



Council

Minutes

28 November 2024

Present: Councillor Salim Chowdhury (The Worshipful the Mayor)

Councillor Anjana Patel (The Deputy Mayor)

Councillors:

Dan Anderson	Rashmi Kalu
David Ashton	Hitesh Karia
Marilyn Ashton	Kuha Kumaran
Peymana Assad	Jean Lammiman
Christopher Baxter	Jerry Miles
June Baxter	Vipin Mithani
Philip Benjamin	Amir Moshenson
Govind Bharadia	Janet Mote
Nicola Blackman	Paul Osborn
Simon Brown	Varsha Parmar
Ramji Chauhan	Pritesh Patel
Kandy Dolor	David Perry
Matthew Goodwin-Freeman	Natasha Proctor
Stephen Greek	Kanti Rabadia
Chetna Halai	Aneka Shah-Levy
Susan Hall	Norman Stevenson
Graham Henson	Samir Sumaria
Maxine Henson	Krishna Suresh
Stephen Hickman	Sasi Suresh
Nitesh Hirani	Yogesh Teli
Asif Hussain	Zak Wagman
Thaya Idaikkadar	Antonio Weiss
Ameet Jogia MBE	

Apologies received:

Councillor Ghazanfar Ali	Councillor Phillip O'Dell
Councillor Shahania Choudhury	Councillor Nitin Parekh
Councillor Dean Gilligan	Councillor Mina Parmar
Councillor Eden Kulig	Councillor Rekha Shah

PRAYERS

The meeting opened with Prayers offered by Mr Owais Khan Malik,
Shahjalal Islamic Centre

180. Minute Silence

Members of Council stood and observed one minute silence for former Councillor Jane Swinton who had represented the Ridgeway Ward from 1990 to 1994 who had sadly passed away.

181. Council Minutes

RESOLVED: That the minutes of the meeting held on 23 October 2024 be taken as read and signed as a correct record.

182. Declarations of Interest

The following interests were declared:

Item 4 – Petitions

During the course of the meeting, Councillor Paul Osborn declared a non-pecuniary interest in a petition that was presented related to traffic on West Harrow roads in that it was where he resided. He would remain in the room whilst the petition was presented.

Item 14 – Motion: Increases to the Minimum Wage

Councillor Dan Anderson declared a non-pecuniary interest in that he was employed by a Trades' Union. He would remain in the room whilst the matter was considered and voted upon.

Councillor Graham Henson declared an interest in that he was employed by a Trades' Union and also worked with other organisations that campaigned for many issues including pay. He would remain in the room whilst the matter was considered and voted upon.

Item 14 - Motion: £22.6 billion additional funding to the NHS

Councillor Ramji Chauhan declared a non-pecuniary interest in that his wife was employed at Northwick Park Hospital. He would remain in the room whilst the matter was considered and voted upon.

Councillor Matthew Goodwin Freeman declared a non-pecuniary interest in that he was employed by a Harrow MP who had recently secured funding for Northwick Park Hospital. He would remain in the room whilst the matter was considered and voted upon.

Councillor Graham Henson declared a non-pecuniary interest in that he was joint Chair of North West London STP which had become North West London ICS and that he had continued to represent Councils until 2022. He would remain in the room whilst the matter was considered and voted upon.

Councillor Janet Mote declared a non-pecuniary interest in that her daughter was employed as a staff nurse at Northwick Park Hospital. She would remain in the room whilst the matter was considered and voted upon.

All items

Councillor Susan Hall declared an interest in that she was a Member of the Greater London Authority.

183. Procedural Motions

The Leader of the Council, Councillor Paul Osborn paid tribute to Anthony Wood who had recently retired as an Adviser to the Traffic and Road Safety Advisory Panel after 30 years. Councillor David Perry also expressed his gratitude as did Councillor Ameet Jogia, Chair of the Traffic and Road Safety Advisory Panel, on behalf of the Panel.

The Leader of the Council, Councillor Paul Osborn, moved a Procedural Motion that Motion 5, Young Carer's in Harrow, not stand referred to the Executive and be debated as the first Motion under item 14 on the Council Summons, with Motion 4, Motion to condemn the Labour government's National Insurance hike, then debated second and the remaining Motions be debated based in the order on the Summons. Having been seconded and put to the vote, this was agreed.

The Leader of the Council, Councillor Paul Osborn, moved a Procedural Motion that the tabled amendment to Motion 4, Motion to condemn the Labour government's National Insurance hike, negated the Motion and should not be accepted. Having been put to the vote, this was agreed.

The Leader of the Opposition Group, Councillor David Perry, moved a Procedural Motion that Motion 3, Additional £500million for local road maintenance, not stand referred to the Executive and be debated. Having been seconded and put to the vote, this was not agreed.

184. Petitions

In accordance with Rule 10, the following petitions were received:

- (i) Petition submitted by Councillor Asif Hussain containing 103 signatures in relation to traffic and speed calming in West Harrow.
- (ii) Petition submitted by Councillor Krishna Suresh containing 17 signatures in relation to the road surface in Perwell Avenue.

185. Petition - Keep Free Weekend Parking at North Harrow Car Park

The Mayor advised Council that the lead petitioner had been unable to attend the meeting.

RESOLVED: That the petition be received and debated at the next meeting of Council.

186. Public Questions

To note that four public questions had been received and responded to.

187. Leader and Portfolio Holder Announcements

- (i) The Leader of the Council, Councillor Paul Osborn, introduced the item highlighting the Administration's achievements, challenges and plans since the last ordinary meeting.
- (ii) Other Members spoke and asked questions of the Leader of the Council which were duly responded to.

188. Long Service Award - Councillor Marilyn Ashton

Council had previously agreed, by Resolution 192 on 18 July 1985, that Members who completed 25 years' service with the Council be presented with framed, illuminated copy resolutions of appreciation. Councillor Marilyn Ashton had completed 25 years' service as a Member of the Authority in July 2024, and the resolution of appreciation had been adopted by Council on 23 October 2024.

The Mayor, Councillor Salim Chowdhury, on behalf of the Council, now formally congratulated Councillor Marilyn Ashton and presented her with a framed, illuminated copy resolution to mark her long service achievement. Councillors Paul Osborn, David Ashton, Christopher Baxter, Philip Benjamin, Govind Bharadia, Matthew Goodwin-Freeman, Stephen Greek, Chetna Halai, Susan Hall, Graham Henson, Ameet Jogia MBE, Hitesh Karia, Kuha Kumaran, Jean Lammiman, Amir Moshenson, Anjana Patel, Pritesh Patel, David Perry, Janet Mote, Yogesh Teli, Kanti Rabadia, Norman Stevenson, Zak Wagman and Antonio Weiss spoke in appreciation of Councillor Marilyn Ashton's service.

Councillor Marilyn Ashton returned thanks for her presentation.

189. Mount Vernon Cancer Centre Joint Health Overview and Scrutiny Committee Membership

RESOLVED: That

- (1) the London Borough of Harrow's full participation in the Mount Vernon Cancer Centre Joint Health Overview Scrutiny Committee (MVCC JHOSC), that was being set up by, and would be chaired by Hertfordshire County Council, be agreed;
- (2) the appointment of the Chair of Harrow's Health and Social Care Scrutiny Sub-Committee as Harrow's member on the Mount Vernon Cancer Centre Joint Health Overview Scrutiny Committee (MVCC JHOSC) be agreed;

- (3) the appointment of any further Member/s representing Harrow at the Mount Vernon Cancer Centre Joint Health Overview Scrutiny Committee (MVCC JHOSC) be delegated to the Chair and Vice-Chair of the Overview and Scrutiny Committee, in the interest of timeliness; and
- (4) Harrow Council officers work with officers in other local authorities on the creation of the Mount Vernon Cancer Centre Joint Health Overview Scrutiny Committee (MVCC JHOSC), its terms of reference and programme of work, and any other administration to expedite its effective working.

190. Pension Fund Committee Membership

RESOLVED: That Stella Walker be appointed as a GMB representative on the Pension Fund Committee.

191. Information Report - Severance Package of £100,000 or Greater

RESOLVED: That the information report be noted.

192. Information Report - Use of the Urgency Procedure - Executive

RESOLVED: That the information report be noted.

193. Questions with Notice

To note that three questions from Councillors to the Portfolio Holders had been received and that the recording was on the Council's website.

194. Motions

(i) "Council motion: Young Carers in Harrow"

Motion in the name of Councillor Stephen Hickman and seconded by Councillor Hitesh Karia

Council notes:

This Council recognises the invaluable contribution of young carers in our community who provide essential care and support to family members or friends with long-term illnesses, disabilities, mental health challenges, or other care needs. These young carers often balance their caring responsibilities with their education and social lives, facing significant physical, emotional, and psychological pressures as a result.

Despite the critical role they play, young carers often lack the recognition, support, and opportunities for self-care that are vital to their well-being. Young people with caring responsibilities have all the challenges of being young, with all the responsibilities of being an adult, and many are left to face these challenges alone.

1 in 4 young people are Young Carers, and 1 in 3 young carers and young adult carers struggle to balance caring with learning (UK, Carers Trust Young Carer/Young Adult Carer report, 2023).

Almost 40% of young carers in England are persistently absent from education – nearly twice as high as for pupils without caring responsibilities.^[1]

The Young Carers Covenant is a series of outcomes that young people from across the UK have highlighted as being key to improving their lives. Signatories pledge to take practical and meaningful action to support young carers and young adult carers so they can have the same life opportunities as other children and young people.

The Council believes:

- As noted in the recent report from the All-Party Parliamentary Group for Young Carers and Young Adult Carers, caring can have a significant impact on young people's short and long-term life opportunities.
- The value that young carers add to the economy and also to Harrow's community often goes unnoticed and should be considered when contemplating how we can support them better.
- Caring for someone can be very isolating, worrying, and stressful. For young and young adult carers, this can negatively impact on their experiences and outcomes in education, having a lasting effect on their ability to learn and ultimately earn.
- Without understanding and support from governmental institutions, those with young carer responsibilities will face significantly more hurdles than their peers when setting off into their adult life.
- This council also recognises that the first step to young carers accessing support and a break from their caring responsibilities is for them to be identified at the earliest opportunity. The Council notes "No Wrong Doors for Young Carers"^[2], a Memorandum of Understanding to promote whole-system working, specifically between children's services, adult services and the Integrated Care Board as to how young carers will be identified and supported using a whole-family approach.
- This Council further acknowledges that supporting young carers is not only a moral responsibility but also an investment in the future of these young people. Young carers should have the time, resources, and support they need to thrive as individuals and access education, training and employment opportunities. The Young Carers Covenant ^[3] is a commitment to take action to enable young carers to have a fair future. It is a series of ten outcomes which young carers have said they want to see for every young carer.

This Council resolves to:

1. **Sign up to the Young Carers Covenant** and reflect this within

Harrow's local carers strategies, using it as a basis for future commissioning of support for young carers and young adult carers.

2. Ensure **young carers' education is protected**, with clear signposting and wider resources so young carers are supported to balance their caring role alongside their education, and to ensure that excessive levels of care are reduced.
3. **Arrange Young Carer Awareness Training** for all Harrow education & social care staff.
4. **Review referral data** to identify groups of young carers in Harrow who are under-represented compared to our local community. This would enable them to prioritise their awareness-raising activity more effectively.
5. **Seek increased funding and resources from government, partners and other organisations.** to ensure the availability of breaks for young carers and young adult carers, including access to tailored local services and age-appropriate activities during respite periods. Breaks should be part of a broader package of care and support services for young carers, including mental health resources, peer support networks, and practical help with education.
6. **Collaboration with local charities and organisations** that support young carers, including schools and youth services, to raise awareness of the importance of identifying and supporting young carers and ensure that all young carers are aware of the options available to them.
7. **Create an annual report** to be presented to the Cabinet, which outlines the provision of support, including respite care for young carers in the area, identifies any gaps in service, and makes recommendations for further action.”

³ www.carers.org/youngcarerscovenant

RESOLVED unanimously: That the Motion, as set out at (i) above, be adopted.

(ii) “ Motion to condemn the Labour government’s National Insurance hike

Motion in the name of Councillor Paul Osborn and seconded by Councillor Marilyn Ashton

This Council notes:

- The Labour Party’s 2024 Manifesto clearly stated that if they won the election they would not increase National Insurance.
- Since the General Election, the Labour government has suddenly

decided to add multiple caveats to many of their promises which they didn't clearly disclose during the election campaign.

- Despite claiming their Manifesto was fully costed, the Labour government has just delivered one of the biggest tax hiking budgets in UK history with the majority of the tax hikes not having been mentioned in their Manifesto or by Labour politicians during the election campaign.
- The Labour government broke their Manifesto promise by increasing the employer National Insurance contributions.
- Changes to employer National Insurance contributions include a 1.2% increase and a reduction in the threshold at which employers begin paying NICs from £9,100 to £5,000 a year.
- Labour politicians claim they have protected working people from tax rises. But this claim is economically illiterate, as employers will pass at least some, if not all, of the increased tax cost onto their staff by cutting wages, making redundancies or reducing/cancelling planned pay rises.
- More than 200 hospitality bosses warned the sharp increases in National Insurance contributions are “unsustainable” and will lead to venues shutting down and slashing jobs within a year.
- While local authorities and public sector organisations have been shielded from the employer National Insurance tax hike, the reality is that this is not true.
 - All councils contract workers from private sector companies to provide Council services. In particular, adult social care workers, whose companies will likely have to increase their charges to the Council and thus diverting taxpayers money away from delivering services.

This Council believes:

- Hitting employers with a National Insurance tax hike is wrong.
- This tax hike will have a damaging effect on businesses across Harrow and will lead to redundancies as well as reduced wages.
- That many hospitality businesses that struggled to survive during the Covid pandemic, and were supported by the Conservative government's furlough scheme and business rates relief, may now be forced to close due to this tax hike.
- The government's tax hike will drive up the cost of our third-party contractors which increases the strain on the Council's resources.
- The Labour government's claim to have inherited a £22 billion blackhole from the previous Conservative government is false and has been discredited by economists as well as the OBR who have refused to back up the figure.

This Council resolves:

- To put on record our condemnation of the Labour government's employer National Insurance tax raid.
- To call on all Councillors to campaign against this damaging tax increase.
- To investigate what support is available for hospitality businesses

in Harrow to support them in dealing with this massive increase to their costs.”

RESOLVED: That the Motion, as set out at (ii) above, be adopted.

(iii) “Motion: £22.6 billion additional funding to the NHS

Motion in the name of Councillor David Perry and seconded by Councillor Simon Brown

This council notes:

- For the first time in the 41-year history of the British Social Attitudes survey, less than a quarter of people are satisfied with the way the NHS is running. Satisfaction had previously peaked in 2010, when 7 out of 10 people reported being satisfied with the health service.
- Overall public satisfaction with how the NHS runs now stands at 24% – a fall of 5 percentage points from the previous year. Since 2020, satisfaction has fallen by 29 percentage points. Dissatisfaction is also at an all-time high, with more than half (52%) of respondents saying they were dissatisfied with the NHS.
- A study on waiting times at the end of August showed that 55% of patients in the London North-West University Healthcare trust were waiting over 18 weeks to start treatment, well above the NHS operational standard of 8%.
- This study showed over 100,000 people in the local area were still waiting to start treatment at the start of August.
- Despite yearly increases in NHS funding over the last 14 years, satisfaction in the NHS has steadily dropped and waiting times have increased, pointing to a lower standard of care.
- As part of the new government’s first budget, buildings which are in “disrepair” will be allocated £2.5bn for upgrades as part of Labour’s first budget in more than 14 years.
- Chancellor Rachel Reeves also revealed that the day-to-day health budget of the service will increase by £22.6 billion.

The Council believes:

- Harrow’s NHS care services took a hit over the last 14 years, which are now being addressed with more funding from the new Labour government.
- There is a back log of repair work needed on Northwick Park Hospital.
- Harrow is currently experiencing a crisis in social care with more funding desperately needed to provide for the needs of an ageing population.
- Action must be taken to ensure that the worrying statistics on obesity in Harrow, especially among our young population and certain demographics, are not exacerbated by a lack of funding and preventative measures being put in place.

The Council resolves to:

- Harrow Council to commend the Labour Government for standing up for our NHS.
- Support the government's plan to increase day-to-day spending in the NHS by £22.6 billion to relieve the pressures on local health services.
- The Leader of the Council and Leader of the Opposition to collectively raise with the Health Minister the massive backlog of repairs in Northwick Park Hospital, and also funding for the council to support patients when returning home from hospital to help reduce the overall costs of healthcare, ultimately seeking our fair share of this recently announced funding.
- The Leader of the Council, Leader of the Opposition and Managing Director to collectively and individually stand up for our local NHS and those services impacting the Council and argue for our fair share of funding.”

A tabled amendment in the names of Councillor Paul Osborn and Councillor Marilyn Ashton was received, put to the vote and was carried.

RESOLVED: That the Motion, as set out below, be adopted:

“This council notes:

- **For the first time in the 41-year history of the British Social Attitudes survey, less than a quarter of people are satisfied with the way the NHS is running.**
- **Overall public satisfaction with how the NHS runs now stands at 24% – a fall of 5 percentage points from the previous year. Since 2020, satisfaction has fallen by 29 percentage points. Dissatisfaction is also at an all-time high, with more than half (52%) of respondents saying they were dissatisfied with the NHS.**
- **From 2020 to 2021 the UK was hit by the Covid-19 Pandemic, which heaped never before seen levels of pressure onto our NHS and led to a vast backlog in operations, appointments and treatments.**
- **A study on waiting times at the end of August showed that 55% of patients in the London North-West University Healthcare trust were waiting over 18 weeks to start treatment, well above the NHS operational standard of 8%.**
- **This study showed over 100,000 people in the local area were still waiting to start treatment at the start of August.**
- **Conservative governments' have delivered yearly increases in NHS funding over the last 14 years, however satisfaction in the NHS has steadily dropped and waiting times have increased, pointing to challenges the NHS faces due to worsening demographic pressures (i.e. an increasingly aging**

population).

- **As part of the new government's first budget, buildings which are in "disrepair" will be allocated £2.5bn for upgrades as part of Labour's first budget in more than 14 years.**
- **Chancellor Rachel Reeves also revealed that the day-to-day health budget of the service will increase by £22.6 billion.**

The Council believes:

- **There is a back log of repair work needed on Northwick Park Hospital.**
- **Harrow is currently experiencing a crisis in social care with more funding desperately needed to provide for the needs of an ageing population.**
- **Action must be taken to ensure that the worrying statistics on obesity in Harrow, especially among our young population and certain demographics, are not exacerbated by a lack of funding and preventative measures being put in place.**

The Council resolves to:

- **Commend both Conservative and Labour Governments for standing up for our NHS.**
- **Support the government's plan to increase day-to-day spending in the NHS by £22.6 billion to relieve the pressures on local health services.**
- **Ask the Leader of the Council to raise with the Health Minister the massive backlog of repairs in Northwick Park Hospital, and also funding for the council to support patients when returning home from hospital to help reduce the overall costs of healthcare, ultimately seeking our fair share of this recently announced funding.**
- **Ask the Leader of the Council to stand up for our local NHS and those services impacting the Council and argue for our fair share of funding."**

(iv) "Motion: Increases to the Minimum Wage

Motion in the name of Councillor Graham Henson and seconded by Councillor Antonio Weiss

This council notes:

- **Since its introduction by Tony Blair's government in 1999, the minimum wage has driven up the pay of thousands of Harrow's lowest earners by £6,000 a year, making it the single most successful economic policy in a generation, according to a study published by the Resolution Foundation.**
- **Harrow Council is a fully accredited London Living Wage employer having paid the London Living Wage hourly rate to its lowest paid employees since 2013, which has improved the Council's**

recruitment and retention of staff.

- The Resolution Foundation said analysis of the UK showed that between 1980 and 1998, hourly pay growth in the UK was twice as fast for the highest earners as it was for the lowest earners – 3.1% versus 1.4% a year. “But since 1999 this trend has reversed, and hourly pay inequality has fallen with pay growth for the lowest earners five times that seen by the highest earners – 1.6% versus 0.3 per cent per year,” it said. Therefore, because of Labour’s introduction of the minimum wage, thousands of families in Harrow have seen their standards of living improving.
- Since April 2024, the UK’s minimum wage has been £11.44 for those aged over 21. But it is lower for younger workers: for example, those aged under 18 are only guaranteed £6.40 per hour.

The Council believes:

- Regular increases to the minimum wage made by successive governments since its inception in 1999 shows that it is not only a successful policy that enjoys cross-party support but is the single most successful economic policy in a generation for the people of Harrow.
- Increases to the minimum wage means that more people have more disposable income to spend which boosts the economy and increases growth, as well as the living standards of individuals who benefit from the rise.
- Given the increased pressures of the current cost-of-living crisis, more needs to be done to support those on the lower end of the pay scale in Harrow and an increase in minimum wage is a good means of doing this while incentivising people to get into work.

The Council resolves to:

- Support the Labour government’s increase of the minimum wage to £12.21 an hour to help tackle the cost of living in Harrow and ensure that living standards improve rather than stagnate as they have done since 2008.
- Commend Chancellor Rachel Reeve’s decision to uprate the minimum wage for 18–21-year-olds to £10 per hour.
- Harrow Council to commend the Labour Government for standing up for low wage workers.
- The Leader of the Council, Leader of the Opposition and Managing Director to collectively and individually stand up for our low wage workers in Harrow and argue for further local funding to support them through the cost-of-living crisis.”

A tabled amendment in the names of Councillor Paul Osborn and Councillor Marilyn Ashton was received, put to the vote and was carried.

RESOLVED: That the Motion, as set out below, be adopted:

“This council notes:

- **Since its introduction by Tony Blair’s government in 1999, the minimum wage has driven up the pay of thousands of Harrow’s lowest earners by £6,000 a year.**
- **Harrow Council is a fully accredited London Living Wage employer having paid the London Living Wage hourly rate to its lowest paid employees since 2013, which has improved the Council’s recruitment and retention of staff.**
- **The Resolution Foundation said analysis of the UK showed that between 1980 and 1998, hourly pay growth in the UK was twice as fast for the highest earners as it was for the lowest earners – 3.1% versus 1.4% a year. “But since 1999 this trend has reversed, and hourly pay inequality has fallen with pay growth for the lowest earners five times that seen by the highest earners – 1.6% versus 0.3 per cent per year,” it said. Therefore thousands of families in Harrow have seen their standards of living improving.**
- **The Conservative government introduced the National Living Wage in April 2016.**
- **Successive rises by the coalition and Conservative governments mean a full-time worker is over £9,000 better off than they would have been in 2010.**
- **Since April 2024, the UK’s minimum wage has been £11.44 for those aged over 21. But it is lower for younger workers: for example, those aged under 18 are only guaranteed £6.40 per hour.**

The Council believes:

- **Regular increases to the minimum wage made by successive governments since its inception in 1999 shows that the policy enjoys cross-party support.**
- **Increases to the minimum wage means that more people have more disposable income to spend which boosts the economy and increases growth, as well as the living standards of individuals who benefit from the rise.**
- **Given the increased pressures of the current cost-of-living crisis, more needs to be done to support those on the lower end of the pay scale in Harrow and an increase in minimum wage is a good means of doing this while incentivising people to get into work.**
- **That a balance needs to be struck so that employers are able to afford any increases, especially when they are facing increased National Insurance contributions and the threshold for National Insurance being lowered, significantly increasing employers wage bill.**

The Council resolves to:

- **Support this government continuing the policy of the previous**

government to increase of the minimum wage to help tackle the cost of living in Harrow and ensure that living standards improve.

- Acknowledge the decision to uprate the minimum wage for 18–21-year-olds to £10 per hour.
- Commend past and present governments for standing up for low wage workers.
- Ask the Leader of the Council to stand up for our low wage workers in Harrow and argue for further local funding to support them through the cost-of-living crisis.”

^[1] [General Election 2024 - Protect Young Carers' education](#)

^[2] www.carers.org/nowrongdoors

^[3] www.carers.org/youngcarerscovenant

195. Termination of Meeting

At 9.03 pm, the Mayor asked Council if the guillotine should be extended. This was not agreed.

At 9.24 pm it was proposed that the guillotine be extended until the conclusion of the debate on Motion 5, Young Carers in Harrow. This was agreed.

RESOLVED: That the provisions of Rules 9.2 and 9.3 be applied as set out above.

(Close of Meeting: All business having been completed, the Mayor declared the meeting closed at 9.43 pm).