

# Council (Annual) Supplemental Summons

**Date: Thursday 18 May 2023**

1. **Election of Mayor** (Pages 3 - 10)  
To elect a Mayor of the Borough for the municipal year 2023/24.
8. **Appointment of the Head of Paid Service (Managing Director)** (Pages 11 - 14)  
Recommendation I: Chief Officers' Employment Panel  
(4 May 2023)
9. **Statutory Officer Roles** (Pages 15 - 20)  
Report of the Interim Director of Legal and Governance Services
10. **Cabinet and Committee Memberships** (Pages 21 - 56)  
To receive a report of the Director of Legal and Governance Services to note the appointments to Cabinet and seek Council approval to the appointments to Committees.
12. **Appointment of Representatives to Outside Bodies** (Pages 57 - 62)  
To receive proposals from Political Groups as to the appointment of representatives of the authority to serve on the Outside Bodies listed for the Municipal Year 2023/24.
17. **Information Report - Remuneration Packages of £100,000 or greater** (Pages 63 - 68)

Scan this code for the electronic agenda:





**ANNUAL COUNCIL  
18 MAY 2023**

**ELECTION OF MAYOR, NOTIFICATION OF  
DEPUTY MAYOR AND APPOINTMENT OF  
CHAPLAIN**

This page is intentionally left blank

LONDON BOROUGH OF HARROW

# ORDER OF PROCEEDINGS

ANNUAL MEETING OF THE COUNCIL OF THE  
LONDON BOROUGH OF HARROW TO BE HELD

ON 18<sup>th</sup> MAY 2023 AT 6.30 PM

AT HARROW ARTS CENTRE, 171 UXBRIDGE ROAD, PINNER, HA5 4EA

## *OPENING OF THE ANNUAL MEETING*

By approximately 6.25 pm Members' guests will have occupied the seats reserved for them in the meeting room or Public Gallery. By no later than 6.28 pm the Councillors of the London Borough of Harrow will have assumed their places in the seats assigned to them.

### ITEM 1 OF SUMMONS

#### ELECTION OF MAYOR

#### THE MAYOR

will call for **nominations for the Office of Mayor** for the Municipal Year 2023/24

#### THE MAYOR

will ask if there are any further nominations. If so the

**Proposer and Secunder** may make speeches supporting the nominations, and any other Members may speak in support thereof. Any other Members who have previously indicated a wish to speak may do so.

#### THE MAYOR

will put the nominations, in the order in which they are made, to the meeting. (the vote on each nomination will be by the show of hands)

(**Note:** In the case of an equality of votes, the Mayor is required by law to exercise her casting vote)

#### THE MAYOR

will declare the successful candidate to be duly elected Mayor of the London Borough of Harrow for the ensuing Municipal year.

**The newly elected Mayor** to accept congratulations on the dais.

**THE RETIRING  
MAYOR**  
(Councillor Janet  
Mote)

will ask the Council to stand and will then vacate the Chair.

**(All stand)**

The Retiring Mayor, the newly elected Mayor, the Proposer and Secunder of the Mayor's nomination will leave the Council Chamber.

**(All sit)**

After a short interval, **the Mayor's procession** will return to the Council Chamber in the following order:

**The newly-elected Mayor**  
(Robed and wearing Mayoral Chain and Medallion of Office)

**The Retiring Mayor**

**The Proposer**

**The Secunder**

**THE MACE-  
BEARER**

"Members of the Council, pray silence for the Worshipful the Mayor".

**(All stand)**

Members of the Council and others present will stand in their places and remain standing.

**THE MAYOR**

will mount the dais and remain standing by the Mayoral Chair, and the **Retiring Mayor** will also mount the dais and remain standing by the Deputy Mayor's Chair.

The Proposer and Secunder will pause in the well of the Chamber, bow and then return to his/her place.

**THE MAYOR**

**will then sign the Declaration of Acceptance of office.**

**THE MAYOR  
(to remain  
standing)**

will invite Members to be seated. The Retiring Mayor to sit in the Deputy Mayor's seat.

(All sit)

**THE RETIRING  
MAYORESS**  
(Mrs Anne  
Moore)

will invest the incoming **Mayoress** with her Chain. The Retiring Mayoress will return to her seat beside the dais.

**Flower children**

Will walk forward and make a presentation of a Bouquet to the Mayoress.

**THE ELECTED  
MAYOR**

will return thanks.

## VOTE OF THANKS TO RETIRING MAYOR

- THE MAYOR** will call upon a proposer and seconder to move and second a vote of thanks to the Retiring Mayor and any other Members who have previously indicated a wish to speak in support may do so.
- THE RETIRING MAYOR** will return thanks
- THE MAYOR** will present a replica of the Mayor's medallion to the **Retiring Mayor (Councillor Janet Mote) in commemoration of her Mayoralty of the Borough 2022/23).**
- THE RETIRING MAYOR** Will proceed to the well of the Chamber
- Flower children** Will walk forward and make a presentation of a Bouquet to the Retiring Mayor
- THE MAYORESS** will present a medallion to the **Retiring Mayor's Mayoress (Mrs Anne Moore)** in commemoration of her year as Mayoress of the Borough 2022/23. The Retiring Mayoress will make her way to the well of the Chamber.
- Flower children** Will walk forward and make a presentation of a Bouquet to the Retiring Mayor's Mayoress.
- The Retiring Mayor (Councillor Janet Mote) will then take a seat in the Chamber.** Mrs Anne Moore will then return to her seat on the dais.



**ITEM 2  
OF SUMMONS**

**APPOINTMENT OF DEPUTY MAYOR**

**THE MAYOR**

will announce his Deputy Mayor.

**THE MAYOR**

**The newly appointed Deputy Mayor** will proceed to the well of the chamber where the Mace-Bearer will invest him with the Deputy Mayor's robe. The newly appointed Deputy Mayor will then mount the dais.

**THE MAYOR**

will invest the newly appointed **Deputy Mayor** with the Deputy Mayor's Medallion of Office.

*(Members of Council will remain seated throughout these proceedings)*

**THE DEPUTY  
MAYOR**

will return thanks for his appointment and take seat on dais.

**THE MAYOR**

will invest the **Deputy Mayoress** with the Medallion.

**Flower children**

will walk forward and make a Presentation of a Bouquet.

**ITEM 3  
OF SUMMONS**

**APPOINTMENT OF CHAPLAIN**

**THE MAYOR**

will announce his appointment of Mayor's Chaplain.

**REMAINING BUSINESS**

The remaining business of the Council will then proceed in accordance with the Summons.

**COUNCIL**  
**18 MAY 2023**

**CHIEF OFFICERS' EMPLOYMENT PANEL**  
**RECOMMENDATION**  
**(4 MAY 2023)**

**RECOMMENDATION I**

**Appointment of Head of Paid  
Service (Managing Director)**

This page is intentionally left blank

# Chief Officers' Employment Panel

## Minutes

### 4 May 2023

**Present:**

**Chair:** Councillor Paul Osborn

**Councillors:** David Ashton  
Marilyn Ashton  
Simon Brown  
Stephen Greek  
David Perry

**Apologies received:** Councillor Natasha Proctor

#### Recommended Item

**42. Appointment of Head of Paid Service (Managing Director)**

The Panel received three applications for the post of Head of Paid Service (Managing Director). One candidate subsequently withdrew their application.

Having interviewed one candidate, the Panel adjourned. Having reconvened, the Panel interviewed the second candidate and

**Resolved to RECOMMEND:** unanimously (to Council)

That

- (1) Alex Dewsnap, Director of Corporate Resources and Transformation, London Borough of Harrow, be appointed to the post of Head of Paid Service (Managing Director) of the London Borough of Harrow, with effect 1 June 2023 for a six month period to November 2023 with an option to extend for a further three years and in accordance with the

terms and conditions governing Chief Officer posts and subject to there being no 'well founded objections' by members of Cabinet;

- (2) the remuneration package for the above-mentioned post be £165,941 per annum.

# **ANNUAL COUNCIL 18 MAY 2023**

## **Statutory Officer Roles**

This page is intentionally left blank



## Report for: Council

---

<b>Date of Meeting:</b>	18 May 2023
<b>Subject:</b>	Statutory Officer Roles
<b>Responsible Officer:</b>	Jessica Farmer, Interim Director of Legal & Governance Services
<b>Exempt:</b>	No
<b>Wards affected:</b>	All
<b>Enclosures:</b>	None

### Summary & Recommendations

This report recommends a redistribution of Statutory Officer Roles following staffing changes.

#### Recommendations

Council is requested to:

- Designate the roles of Returning Officer and Electoral Registration Officer to the Head of Paid Service Alex Dewsnap;
- Authorise the Monitoring Officer to make any necessary changes to the Constitution to reflect the above.

### Section 2 – Report

#### Introduction

The designation of these responsibilities is a matter for Council to determine.

## Options

Council has the following options:

To leave the designations with the Head of Paid Service role or to redistribute the statutory responsibilities across a number of posts.

The Electoral Registration Officer is required to maintain Harrow's electoral register and ensure it is accurate and complete.

Designating the Head of Paid Service as Returning Officer and Electoral Registration Officer reflects common practice in local government and helps ensure that all necessary Council resources are mobilised to support elections.

It is recommended that the Head of Paid Service Alex Dewsnap is designated as the Returning Officer and Electoral Registration Officer.

## Legal Implications

The functions which are the subject of this report are matters for Council to determine. If the recommendations are agreed it will be necessary to amend the role profile of the affected post to reflect the changes, and to amend the Constitution as required.

## Financial Implications

Any additional costs associated with the revised allocation of responsibilities will be contained within existing budgets.

## Risk Management Implications

Risks included on corporate or directorate risk register?

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **No**

The following key risks should be taken into account when agreeing the recommendations in this report:

Risk Description	Mitigations	RAG Status
------------------	-------------	------------

The Council has to designate a RO and ERO as they are statutory posts.	<ul style="list-style-type: none"> <li>This report allows the council to make this designation.</li> </ul>	<b>Green</b>
There is insufficient capacity (including deputising arrangements for absence cover of the post-holder) to fully discharge the roles	<ul style="list-style-type: none"> <li>The proposed arrangements will be kept under review. The RO and ERO are able to appoint deputies and the elections team is experienced in deputising.</li> </ul>	<b>Green</b>

## **Equalities implications / Public Sector Equality Duty**

Was an Equality Impact Assessment carried out? No

### **Council Priorities**

1. **A council that puts residents first**
2. **A borough that is clean and safe**
3. **A place where those in need are supported**

## **Section 3 - Statutory Officer Clearance**

**Statutory Officer: Dawn Calvert**

Signed on by the Chief Financial Officer

**Date: 16/5/2023**

**Statutory Officer: Jessica Farmer**

Signed by the Monitoring Officer

**Date: 16/5/2023**

## **Section 4 - Contact Details and Background Papers**

**Contact:** Jessica Farmer, Interim Director of Legal and Governance Services

# **ANNUAL COUNCIL 18 MAY 2023**

## **CABINET AND COMMITTEE MEMBERSHIPS**

This page is intentionally left blank

## **Report for: Council**

---

<b>Date of Meeting:</b>	18 May 2023
<b>Subject:</b>	<b>Cabinet and Committee Memberships</b>
<b>Responsible Officer:</b>	Jessica Farmer – Interim Director of Legal and Governance Services
<b>Exempt:</b>	No
<b>Enclosures:</b>	List of Committee Memberships

### **Introduction**

1.1 The Council is required to review and determine the allocation of places on standing committees to political groups in accordance with the political balance rules. Members of Committees and Sub-Committees are appointed in accordance with the wishes of the political groups. The Licensing and General Purposes Committee and Overview and Scrutiny Committee will meet on the rising of the Annual Council Meeting to determine the allocation of places on their Sub-Committees. The names of the Members proposed to be appointed by the political group which holds the majority of Members in the Council are attached.

#### **1.2 Political Balance**

The allocation is determined in accordance with the application of “political balance” rules under the Local Government and Housing Act 1989 and is designed to ensure that the political composition of the Council’s committees, insofar as possible, replicates the political composition of the Council.

#### **1.3 Cabinet**

The Local Government Public Involvement in Health Act 2007 requires the Leader of the Council to notify it of:

- The name of the Deputy Leader of the Council; and

- The names of Cabinet Members and their delegated authorities (i.e. Portfolios).

1.4 The Constitution will be updated to reflect the changes in this agenda by the Director of Legal and Governance Services in accordance with the existing delegation.

**2. Recommendations:**

**2.1 It be noted that Councillor Marilyn Ashton is the Deputy Leader of the Council;**

**2.2 It be noted that the following Councillors are appointed to the Cabinet (Executive) with the identified Portfolios:**

<b>Portfolio</b>	<b>Councillor</b>
<b>Leader of the Council and Portfolio Holder for Strategy</b>	<b>Councillor Paul Osborn</b>
<b>Deputy Leader and Portfolio Holder for Planning and Regeneration</b>	<b>Councillor Marilyn Ashton</b>
<b>Portfolio Holder for Adult Services and public Health</b>	<b>Councillor Pritesh Patel</b>
<b>Portfolio Holder for Business, Employment and Property</b>	<b>Councillor Norman Stevenson</b>
<b>Portfolio Holder for Children’s Services</b>	<b>Councillor Hitesh Karia</b>
<b>Portfolio Holder for Community and Culture</b>	<b>Councillor Jean Lammiman</b>
<b>Portfolio Holder for Environment and Community Safety</b>	<b>Councillor Anjana Patel</b>
<b>Portfolio Holder for Finance and Human Resources</b>	<b>Councillor David Ashton</b>
<b>Portfolio Holder for Housing</b>	<b>Councillor Mina Parmar</b>
<b>Portfolio Holder for Performance, Communications and Customer Experience</b>	<b>Councillor Stephen Greek</b>



2.3 That the Council determines the allocation of places on the following committees in accordance with the “political balance” rules in the Local Government and Housing Act 1989:

<b>Committee</b>	<b>Size</b>	<b>Conservative Group 31</b>	<b>Labour Group 23</b>	<b>Independent 1</b>
Governance, Audit, Risk Management and Standards	7	4	3	0
Planning	7	4	3	0
Overview and Scrutiny	9	5	4	0
Pension Fund Committee	4	2	2	0
Licensing and General Purposes Committee	16	9	7	0
SACRE	3	2	1	0
Pension Board	1	1	0	0

**and** appoint Members to them, in accordance with the notification from Political Groups;

2.4 That the establishment and terms of reference of all the above Committees and other bodies, as set out in the Appendix be agreed;

**Contact:**

Vishal Seegoolam, Democratic & Electoral and Registration Services  
Manager

E-mail: [vishal.seegoolam@harrow.gov.uk](mailto:vishal.seegoolam@harrow.gov.uk)

**Background Papers:**

Constitution

This page is intentionally left blank

**London Borough of Harrow Committee Memberships 2023/24**

(Membership in order of political group nominations)

**(I) Appeals Committee (5)**

	<b>Conservative</b>	<b>Labour</b>
	<b>(3)</b>	<b>(2)</b>
<b>I. Members</b>	<b>Chetna Halai Pritesh Patel Kanti Rabadia</b>	<b>David Perry Krishna Suresh</b>

(CH)

= Chair

\*

Denotes Group Members for consultation on Delegated Action and/or administrative matters.

**Terms of Reference**

The Appeals Committee is comprised of 5 members, including one member of the Executive, who are not also members of the Chief Officers' Employment Panel. The Committee shall hear appeals by the Head of Paid Service, Chief Finance Officer and Monitoring Officer under the relevant disciplinary procedure against action taken against them short of dismissal.

The Committee may uphold the decision or reduce or remove the action.

**(II) Governance, Audit, Risk Management and Standards Committee  
(7)**

	<b>Conservative</b>	<b>Labour</b>
	<b>(4)</b>	<b>(3)</b>
<b>I. Members</b>	<b>Philip Benjamin Kuha Kumaran Kanti Rabadia (CH) Yogesh Teli</b>	<b>Ghazanfar Ali Rashmi Kalu Antonio Weiss</b>
<b>II. Reserve Members</b>	1. Govind Bharadia 2. Nitesh Hirani 3. Nicola Blackman 4. Paul Osborn	1. Dan Anderson 2. Peymana Assad 3. Dean Gilligan
	Mr James Coyle Mr John Kirkland Vacancy	- Independent Member - Independent Member - Independent Member
(CH)	= Chair	
*	Denotes Group Members for consultation on Delegated Action and/or administrative matters.	

**Terms of Reference**

The Governance, Audit, Risk Management and Standards Committee has the following powers and duties:

**1. Statement of purpose**

- 1.1 The Governance, Audit, Risk Management and Standards Committee is a key component of Harrow Council's corporate governance. It provides an independent and high-level focus on the audit, assurance and reporting arrangements that underpin good governance and financial standards.
- 1.2 The purpose of the committee is to provide independent assurance to the members of the adequacy of Harrow Council's governance, risk management and control frameworks and oversees the financial reporting and annual governance processes. It oversees internal audit and external audit, helping to ensure efficient and effective assurance arrangements are in place. It also acts as the Standards Committee.
- 1.3 The Governance, Audit, Risk Management and Standards Committee has the following powers and duties:

**2. Governance**

- 2.1 To review the council's corporate governance arrangements against the good governance framework, including the ethical framework and consider the local code of governance.

- 2.2 To review the Annual Governance Statement (AGS) prior to approval and consider whether it properly reflects the risk environment and supporting assurances and legal and financial advice, taking into account internal audit's opinion on the overall adequacy and effectiveness of the council's framework of governance, risk management and control.
- 2.3 To monitor the progress of agreed actions to close significant governance gaps.
- 2.4 To consider the council's arrangements to secure value for money and review assurances and assessments on the effectiveness of these arrangements.
- 2.5 To consider the council's framework of assurance and ensure that it adequately addresses the risks and priorities of the council.
- 2.6 To review the governance and assurance arrangements for significant partnerships.

### **3. Risk Management**

- 3.1 To review the Council's risk management strategy.
- 3.2 To monitor the effective development and operation of risk management in the council via the review of the Council's Corporate Risk Register on a regular basis.
- 3.3 To monitor progress in addressing risk-related issues reported to the committee.

### **4. Countering Fraud and Corruption**

- 4.1 To review the assessment of fraud risks and potential harm to the council from fraud and corruption.
- 4.2 To monitor the counter-fraud strategy, actions and resources and the Council's approach to tackling fraud and corruption and promote an anti-fraud culture.
- 4.3 To review and approve the annual Corporate Anti-Fraud Team Plan.
- 4.4 To consider reports from the Head of Internal Audit/ Corporate Anti-Fraud Manager on the Corporate Anti-Fraud Team's performance at mid-year and at year-end.

### **5. Internal audit**

- 5.1 To approve the internal audit charter and support the independence of Internal Audit.
- 5.2 To review proposals made in relation to the appointment of external providers of internal audit services and to make recommendations.
- 5.3 To approve the risk-based internal audit plan, including internal audit's resource requirements, the approach to using other sources of assurance and any work required to place reliance upon those other sources.
- 5.4 To approve significant interim changes to the risk-based internal audit plan and resource requirements.
- 5.5 To make appropriate enquiries of both management and the Head of Internal Audit to determine if there are any inappropriate scope or resource limitations.

- 5.6 To consider any impairments to independence or objectivity arising from additional roles or responsibilities outside of internal auditing of the Head of Internal Audit.
- 5.7 To approve and periodically review safeguards to limit such impairments.
- 5.8 To consider reports from the Head of Internal Audit on internal audit's performance at mid-year and year-end, including the performance of external providers of internal audit services.<sup>1</sup>
- 5.9 To consider Red and Red/Amber assurance reports and summaries of specific internal audit reports as requested.
- 5.10 To contribute to the Quality Assurance Improvement Programme and in particular, to the external quality assessment of internal audit that takes place at least once every five years.
- 5.11 To consider the report on the effectiveness of internal audit contained within the AGS.
- 5.12 To provide free and unfettered access to the GARMS Committee Chair for the Head of Internal Audit, including the opportunity for a private meeting with the committee.

## **6. External audit**

- 6.1 To support the independence of external audit through consideration of the external auditor's annual assessment of its independence and review of any issues raised by Public Sector Audit Appointments (PSAA).
- 6.2 To consider the external auditor's annual letter, relevant reports and the report to those charged with governance.
- 6.3 To consider specific reports as agreed with the external auditor.
- 6.4 To comment on the scope and depth of external audit work and to ensure it gives value for money.
  - a. To advise and recommend on the effectiveness of relationships between external and internal audit and other inspection agencies or relevant bodies.
- 6.6 To scrutinise/comment on the External Audit plan and fees.

---

<sup>1</sup> These will include:

- a) updates on the work of internal audit including key findings, issues of concern and action in hand as a result of internal audit work
- b) annual report on the results of the internal audit Quality Assurance Improvement Programme (QAIP)
- c) statement of the level of conformance with the Public Sector Internal Audit Standards (PSIAS) and reports on instances where the internal audit function does not conform to the PSIAS, considering whether the non-conformance is significant enough that it must be included in the AGS.
- d) The opinion on the overall adequacy and effectiveness of the council's framework of governance, risk management and control together with the summary of the work supporting the opinion – these will assist the committee in reviewing the AGS.
- e) the level of management response to internal audit recommendations and progress on implementation of recommendations and to recommend action where internal audit recommendations are not being implemented.
- f) the action taken where the Head of Internal Audit has concluded that management has accepted a level of risk that may be unacceptable to the authority or there are concerns about progress with the implementation of agreed actions.

- 6.7 To monitor progress against the External Audit plan and receive summaries of audit work completed and key recommendations.
- 6.8 To review the management response to external audit recommendations and progress on implementation of recommendations.
- 6.9 To recommend action where external audit recommendations are not being implemented.

## **7. Financial reporting**

7.1 To review the annual statement of accounts prior to approval and satisfy themselves that appropriate steps have been taken to meet statutory and recommended professional practices. Specifically to:

- review the narrative report to ensure consistency with the statements and the financial challenges and risks facing the authority in the future
- review whether the narrative report is readable and understandable by a lay person
- review the key messages from each of the financial statements and evaluating what that means for the authority in future years
- monitor trends and review for consistency with what is known about financial performance over the course of the year
- review the suitability of accounting policies and treatments
- seek explanations for changes in accounting policies and treatments
- review major judgemental areas, eg provisions or reserves
- seek assurances that preparations are in place to facilitate the external audit.

7.2 To consider the external auditor's report to those charged with governance on issues arising from the audit of the accounts.

## **8. Treasury Management**

8.1 To review the Treasury Management strategy and monitor progress on treasury management in accordance with CIPFA codes of practice.

## **9. Health & Safety**

9.1 To review the Council's Health and Safety arrangements and oversee progress on Health and Safety.

## **10. Accountability arrangements**

10.1 To report to those charged with governance on the committee's findings, conclusions and recommendations concerning the adequacy and effectiveness of their governance, risk management and internal control frameworks, financial reporting arrangements, and internal and external audit functions.

10.2 To report to full council on an annual basis on the committee's performance in relation to the terms of reference and the effectiveness of the committee in meeting its purpose.

10.3 To publish an annual report on the work of the committee.

## **11. Standards**

- 11.1 Promoting and maintaining high standards of conduct by Councillors, co-opted members and “church” and parent governor representatives.
- 11.2 Assisting Councillors, co-opted members and “church” and parent governor representatives to observe the Members’ Code of Conduct.
- 11.3 Advising the Council on the adoption or revision of the Members’ Code of Conduct.
- 11.4 Monitoring the operation of the Members’ Code of Conduct.
- 11.5 Developing and recommending local protocols to the Council to supplement the Members’ Code of Conduct.
- 11.6 Enforcing local protocols and applying sanctions in respect of breaches as appropriate.
- 11.7 Advising, training or arranging to train Councillors, co-opted members and “church” and parent governor representatives on matters relating to the Members’ Code of Conduct.
- 11.8 Granting dispensations to Councillors, co-opted members and “church” and parent governor representatives from requirements relating to interests set out in the Members’ Code of Conduct.
- 11.9 To keep under review and amend, as appropriate, the Protocol on Councillor/Officer Relations.
- 11.10 To keep under review the Officer Code of Conduct and, after consultation with unions representing staff, make recommendations to Council for amendment or addition.
- 11.12 To receive reports and keep a general overview of probity matters arising from ombudsman investigations, Monitoring Officer reports, reports of the Chief Financial Officer and Audit Commission.
- 11.13 To have oversight of the Council’s Whistleblowing Policy.
- 11.14 To agree the policy for decisions on payments to those adversely affected by Council maladministration (under section 92 Local Government Act 2000).
- 11.15 To establish sub-committees and working groups to deal with complaints that a member or a co-opted member has failed to comply with the Council’s Code of Conduct.
- 11.16 To consider any application received from any officer of the Authority for exemption from political restriction under Sections 1 and 2 of the Local Government and Housing Act 1989 in respect of the post held by that officer and may direct the Authority that the post shall not be considered to be a politically restricted post and that the post be removed from the list maintained by the Authority under Section 2(2) of that Act.
- 11.17 Upon the application of any person or otherwise, consider whether a post should be included in the list maintained by the Authority under Section 2(2) of the 1989 Act, and may direct the Authority to include a post in that list.



11.18 On referral from the Monitoring Officer, to decide whether to take action against a member for breach of the Code of Conduct and if so, to decide what action should be taken.

## **12. Membership rules**

12.1 An Elected Mayor, the Leader or a member of the Executive may not be Members;

12.2 The Chair of the Committee must not be a Member of the Executive;

12.3 The appointment of co-opted/independent members can be considered;

12.4 The Independent Persons are not members of GARMS and shall be invited to meetings only if there is a Standards item on the agenda.

### **(III) Health and Wellbeing Board**

	<b>Conservative</b>	<b>Labour</b>
<b>I. Members</b>	<b>Hitesh Karia Paul Osborn (CH) Pritesh Patel Norman Stevenson</b>	<b>Ghazanfar Ali</b>
<b>II. Reserve Members</b>	1. David Ashton 2. Marilyn Ashton 3. Anjana Patel 4. Chetna Halai	1. Simon Brown
(CH)	= Chair	
*	Denotes Group Members for consultation on Delegated Action and/or administrative matters.	

#### **Voting Members:**

##### **Representatives of North West London Integrated Care Board:**

**Dr Radhika Balu (VC)  
Isha Coombes  
Vacancy**

**Reserve:** Hugh Caslake

##### **Representative of Healthwatch Harrow:**

**Yaa Asamany**

**Reserve:** Marie Pate

##### **Representatives from the NHS:**

**James Benson  
Simon Crawford**

**Reserves:** Jackie Allain  
James Walters

#### **Non Voting Members:**

---

Director of Public Health  
Chief Officer, Voluntary and Community  
Sector  
Senior Officer of Harrow Police  
Chair of the Harrow Safeguarding Children  
and Adult Board  
Managing Director of Harrow Borough Based  
Partnership  
Corporate Director - People, Harrow Council  
& Director Adult Social Services, Harrow  
Council  
Director of Children's Services, Harrow  
Council

Carole Furlong  
John Higgins  
Inspector Edward Baildon  
Chris Miller  
Lisa Henschen  
Senel Arkut  
Peter Tolley

## **Terms of Reference**

### **1. Accountability**

The Health and Wellbeing Board is set up in accordance with section 194 of the Health and Social Care Act 2012 which makes provision for the Council to establish a Health and Wellbeing Board as a Committee of the Council appointed under section 102 of the Local Government Act 1972. The Council can choose to delegate decision making powers to the Health and Wellbeing Board.

Members of the Board will be required to abide by the Code of Conduct.

### **2. Purpose of the Board**

2.1. The Health and Wellbeing Board has 3 main functions:

- to assess the needs of the local population and lead the statutory joint strategic needs assessment
- to promote integration and partnership across areas, including through promoting joined up commissioning plans across NHS, social care and public health
- to support joint commissioning and pooled arrangements, where all parties agree this makes sense

The Board covers both adult and children's issues.

2.2. The purpose of the Board is to improve health and wellbeing for the residents of Harrow and reduce inequalities in outcomes. The Board will hold partner agencies to account for delivering improvements to the provision of health, adult and children's services social care and housing services.

2.3. Scrutiny of the Board's activities will be performed by the Council's Health Scrutiny Committee.

### **3. Key Responsibilities**

3.1. The key responsibilities of the Health and Wellbeing Board shall be:

- 3.1.1. To agree health and wellbeing priorities for Harrow
- 3.1.2. To develop the joint strategic needs assessment
- 3.1.3. To develop a joint health and wellbeing strategy
- 3.1.4. To promote joint commissioning
- 3.1.5. To ensure that Harrow Council and the Integrated Care Board's commissioning plans have had sufficient regard to the Joint Health and Wellbeing strategy
- 3.1.6. To consider how to best use the totality of resources available for health and wellbeing, subject to the governance processes of the respective partner organisations as appropriate.
- 3.1.7. To oversee the quality of commissioned health services

- 3.1.8. To provide a forum for public accountability of NHS, public health, social care and other health and wellbeing services
- 3.1.9. To monitor the outcomes of the public health framework, social care framework and NHS framework introduced from April 2013)
- 3.1.10. To authorise Harrow's Integrated Care Board's annual assessment
- 3.1.11. To produce a Pharmaceutical Needs Assessment and revise every three years
- 3.1.12. Undertake additional responsibilities as delegated by the local authority or the Integrated Care Board e.g. considering wider health determinants such as housing, or be the vehicle for lead commissioning of learning disabilities services.

#### **4. Membership**

- 4.1. The Chair of the Board will be nominated by the Leader of Harrow Council; or a nominated deputy.
- 4.2. The voting membership will be:
  - Members of the Council nominated by the Leader of the Council
  - Chair of the Harrow Integrated Care Board (vice chair)
  - Representatives of each Harrow Integrated Care Board in Harrow
  - Integrated Care Board Accountable Officer or nominee
  - Representative of Healthwatch Harrow
  - Representatives of the NHS
- 4.3. The following Advisors will be non-voting members:
  - Director of Public Health
  - Chief Officer, Voluntary and Community Sector
  - Senior Officer of Harrow Police
  - Chair of the Harrow Safeguarding Children and Adult Board
  - Chief Operating Officer – Integrated Care Board
  - Corporate Director, People
  - Director Adult Social Services
- 4.4. The voluntary and community sector representative shall be nominated by the Voluntary Community Sector Forum on an annual basis.
- 4.5. Board Members are appointed annually. Board Members shall each name a reserve who will have the authority to make decisions in the event that they are unable to attend a meeting.
- 4.6. Board members shall sign a register of attendance at each meeting and should not normally miss more than one meeting within a financial year.
- 4.7. A representative from the North West London Integrated Care Board will serve as the vice chair of the Health and Wellbeing Board.
- 4.8. Key providers in Harrow will be invited to attend meetings as required depending on the subject under discussion.

- 4.9. Other agencies and organisations will be invited as the Integrated Care Partnership (ICP) develops to enable good outcomes to be delivered for Harrow's citizens.

#### **4.10. Participation of the NHS England**

- 4.10.1. NHS England must appoint a representative to join Harrow's Health and Wellbeing Board for the purpose of participating in the Boards preparation of the JSNA and JHWS.
- 4.10.2. The Health and Wellbeing Board can request the participation of the NHS England representative when the Health and Wellbeing Board is considering a matter that relates to the exercise or proposed exercise of the commissioning functions of NHS England in relation to Harrow.

#### **4.11. Meeting Frequency**

- 4.11.1. The Board shall meet bi monthly subject to review
- 4.11.2. An extraordinary meeting will be called when the Chair considers this necessary and/or in the circumstances where the Chair receives a request in writing by 50% of the voting membership of the Board

#### **4.12. Health and Wellbeing Board Executive**

- 4.12.1. The purpose of the Health and Wellbeing Board Executive is to:
- Develop and deliver a programme of work based on the Joint Commissioning priorities and the Joint Health and Wellbeing Strategy
  - Shape future years joint commissioning
  - Shape the agenda for future HWB meetings
  - Engage and understand the views of different organisations (including providers)
  - Bring together a collective view of partners and providers to the bi-monthly Health and Wellbeing Board
  - Share Commissioning Intentions and common priorities
  - Govern and quality assure the Health and Wellbeing Board work programme
  - Be aware and discuss emerging policy and strategy
  - Problem Solving
- 4.12.2. The meetings of the Executive will be scheduled to meet before the Board.
- 4.12.3. Membership will consist of senior officer representatives from both the Council and North West London Integrated Care Board, including the Directors of Adults, Children's, and Public Health services, GP Clinical Directors, and finance officers.

- 4.12.4. The chairing of the Executive will alternate between the council's Corporate Director of People Services and a representative of the North West London Integrated Care Board.

#### **4.13. Local Safeguarding Boards**

- 4.13.1. The Council's two Local Safeguarding Boards have a horizontal link to the Health and Wellbeing Board and include:
  - 4.13.1.1. Local Safeguarding Adults Board
  - 4.13.1.2. Harrow Local Children's Safeguarding Board

#### **4.14. Conduct of Meetings**

- 4.14.1. Meetings of the Board will be held in public except where the public are excluded from the meeting by resolution in accordance with Access to Information Act.
- 4.14.2. The quorum of the Board shall be 50% of the voting membership – however there must be attendance of at least one voting member from both the Council and the North West London Integrated Care Board. Should the quorum not be secured the meeting will not take place.
- 4.14.3. Decisions shall be made on the basis of a show of hands of a majority of voting members present. The Chair will have a second or casting vote.
- 4.14.4. Each meeting will have provision for the public to ask questions. There will be a total limit of 15 minutes for the asking and answering of public questions.
- 4.14.5. Harrow Council Democratic Services will service the meetings including the preparation and circulation of agenda and the production of minutes.
- 4.14.6. Minutes of the meetings will be available on the website of the council.
- 4.14.7. The Chair shall sign off the minutes as a true and accurate record of the meeting.
- 4.14.8. Agendas and supporting papers will be available on the website of the council at least five working days before the meeting.

**(IV) Independent Panel (2)**

**Independent Members:** Mr J Coyle  
Mr J Kirkland

The Independent Panel shall consist of 2 independent persons appointed under s.27(7) of the Localism Act 2011. The Panel has the following duties:

- (a) to consider reports recommending dismissal made by the Independent Investigator and the Chief Officers' Employment Panel in accordance with the disciplinary procedure applying to the Head of Paid Service, Chief Finance Officer and Monitoring Officer;
- (b) to prepare a report to Council stating whether it agrees or disagrees with the recommendation to dismiss, including its reasons.

## **(V) Licensing and General Purposes Committee (16)**

	<b>Conservative (9)</b>	<b>Labour (7)</b>
<b>I. Members</b>	<b>June Baxter Govind Bharadia Matthew Goodwin-Freeman Chetna Halai Susan Hall (CH) Amir Moshenson Janet Mote Kanti Rabadia Samir Sumaria</b>	<b>Dan Anderson Shahania Choudhury Dean Gilligan Maxine Henson Rashmi Kalu Varsha Parmar Rekha Shah</b>
<b>II. Reserve Members</b>	<b>1. Nitesh Hirani 2. Ameet Jogia 3. Thaya Idaikkadar 4. Kuha Kumaran 5. Vipin Mithani 6. Vacancy 7. Vacancy 8. Vacancy 9. Vacancy</b>	<b>1. Stephen Hickman 2. Asif Hussain 3. Eden Kulig 4. Natasha Proctor 5. Aneka Shah-Levy 6. Vacancy 7. Krishna Suresh</b>

(CH)

= Chair

\*

Denotes Group Members for consultation on Delegated Action and/or administrative matters.

### **Terms of Reference**

The powers and the duties of the Licensing and General Purposes Committee are:

To consider all matters which under the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (referred to in the Schedule 3A-1) to this document, are required not to be the responsibility of the Executive, save for those matters delegated to other Committees of the Council;

- (b) To carry out the functions under any relevant statutory provision within the meaning of Part I (Health, safety and welfare in connection with work, and control of dangerous substances) of the Health and Safety at Work Act 1974, to the extent that those functions are discharged otherwise than in the authority's capacity as an employer;
- (c) To keep under review and to determine the arrangements for the holding of elections and any referendums within the Borough and to initiate or respond to any proposals to the change of ward, constituency or Borough boundaries;
- (d) The determination of applications under the Council's Personal Injury Allowance Scheme.



- (e) To determine all matters and duties on the authority imposed by legislation, regulations orders, codes, and similar provisions for:
- All activities under the Licensing Act 2003
  - Food safety and control.
  - Animal health, welfare, safety and control.
  - Gaming, betting, lotteries and related amusements
  - Crime and disorder issues related to the above duties.

## **(VI) Overview and Scrutiny Committee (9)**

	<b>Conservative (5)</b>	<b>Labour (4)</b>
<b>I. Members</b>	<b>June Baxter Govind Bharadia Vipin Mithani Amir Moshenson (CH) Samir Sumaria</b>	<b>Dan Anderson Graham Henson * Maxine Henson Eden Kulig</b>
<b>II. Reserve Members</b>	<b>1. Philip Benjamin 2. Janet Mote 3. Matthew Goodwin-Freeman 4. Kuha Kumaran 5. Salim Chowdhury</b>	<b>1. Rashmi Kalu 2. Jerry Miles 3. Sasi Suresh 4. Antonio Weiss</b>

### **Voting Co-opted Members:**

- (1) Two representatives of Voluntary Aided Sector  
- Reverend P Reece / Vacancy  
- Ms M Trivedi (Primary) / Vacancy (Secondary)

Harrow Youth Parliament Representative

[Notes: The Scrutiny Leads should be main members of their respective committees].

(CH)

= Chair

\*

Denotes Group Members for consultation Delegated Action and/or on administrative matters.

### **Terms of Reference**

The Overview and Scrutiny Committee has the following power and duties:

1. To oversee an agreed work programme that can help secure service improvement through in-depth investigation of performance issues and the development of an effective strategy/policy framework for the council and partners;
2. To have general oversight of the council's scrutiny function;
3. To offer challenge and critical support to the Executive's policy development function and the long-term strategic direction of the borough;
4. To anticipate policy changes and determine their potential impact on residents and to recommend changes where these are appropriate;
5. To consider the council and partners' strategic approach to service delivery, using, where necessary, the power of overview and scrutiny committees to receive information from partner agencies and to require partner authorities to have regard to

reports and recommendations from the Committee, as set out under Part Five of the Local Government and Public Involvement in Health Act 2007;

6. To undertake detailed investigation of service/financial performance in order to recommend policy changes to the Executive and to commission investigations by the Performance and Finance Sub-Committee;
7. To report scrutiny findings and recommendations to the Executive within 8 weeks of being published or to its next meeting, whichever is the sooner, in accordance with the council's constitution;
8. To review or scrutinise decisions made, or other action taken, in connection with the discharge of responsible authorities of their crime and disorder functions in accordance with s.19 of the Police and Justice Act 2006.
9. To consider items included in the Forward Plan;
10. To consider Councillor Call for Action in terms of
  - a. Local Government Matters (9FC of the Local Government act 2000)
  - b. Local Crime & Disorder Matters (Section 19, Police & Justice Act 2006)
11. To discharge the functions conferred by Section 244 (2ZE) of the National Health Service Act 2006 as amended and Regulation 21 of the Local Authority (Public Health, Health and Wellbeing Board and Health Scrutiny Regulations 2013) of reviewing and scrutinising, matters relating to the planning, provision and operation of health services in Harrow.
12. To respond to consultations from local health trusts, Department of Health and Social Care and any organisation which provides health services outside the local authority's area to inhabitants within it.
13. To review and make appropriate recommendations on an annual basis for the arrangements for processing applications for support from the voluntary sector, including grants, concessionary lettings, use of the community premises and other council premises, and discretionary rate relief.

## **(VII) Pension Board (1)**

<b>I. Members</b>	Employer representative – LB Harrow:	Councillor Pritesh Patel
	Employer representative – Scheduled and Admitted Bodies:	Dr Simon Radford
	Scheme members representative – Active members:	Mr P O'Dwyer
	Scheme members representative – Pensioners:	Mr Gerald Balabanoff
	Independent member:	Mr Richard Harbord (CH)

### **Terms of Reference**

#### **1. Role of the Board**

The role of the Board, as defined by sections 5(1) and (2) of the Public Service Pensions Act 2013, is to assist the Administering Authority (London Borough of Harrow) as Scheme Manager in ensuring the effective and efficient governance and administration of the Local Government Pension Scheme (LGPS) including:

- securing compliance with the LGPS regulations and other legislation relating to the governance and administration of the LGPS;
- securing compliance with requirements imposed in relation to the LGPS by the Pensions Regulator; and
- such other matters the LGPS regulations may specify.

The Administering Authority retains ultimate responsibility for the administration and governance of the scheme. The role of the Board is to support the Administering Authority to fulfil that responsibility.

In its role, the Board has oversight of the administration of the fund including:

- a. The effectiveness of the decision making process
- b. The direction of the Fund and its overall objectives
- c. The level of transparency in the conduct of the Fund's activities
- d. The administration of benefits and contributions

The Board will provide the Scheme Manager with such information as it requires to ensure that any Member of the Board or person to be appointed to the Board does not have a conflict of interest.

The Board will ensure it effectively and efficiently complies with the Code of Practice on the Governance and Administration of Public Service Pension Schemes issued by the Pensions Regulator. It will help to ensure that the Fund is managed in the same way.

The Board shall meet sufficiently regularly to discharge its duties and responsibilities effectively.

## 2. **Membership**

The Board shall consist of 5 members and be constituted as follows:

- (i) 2 Employer representatives – Administering Authority (1), other scheduled and admitted bodies [ie organisations other than the Administering Authority who, under the regulations, can participate in the LGPS] (1);
- (ii) 2 Scheme Member representatives – active members (1), pensioners (1); and
- (iii) 1 independent member

Elected Members and officers involved in the management and administration of the Fund are not permitted to become Board members.

Only the Employer and Scheme Member representatives will have voting rights.

Each member of the Board will serve for a period of three years, subject to compliance with conditions of appointment. Members will be appointed on a rotational basis.

The Chair and Deputy Chair of the Board will be elected by the Board at its first meeting and will serve for a period of three years. Should the elected Chair be an Employer representative the Deputy Chair must be a Scheme Member representative and vice versa.

The Chair will ensure that meetings are properly conducted and the decision of the Chair on all points of procedure and order shall be final.

The Board may, with the approval of the Administering Authority, co-opt persons with sufficient skills and experience to advise and support them. Co-optees are not Board members and do not have voting rights.

Each Board Member should endeavour to attend all Board meetings during the year. In the event of consistent non-attendance by any Board Member the tenure of that membership should be reviewed by the other Board members in liaison with the Scheme Manager.

Other than by ceasing to be eligible as set out above, a Board member may only be removed from office during a term of appointment by the unanimous agreement of all other members and with the agreement of the Scheme Manager. Should any member of the Board cease to be a member of the relevant group for which they have been appointed they will automatically cease to be a member of the Board and the Administering Authority will conduct a replacement process.

## 3. **Appointment of Board members**

All Board members will be appointed by Full Council. It is a statutory requirement that the Administering Authority must be satisfied that a person to be appointed as an Employer or Scheme Member representative has the relevant experience and capacity to represent employers or scheme members (as appropriate)

- Administering Authority to nominate one Employer representative

- The second Employer representative to be nominated by the scheduled and admitted bodies. If more than one is nominated, Council will determine who is to be appointed.
- (i) Scheme Member representatives to be selected through a process administered by the Administering Authority with a recommendation to Council
- (ii) Independent member – applications to be invited by public advertisement with a recommendation by the s151 Officer to Council.

#### 4. **Standards of conduct and conflicts of interest**

All members of the Board are expected to act in accordance with the Code of Conduct for Councillors where applicable and the Pensions Regulator's Code of Practice. In accordance with s5(5) Public Service Pension Act 2013, a Board member must not have a financial or other interest that could prejudice them in carrying out his/her Board duties. This does not include a financial or other interest arising merely by virtue of being a member of the LGPS.

The policy for identifying conflicts of interest is set out in a separate policy document.

#### 5. **Knowledge and Skills**

Following appointment each member of the Board should be conversant with:

- The legislation and associated guidance of the LGPS
- Any document recording policy about the administration of the LGPS which is for the time being adopted by the Fund

The Administering Authority will provide a training programme which all Board members will be required to attend.

It is for individual Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them, properly, to exercise their functions as a Member of the Board and therefore, must comply with the Board's Knowledge and Understanding and Training Policy.

#### 6. **Accountability**

The Board will collectively and individually be accountable to the Scheme Manager.

The Board will refer all relevant recommendations and decisions to the Pension Fund Committee of the Administering Authority and, where appropriate, to Full Council. It will present a report on its work to the Full Council once a year.

7. **Quorum**

A quorum will comprise three of the five members of which at least one shall be an Employer representative and one a Scheme Member representative.

8. **Meetings**

The Board shall meet at least twice a year but no more than four times.

The Chair of the Board, in consultation with the Administering Authority will prepare an agenda for each meeting of the Board. The administration of the Board will be in accordance with the normal procedures of the London Borough of Harrow.

An extraordinary meeting will be called when the Chair considers this necessary and/or in circumstances where the Chair receives a request in writing by 50% of the voting membership of the Board

9. **Publication of Pension Board Information**

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

- The names of the Board member
- The Board's Terms of Reference
- Papers, agendas and minutes of Board meetings.

10. **Advice to the Board**

The Board will be supported in its role and responsibilities by the Administering Authority through advice and support as appropriate.

11. **Expense Reimbursement**

Each member of the Board and any co-opted persons, excluding elected Councillors of the London Borough of Harrow and Council Officers will be reimbursed at a rate of £445 per annum (exclusive of VAT if payable). All members of the Board and any co-opted persons will be paid "out-of-pocket" expenses when carrying out the functions of the Board including approved training.

12. **Definitions**

The undernoted terms shall have the following meaning when used in this document:

Administering Authority	London Borough of Harrow
Board or Pension Board	The local Pension Board for the London Borough of Harrow, Administering Authority for the London Borough of Harrow Pension Fund as required under the Public Service Pensions Act 2013
Board Member	A member of the Board including Employer representatives, Scheme Member representatives and an independent member

Administering Authority	London Borough of Harrow
Code of Practice	The Pensions Regulator's [draft] Code of Practice no 14 entitled "Governance and administration of public service pension schemes."
Conflicts of Interest	As defined in the Public Service Pensions Act 2013
Conflicts of Interest Policy	The policy on conflicts of interest as adopted by the Board
Employer Representative	A person appointed to the Board for the purpose of representing employers for the Scheme
Fund	The London Borough of Harrow Pension Fund within the Scheme administered and maintained by the Scheme Employer
Independent Member	A Member of the Board who is neither an Employer Representative nor a Member Representative
Knowledge and Understanding and Training Policy	The training policy as adopted by the Board
LGPS	The Local Government Pension Scheme as constituted by the Local Government Pension Scheme Regulations 2013, the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 and The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009.
Member Representative	A person appointed to the Board for the purpose of representing members of the Scheme
Scheme	The Local Government Pension Scheme
Scheme Manager	London Borough of Harrow as administering authority of the London Borough of Harrow Pension Fund

### 13. Interpretation

Any uncertainty or ambiguity or interpretation required relating to any matters contained in this document shall be resolved by reference to the Scheme Manager.

[Note: The terms of reference approved by Council on 13 November 2014 were amended under delegated authority as a result of the Local Government Pension Scheme (Amendment) (Governance) Regulations 2015 which removed the voting rights of the Independent Member.]



## 14. **Membership**

The Board shall consist of 5 members and be constituted as follows:

- (iv) 2 Employer representatives – Administering Authority (1), other scheduled and admitted bodies [ie organisations other than the Administering Authority who, under the regulations, can participate in the LGPS] (1);
- (v) 2 Scheme Member representatives – active members (1), pensioners (1); and
- (vi) 1 independent member

Elected Members and officers involved in the management and administration of the Fund are not permitted to become Board members.

Only the Employer and Scheme Member representatives will have voting rights.

Each member of the Board will serve for a period of three years, subject to compliance with conditions of appointment. Members will be appointed on a rotational basis.

The Chair and Deputy Chair of the Board will be elected by the Board at its first meeting and will serve for a period of three years. Should the elected Chair be an Employer representative the Deputy Chair must be a Scheme Member representative and vice versa.

The Chair will ensure that meetings are properly conducted and the decision of the Chair on all points of procedure and order shall be final.

The Board may, with the approval of the Administering Authority, co-opt persons with sufficient skills and experience to advise and support them. Co-optees are not Board members and do not have voting rights.

Each Board Member should endeavour to attend all Board meetings during the year. In the event of consistent non-attendance by any Board Member the tenure of that membership should be reviewed by the other Board members in liaison with the Scheme Manager.

Other than by ceasing to be eligible as set out above, a Board member may only be removed from office during a term of appointment by the unanimous agreement of all other members and with the agreement of the Scheme Manager. Should any member of the Board cease to be a member of the relevant group for which they have been appointed they will automatically cease to be a member of the Board and the Administering Authority will conduct a replacement process.

## 15. **Appointment of Board members**

All Board members will be appointed by Full Council. It is a statutory requirement that the Administering Authority must be satisfied that a person to be appointed as an Employer or Scheme Member representative has the relevant experience and capacity to represent employers or scheme members (as appropriate)

- Administering Authority to nominate one Employer representative

- The second Employer representative to be nominated by the scheduled and admitted bodies. If more than one is nominated, Council will determine who is to be appointed.
- (iii) Scheme Member representatives to be selected through a process administered by the Administering Authority with a recommendation to Council
- (iv) Independent member – applications to be invited by public advertisement with a recommendation by the s151 Officer to Council.

#### 16. **Standards of conduct and conflicts of interest**

All members of the Board are expected to act in accordance with the Code of Conduct for Councillors where applicable and the Pensions Regulator's Code of Practice. In accordance with s5(5) Public Service Pension Act 2013, a Board member must not have a financial or other interest that could prejudice them in carrying out his/her Board duties. This does not include a financial or other interest arising merely by virtue of being a member of the LGPS.

The policy for identifying conflicts of interest is set out in a separate policy document.

#### 17. **Knowledge and Skills**

Following appointment each member of the Board should be conversant with:

- The legislation and associated guidance of the LGPS
- Any document recording policy about the administration of the LGPS which is for the time being adopted by the Fund

The Administering Authority will provide a training programme which all Board members will be required to attend.

It is for individual Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them, properly, to exercise their functions as a Member of the Board and therefore, must comply with the Board's Knowledge and Understanding and Training Policy.

#### 18. **Accountability**

The Board will collectively and individually be accountable to the Scheme Manager.

The Board will refer all relevant recommendations and decisions to the Pension Fund Committee of the Administering Authority and, where appropriate, to Full Council. It will present a report on its work to the Full Council once a year.

#### 19. **Quorum**

A quorum will comprise three of the five members of which at least one shall be an Employer representative and one a Scheme Member representative.

#### 20. **Meetings**

The Board shall meet at least twice a year but no more than four times.

The Chair of the Board, in consultation with the Administering Authority will prepare an agenda for each meeting of the Board. The administration of the Board will be in accordance with the normal procedures of the London Borough of Harrow.

An extraordinary meeting will be called when the Chair considers this necessary and/or in circumstances where the Chair receives a request in writing by 50% of the voting membership of the Board

## 21. **Publication of Pension Board Information**

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

- The names of the Board member
- The Board's Terms of Reference
- Papers, agendas and minutes of Board meetings.

## 22. **Advice to the Board**

The Board will be supported in its role and responsibilities by the Administering Authority through advice and support as appropriate.

## 23. **Expense Reimbursement**

Each member of the Board and any co-opted persons, excluding elected Councillors of the London Borough of Harrow and Council Officers will be reimbursed at a rate of £445 per annum (exclusive of VAT if payable). All members of the Board and any co-opted persons will be paid "out-of-pocket" expenses when carrying out the functions of the Board including approved training.

## 24. **Definitions**

The undernoted terms shall have the following meaning when used in this document:

Administering Authority	London Borough of Harrow
Board or Pension Board	The local Pension Board for the London Borough of Harrow, Administering Authority for the London Borough of Harrow Pension Fund as required under the Public Service Pensions Act 2013
Board Member	A member of the Board including Employer representatives, Scheme Member representatives and an independent member
Code of Practice	The Pensions Regulator's [draft] Code of Practice no 14 entitled "Governance and administration of public service pension schemes."
Conflicts of Interest	As defined in the Public Service Pensions Act 2013
Conflicts of Interest Policy	The policy on conflicts of interest as adopted by the Board

Administering Authority	London Borough of Harrow
Employer Representative	A person appointed to the Board for the purpose of representing employers for the Scheme
Fund	The London Borough of Harrow Pension Fund within the Scheme administered and maintained by the Scheme Employer
Independent Member	A Member of the Board who is neither an Employer Representative nor a Member Representative
Knowledge and Understanding and Training Policy	The training policy as adopted by the Board
LGPS	The Local Government Pension Scheme as constituted by the Local Government Pension Scheme Regulations 2013, the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 and The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009.
Member Representative	A person appointed to the Board for the purpose of representing members of the Scheme
Scheme	The Local Government Pension Scheme
Scheme Manager	London Borough of Harrow as administering authority of the London Borough of Harrow Pension Fund

## 25. Interpretation

Any uncertainty or ambiguity or interpretation required relating to any matters contained in this document shall be resolved by reference to the Scheme Manager.

[Note: The terms of reference approved by Council on 13 November 2014 were amended under delegated authority as a result of the Local Government Pension Scheme (Amendment) (Governance) Regulations 2015 which removed the voting rights of the Independent Member.]

**(VIII) Pension Fund Committee (4)**

**Conservative  
(2)**

**Labour  
(2)**

**I. Members**  
**David Ashton (CH)**  
**Norman Stevenson**

**Jerry Miles**  
**Nitin Parekh**

**II. Reserve Members**  
1. Kanti Rabadia  
2. Amir Moshenson

1. Asif Hussain  
2. Natasha Proctor

Harrow UNISON Co-optee (Non-voting): Vacancy  
GMB Co-optee (Non-voting): Pamela Belgrave  
Co-optee (Non-voting): To be appointed

(CH)

= Chair

\*

Denotes Group Members for consultation on Delegated Action and/or administrative matters.

**Terms of Reference**

The Pension Fund Committee has the following powers and duties:

1. to exercise on behalf of the Council, all the powers and duties of the Council in relation to its functions as Administering Authority of the LB Harrow Pension Fund (the fund), save for those matters delegated to other Committees of the Council or to an Officer;
2. the determination of applications under the Local Government Superannuation Regulations and the Teachers' Superannuation Regulations;
3. to administer all matters concerning the Council's pension investments in accordance with the law and Council policy;
4. to establish a strategy for the disposition of the pension investment portfolio; and
5. to appoint and determine the investment managers' delegation of powers of management of the fund.

## **(IX) Planning Committee (7)**

**Conservative  
(4)**

**Labour  
(3)**

### **I. Members**

**Marilyn Ashton (CH)  
Christopher Baxter  
Samir Sumaria  
Zak Wagman**

**Ghazanfar Ali  
Peymana Assad  
Nitin Parekh \***

### **II. Reserve Members**

1. Anjana Patel  
2. Norman Stevenson  
3. Salim Chowdhury  
4. Nicola Blackman

1. Simon Brown  
2. Kandy Dolor  
3. Rashmi Kalu

(CH)

= Chair

\*

Denotes Group Members for consultation on Delegated Action and/or administrative matters.

## **Terms of Reference**

The Planning Committee has the following powers and duties:

1. To exercise the functions of the council as local planning authority under the Town and Country Planning Act 1990 and other planning and subordinate legislation with the exception that:
  - a) the preparation, maintenance and updating of the Local Development Framework; and
  - b) the consideration of any policy matter concerning the planning of the Borough, including the development of major sites but not the determination of any planning application;shall be matters to be determined by the Executive.
2. To determine applications for certificates under section 17 of the Land Compensation Act 1961.
3. To consider and, if appropriate, serve Article 4 Directions removing permitted development rights in accordance with the Town and Country Planning General (Permitted Development) Order 1990.
4. To determine and enforce building regulations.
5. All other functions relating to town and country planning and development control as set out in the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended).

**(X) Standing Advisory Council for Religious Education (3)**

	<b>Conservative (2)</b>	<b>Labour (1)</b>
<b>I. Members</b>	<b>June Baxter Janet Mote</b>	<b>Sasi Suresh</b>
<b>II. Reserve Members</b>	1. David Ashton 2. Hitesh Karia	Ghazanfar Ali

(Note: Chair to be appointed at a SACRE meeting).

**Other Representatives**

Group A: Religious Traditions and Christian Churches	- Ms M Afnan - Mr M Amar - Vacancy  - Mr D Cryer  - Ms V Dodhia - Ms C O'Flaherty - Mrs P Gan-Kotwal - Vacancy  - Mr V Hirani - Mr Z Khalid  - Ms C O'Brien - Ms D O'Herne - Mr A Omar - Mrs G Ross - Mrs D Samuels - Mr P Singh-Kohli - Ven Sumana Sramaner - Vacancy	- Baha'I - Muslim (Harrow Mosque) - Christian (Free Church Federal Council) - Humanist (Harrow Humanist Association) - Jain - Christian - Zoroastrian - Muslim (representing Harrow Central Mosque) - Hindu (Swaminarian) - Muslim (representing Harrow Muslim Council) - Christian (Catholic) - Christian (Catholic) - Muslim - Jewish - Jewish - Sikh - Buddhist - Rastafarian
Group B: Church of England	- Mrs M Abbott - Rev'd J Power - Mrs A Stowe (CH)	
Group C: Teachers' Associations	- Ms Elizabeth Boulter - Ms Heena Mistry - Ms Fatema Rahemani	- NEU - NAHT - NASUWT
Officer	- Ms L Prior (Adviser to SACRE on behalf of the Corporate Director, People)	
Clerk	- Ms V Wright	

## **Terms of Reference**

- (1) As requested by the local authority or of its own volition, to advise the local authority on matters connected with:
  - a. religious worship in community schools or foundation schools which do not have a religious character, and
  - b. Religious education, in accordance with the Agreed Syllabus

The matters referred to above include, in particular, teaching methods, choice of materials and teacher training.
- (2) To deal with applications from schools for a determination on whether the statutory requirement for Christian collective worship should apply.
- (3) To determine the manner and form of applications under (2) above.
- (4) To convene from time to time an Agreed Syllabus Conference to review the agreed syllabus. The representative groups on SACRE, other than Group D, may at any time require a review of the agreed syllabus. Each of the three representative groups concerned shall have a single vote on the question of whether to require such a review.
- (5) To publish an annual report as to the exercise of their functions and any action taken by representative groups on the council under (4) above during the preceding year.

## **Membership**

- Group A – Representatives of Christian (excluding Church of England) and other religious denominations (22)
- Group B – Representatives of the Church of England (3)
- Group C – Representatives of Teachers (6)
- Group D – Representatives of the Local Education Authority (3)

SACRE may also include co-opted members (that is, persons co-opted as members of SACRE by members of SACRE who have not themselves been so co-opted).

Any member who fails to attend three consecutive meetings of SACRE shall cease to be a member of the Council unless, at the third such meeting, SACRE approves the reason for non-attendance.

An adviser nominated by the Corporate Director, People Services shall also be invited to attend meetings of SACRE.



**ANNUAL COUNCIL  
18 MAY 2023**

**APPOINTMENT OF REPRESENTATIVES TO  
OUTSIDE BODIES**

This page is intentionally left blank

## Outside Body and Lead Member Appointments 2023/24

Name of body / Lead Member role	No. reps.	Proposed Appointee (for 2023/24)	Proposed Deputies where applicable (for 2023/24)
(Brent and Harrow) Trading Standards Joint Advisory Board	3 (+ 3 deputies)	1. Cllr Anjana Patel 2. Cllr Norman Stevenson 3. Cllr Krishna Suresh	1. Cllr Stephen Greek 2. Cllr Nicola Blackman 3. Cllr Rashmi Kalu
Association for Public Service Excellence (APSE)	1	1. Cllr Vacancy	N/A
Bentley Priory Nature Reserve Management Committee Appointment from May 2022 for a 4-year term	4	1. Cllr Marilyn Ashton 2. Cllr Zak Wagman 3. Cllr Peymana Assad 4. Cllr Aneka Shah-Levy	N/A
Board of London Sport	1	1. Cllr Paul Osborn	
Capital Letters (London) Limited ('Capital Letters') Boroughs' Representative Body (BRB)	1 (Housing PH)	1. Cllr Mina Parmar	N/A
Central and North West London NHS Foundation Trust Appointment from May 2022 for a 3-year term	1	1. Cllr Pritesh Patel	N/A
Deputy Lord Lieutenant's Committee	4 (+ Mayor)	1. Cllr Jean Lammiman 2. Cllr Janet Mote 3. Cllr Ramji Chauhan 4. Cllr Krishna Suresh 5. Cllr Ghazanfar Ali	N/A
Edward Harvist Charity Appointment from May 2022 for a 4-year term	1	1. Cllr Pritesh Patel	N/A
Greater Stanmore Country Park Management Committee Appointment from May 2022 for a 4-year term	2 Majority Party 1 Opposition	1. Cllr Marilyn Ashton 2. Cllr Ameet Jogia 3. Cllr Kandy Dolor	N/A
Harrow Association of Disabled People Appointment from May 2022 for a 2-year term	2	1. Cllr Norman Stevenson 2. Cllr Ghazanfar Ali	N/A
Harrow Citizens' Advice Bureau	1 Majority Party 1 Opposition	1. Cllr Jean Lammiman 2. Cllr Eden Kulig	N/A
Harrow Cycle Hub	1	1. Cllr Paul Osborn	N/A
Harrow Heritage Trust Executive Committee	3	1. Cllr Janet Mote 2. Cllr June Baxter 2. Cllr Ghazanfar Ali	N/A
Harrow in Europe Committee	5	1. Cllr Jean Lammiman 2. Cllr Norman Stevenson 3. Cllr Ramji Chauhan 4. Cllr Dan Anderson 5. Cllr Eden Kulig	N/A
Harrow Nature Conservation Forum	2	1. Cllr Norman Stevenson 2. Cllr Kandy Dolor	N/A

Name of body / Lead Member role	No. reps.	Proposed Appointee (for 2023/24)	Proposed Deputies where applicable (for 2023/24)
Harrow on the Hill Forum	6 (2 ward members 3 group members)	1. Cllr Stephen Hickman 2. Cllr Eden Kulig  1. Cllr Marilyn Ashton 2. Cllr Christopher Baxter 3. Cllr Rashmi Kalu	N/A
Harrow Safer Neighbourhood Board	1 rep and deputy from each group (Community Safety PH Shadow)	1. Cllr Anjana Patel 2. Cllr Peymana Assad	N/A
Harrow Strategic Development Partnership	2 members	1. Cllr Stephen Greek 2. Cllr Kanti Rabadia	
Harrow Weald Common Board of Conservators Appointment from May 2022 for a 4-year term	5 (3 Ward Members + 2 (1 from each Group))	1. Cllr Pritesh Patel 2. Cllr Ramji Chauhan 3. Cllr Stephen Greek 4. Cllr Marilyn Ashton 5. Cllr Kandy Dolor	N/A
Homes Limited	2 (Ward Cllrs)	1. Cllr Graham Henson 2. Cllr Maxine Henson	N/A
John Pardoe Charity	4	1. Cllr Philip Benjamin 2. Cllr Jean Lammiman 3. Cllr Dan Anderson 4. Vacancy	N/A
Joint Health Overview and Scrutiny Committee (Chair and Vice-Chair of Health and Social Care Scrutiny Sub-Committee)	1 (+ 1 deputy)	1. Cllr Chetna Halai	1. Cllr Rekha Shah
LBH Bus & Highways Liaison Meeting	4 (from different groups)	1. Cllr Ameet Jogia 2. Cllr Anjana Patel 3. Cllr Jerry Miles 4. Cllr Asif Hussain	N/A
LBH Rail Liaison Meeting	4 (from different groups)	1. Cllr Ameet Jogia 2. Cllr Anjana Patel 3. Cllr Jerry Miles 4. Cllr Asif Hussain	N/A
League of Friends of Northwick Park Hospital	1 (+ 1 deputy)	1. Cllr Matthew Goodwin-Freeman	1. Cllr Vacancy
Lee Valley Regional Park Authority Appointment from 1 July 2021 for a 4-year term to 30 June 2025	1	1. Cllr Paul Osborn	N/A
Local Government Association - General Assembly Meetings	4 (+ 4 deputies)	1. Cllr Paul Osborn 2. Cllr Marilyn Ashton 3. Cllr David Perry 4. Cllr Natasha Proctor	1. Cllr Stephen Greek 2. Cllr Christopher Baxter 3. Vacancy 4. Vacancy
Local Government Information Unit	1	1. Cllr Stephen Greek	N/A
London CIV	1 (+ 1 deputy)	1. Cllr David Ashton	1. Vacancy

<b>Name of body / Lead Member role</b>	<b>No. reps.</b>	<b>Proposed Appointee (for 2023/24)</b>	<b>Proposed Deputies where applicable (for 2023/24)</b>
London Councils' Arts/Culture, Tourism, Sport and Leisure Lead Member	1	1. Cllr Jean Lammiman	N/A
London Councils' Children and Young People including Safeguarding, Schools, Education and Children's Social Care Lead Member	1	1. Cllr Hitesh Karia	N/A
London Councils' Communities, Empowerment and Inclusion Lead Member	1	1. Vacancy	N/A
London Councils' Crime and Public Protection Lead Member	1	1. Cllr Anjana Patel	N/A
London Councils' Devolution and Levelling Up lead Member	1	1. Cllr Paul Osborn	
London Councils' Digital and Connectivity Lead Member	1	1. Cllr Stephen Greek	N/A
London Councils' Economic Development/Business Lead Member	1	1. Cllr Norman Stevenson	N/A
London Councils' Environmental Issues Lead Member	1	1. Cllr Anjana Patel	
London Councils' Finance and Corporate Services Lead Member	1	1. Cllr David Ashton	N/A
London Councils' Grants Committee (Associated Joint Committee) NB: must all be Cabinet Members	1 (+ 4 deputies)	1. Cllr Jean Lammiman	1. Cllr Paul Osborn 2. Cllr Marilyn Ashton 3. Cllr Anjana Patel 4. Cllr David Ashton
London Councils' Greater London Employment Forum NB: Member responsible for human resources	1 (+ 1 deputy)	1. Cllr David Ashton	1. Cllr Stephen Greek
London Councils' Health and Social Care including Adult Services Lead Member	1	1. Cllr Pritesh Patel	N/A
London Councils' Housing and Regeneration Lead Member	1	1. Cllr Marilyn Ashton	N/A
London Councils' Leaders' Committee (s101 Joint Committee)	1 (+ 2 deputies)	1. Cllr Paul Osborn	1. Cllr Marilyn Ashton 2. Cllr David Ashton
London Councils' Planning/ Infrastructure/Development Lead Member	1	1. Cllr Marilyn Ashton	N/A
London Councils' Skills and Employment Lead Member	1	1. Cllr Norman Stevenson	N/A
London Councils' Transport & Environment Committee (Associated Joint Committee) NB: Usually Lead Member for transport or environment	1 (+ 4 deputies)	1. Cllr Anjana Patel	1. Cllr Paul Osborn 2. Cllr David Ashton 3. Cllr Marilyn Ashton 4. Vacancy
London Councils' Young People's Education and Skills Board (YPES)	1 from each party	1. Cllr Hitesh Karia 2. Cllr Stephen Hickman	
London Road Safety Council	2	1. Cllr Anjana Patel 2. Cllr Jerry Miles	N/A

<b>Name of body / Lead Member role</b>	<b>No. reps.</b>	<b>Proposed Appointee (for 2023/24)</b>	<b>Proposed Deputies where applicable (for 2023/24)</b>
London Youth Games	1	1. Cllr Jean Lammiman	N/A
Mayor of Harrow's Charity Fund Trustees	3 (+ 4 Burgesses)	1. Cllr Jean Lammiman 2. Cllr Salim Chowdhury 3. Cllr Sasi Suresh	N/A
Middlesex Guildhall Collection and Trust Fund	3	1. Cllr Jean Lammiman 2. Cllr Janet Mote 3. Cllr Vacancy	N/A
Newable Ltd (formerly Greater London Enterprise Ltd)	1	1. Cllr Norman Stevenson	N/A
Relate London North West	1	1. Cllr Jean Lammiman 2. Vacancy	N/A
Reserve Forces and Cadets Association for Greater London	1	1. Cllr Nicola Blackman	N/A
Sir John Wolstenholme Charity	2	1. Cllr Philip Benjamin 2. Cllr Dan Anderson	N/A
Standing Advisory Council for Religious Education (SACRE)	3 (+3 deputies)	1. Cllr Janet Mote 2. Cllr June Baxter 3. Cllr Sasi Suresh	1. Cllr David Ashton 2. Cllr Hitesh Karia 3. Cllr Ghazanfar Ali
Victoria Hall Trust Appointment from May 2022 for a 4-year term	1	1. Cllr Ghazanfar Ali	N/A
West House and Heath Robinson Museum Trust	1	1. Cllr Paul Osborn	N/A
West London Alliance	1 (Leader only)	1. Cllr Paul Osborn	N/A
West London Waste Authority	1	1. Cllr Anjana Patel	N/A

# **ANNUAL COUNCIL 18 MAY 2023**

## **Information Report - Remuneration Packages of £100,000 or greater**

This page is intentionally left blank



**Report for: Council**

---

**Date of Meeting:** 18 May 2023

**Subject:** Information Report – Remuneration Packages of £100,000 or greater

**Responsible Officer:** Patrick Flaherty, Chief Executive

**Exempt:** No

**Wards affected:** N/a

**Enclosures:** None

## **Section 1 – Summary and Recommendations**

---

This report sets out a summary of the remuneration packages approved by the Chief Officers' Employment Panel (COEP), amounting to £100,000 or greater.

### **Section 2 – Report**

1. Government guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011') states that that full Council should be asked to determine whether it wishes to vote on any remuneration package of £100,000pa or greater.
2. The Council delegates authority to the Chief Officers' Employment Panel ('COEP') the determination of any remuneration package of £100,000, subject to all approvals being reported for information to full Council.

#### **3. Director of Corporate Resources and Transformation**

The Director of Corporate Resources & Transformation role was created to reflect the current Directorate of Resources structure and is a non-statutory Chief Officer post.

Under the revised structure, this postholder is responsible for Customer Service, IT, Communications, Human Resources and Organisational Development, Strategy and Performance and Transformation. Furthermore, this role will form a part of the key senior management team at the Council with a clear focus to deliver projects to improve services for residents and identify internal efficiencies.

In April 2023, following a recruitment process in line with the Council policies, an appointment was made to the Director of Corporate Resources and Transformation post with a remuneration package of D3 grade £140,652 per annum, plus the employer's Local Government Pension Scheme.

#### **4. Interim Director of Children Services**

The Director of Children Services (Grade D3) is a Statutory Chief Officer post. The previous postholder, indicated that he would retire at the end of May 2023. The Director of Children's Services (DCS) post holds significant statutory responsibilities in how the Council look after Harrow's children and forms an integral link with our partners such as schools.

In April 2023, following a recruitment process in line with the Council policies, an appointment was made to the Interim Director of Children Services post with a remuneration package of D3 grade £127,698 per annum, plus the employer's Local Government Pension Scheme.

## 5. Acting Director of Legal and Governance

The Director of Legal and Governance (Grade D3) post became vacant as the previous post holder retired from the Council in February 2023. In March 2023, following a recruitment process in line with the Council policies, an appointment was made to the Acting Director of Legal and Governance post with a remuneration package of D3 grade £127,698 per annum, plus the employer's Local Government Pension Scheme.

## Legal Implications

In accordance with the Constitution, the Chief Officer Employment Panel I is required to approve remuneration packages of £100,000 or greater for a Council Post. The Panel is required to report back to Council for information purposes on all such approved remuneration packages.

## Financial Implications

The salary for the Director of Corporate Resources and Transformation, Interim Director of Children Services and Acting Director of Legal and Governance is fully accounted for in the relevant directorates annual budget.

## Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

## Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? **No**

- EqlA was not completed as this is not necessary for the approval of a salary package for a post.
- The roles listed in this report have a responsibility to deliver the Council's vision and values by address inequalities in access to care provision within Harrow.
- The responsibility also includes, promoting equality, diversity and inclusion and the reduction of inequalities ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Please identify how the decision sought delivers this priority.

1. **A council that puts residents first**
2. **A borough that is clean and safe**
3. **A place where those in need are supported**

### **Section 3 - Statutory Officer Clearance**

**Statutory Officer: Dawn Calvert**

Signed by the Chief Financial Officer

**Date: 16/05/2023**

**Statutory Officer: Caroline Eccles**

Signed on \*behalf of the Monitoring Officer

**Date: 11/05/2023**

**Chief Officer: Patrick Flaherty**

Signed by the Chief Executive

**Date: 08/05/2023**

### **Mandatory Checks**

**Ward Councillors notified: NO as it impacts on all Wards**

### **Section 4 - Contact Details and Background Papers**

**Contact:** Akhil Wilson, Head of Resourcing - [akhil.wilson@harrow.gov.uk](mailto:akhil.wilson@harrow.gov.uk)