

# **Council**

## **SUMMONS AND AGENDA**

**DATE:**            **Thursday 16 July 2020**

**TIME:**            **At the rising of Extraordinary Council**

**VENUE:**         **Virtual Meeting - Online**

**All Councillors are hereby summoned to attend the Council Meeting for the transaction of the business set out.**

A handwritten signature in black ink, appearing to read "HP", located to the right of the typed name.

Hugh Peart  
Director of Legal and Governance Services

**Despatch Date:** [Wednesday 8 July 2020]

## **Useful Information**

### **Meeting details:**

This meeting is open to the press and public and can be viewed on [www.harrow.gov.uk/virtualmeeting](http://www.harrow.gov.uk/virtualmeeting)

### **Filming / recording of meetings**

Please note that proceedings at this meeting may be recorded or filmed. If you choose to attend, you will be deemed to have consented to being recorded and/or filmed.

The recording will be made available on the Council website following the meeting.

**Summons publication date: Wednesday 8 July 2020**

**1. COUNCIL MINUTES** (Pages 11 - 20)

That the minutes of the meeting held on 27 February 2020 be taken as read and signed as a correct record.

**2. DECLARATIONS OF INTEREST**

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from all Members of the Council.

**3. PROCEDURAL MOTIONS**

To receive and consider any procedural motions by Members of the Council in relation to the conduct of this Meeting. Notice of such procedural motions, received after the issuing of this Summons, will be tabled.

**4. PETITIONS**

To receive any petitions to be presented:

- (i) by a representative of the petitioners;
- (ii) by a Councillor, on behalf of petitioners;
- (iii) by the Mayor, on behalf of petitioners.

**5. PUBLIC QUESTIONS \***

A period of up to 15 minutes is allowed for members of the public to ask questions of members of the Executive, Portfolio Holders and Chairs of Committees, of which notice has been received no later than 3.00 pm two clear working days prior to the day of this Meeting. Any such questions received will be tabled.

**6. LEADER AND PORTFOLIO HOLDERS' ANNOUNCEMENTS**

To receive a presentation from the Leader of the Council and Portfolio Holders on business since the last ordinary meeting, followed by a question and answer session. The item is allotted 20 minutes.

**7. RECRUITMENT TO SENIOR MANAGEMENT ROLES** (Pages 21 - 24)

Recommendation I: Chief Officers' Employment Panel  
11 June 2020

**8. INFORMATION REPORT - DECISIONS TAKEN UNDER THE URGENCY PROCEDURE - EXECUTIVE** (Pages 25 - 30)

**9. INFORMATION REPORT - DECISIONS TAKEN UNDER THE URGENCY PROCEDURE - COUNCIL** (Pages 31 - 34)

## 10. QUESTIONS WITH NOTICE \*

A period of up to 15 minutes is allowed for asking written questions by Members of Council of a member of the Executive or the Chair of any Committee:-

- (i) of which notice has been received at least two clear working days prior to the day of this Meeting; or
- (ii) which relate to urgent matters, and the consent of the Executive Member or Committee Chair to whom the question is to be put has been obtained and the content has been advised to the Director of Legal and Governance Services by 12 noon on the day of the Council Meeting.

Any such questions received will be tabled.

## 11. MOTIONS

The following Motions have been notified in accordance with the requirements of Council Procedure Rule 15, to be moved and seconded by the Members indicated:

### (1) **Motion against Racism and Discrimination in Harrow**

To be moved by Councillor Marilyn Ashton and seconded by Councillor Jean Lammiman:

“This Council deplores all forms of racism and discrimination. It urges people of all political viewpoints to stand together shoulder to shoulder to bring about a fairer society where everyone, regardless of their ethnicity, is able to get on in life and realise their full potential.

This Council notes that, according to Metropolitan Police data for the London Borough of Harrow, in the last two years:

- There has been an increase in Anti-Semitic hate crime.
- There has been an increase in racist and religious hate crime.
- There has been a sharp increase in the number of homophobic crime incidents.
- There have been continued incidents of disability hate crime, Islamophobia, and Transgender hate crime.

This Council strongly reaffirms its commitment to tackling racism and discrimination in all forms within the London Borough of Harrow. This Council resolves to increase its efforts in building a diverse, egalitarian, and cohesive community in light of the recent protests in response to the death of George Floyd.”

### (2) **Harrow Council’s commitment to fighting systemic racism Motion**

To be moved by Councillor Adam Swersky and seconded by Councillor Angella Murphy-Strachan:

### **“Council notes that:**

- The killing of George Floyd at the hands of American police has created a powerful global movement around the cause of tackling systemic racism in society
- Despite recent advancements there are still deep structural inequalities within society. According to a 2018 study by the Equality and Human Rights Commission, 35.7 percent of ethnic minorities were living in poverty
- Black people are almost 10 times more likely to be stopped and searched according to the government’s own statistics and 40 times more likely under section 60 powers.
- Black Caribbean and Mixed White/Black Caribbean children have rates of permanent exclusion about three times that of the pupil population as a whole
- No Recourse to Public Funds (NRPF) conditions, which can drive families into homelessness and destitution, disproportionately impact people from BAME backgrounds
- Only 60 families from the Windrush generation have been compensated for the mistreatment they experienced at the hands of the Home Office
- A recent PHE report found that the BAME community have been disproportionately impacted by COVID-19, with those from BAME communities almost twice as likely to die as white people. There are also concerns that police powers, such as Section 60 orders, have been used disproportionately against people from BAME backgrounds

### **Council recognises:**

- The Prime Minister’s recent announcement of a commission to look into racial disparities and inequality
- The unimplemented recommendations from previous reviews
- That now more than ever action is needed that goes beyond warm words

### **Council welcomes:**

- The decision to light Harrow Civic Centre purple in commemoration of the tragic and wholly unnecessary death of George Floyd and in solidarity with the Black Lives Matter movement globally
- The steps taken by the Council so far to acknowledge the work that needs to be done, to engage with staff from BAME backgrounds, and to review at the highest levels the actions that must be taken to tackle racism in all its forms inside the Council and more widely in the Borough
- The commitment in Harrow’s Borough Plan to tackling entrenched inequalities, which disproportionately impact people from BAME backgrounds

### **Council calls on the government to:**

- To implement the recommendation from the review of Public Health England into the disproportionate impact of COVID-19 on BAME communities
- Implement an action plan as requested by the Chair of the British Medical Association to reduce the risk of COVID-19 to BAME employees
- Incorporate the teaching of Black history into the national curriculum
- Radically ease No Recourse to Public Funds restrictions and remove them entirely for families with children under the age of 18
- Ensure that all Windrush families mistreated by the government are fully compensated by actively alerting those who have been affected
- Implement the recommendations from the:
  - Lammy report
  - Angiolini review
  - Home Office Windrush review
  - McGregor-Smith review
  - Stephen Lawrence review
  - Marmot Review

### **Council resolves to:**

- Stand united against racism, injustice and racial inequalities, alongside and in solidarity with the Black community following the tragic death of George Floyd and recent events
- Recognise the contributions that all communities, races and cultures have made to Harrow in the past and will continue to make in future
- Commit to listening to staff and the wider community, including local Black organisations such as NOMAD and HASVO, to understand the experiences of racism and, specifically, to hear from our communities about the impact of COVID-19 in order to inform our future decision,
- Commit to working with other public sector partners and trade unions to address biases towards the black community.
- To give its support to the Black Lives Matter movement
- To take immediate and long-term action to becoming an anti-racist Council by:
  - Improving representation of people from BAME backgrounds at senior levels, both officer and Councillor
  - Developing training and development programmes targeted at people from BAME backgrounds
  - Developing a mentoring programme for black council staff.
  - Collecting and analysing key workforce data, for example the ethnicity pay gap, and ensuring this is formally reviewed at an Employee Consultative Forum

- (ECF) meeting on a regular basis
- Working with staff to develop appropriate forums that support a deeper and richer dialogue between BAME staff and Council leadership
- Reviewing the recommendations of the Dal Babu report into Institutional Racism (2014) and progress against the 2014 action plan
- Abolishing all-White panels and committees
- Developing a mandatory learning programme for Councillors and staff on race, racism and unconscious bias
- Reviewing local symbols, including statues and street names, to ensure we are commemorating history in a way that reflects contemporary values
- Review and amend Council Policies which particularly impact on BAME residents
- Celebrating the contribution of people from BAME communities to the past and future of Harrow through public art and other local symbols
- To track progress against these actions and the wider issue through the Council's performance monitoring processes
- To report to Cabinet by November on progress against these actions."

### (3) **Vote of Thanks Motion**

To be moved by Councillor Graham Henson and seconded by Councillor Angella Murphy-Strachan:

#### **“Council notes:**

That the last few months have been extremely challenging for Harrow council and our borough as a whole. The Covid-19 pandemic has been unsettling and scary for all of us, as we have contended with the impact of the virus and the lockdown measures the government has taken to prevent its spread.

That council staff have been at the forefront of protecting our communities across our borough from the further spread of Covid-19 and the challenges of self isolating.

That council services were rapidly stepped up in Harrow and created new services to support the vulnerable and those most in need.

That our schools provided a safe haven for vulnerable children and for children of key workers, ensured the continuance of education through distance learning for all children, and maintained crucial pastoral support for many of our younger residents.

That in Harrow, there were nearly 13,000 people on our shielded list, with over 16000 outbound calls made. Our dedicated workforce provided critical services including adult social care staff working around the clock to support vulnerable residents and relieve the

pressure on the NHS to those working in children's services who ensured our younger residents were kept safe. Our environmental staff ensured waste was collected and our streets kept clean, our registrars worked with many bereaved families and homeless people moved to safer accommodation. Our support teams ensured we had the facilities our staff needed, and many staff moved jobs to support critical services and set up new emergency service to provide food and support to those residents who had been told to stay at home for 12 weeks due to severe health conditions.

That without the unstinting effort of Harrow council staff, their willingness to work 7 days a week for months on end, we would not have come through the crisis as we have.

And recognises the powerful partnership work across health and care, the police, the voluntary and community sector, faith, educational institutions, trade unions and many others. The long-standing strength of these relationships is good and robust and can be built upon in the future as we rebuild from this crisis to benefit Harrow residents and businesses for the future.

That the detail and scale of how the council responded has been published in three Cabinet reports, which are available at:-

Thursday 21st May 2020 –

<https://www2.harrow.gov.uk/documents/s165144/The%20Councils%20Response%20to%20COVID%2019.pdf>

with the supporting documents available at:-

<https://www2.harrow.gov.uk/ieDecisionDetails.aspx?ID=62767>

Thursday 18th June 2020 –

<https://www2.harrow.gov.uk/documents/s165333/The%20Councils%20Response%20to%20COVID%2019%20-%20Update.pdf>

Thursday 9<sup>th</sup> July 2020 -

<https://www2.harrow.gov.uk/documents/s165499/The%20Councils%20Response%20to%20COVID%2019%20-%20Update.pdf>

#### **Council resolves:**

- To record a formal vote of thanks and appreciation to Harrow Council staff for their unfailing commitment and effort to protect the residents and business of Harrow and provide the services that they desperately needed throughout the pandemic.

Their unstinting effort and commitment that made such a difference to vulnerable members of our communities and those residents in desperate need is gratefully appreciated.”



**\* Data Protection Act Notice**

The Council will audio record items 5 and 10 (Questions with Notice) and will place the audio recording on the Council's website, which will be accessible to all.

[**Note:** The questions and answers will not be reproduced in the minutes.]