which contained 2,552 of these signatories from Haringey postcodes. The petition was asking the Council to save Haringey Parks. The petition stated that Haringey's public green spaces were crucial for all local communities and needed to be properly run but are suffering from a serious lack of funding, staffing and maintenance. The petitioners are calling on the Council to ensure:

- safe, attractive, well-managed, well-maintained, well-protected public green spaces for all,
- dedicated staffing for each significant park, and a well-staffed parks service,
- no inappropriate commercial activities which have a detrimental impact or exclude residents from using their local parks

The Mayor invited Clare Parry to present the deputation and the following was noted.

Clare Parry spoke on behalf of the petitioners, Haringey Friends and Park's Forum which represented 45 local friends of park's groups and which supported the borough's public green spaces.

Clare Parry continued to outline the timeline in reaching the position of making a petition at full Council, which underlined the significance of parks to communities. She spoke about the importance of taking a holistic approach to the challenge's parks face and the opportunities they provide and contribute to the delivery of statutory services in Haringey.

The petition was seeking the following agreements from the Council:

- implementation of the recommendations of the Scrutiny Review of Parks completed in 2018 in full,
- implementation of the manifesto commitment to invest more in parks,
- to provide adequate levels of funding for Parks so that they can achieve the commitments in the scrutiny review and manifesto.

Clare Parry highlighted how the last four months of the pandemic had placed an enormous burden on parks, their staffing, and maintenance teams. On behalf of her

group, she praised those involved in ensuring parks stayed open and were accessible and maintained at a difficult time. This was greatly appreciated by residents who did not have accessible outdoor spaces.

She spoke about how the pandemic had demonstrated the important role of parks in the community providing the opportunity for exercise, and enjoyment of nature and how this was more keenly felt by residents at this time.

In 2011 there were significant cuts made to parks and since then the group had been campaigning for well-funded and maintained parks. These activities had resulted in the following:

- The 2017/18 Environment and Community Safety Scrutiny panel review of parks. This had highlighted the impacts of the budget cuts and the review made recommendations based on ensuring appropriate funding for parks, adequate staffing levels, maintenance of parks and green spaces to an agreed standard, in perpetuity, protecting fields through covenants and trust. The Cabinet response to these recommendations was positive in 2018, with agreement to the majority of the recommendations, partial agreement to others and only one recommendation not agreed.
- In July 2019 the deputation from the Haringey Friends of Parks highlighted the importance of accessing high levels of funding and there was commitment by the meeting for funding streams to be explored to determine where the Council can maximise obtaining funding for the borough's parks.
- A petition collated from Autumn 2019 until March 2020 with over 2500 signatures calling for adequate funding, staffing and maintenance for now chronically underfunded and understaffed parks.

The petition underlined that, notwithstanding the financial pressures that were bound to come forward through government cuts, in light of the Covid -19 pandemic, there was a need to progress on the commitments made in the Scrutiny review recommendations.

The petitioners felt that keeping with the current status quo was not an option for Haringey parks and their importance had been experienced even more in the last four months.

The petition called for safe, attractive, well managed, well maintained and well protected green spaces for all and full implementation of the scrutiny review recommendations.

The petitioners continued to call on the Council to deliver the manifesto commitments for parks and for adequate levels of funding to enable this. The Friends of Haringey Parks placed on record their commitment to working with the Council to achieve these commitments for the benefit of all residents.

The Mayor invited Cllr Say and Cllr Hare to contribute to the debate.

Cllr Say spoke about the impact of the coronavirus lockdown on resident's mental health and how the health crisis had reasserted the importance of green spaces. A previous NHS pilot scheme had also shown that using parks, as a healthcare resource, could improve outcomes for patients suffering from mental health. Parks across the UK had been underfunded by government and she called on government to provide local authorities with the funding needed to support parks and green spaces.

Cllr Hare referred to his role on the Scrutiny review panel which had strongly supported the recommendations of the review. He spoke about:

- the value of parks to residents and in particular for residents that did not have a garden.
- volunteers in parks who had helped with litter clean ups.
- The potential overall cost of the pandemic for local authorities and impact on finances which was being worked out.
- The income of concerts at Finsbury Park continuing to support maintenance and care of this particular park for several years.
- Providing extra funding all other parks in the borough from the Council's budget by stopping the printed version of Haringey People and having a digital publication.

The Mayor invited the Cabinet Member for Climate Change and Sustainability to respond to the debate.

The Cabinet Member fully recognised that parks had been a place of solace and comfort in these difficult times. The Cabinet Member placed on record her thanks to all park's staff for their significant work in keeping parks safe and open over the last four months. This had been achieved in a global pandemic when staff members had been reduced due to illness, shielding requirements or isolating. The team had worked tirelessly to ensure that the parks were well managed, protected, and maintained.

The Cabinet Member continued to outline that the dedication of the parks team had already been demonstrated previously with their achievements of 22 green flags, support to festivals concerts, and commitment to dedicate all parks to Liam's Trust, with 10 completed so far.

In response to the Scrutiny recommendations, the Council had established a dedicated team in Finsbury Park, significantly increasing this resource using the funding generated by the events held at this Park.

The Cabinet Member spoke about the significant increase in litter in parks, seen in the last four months, and if there was a significant reduction in litter this could help fund staff in very park in the borough. This was a new aim for the Cabinet Member, and she would be working with the service to enable this.

The Cabinet Member endorsed the statement on no inappropriate commercial activities that have a detrimental impact or exclude residents from using their local parks and this was why an events policy was in place which set out the number and

type of events in parks . This policy ensured balanced usage in parks was maintained with cultural benefits enhanced.

The income generated from events was used to support the parks service and this was in response to the significant cuts in local authority funding seen over the last ten years. The Council had further spent significant funds on parks during the pandemic and would expecting the government to keep to its commitment to reimburse local authorities for their expenditure in the pandemic.

The Cabinet Member concluded by proposing that the issues raised in the petition were considered by the Overview and Scrutiny Committee as part of the consultation on the new proposed Parks and Green spaces strategy.

The Mayor thanked the Cabinet Member for her response and asked Councillors to indicate if they were in disagreement with the response ,and following no indications of any dissent, it was:

RESOLVED

To agree that the issues raised in the petition be considered by the Overview and Scrutiny Committee as part of the consultation on the new proposed Parks and Green spaces strategy.

Deputation on Black Lives Matter

The Mayor called on Simon Hester who was representing Haringey Stand up to Racism to put forward the deputation in relation to the motion on the agenda on Black Lives Matter.

Mr Hester advised that the deputation would be presented by Nandi Maseko, an activist in Haringey Stand up to Racism.

Miss Maseko expressed that Haringey Stand up to Racism was a broad coalition of activists and organisations actively campaigning against racism in all forms. The Black Lives Matter movement had raised important questions about how to eradicate racism in society. Miss Maseko focused her presentation on the racist history of British colonialism and imperialism and how this was embedded in monuments statues, street names and public building names. She referred, in particular, to the negative connotations of the Black Boy Lane in Tottenham N17. She spoke of her personal family history and how this name was deeply degrading. She was in no doubt that this had a negative impact on the self-image of black children. She referred to the daily battle against systemic racism and that the families of African, Asian and Australian origin were still suffering the consequences of colonial rule. Therefore, having names of streets that honoured imperialism were offensive and unfitting with the better society striving to be created.

Miss Maseko continued to highlight the historical context for Black Boy Lane; slavery had been an emblem of riches and not part of the economic requirements of the time. She contended that this was an offensive and racist term and the name of this road should be changed and replaced with a name that respectfully honoured people that have fought racism and helped to build the country and will promote a sense of pride and dignity in the community.

Miss Maseko further called for change to the name of Rhodes Avenue and referred to the actions of Cecil Rhodes in the 18th century. She referred to him as also being one of the architects of the apartheid state in South Africa and founder of Rhodesia. Given that the statues in Oxford of Cecil Rhodes were coming down, she felt that the Council should also follow this lead and change this road name.

Miss Maseko also highlighted that there were names of Victorian military commanders, Kitchener and Horatio on streets in Haringey. They had led British forces against local resistance in southern Africa, West Africa, Egypt and Sudan.

Miss Maseko, speaking on behalf of her group, felt it was important to honour the many that have fought against racism and colonist in Africa and in the UK and have more streets named after them. Miss Maseko further spoke about Haringey being a multi ethnic and cultural borough with a proud history of challenging racism and as part of the Black Lives Matter campaign called on the Council to rename streets and consider the building of a new monument to convey the struggle against racism.

The Mayor thanked Miss Maseko for her contributions and called on Cllr Chiriyankandath to speak.

Cllr Chiriyankandath paid tribute to the disciplined socially distanced meetings held by Black Lives Matter group. He continued to refer to the likely individual experiences of black and ethnic minorities of residents in Haringey of discrimination and racism which was more commonplace in the 1970's. He felt that the harsh cutting edge of discrimination was still evident in the job market, housing and was seen elsewhere with also the stifling of voices and talents. Councillor Chiriyankandath felt that bias, based on race, had not disappeared. The deputation highlighted that importance of changing the names of public places in Haringey and it was also important to inform, educate and debate why this change was happening so that the full meaning behind this was understood. This public debate would educate and inform.

Cllr Chiriyankandath expressed that Black Lives Matter because justice in society mattered to all and if injustice was done to one then it would impact society as a whole.

The Mayor thanked the Councillor for his contribution and highlighted that the borough has a statue commemorating Oliver Tambo in the Albert Road Reaction Ground which she was proud to unveil earlier in the year.

The Cabinet Member for Communities and Equalities was asked to respond to the issues raised in the deputation.

Councillor Blake spoke about the difficult time of the pandemic and the murder of George Floyd in America which had seen an eruption of emotions in the USA and UK. He fully supported the points made by the deputation. He continued to respond to the issues raised as follows:

- The Council were making progress in the terms of the renaming of Black Boy Lane with a report to be considered at the Corporate Committee later in the month.
- Acknowledged that the criminal justice system was a central component in the George Floyd demonstrations and area of grievance here in the UK and within Haringey in the last 40 to 50 years.
- He referred to the concerning use of a tasers with two cases in the borough, one was currently being investigated. These types of issues raised tensions locally.
- The Council were not averse to challenging the Police on actions and would be challenging them whilst also working with them to ensure the community felt safe.

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

As set out at agenda item 1, the Mayor varied the agenda to consider Motion H which was on Black Lives Matter and the impact of Covid 19 on BAME communities.

The Mayor indicated that the tabled amendment from the Liberal Democrat group was to be withdrawn and a new cross-party amendment put forward. Before moving to this new amendment, she called on Cllr Jogee, to present the original motion.

In presenting the motion, Cllr Jogee spoke about the impact of casual racism and how this was experienced by him. He spoke personally about the type of comments/ banter he had experienced which were explicitly racist and were not acceptable and should not be experienced by anyone. Cllr Jogee spoke about the importance of language and the responsibility of Councillors in the Council to use a template language and show leadership, standing up to be counted as part of the community. He spoke about not needing to be black to help the black community, needing to care, be passionate about turning down the barriers and challenging inequality.

Cllr Jogee spoke about his grandfather coming to England in the 1940's and the bigotry experienced by the black community prior and since Windrush. There had been some progress but not the lasting change that was needed, demonstrated by the fact that this discussion was happening in 2020.

The devastating Murder of George Floyd and the many other black men and women because of who they were, showed that all communities must take out the baton of change. Cllr Jogee spoke about Haringey's vibrant black community and history of standing in solidarity with the black community across the world.

Cllr Jogee continued to outline the disproportionate disadvantages of being black, from being affected by Covid 19: stopped and searched, education, employment and general health. The motion re-affirmed the Council's commitment to fighting racism in all forms and expressed solidarity with black people in Hornsey, across the borough and in the world.

Cllr Culverwell seconded the motion, emphasising the importance of the Black Lives Matter movement and in the especially in the context of the following:

- the inequality experienced by Denise Williams, a prominent black athlete who had been stopped by Police in her car in an affluent area,
- supporting the movement by students to remove statues of Cecil Rhodes and his cohort in colleges and museums in various settings in the UK,
- commemorating many of the African regiments / soldiers who fought and died in the second world war and who were not adequately recognised for their bravery,
- not yet a black prime minister in UK,
- the proportion of black men holding positions in the city which was less than a third of white counter parts,
- the difficulties of black healthcare workers accessing PPE during the height of the Covid 19 crisis,
- the significant contribution of black lives to the building of infrastructure in the UK and many other countries for which they were never given the rightful recognition of financial rewards.

The Mayor thanked Cllr Culverwell and asked Cllr Ogiehor to introduce the new amended motion.

Cllr Ogiehor confirmed that the published amended motion had been withdrawn and instead a new amendment was put forward. This was in accordance with CSO 49 and had cross party support.

Cllr Ogiehor was grateful of the opportunity to debate the motion and to highlight the issues facing the black community across Haringey which had been brought to prominence in the way that the COVID 19 had disproportionately affected communities. She spoke about there being a feeling of cautious optimism that the debate about race and systemic racism in the country had reached heights that were not previously felt possible. However, it was sad that it took the death of George Floyd and a number of black men dying to enable this honest conversation.

Cllr Ogiehor outlined that, although the mainstream media had stopped reporting on the Black Lives Matter movement, this was a live issue and she was proud of the leadership that communities in Haringey had shown with continuing the protests and highlighting the stark inequality faced by black people in the UK. This would help educate and seek solutions for addressing institutional racism.

Cllr Ogiehor agreed with the premise of the original motion and outlined that the amendments went further in demonstrating the ways to show leadership in dismantling the system and systemic racial construct which had affected black people's lives and lead to addressing the lack of diversity. This included:

- Increasing the percentage of BAME staff employed by the Council at senior levels through further support, training and mentoring.
- Seeking a review of ethnic disproportionality in stop and search and reference was made to a recent public report which showed that young black men were stopped and searched by police more than 20,000 times in London , this number was more than a quarter of all black 15 to 24 year olds living in London.
- Ending the suspicion led stop and search and use of facial recognition devices which were discriminatory by cross party working across communities to end these uses.

Cllr Ogiehor concluded by calling for all Councillors to work together on any measure, system, policy that threatened the rights of black people in the country and to work together to utilise this optimism and ensure that the issues raised in the Black Lives Matter movement continued to be taken forward and sought agreement to the new amended motion.

Cllr Chenot, seconded the amendment and referred to the recent release of anti-racism reading lists published by popular broadsheet newspapers, press and booksellers which had occurred due to demand and was showing the willingness to learn but this had also demonstrated a deficiency in the education system with older adults teaching themselves what they should have learned as children.

Cllr Chenot discussed the school curriculum and how it left children to discover for themselves the full force of racism and the attention and friction it still created. It was important for all Britons of all races to know the history of all communities of colour. Cllr Chenot spoke about the campaign to commemorate the Diviner Roti, the country's first ever non-white MP and being able to access information on other inspiring BAME historical figures, helping enlighten and inform new generations. Cllr Chenot and Cllr Ogiehor had signed the open letter supporting the diversity reform initiative.

In this spirit of change, Cllr Chenot spoke about making a stand against live facial recognition technology as it stripped away privacy and should not be used on any face or race. There was also concerns about its accuracy and reliability of its use was questionable due to the conditions of the testing outlined.

Cllr Chenot concluded by calling all Councillors to take steps to enable future British schools' children to learn about the history of race relations in their country and not also learn about the issues caused by the allowing live facial recognition. She called for the amendment to be agreed.

The Mayor firstly called on Councillors to formally accept the new amendment put forward. The new tabled amendment proposed by Cllr Ogiehor and seconded by Cllr Chenot was accepted following no indication of dissent.

The new amendment did not have any deletions and only contained additional sentences and paragraphs to the previous published amendment which had been withdrawn and the Mayor read these out for clarity.

The Mayor invited Cllr Jogee the mover of the original motion to respond.

Cllr Jogee welcomed the comments from colleagues in the debate and felt that having shared his story, there were a lot more experiences to share and there was a refreshing motivation to tackle racism. He spoke about already working with Cllr Ogiehor on responding to the Black Lives Matter movement and continuing to work together. The new amendment had only been seen at short notice, prior to the meeting starting, and he hoped that the original motion and the enhancements and improvements would be supported.

The tabled amendment to the original motion was voted on and AGREED by all Councillors.

The motion as amended was voted on and AGREED by all Councillors.

Motion H Black Lives Matter and the impact of Covid-19 on BAME Communities

Background:

Haringey is one of the most diverse boroughs in London, with a long and proud tradition of celebrating our diversity and welcoming people from all backgrounds and communities to live, learn and work here.

The brutal, and unlawful, death of George Floyd in the United States of America has justifiably triggered global protests against institutional racism faced by Black people right across the world, including here in the United Kingdom.

These protests have come, alongside all the inequalities faced by Black people, in the wake of the devastatingly disproportionate impact of Covid-19 on BAME communities in Britain and other parts of the world.

It is clear that this impact has been made far worse by the structural inequalities Black people face when it comes to health, education and housing amongst the numerous obstacles that Black people encounter daily.

There has also been a sizable recognition that road names, buildings and other municipal institutions linked to, and named after former slave traders and colonialists, demand a re-think and potential re-naming, so as to give the Black community the rightful respect and recognition they deserve.

The Council believes:

That Black Lives Matter.

That George Floyd's brutal murder must be a catalyst for change across the world.

That no country, city, police service or institution can absolve itself of the responsibility to do better.

That there is no place for racism, anti-Semitism, islamophobia or any form of xenophobia or bigotry anywhere in our society.

That language is a powerful tool for inspiration and change, as well as oppression and ignorance and must be used wisely and respectfully.

That the London Borough of Haringey must show leadership in the campaign to rid our city and our world, of bigotry and racism.

That it is necessary for our national and civic leaders to start an open and respectful conversation about who we are and what we stand for as a community.

That the national conversation on institutional racism and immigration should be conducted with care for the dignity of people who are vulnerable, who do not have a voice in the public domain, and have to suffer the consequences of inaccurate, insulting and inflammatory language.

That our education system is a key determinant of the nature of our society, therefore real action must be taken within it to combat racial injustices and disadvantages.

That it is vital all efforts are taken to understand the impact of Covid-19 on BAME communities in the London Borough of Haringey and that we should work with all relevant stakeholders to mitigate the impact now and into the future.

That it is concerning that whilst 53% of Haringey Council's workforce is from a BAME background, just 32% of officers at Grades PO8 and above are.

That we must stand together as one.

The Council resolves:

That all Councillors stand with Black residents in asserting their fundamental right to raise significant issues concerning their community.

That the values and beliefs outlined in this motion should guide the Council's interactions and tackling of racism and bigotry.

That our work, as elected representatives, must be to play a substantive and public role in ensuring racism and discrimination are challenged and eradicated at all levels.

That we will seek the views of BAME communities across the London Borough of Haringey on the issues arising from the Black Lives Matter protests.

That we will read and understand the Public Health England report on the effect of Covid-19 on Black and Minority Ethnic Communities.

That we will address the structural inequality identified in the Public Health England report in its planning for the Borough's recovery.

To carry out a comprehensive risk assessment of the working conditions of all our BAME staff both working at home, in Council offices and across the community.

To ask the Cabinet to explore providing further support, training, and mentoring to the Council's BaME staff to help them rise to senior positions.

That the values and beliefs outlined above should guide the Council's interactions, discussions and work on these issues.

That the Corporate Plan is updated to reflect the values outlined in this motion.

That we will call on the Metropolitan Police Service to rise to the challenge of recognising the inherent dignity of all Londoners and eschewing any tactics which have a discriminatory impact. To further this, Council asks the Cabinet Member for Communities and Equalities to write a joint letter with their Liberal Democrat Shadow to the Home Secretary, the Mayor of London and the Commissioner of the Metropolitan Police to ensure that live facial recognition technology is not deployed in the borough and ask for a full, independent review into the use of tasers and stop and search powers with a focus on:

- Ethnic disproportionality in the use of stop and search
- The impact of the use of stop and search on children and their families
- Stop and Search's usefulness as a tool for preventing violent crime including serious youth violence
- The impact of stop and search on relations between communities, the Police and other state agencies.

That the Council endorses the Diversity Reform Initiative and asks the Cabinet Member for Children and Families to write a joint letter with their Liberal Democrat Shadow to the Cabinet Member for Education to express our support.

Finally, that provision will be made for Councillors' to debate the achievements and successes of Haringey's Black Community at the next available full meeting of all members.

The Mayor invited Cllr Connor to introduce Motion G on sick pay for carers.

Cllr Connor spoke about standing alongside for care workers and agreeing this additional support. She highlighted that care workers were expected to survive on statutory sick pay of £95 per week and this was only accessible after being off work for more than 4 days. She referred to the information shared with Councillors on the impact of Covid 19 which showed that food poverty and homelessness had risen.

Cllr Connor expressed that low wage workers are the most affected and many care workers were affected by living costs which was further causing mental stress for them and their families. Not supporting care workers would have an impact on residents in care homes and nursing homes, as it was important to help ensure that care workers were not going to work when they were sick.

Cllr Connor spoke about the London Living Wage not fully benefiting care workers if they were off sick. There was a need to provide assurance from the Council that if they were sick and unable to work, they will not be putting their home and family life at risk. Although Council finances were tight, there was a need to continue to aspire to do the right thing and she referred to the previous response on paying London living wage, 6 years ago as not being able to be resourced but later being taken forward, demonstrating that a way could be found where there was agreement that this was not a luxury but a necessity as the case now with sick pay.

Cllr Connor contended that without paying sick pay the Council were not meeting requirements for London Living wage. The Covid 19 crisis had shown how central care workers were to protect the most vulnerable people. She felt that the Council could not wait for the government to do the right thing and should show their support to care workers by guaranteeing them decent sick pay.

Cllr da Costa seconded the motion and spoke about properly recognising the contribution that care workers make to society by caring for the sick and vulnerable. Cllr da Costa spoke from his own personal experience of working as a care worker in his university holidays in nursing homes and how hard this work was both mentally and physically.

He described that care workers were looking after people in the most vulnerable state in their life and that ensuring care workers in Haringey receive sick pay was the very least the Council could do.

Cllr da Costa referred to the GMB and previous comments about sick pay being the best way to stop coronavirus spreading in care homes as well as provision of well-being initiatives. He referred to an external HR review report which reported that 66% of British workers go to work when they have colds or flu due to worry about not working and this was particularly important when working in a health care setting and not having to worry about being able to afford being off sick.

Cllr da Costa spoke against the proposed amendments to the motion which delegated the actions to the government and withdrew any financial commitments from the Council. The proposed letter to government would not help care workers in the short term with their living costs. The motion did have financial costs but would also provide clear long-term benefits.

Cllr da Costa felt that funding sick pay for carers was the least that the Council could do to ensure residents were safe and provided assurance to care workers that the Council supported them. Cllr da Costa urged all Councillors to support the motion unamended.

The Mayor invited Cllr Sarah James to introduce the proposed amendment to the motion.

Cllr James thanked Cllr Connor for bringing the motion to Council and spoke in favour on the amendments. Cllr James highlighted the following:

- The Covid 19 pandemic had shown the importance of care sectors contribution to people's health and wellbeing.
- The chronic underfunding of the care sector at the national level.
- 10 years of austerity, meaning that adult social care was seriously underfunded with Councils' losing 60pence in every 1 pound of government funding since 2010 and therefore spending on adult social care was at a lower level than 10 years ago with increased local demand.
- Council had made significant additional funding available to support London Living wage across care settings.

- The Council had set out expectations to care providers, during pandemic, to furlough staff that were required to shield, and this had been accepted and taken forward.
- Care providers continue to pay staff that are self- isolating in line with government guidance and have funded this from government Covid 19 funding allocations.
- Workforce development was underway with effective training to reduce the risk that co – workers will become unwell.

Cllr James continued to outline the actions taken to safeguard care workers

- Increased billed rates to care providers by 5% to help them with expenses at the height of the Covid 19 outbreak.
- Supported access to PPE
- Focusing actions where there was an issue of care workers moving in between homes to protect residents.

Cllr James expressed that local authorities spend on Covid 19 was likely to exceed the government funding provided and the later debate agenda item would be calling on the government to adhere to their commitment of fully reimbursing local authorities for their expenditure on Covid 19.

Cllr James spoke about the Council were continuing to lobby for better funding for adult social care through a variety of local forums, regional bodies and directly with ministers. The Cabinet Member had also started a petition about the need for funding for Adult social care.

The reality of the impact of the original motion was that this proposal would cost the Council an estimated £6m a year and ,at the moment, the Council did not have this funding resource available.

In seconding the amendment, Cllr Demir agreed with Cllr James that this was a matter for national government to produce a fair funding settlement for social care across the board. Cllr Demir spoke about the series of cuts to adult social care over the last 10 years with the Association of directors for Adult social services in 2019, advising that that there had been a £7.7 billion cut to the Adults social care sector.

Cllr Demir expressed that the actions put forward in the amendment would put the Council on the front foot with other local authorities seeking a fair funding package for Adult social care.

Cllr Demir thanked unions and care workers for the work they did in ensuring that the London living wage for care workers had been granted ,even within the height of the pandemic the commitment remained to introduce the London Living wage.

Cllr Connor, the mover of the original motion, responded to the amendment, emphasising that if Council's did not step up to funding sick pay for carers then the government would not follow. The amendments took out the actions in the motion and Cllr Connor called on Councillors to maintain their support of care workers and make a difference to their lives by voting for the motion unamended.

Following a vote, the amendment to the motion was carried with 39 in favour and 14 against.

The chief whips of the political groups indicated that the votes for the motion as amended were as above and Cllr Barbara Blake, confirmed that she was in favour of the motion as amended. The motion as amended was AGREED

Give care workers decent sick pay – Motion G

Council notes:

1. That the Council is currently negotiating with third-party contractors for the provision of care services.

2. That as per statements made by the Cabinet Member and officers at Overview and Scrutiny Committee on the 22nd June 2020, these contracts will only make provision for the workers providing care on the Council's behalf to receive Statutory Sick Pay (SSP).

3. That SSP is just £95.85 a week, is generally not paid until the fourth day of leave, expires completely after 28 weeks and is not available to part-time workers who on average earn less than £120 per week.¹

4. That the Government has loosened eligibility criteria for SSP in the context of Covid-19. However, these changes do not apply if a worker's sickness has another cause nor do they affect the level of SSP.²

5. That the Office for National Statistics estimates that as of April 20th 2020, 131 care workers had been killed by Covid-19 and that they faced double the fatality rate of healthcare workers and the general population.³

6. That there have been 25,000 excess deaths in the UK's care homes since the start of the coronavirus outbreak and that this represents 43% of the excess deaths nationwide.⁴

7. That the GMB Union has described proper sick pay as *“by far the best way to stop covid-19 spreading through care homes.”*⁵

8. That staff directly employed by the Council are, depending on their length of service, entitled to between one and six months of sickness absence at full pay and equivalent period following that at half-pay.

9. That Haringey was accredited as a London Living Wage borough by the Living Wage Foundation in November 2018. In an official comment,

¹ <https://www.gov.uk/statutory-sick-pay>

² <https://www.gov.uk/statutory-sick-pay/eligibility>

³ <https://www.bbc.co.uk/news/health-52616080>

⁴ <https://www.bbc.co.uk/sounds/play/p08jh9j7>

⁵ <https://www.gmb.org.uk/news/600-million-social-care-funding-england-must-be-used-covid-19-sickpay>

the Leader of the Council said that: *“Ensuring that all our staff earn enough to have a decent quality of life is a fundamental part of our commitment to making Haringey a fairer and more equal borough”*.⁶

10. The statements by the Rt Hon Robert Jenrick MP, Secretary of State for Housing, Communities and Local Government, on the 16th March 2020 that *“This government stands with local Councils at this difficult time. Everyone needs to play their part to help the most vulnerable in society and support their local economy. The government will do whatever is necessary to support these efforts”*.⁷

Council believes:

1. That there is an overwhelming moral and public health case for the Council ensuring workers providing care on its behalf receive sick pay on similar terms to its own staff.

2. That SSP is not adequate to amount to a living wage.

3. That no care worker should face financial hardship because they followed public health guidance on preventing the transmission of potentially infectious diseases to those they care for.

4. That the coronavirus crisis has exposed that many essential workers are not valued by our society the way they should be and that care workers are a prime example of this.

5. That given the risks they have faced during the covid-19 crisis, both as a society and a local community, we have incurred a moral debt to care workers.

6. That whilst coronavirus has brought this issue to a head, similar considerations will continue to apply even when the virus has been eliminated and that the Council should aim to negotiate contracts that reflect this long-term need.

7. That whilst we acknowledge that paying decent sick pay to their workers will have financial consequences for third party providers and that they may seek to reflect this in the price they charge the Council for their services, there would also be compensatory benefits to these providers in terms of improving staff retention and morale, and preventing the business disruption and revenue loss arising from disease outbreaks.

8. That given its public health benefits, decent sick pay for care workers should be considered a “necessary” expenditure by local government within the meaning of the Secretary of State’s guarantee.

⁶ <https://www.haringey.gov.uk/news/haringey-Council-awarded-london-living-wage-accreditation>

⁷ <https://www.gov.uk/government/news/robert-jenrick-reaffirms-support-for-Councils-in-their-coronavirus-response>

Council resolves to:

1. Resolves to investigate the costs of enhanced sick pay for workers in the care sector so that, when central government comes forward with a sustainable funding package for adult social care, we can consider implementation of this.'
2. That the Cabinet Member for Adults and Health write to the Chancellor of the Exchequer, the Secretary of State for Housing, Communities and Local Government and the Secretary of State for Health and Social Care to call on them to provide decent sick pay for carers nationwide

14. HARINGEY DEBATE: HOW NATIONAL GOVERNMENT SHOULD FULFIL ITS PROMISE TO REIMBURSE HARINGEY FOR THE FINANCIAL COST OF PROTECTING OUR RESIDENTS DURING THE GLOBAL CORONAVIRUS PANDEMIC; AND THE COMMITMENT THE COUNCIL MUST MAKE TO SUPPORTING ITS RESIDENTS, BUSINESSES, AND THE VOLUNTARY SECTOR DURING THE RECOVERY PERIOD.

The Mayor asked the Cabinet Member for Finance and Strategic Regeneration to introduce the debate. The Cabinet Member described that, prior to Covid 19, a balanced budget had been forecast and worked to, for this financial year. There had been identified budget pressures for 2021/22 and beyond.

The budget update report to Cabinet on June 16th provided the Council with estimated financial impact of Covid 19. There were some further funding packages to be announced by government, post June Cabinet, but there was still a major funding shortfall for Haringey as it remained unclear the sum that would be received from the additional grants. It was envisaged that this would not likely provide for the loss in fees and charges, rent holidays for the voluntary sector & charitable organisations, delayed collection of business charges.

The Cabinet Member advised that local authorities had been urged by the government to spend what was needed to keep residents safe and the Council had spent millions to keep the most vulnerable safe, support public health measures and adapt Council services to continue to serve residents and business.

The Cabinet Member emphasised that, whilst the additional funding from government was welcome, it was essential for government to follow up with additional funding announcements to ensure that the financial impact of the crisis in Haringey was fully met by government grants. This was not to be underestimated and the ongoing lack of peer support required from central government was concerning.

The Cabinet Member concluded his introduction by calling on the government to fulfil its obligations to local authorities to fully refund them on the impact on Covid 19 and meet this commitment.

The Mayor confirmed that in accordance with CSO 8.1 that she was using her discretion as Chair to continue the meeting beyond 10pm to complete the item in hand.

The Mayor invited Guy Ware, Director for Finance at London Councils, to make his presentation and he provided the meeting with the following information:

- Before start of the pandemic, local authorities were already in a tight financial position with years of extremely tight budgets, making significant savings year on year and for 2021, were being collectively asked to save £1.5 billion pounds in order to achieve balanced budgets.
- For this financial year, London Councils, were prior to Covid 19, asked to collectively, save £400m and this target would not be reached. However, next year [2021/22] Councils were expected to collectively save £700million, and Covid 19 was adding a further 1.9 billion pressure.
- Advice from government had been to spend whatever needed.
- Government was only currently funding £500 million of £1.9 billion budget pressure in London.
- The highest spend areas in the Council budgets due to Covid 19 were Adult Social Care, and there were issues for making the savings that Councils were planning to take forward and will be unable to do as a result of the pandemic.
- Implications for loss of income from Council tax and business rates would be significant and, as of yet, the government was not offering funding for this type of loss of income. This was estimated to be £200m across London. Recovery of these tax losses would be difficult as it would depend on local businesses paying rates, residents able to pay Council tax. They may be affected by job loses, and ending of furlough scheme. There was a significant risk that this deficit in income will remain a pressure for future years beyond this current year.
- Current information was that the Council can recover deficits in Council Tax income over three year,s rather than one or two. The government will be considering the need for further support to local government in the spending review in the autumn. However, this did not provide certainty for London Council budgets with £300m covered for 1.4billion, leaving 1.1 billion of Covid costs that are not announced as being funded, and this was in addition to the £700 million that London Councils were due to have to try and save prior to Covid 19.
- The Autumn spending review would be a vital to support and preserve the financial sustainability of London Councils and Councils across the country.

The Mayor thanked Mr Ware for his presentation and invited Paul Butler, CE of Selby Trust to put forward his presentation to inform the debate.

Mr Butler outlined the following:

- Reminder of how voluntary sector organisations emerge, from communities coming together and deciding that there is a need to be responded to.
- Responding better in a crisis when there is a relationship between the Council and the community. There were 800 Voluntary sector organisations in the borough, and many have relationships with the community and Haringey Council.
- Role of the voluntary sector in understanding need in communities and being an innovator. This was demonstrated with food network project and other initiatives the Council had taken together with the voluntary sector to address key needs in the support to communities in the pandemic.
- The voluntary sector was the Community voice. It was felt that organisations had worked well to provide a voice for the community.
- Bridge Renewal Trust had carried out recent survey which showed that 30% of voluntary sector organisations in the borough were at threat of closure if no financial support is provided. The constraints on funding support will impact the Voluntary Sector community in a serious way.
- The health wellbeing related statistic were 228 deaths in the borough [as of the 15 of May] Police statistics showed a 35% increase in Domestic Violence in the borough.
- Voluntary Sector community responding to issues of Covid 19 as well as the issues highlighted on Black Lives Matter. This as a critical time with the need of communities increasing at a time when funding is reducing.

Paul Butler outlined the areas of concern for Councillors to be particularly aware of :

- The mental health and wellbeing older people, isolation had reached critical levels.
- Considering interventions to support young people, levels of unemployment in communities in Haringey is significantly higher than other communities in other areas.

In the context of the pledge, which was signed last year, acknowledging the role of the sector as a voice and enabler, voluntary sector working with the Council to bring resources to the borough.

- Money coming into the borough that come from VCS and Council needs to support the organisations obtain this funding.
- Importance of the lived experiences, staffing in the VSC reflects communities that it serves and means something to have this. Living and understanding needs in the community essential.
- The Medium and long term, sustainability of these services is key to maintaining these key supports to communities.

The Mayor opened the debate and the following issues were presented by Councillors:

Cllr Dennison referred to the commitments of the government to fully support Councils on Covid 19 spend and how the local government minister had currently left local government with a 10 billion financial hole and if not corrected would force many Councils into significant hardship . He spoke about being united as a local authority and acting together. Cllr Dennison referred to the business support scheme grant and commented that the administration had failed to act quickly to provide timely financial support as a healthy business community had a wider impact on the borough economy. Cllr Dennison spoke about improving the health of residents and updating the health and wellbeing strategy to provide ambitious targets for reducing obesity, heart disease and type two diabetes.

Cllr Jogee, referred to the changes in behaviour of the Covid 19 crisis and the how some of these changes were likely to be long lasting and it was imperative for the Council to step up quickly to the challenge. Cllr Jogee called for government to provide the Council with the resources to protect businesses, support the high streets. He called for an end to the cuts in funding to local authorities leading to a reduction in services and to consider people before problems.

Cllr Rossetti spoke about the impact of Covid 19 on the creative sector and how the Council can support this sector. Reference was made on the economic impact of the cultural sector which was 16 billion in total with 150,000 jobs in London. In Haringey it was estimated that 80% of the local creative industries had lost most of their income and 40% all of it. Although the government had announced some support, it did not address the required support to freelancers who make up 70% of the industry.

Cllr Rossetti spoke about supporting the industry by: extension of the job retention scheme for freelancers, planned production insurance claims scheme, challenging government grant funding, supporting access to the Arts Council emergency response fund, supporting new virtual platforms for the creative industries. Cllr Rossetti described the many new innovative ways of accessing the cultural sector, following the lock down, which would be important to continue and to enable as a Council.

Cllr Tucker spoke about the handling of the crisis by the government and Council stepping up and working with the local community to support residents, especially those in need of essential support such as accessing food and other essential services. He commended the leadership of the Council for their support to the

community and spoke about how the crisis had exposed the inequalities between class and wealth as well as the racial inequality in society. He expressed that the workers in society that had stepped up support people and communities, and underlined that the Council needed to be equipped by the government with sufficient funding to manage this crisis and also, once this crisis was over, to build a better society and better Haringey.

Cllr Cawley- Harrison underlined the need for government to stand by its declaration to cover the costs incurred by local authorities during the pandemic, otherwise it was putting essential local services at risk. He emphasised that underfunding local authorities for their spend in the pandemic was likely to be catastrophic for people's livelihoods, their wellbeing, health, education, and safety of their lives. Cllr Cawley Harrison spoke about further learning from the crisis to improve the Council to better serve residents and highlighted the issues that he felt the administration had failed to address. He expressed the need to Council to review its relationship with residents and empower them to create and deliver the future of the borough. He emphasised the importance of demonstrating that the Council was listening to residents through correspondence and contact and timely actions.

Cllr Chandwani highlighted the unprecedented speed in which the pandemic crisis had developed and how staff were continuing to respond and adapt. She commended their continuing commitment. She spoke about staff taking thousands of calls and changing their daily job roles without hesitation to help respond to the community. She referred to the confusion created by last minute government guidance and how staff were doing their best in difficult circumstances. Cllr Chandwani related that this commitment and hard work had not gone unnoticed and she thanked all staff for their continuing work.

The Mayor invited the Leader to close the debate.

The Leader spoke about the Council being fully focused, on shielding, feeding, housing and protecting residents. Continuing to deliver essential services in difficult circumstances should be recognised and something the Council could be proud of. The Leader referred to the financial information shared by Guy Ware on the additional 1.5 billion financial pressure to be faced by London local authorities and how it was important, as a Council, to focus on addressing these challenges and impact on issues where the Council could do so. The Leader advised that this was through supporting the petition instigated by the Cabinet Member for Adults and Health to fully fund Adult Social care.

The Leader spoke about the government being clear and unequivocal with their actions on fully reimbursing Councils for their expenditure, at this key time where it needed to deliver services. The Council was spending to save lives of residents at the moment and this needed to be recognised by government.

The Leader referred to the presentation by Paul Butler and the key points made on listening to the Voluntary sector and working with them. In the next stage of the coronavirus recovery and renewal plans, the voluntary sector would need to be an essential partner in the work going forward with communities.

The Leader refuted the criticisms of Cllr Dennison and Cllr Cawley- Harrison on the timing of some of the actions in responding to the pandemic and spoke about staff working long hours and above their requirements of their role to deliver the best possible services for residents in this crisis. He called for all Councillors to work together.

The Leader expressed that the consensus view reached by the debate was that the Council expected the government to keep its commitment to fully reimburse the Council for its expenditure on the coronavirus pandemic. He spoke about the Council continuing to challenge the government to keep its promises, lobbying MP's, working in partnership with the Voluntary Sector, challenging injustices and setting out the priorities for serving our residents going forward.

The Leader expressed that the Council had done everything it could to keep residents safe and it was incumbent on the Council to ensure that it can exert influence to ensure the government keeps its promise of reimbursement .The Council had not wasted public money on the pandemic and spent it diligently and on residents.

The Leader thanked the guest speakers, Guy Ware - Director for Finance at London Councils and Paul Butler, Chief Executive of the Selby Centre Trust for participating in the virtual Council meeting.

The Mayor thanked Councillors and participants for contributing to the debate.

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

This item was not reached and in accordance with CSO the responses to written questions was published. The responses to oral questions was distributed to Councillors in accordance with CSO 10.5d.

CHAIR:

Signed by Chair

Date