

LONDON BOROUGH OF TOWER HAMLETS

DECISIONS OF THE COUNCIL

HELD AT 7.00 P.M. ON WEDNESDAY, 21 MARCH 2018

**THE COUNCIL CHAMBER, 1ST FLOOR, TOWN HALL, MULBERRY PLACE, 5
CLOVE CRESCENT, LONDON, E14 2BG**

During the meeting the Council agreed to vary the order of business. To aid clarity, the Decision Sheet is presented in the order that the items originally appeared on the agenda.

1. APOLOGIES FOR ABSENCE

Apologies for absence were received on behalf of:

- Councillor Amina Ali
- Councillor Gulam Robbani
- Councillor Maium Miah

Apologies for lateness were received on behalf of:

- Councillor Amy Whitelock Gibbs

2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS

Councillors Shafi Ahmed, Aminur Khan, Denise Jones and Peter Golds declared a Disclosable Pecuniary Interest in the following agenda Items:

- 9.20, Member Question relating to the Council Tax Support scheme and the self-employed.
- 12.11, Motion regarding Stop the Cut to the Council Tax Reduction (CTR) Scheme.
- 12.14, Motion regarding the Council Tax Reduction Scheme.

Councillor Rabina Khan declared a Disclosable Pecuniary Interest in the following agenda Items:

- 9.20, Member Question relating to the Council Tax Support scheme and the self-employed
- 12.11, Motion regarding Stop the Cut to the Council Tax Reduction (CTR) Scheme
- 12.13, Motion regarding a Private Rental Enforcement Team
- 12.14, Motion regarding the Council Tax Reduction Scheme

Councillor Rabina Khan also declared a personal interest in agenda item 5.10, Petition regarding the Save Jamboree Campaign as the premises was within her ward.

Councillors Shah Alam and Ayas Miah declared a Disclosable Pecuniary Interest in the following agenda items:

- 9.20, Member Question relating to the Council Tax Support scheme and the self-employed
- 12.11, Motion regarding Stop the Cut to the Council Tax Reduction (CTR) Scheme
- 12.13, Motion regarding a Private Rental Enforcement Team
- 12.14, Motion regarding the Council Tax Reduction Scheme
- 12.20, Motion regarding Fire Safety in Tower Hamlets for Residents

Councillor Shafiqul Haque declared a Disclosable Pecuniary Interest in the following agenda item:

- 12.11, Motion regarding Stop the Cut to the Council Tax Reduction (CTR) Scheme
- 12.13, Motion regarding a Private Rental Enforcement Team
- 12.20, Motion regarding Fire Safety in Tower Hamlets for Residents

Councillor Rajib Ahmed declared a Disclosable Pecuniary Interest in agenda Item 12.11, Motion regarding Stop the Cut to the Council Tax Reduction (CTR) Scheme

Councillor Helal Uddin declared a Disclosable Pecuniary Interest in the following agenda items:

- 9.30, Member Question relating to parking charges by Poplar Harca
- 12.13, Motion regarding a Private Rental Enforcement Team
- 12.20, Motion regarding Fire Safety in Tower Hamlets for Residents

Councillors Dave Chesterton, David Edgar, Harun Miah and Muhammad Ansar Mustaqim declared Disclosable Pecuniary Interests in the following agenda items:

- 12.13 Motion regarding a Private Rental Enforcement Team
- 12.20 Motion regarding Fire Safety in Tower Hamlets for Residents

Councillor Danny Hassell declared a Disclosable Pecuniary Interest in agenda Item, 12.5 Motion regarding changes to university pensions.

Councillors Ohid Ahmed and Mahbub Alam declared a Disclosable Pecuniary Interest in agenda Item, 9.20, Member Question relating to the Council Tax Support scheme and the self-employed

The Speaker also reported that Councillor Amy Whitelock Gibbs had asked that it to be noted that she had a Disclosable Pecuniary Interest in agenda item 9.9, Member Question relating to the Cadogan Terrace and Fairfield Conservation Area.

Members declaring Disclosable Pecuniary Interests would be required to leave the room for the duration of the relevant agenda items.

3. MINUTES**DECISION:**

1. That the unrestricted minutes of the Ordinary Meeting of the Council held on Wednesday 17 January 2018 and the Budget Council Meeting held on Wednesday 21 February 2018 be confirmed as a correct record and the Speaker be authorised to sign them accordingly.

(**Action by:** Matthew Mannion, Committee Services Manager, Democratic Services)

4. TO RECEIVE ANNOUNCEMENTS (IF ANY) FROM THE SPEAKER OF THE COUNCIL OR THE CHIEF EXECUTIVE

Please see the minutes

5. TO RECEIVE PETITIONS**5.1 Petition regarding Wapping Speed Cameras**

Stephen O' Shea addressed the meeting on behalf of the petitioners and responded to questions from Members. Mayor John Biggs then responded to the matters raised in the petition.

DECISION:

1. That the petition be referred to the Acting Corporate Director, Place for a written response within 28 days.

(**Action by:** Ann Sutcliffe, Acting Corporate Director, Place).

Councillor Mahbub Alam **moved**, and Councillor Ohid Ahmed **seconded**, a procedural motion "that under Procedure Rule 12.1.(c), the order of business be changed to enable item 5.9 Petition regarding Wapping Social Club to be heard as the next item of business." The procedural motion was put to the vote and was **agreed**.

5.9 Petition regarding Wapping Social Club

Katherine Bracken and others addressed the meeting on behalf of the petitioners and responded to questions from Members. Mayor John Biggs then responded to the matters raised in the petition.

DECISION:

1. That the petition be referred to the Acting Corporate Director, Place for a written response within 28 days.

(**Action by:** Ann Sutcliffe, Acting Corporate Director, Place).

5.2 Petition regarding Watts Grove Parking permits

Kabir Hussain and others addressed the meeting on behalf of the petitioners and responded to questions from Members. Mayor John Biggs then responded to the matters raised in the petition.

DECISION:

1. That the petition be referred to the Acting Corporate Director Place for a written response within 28 days.

(Action by: Ann Sutcliffe, Acting Corporate Director, Place)

Councillor Andrew Cregan **moved**, and Councillor Rabina Khan **seconded**, a procedural motion “that under Procedure Rule 12.1.(c), the order of business be changed to enable item 5.10, Petition regarding the Save Jamboree Campaign to be heard as the next item of business.” The procedural motion was put to the vote and was **agreed**.

5.10 Petition regarding the Save Jamboree Campaign

Rena Beck addressed the meeting on behalf of the petitioners and responded to questions from Members. Councillor Rachel Blake Cabinet Member for Strategic Development and Waste then responded to the matters raised in the petition.

DECISION:

1. That the petition be referred to the Corporate Director, Children’s, for a written response within 28 days.

(Action by: Debbie Jones, Corporate Director, Children’s)

5.3 Petition regarding Community Saftey in Dunmore Point

Fazleh Elaahi addressed the meeting on behalf of the petitioners and responded to questions from Members. Councillor Asma Begum, Cabinet Member for Community Safety then responded to the matters raised in the petition.

DECISION:

1. That the petition be referred to the Corporate Director Health, Adults and Community, for a written response within 28 days.

(Action by: Denise Radley, Corporate Director, Health, Adults and Community)

5.4 Petition regarding Drug Dealing and Anti – Social Behavior in Gower Walk and surrounding areas

Syed Shofor Ali and others addressed the meeting on behalf of the petitioners and responded to questions from Members. Councillor Asma Begum, Cabinet Member for Community Safety then responded to the matters raised in the petition.

DECISION:

1. That the petition be referred to the Corporate Director Health, Adults and Community, for a written response within 28 days.

(**Action by:** Denise Radley, Corporate Director, Health, Adults and Community)

6. MAYOR'S REPORT

The Mayor presented his tabled report to the Council. The Leaders of the respective political groups then responded briefly to the Mayor's report.

7. ADMINISTRATION MOTION DEBATE

Administration Motion regarding the future of Tower Hamlets Council

Mayor John Biggs **moved** and Councillor Sirajul Islam **seconded** the motion as printed in the agenda.

Councillor Ohid Ahmed **moved** and Councillor Oliur Rahman **seconded** the following amendment to the motion to be debated as **tabled**:

This Council notes that:

1. ~~Tower Hamlets Council has emerged from a period of turbulence and chaos which was created by the previous mayor Lutfur Rahman and his administration, many of whom still serve as councillors.~~
2. The Government had to appointed Commissioners to run services in the wake of Lutfur Rahman's administration.
3. Since Lutfur Rahman's removal from office by the Election Court, and the election of Mayor Biggs, Tower Hamlets Council has undergone a significant period of change and improvement which was recognised by the Government who withdrew their Commissioners.
4. Mayor Biggs and his administration have opened up the council's decision-making process, and we now have a council focussed on the services that residents rely upon rather than a council which Secretary of State Sajid Javid said "had completely lost the trust of its residents" and "was mired in corruption and financial mismanagement".

This Council further notes that:

1. ~~The election court in 2015 ruled that 'the election of all THF Councillors must be taken to have been achieved with the benefit of the corrupt and illegal practices'.~~
2. Most of the councillors elected as part of Tower Hamlets First remain on the Council **according to the democratic mandate given to them by the people of Tower Hamlets.**
3. Tower Hamlets First **became splintered into two groups: the 'Independent Group' (10 Councillors) and the 'People's Alliance of Tower Hamlets'(6 Councillors).**
4. The 'Independent Group' has now **officially registered** ~~renamed itself~~ as 'Aspire', and has formally **recognised** ~~registered~~ as a political party with the Electoral Commission.
5. The 'People's Alliance of Tower Hamlets' has now been formally registered as a political party with the Electoral Commission.

This Council believes that:

1. The Council has never unanimously **stated that it will ensure it does not become chaotic, dysfunctional or riddled with cronyism and corruption under any administration** ~~recognised the damage caused by the previous mayor~~ and this motion represents an opportunity for the Council to unanimously declare **as such** ~~that we will never return to the chaos of the past.~~
2. The rebranding, ~~or~~ renaming of political groups, ~~or~~ parties **or misleading politically convenient statements while in administration** does not absolve ~~them~~ **anyone** of their **responsibility and accountability of their respective record of delivery for residents** or **indeed** ~~hide their previous failings~~ when in office **if there were any.**

This Council further believes that:

1. **Most of the above points in the original motion presented by Mayor Biggs are politically motivated opinions by the current Labour Mayor and his Group. Council therefore notes the following sample of important factors that have been ignored by the current Mayor to clarify the Council's recent record:**
 - a. **Before 2015 Mayor John Biggs himself stated that Tower Hamlets was generally a 'well run borough' and many Council achievements were recognised nationally including by government such as on housebuilding.**

- b. Figures from across the political and social spectrum have cast doubt on the merit of the civil election court judgements and indeed the Court ruled that it had not been charged with deciding the validity of the election of any of those remaining Councillors, so they were fully entitled to retain their seats. Democratic mandates must be respected.
- c. The Council's 'Good' OFSTED rating under Mayor Lutfur Rahman has been lost and the Council is now rated 'Inadequate' the worst possible rating with Government Inspectors finding vulnerable children were at risk of harm.
- d. On 10 December 2017, all Tower Hamlets opposition groups unanimously called for "audit commissioners to check Tower Hamlets planning applications over £2m "bribery" allegations" exposed by The Sunday Times under the current Labour Mayor and his Administration
- e. This motion proposed by current Labour Mayor is a misleading attempt to blame political rivals to hide incompetence by the current administration.

This Council resolves:

- 1. ~~To condemn the record of the previous mayor and his administration.~~
- 2. ~~To reject any attempts to return~~ ensure the Council **does not become chaotic, dysfunctional or riddled with cronyism and corruption under any administration.** ~~to the chaos of the past which the former Secretary of State described as "at best dysfunctional and at worst riddled with cronyism and corruption."~~
- 3. To call on whoever is elected Mayor this year to commit to, and build on, the openness and transparency agenda introduced by Mayor Biggs **of the Council and to build on the citizen focussed policy direction originally introduced under the leadership of Mayor Lutfur Rahman and Deputy Mayor Ohid Ahmed's Administration, including taking active steps to improve accountability such as:**
 - a. **Giving the Overview and Scrutiny Committee and Audit Committee Chairs to the Opposition Groups**
 - b. **Rotate the Speaker of the Council between all significant political groups**

Following debate, the above amendment was put to the vote and was **defeated.**

The original motion was then put to a recorded vote and was **agreed.**

DECISION:**This Council notes that:**

1. Tower Hamlets Council has emerged from a period of turbulence and chaos which was created by the previous mayor Lutfur Rahman and his administration, many of whom still serve as councillors.
2. The Government had to appoint Commissioners to run services in the wake of Lutfur Rahman's administration.
3. Since Lutfur Rahman's removal from office by the Election Court, and the election of Mayor Biggs, Tower Hamlets Council has undergone a significant period of change and improvement which was recognised by the Government who withdrew their Commissioners.
4. Mayor Biggs and his administration have opened up the council's decision making process, and we now have a council focussed on the services that residents rely upon rather than a council which Secretary of State Sajid Javid said "had completely lost the trust of its residents" and "was mired in corruption and financial mismanagement".

This Council further notes that:

1. The election court in 2015 ruled that 'the election of all THF Councillors must be taken to have been achieved with the benefit of the corrupt and illegal practices'.
2. Most of the councillors elected as part of Tower Hamlets First remain on the Council.
3. Tower Hamlets First splintered into two groups: the 'Independent Group' and the 'People's Alliance of Tower Hamlets'.
4. The 'Independent Group' has now renamed itself as 'Aspire', and has formally registered as a political party with the Electoral Commission.
5. The 'People's Alliance of Tower Hamlets' has now been formally registered as a political party with the Electoral Commission.

This Council believes that:

1. The Council has never unanimously recognised the damage caused by the previous mayor and this motion represents an opportunity for the Council to unanimously declare that we will never return to the chaos of the past.
2. The rebranding or renaming of political groups or parties does not absolve them of or hide their previous failings when in office.

This Council resolves:

1. To condemn the record of the previous mayor and his administration.
2. To reject any attempts to return the Council to the chaos of the past which the former Secretary of State described as “at best dysfunctional and at worst riddled with cronyism and corruption.”
3. To call on whoever is elected Mayor this year to commit to, and build on, the openness and transparency agenda introduced by Mayor Biggs.

(Action by: the Mayor’s Office)

8. OPPOSITION MOTION DEBATE**Opposition Motion By The People’s Alliance of Tower Hamlets regarding the Gender Pay Gap Audit 2018**

Councillor Rabina Khan **moved** and Councillor Abdul Asad **seconded** the motion as printed in the agenda.

Councillor Andrew Cregan **moved** and Councillor Rabina Khan seconded the following amendment to the motion to be debated as **tabled**:

Under, "The Council agrees..." add:

6. The Council to make sure it has a clear Shared Parental Leave policy, that employees are aware of this and actively encouraged to take it up.
7. As well as the gender pay audit, to carry out an ethnicity pay audit, to determine whether employees from Black and Ethnic Minority backgrounds are consistently paid less. The audit should include an action plan to address any issues found.

Councillor Ohid Ahmed **moved** and Councillor Oliur Rahman **seconded** the following amendment to the motion to be debated as **tabled**:

The **This Council Notes** that:

1. **The Parliament first pressed for equal pay in 1944, in relation to equal pay for men and women teachers.**
2. **In 1970 Equal Pay Act 1970 was passed. Until that time, it was commonplace for jobs to be advertised with one rate of pay for a man, and another for a woman. The Equal Pay Act outlawed discrimination in pay and is still used today to challenge such discrimination.**

3. **Pay transparency audit, which includes the gender gap pay data, under section 78 of the Equality Act 2010 was introduced, at last, in 2016.**
4. According to the latest Government data, 74% of firms pay male staff higher wages than their female counterparts.
5. The average gender pay gap across all medium and large-sized firms is now 8.2%, as measured by median pay.
6. By law, all firms with more than 250 staff must report their gender pay gap to the government by 4 April this year. So far only 1,047 firms have complied, leaving another 8,000 to go. **For that to happen, however, the information provided must lead to change. Transparency is effective only when firms act on the information revealed, and this includes Tower Hamlets Council.**
7. According to the most recent figures from the Office for National Statistics, Tower Hamlets is also one of the top ten areas with the highest gender pay gaps.
8. More women have left Tower Hamlets Council than ever before [Note – to be clarified], in particular, from black and minority backgrounds. The following FOI shows the breakdown. FOI: 9551965 - Staff who have left/joined council by ethnicity - By ethnicity of all staff having left or joined the authority since 12 June 2015, as in the following table:

White	Asian* See note below	Black	Other	Missing/ Declined to State	Men joining
193	186	123	39	72	Women joining
387	212	171	41	105	Women leaving
118	153	37	16	30	Men joining
235	211	71	17	68	Men leaving

*Note: The council does use the ethnicity category 'South Asian'.

9. Approximately 9% of the council staff are consultants and agency staff. Under Mayor Biggs, the use of consultants and agency staff has doubled from 4.5% to 9%.
10. Tower Hamlets Council's joint Trade Unions are increasingly concerned about a new trend toward mass redundancies for Council Staff and launched the following petition: <https://www.change.org/p/tower-hamlets->

[council-stop-the-mass-axing-of-tower-hamlets-council-staff-defend-jobs-equality?recruiter=46003048&utm_source=share_petition&utm_medium=twitter](https://www.councilstopthemassexingoftowerhamlets.org.uk/council-staff-defend-jobs-equality?recruiter=46003048&utm_source=share_petition&utm_medium=twitter)

11. The petition states the following: “It is of particular concern that Trade Unions have noticed that BME and female staff appear to be disproportionately affected; potentially reversing gains on equalities that took many years to achieve.”

This Council Further Notes That:

1. **After the Section 78 was introduced**, Sadiq Khan ~~has been the first mayor to~~ published a gender pay audit at City Hall and said that: “There’s no excuse for there to be a gender pay gap.”
2. Amidst the furore at the BBC about gender pay inequality, Michelle Stanistreet, general secretary of the National Union of Journalists, said that she was aware of a “significant amount of cases” where women say they’re being paid less for doing the same or similar work.
3. Under the Equality Act 2010, employees are legally entitled to equal pay with a person of the opposite sex where they are in the same employment and doing equal or similar work.
4. According to the Women’s Equality Party Manifesto, “The inflexible minimum earning threshold imposed on would-be migrants to the UK makes it doubly difficult for women to come here independently because of the gender pay gap.”
5. Despite gains in school and higher education, young women are facing stark inequalities and the gender pay gap is not falling for women with A-levels or degrees.
6. The Women’s Equality Party Manifesto states that “the gender pay gap is not falling for women with A-levels or degrees” and that “despite gains in school and higher education, young women are still facing stark inequalities.” This is backed up by statistics published on Gov.UK (as of 1 March 2018) from councils who have already conducted a gender pay gap. **The plight of fairness and equal pay for women must not be left for Women’s Equality Party but all of us must continue to contribute and campaign for equality and justice for all, including women.**

Summary of Findings:

Number of Councils reporting (at this point): 71

Average gap in hourly pay: - 8.4%

Number of Councils where the hourly pay gap is greater than 10%:

- Hourly pay gap in favour of men of at least 10%: 21
- Hourly pay gap in favour of women of at least 10%: 2

- ~~Indeed,~~ A Council reported that women's hourly pay was 161.1% lower than men's.

~~(The full table of information is available through the web link or at the Council meeting)~~

~~The~~ **This Council Believes:**

1. That women are still undervalued in the workplace, regardless of their roles.
2. ~~As specified by the Women's Equality Party~~ **That all our residents, the local authority and partners will benefit from a transparent and easy to understand Equality Data with a particular focus on Equal Pay Audit, Recruitment, Retention and Career Progression. In particular, the any pay gap for all protected categories under the Public Sector Equality Duty under the law, especially the gender pay gap** reporting to be broken down by age, employment status, ethnicity, race, disability, industry and working hours, as well as gathering data on retention during – and up to a year after – parental leave. **In order to be truly fair, accountable and transparent it should include all disadvantaged categories as identified by law.**
3. That there should be zero tolerance for workplace discrimination for **anyone**. This should be backed up by a proactive and meaningful recourse with a safe, secure and accessible whistleblowing policy. ~~the Women's Equality Party.~~
4. That there should be greater investment in childcare to enable parents and care givers (male and female), especially those on lower incomes, to be able to afford to return to work.
5. As large employers with large female workforces, public sector organisations, **like Tower Hamlets Council**, should lead the way in gender pay gap audits.
6. That women over 50, who are vulnerable to **multiple** ~~dual~~ discrimination, based on age, gender, sexuality, race and faith should be valued for their experience, **output** and dedication, since they are far less likely to change jobs than younger employees.

~~The~~ **This Council Agrees (as a large public sector employer) to:** the Council should:

1. **On the cross-party basis, Leaders of all political groups** in Tower Hamlets Town Hall and the corporate leadership of the local authority remain fully committed to implementing the Equal Pay Act, particularly the pay transparency provision under section 78 of the Equality Act 2010 introduced in 2016.

2. Carry out an immediate Equal Pay Audit, with a proper Equality Analysis, covering all protected categories under the Public Sector Equality Duty with an emphasis on a gender pay gap. audit.
3. Investigate the possibility of independent and transparent input into the Equal and Gender Pay Audit to ensure that this results in real progress to close the gender and other pay gaps.
4. Investigate any difference in pay or other terms for all council employees and contractors to be completed by the end of July September 2018.
5. Using the results of the **Equal Pay and Gender Pay Gap Audit**, and investigation investigate and address the causes of into difference in of pay, commence a meaningful Equality Analysis so that greater emphasis on pay equality is embedded within Tower Hamlets Council, particularly within the Pay Policy.

~~In the latest Pay Policy Statement — 1 April 2018 — 31 March 2019, there is only two clauses pertaining to pay equality as follows:~~

~~3.7: The Council signed a Single Status agreement in April 2008 with trade unions. This brought former manual grades into the GLPC job evaluation scheme and replaced spot points with narrow grade bands. One of the key aims of the agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination.~~

~~15.1: The Council has a keen regard for equality issues and should any changes be made to the pay policy in the future, proposals would go through an Equality Analysis. One of the key aims of Single Status agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination.~~

6. As part of the Equality Analysis, which should commence no later than **5 November 2018** and be completed before **10 December 2018**, create greater flexible working options and enhanced leave options for primary care givers, **fair overtime compensation**, including: child care, maternity leave, paternity leave, aged care and special needs' care, so that these options are rolled out across the Tower Hamlets' workforce and take effect no later than 1 March 2019.
7. Launch a Tower Hamlets Equal Pay Charter, with support from relevant employers and companies in LBTH to carry out an Equal Pay **and Gender** Audit.

Mayor John Biggs **moved** and Councillor Sirajul Islam **seconded** the following amendment to the motion to be debated **as tabled**:

The Council notes:

1. According to the latest Government data 74% of firms pay male staff higher wages than their female counterparts.
2. The average gender pay gap across all medium and large-sized firms is now 8.2%, as measured by median pay.
3. By law, all firms with more than 250 staff must report their gender pay gap to the government by 4 April this year. So far only 1,047 firms have complied, leaving another 8,000 to go
4. According to the most recent figures from the Office for National Statistics Tower Hamlets and the City of London are in the top ten areas with the highest gender pay gaps – the two main financial districts in the UK – highlighting the serious gender pay disparity that exists within the financial services industry
5. ~~More women have left in Tower Hamlets Council than ever before (note to be clarified).~~ The percentage of Tower Hamlets employees who were women has remained broadly the stable between 2015-2018: in April 2015 63% of employees were women in March 2018 this was 64% in particular from the black and the minority backgrounds. The following FOI shows the breakdown: **FOI 9551965 Staff who have left/joined council by ethnicity – however this is just a snapshot in time and more in depth analysis can be provided**

By ethnicity of all staff having left or joined the authority since 12 June 2015, as in the following table:

White	Asian* See note below	Black	Other	Missing/ Declined to State	Men joining
193	186	123	39	72	Women joining
387	212	171	41	105	Women leaving
118	153	37	16	30	Men joining
235	211	71	17	68	Men leaving

*Note: The council does use the ethnicity category 'South Asian'.

6. ~~Approximately 9% of the council staff are consultants and agency staff. Under Mayor John Biggs, the use of consultants and agency staff has doubled from 4.5% to 9%. There has been a temporary rise in the number of consultants, a major cause of this being the additional work being done to support improvements in children's services, and a significant amount~~

of expenditure has been on social care staff, a situation that is reflected across the country in a national social care crisis.

- ~~7.6. Tower Hamlets Council's joint Trade Unions are increasingly rightly concerned about the level of cuts imposed upon the Council by the Conservative Government, with our budget slashed by £138m between 2010 and 2017 and a further £58m from 2017/18 to 2019/20 as a result of cuts and increasing demand. a new trend towards mass redundancies for Council Staff and launch the following petition:~~

~~The petition states the following: "It is of particular concern that Trade Unions have noticed that BME and female staff appear to be disproportionately affected; potentially reversing gains on equalities that took many years to achieve"~~

- ~~7. Clearly the Government's cuts have meant difficult decisions and have affected staff. The Mayor has said he understands the concerns raised by unions and has expressed a desire to move forwards, thoughtfully, quickly and with a shared sense of purpose while protecting the rights of staff.~~

This Council Further Notes That:

1. Sadiq Khan has been the first mayor to publish [a gender pay audit](#) at City Hall and said that: "[There's no excuse](#) for there to be a gender pay gap."
2. Amidst the furore at the BBC about gender pay inequality, Michelle Stanistreet, general secretary of the National Union of Journalists, said that she was aware of a "significant amount of cases" where women say they're being paid less for doing [the same or similar work](#).
3. Under the [Equality Act 2010](#), employees are legally entitled to equal pay with a person of the opposite sex where they are in the same employment and doing equal or similar work.
4. According to the [Women's Equality Party Manifesto](#), "The inflexible minimum earning threshold imposed on would-be migrants to the UK makes it doubly difficult for women to come here independently because of the gender pay gap."
5. Despite gains in school and higher education, young women are facing stark inequalities and the [gender pay gap](#) is not falling for women with A-levels or degrees.
6. The [Women's Equality Party Manifesto](#) states that "the gender pay gap is not falling for women with A-levels or degrees" and that "despite gains in school and higher education, young women are still facing stark inequalities." This is backed up by statistics published on [Gov.UK](#) (as of 1 March 2018) from councils who have already conducted a gender pay gap audit.

Summary of Findings:

Number of Councils reporting (at this point): 71

Average gap in hourly pay: -8.4%

Number of Councils where the hourly pay gap is greater than 10%:

Hourly pay gap in favour of men of at least 10%: 21

Hourly pay gap in favour of women of at least 10%: 2

Indeed one Council reported that women's hourly pay was 161.1% lower than men's.

(The full table of information is available through the web link or at the Council meeting)

The Council Believes:

1. That women are still undervalued in the workplace, regardless of their roles.
2. As specified by the [Women's Equality Party](#), we would welcome, "Gender pay gap reporting to be broken down by age, employment status, ethnicity, race, disability, industry and working hours, as well as gathering data on retention during – and up to a year after – parental leave."
3. That there should be zero tolerance for workplace discrimination, as suggested by the [Women's Equality Party](#).
4. That there should be greater investment in childcare to enable parents and care givers (male and female), especially those on lower incomes, to be able to afford to return to work.
5. As large employers with large female workforces, public sector organisations should lead the way in gender pay gap audits.
6. That women over 50, who are vulnerable to [dual discrimination](#), based on age and gender, should be valued for their experience and dedication, since they are far less likely to change jobs than younger employees.

The Council Agrees that (as a large public sector employer) the Council should, and has now completed, a gender pay gap audit. The analysis of which will include:

1. The Investigation of any difference in pay or other terms for all council employees and to note that contractors with over 250 employees are expected to carry out a gender pay gap audit of their own.

2. An assurance that greater emphasis on pay equality is embedded within Tower Hamlets Council, particularly within the Pay Policy, which states that:

3.7: The Council signed a Single Status agreement in April 2008 with trade unions. This brought former manual grades into the GLPC job evaluation scheme and replaced spot points with narrow grade bands. One of the key aims of the agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination

15.1: The Council has a keen regard for equality issues and should any changes be made to the pay policy in the future, proposals would go through an Equality Analysis. One of the key aims of Single Status agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination

- .3 The consideration of what flexible working options and enhanced leave options for primary care givers, including: child care, maternity leave, paternity leave, aged care and special needs' care, are currently available with a view to ensuring that all LBTH employees are treated equally and fairly.
- 4 A commitment from the Mayor to encourage all employers and companies in LBTH to agree to carry out a Gender Pay Audit.

Councillor Rabina Khan stated that she accepted all three amendments to her motion

This original motion with the amendments was put to the vote and was **agreed**.

The Council also agreed that the Corporate Director Governance be delegated authority to amalgamate the motion to form a coherent motion

DECISION:

1. That the Corporate Director Governance, be delegated authority to amalgamate the motion to form a coherent motion (as set out below).

This Council notes that

1. The Parliament first pressed for equal pay in 1944, in relation to equal pay for men and women teachers.
2. In 1970 Equal Pay Act 1970 was passed. Until that time, it was commonplace for jobs to be advertised with one rate of pay for a man,

and another for a woman. The Equal Pay Act outlawed discrimination in pay and is still used today to challenge such discrimination.

3. Pay transparency audit, which includes the gender gap pay data, under section 78 of the Equality Act 2010 was introduced, at last, in 2016.
4. According to the latest Government data 74% of firms pay male staff higher wages than their female counterparts.
5. The average gender pay gap across all medium and large-sized firms is now 8.2%, as measured by median pay.
6. By law, all firms with more than 250 staff must report their gender pay gap to the government by 4 April this year. So far only 1,047 firms have complied, leaving another 8,000 to go For that to happen, however, the information provided must lead to change. Transparency is effective only when firms act on the information revealed, and this includes Tower Hamlets Council.
7. According to the most recent figures from the Office for National Statistics Tower Hamlets and the City of London are in the top ten areas with the highest gender pay gaps – the two main financial districts in the UK – highlighting the serious gender pay disparity that exists within the financial services industry
8. The percentage of Tower Hamlets employees who were women has remained broadly the stable between 2015-2018: in April 2015 63% of employees were women in March 2018 this was 64% The following FOI shows the breakdown: FOI 9551965 Staff who have left/joined council by ethnicity – however this is just a snapshot in time and more in depth analysis can be provided

By ethnicity of all staff having left or joined the authority since 12 June 2015, as in the following table:

White	Asian* See note below	Black	Other	Missing/ Declined to State	Men joining
193	186	123	39	72	Women joining
387	212	171	41	105	Women leaving
118	153	37	16	30	Men joining
235	211	71	17	68	Men leaving

*Note: The council does use the ethnicity category 'South Asian'.

9. There has been a temporary rise in the number of consultants, a major cause of this being the additional work being done to support improvements in children's services, and a significant amount of expenditure has been on social care staff, a situation that is reflected across the country in a national social care crisis.
10. Tower Hamlets Council's joint Trade Unions are rightly concerned about the level of cuts imposed upon the Council by the Conservative Government, with our budget slashed by £138m between 2010 and 2017 and a further £58m from 2017/18 to 2019/20 as a result of cuts and increasing demand.
11. Clearly the Government's cuts have meant difficult decisions and have affected staff. The Mayor has said he understands the concerns raised by unions and has expressed a desire to move forwards, thoughtfully, quickly and with a shared sense of purpose while protecting the rights of staff.

This Council Further Notes That:

7. After the Section 78 was introduced, Sadiq Khan has been the first mayor to publish [a gender pay audit](#) at City Hall and said that: "[There's no excuse](#) for there to be a gender pay gap."
8. Amidst the furore at the BBC about gender pay inequality, Michelle Stanistreet, general secretary of the National Union of Journalists, said that she was aware of a "significant amount of cases" where women say they're being paid less for doing [the same or similar work](#).
9. Under the [Equality Act 2010](#), employees are legally entitled to equal pay with a person of the opposite sex where they are in the same employment and doing equal or similar work.
10. According to the [Women's Equality Party Manifesto](#), "The inflexible minimum earning threshold imposed on would-be migrants to the UK makes it doubly difficult for women to come here independently because of the gender pay gap."
11. Despite gains in school and higher education, young women are facing stark inequalities and the [gender pay gap](#) is not falling for women with A-levels or degrees.
12. The [Women's Equality Party Manifesto](#) states that "the gender pay gap is not falling for women with A-levels or degrees" and that "despite gains in school and higher education, young women are still facing stark inequalities." This is backed up by statistics published on [Gov.UK](#) (as of 1 March 2018) from councils who have already conducted a gender pay gap audit. The plight of fairness and equal pay for women must not be left for the Women's Equality Party but all of us must continue to contribute and campaign for equality and justice for all, including women.

Summary of Findings:

Number of Councils reporting (at this point): 71

Average gap in hourly pay: -8.4%

Number of Councils where the hourly pay gap is greater than 10%:

Hourly pay gap in favour of men of at least 10%: 21

Hourly pay gap in favour of women of at least 10%: 2

A Council reported that women's hourly pay was 161.1% lower than men's.

The Council Believes:

1. That women are still undervalued in the workplace, regardless of their roles.
2. That all our residents, the local authority and partners will benefit from a transparent and easy to understand Equality Data with a particular focus on Equal Pay Audit, Recruitment, Retention and Career Progression. In particular, any pay gap for all protected categories under the Public Sector Equality Duty under the law, especially the gender pay gap reporting to be broken down by age, employment status, ethnicity, race, disability, industry and working hours, as well as gathering data on retention during – and up to a year after – parental leave. In order to be truly fair, accountable and transparent it should include all disadvantaged categories as identified by law
3. That there should be zero tolerance for workplace discrimination for anyone. This should be backed up by a proactive and meaningful recourse with a safe, secure and accessible whistleblowing policy.
4. That there should be greater investment in childcare to enable parents and care givers (male and female), especially those on lower incomes, to be able to afford to return to work.
5. As large employers with large female workforces, public sector organisations like Tower Hamlets Council should lead the way in gender pay gap audits.
5. That women over 50, who are vulnerable to multiple discrimination, based on age and gender, should be valued for their experience and dedication, since they are far less likely to change jobs than younger employees.

The Council Agrees that

1. On the cross-party basis, Leaders of all political groups in Tower Hamlets Town Hall and the corporate leadership of the local authority remain fully committed to implementing the Equal Pay Act, particularly

the pay transparency provision under section 78 of the Equality Act 2010 introduced in 2016.

That Council agrees that (as a large public sector employer) the Council should, and has now completed, a gender pay gap audit. The analysis of which will include:

2. The Investigation of any difference in pay or other terms for all council employees and to note that contractors with over 250 employees are expected to carry out a gender pay gap audit of their own.
3. Investigate the possibility of independent and transparent input into the Equal and Gender Pay issues to ensure that this results in real progress to close the gender and other pay gaps.
4. Using the results of the Equal Pay and Gender Pay Gap Audit, investigate and address the causes of difference in pay, commence a meaningful Equality Analysis so that greater emphasis on pay equality is embedded within Tower Hamlets Council, particularly within the Pay Policy.
5. An assurance that greater emphasis on pay equality is embedded within Tower Hamlets Council, particularly within the Pay Policy, which states that:

3.7: The Council signed a Single Status agreement in April 2008 with trade unions. This brought former manual grades into the GLPC job evaluation scheme and replaced spot points with narrow grade bands. One of the key aims of the agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination

15.1: The Council has a keen regard for equality issues and should any changes be made to the pay policy in the future, proposals would go through an Equality Analysis. One of the key aims of Single Status agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination
6. The consideration of what flexible working options and enhanced leave options are currently available for primary care givers, including: child care, maternity leave, paternity leave, aged care and special needs' care, with a view to ensuring that all LBTH employees are treated equally and fairly and to continue to analysis whether further options are available including a clear Shared Parental Leave policy and fair overtime compensation.
7. A commitment from the Mayor to encourage all employers and companies in LBTH to agree to carry out a Gender Pay Audit, an ethnicity pay audit and investigate the .establishment of a Tower Hamlets Equal Pay Charter

(Action by Zena Cooke, Corporate Director Resources)

9. TO RECEIVE WRITTEN QUESTIONS FROM MEMBERS OF THE COUNCIL

Questioners 9.1- 33 were not put due to lack of time. Written responses would be provided to the questions.

(Action by:—Matthew Mannion, Committee Services Manager, Democratic Services to arrange written responses)

10. REPORTS FROM THE EXECUTIVE AND THE COUNCIL'S COMMITTEES

10.1 Report of the General Purposes Committee, Pay Policy Statement

The Council considered a report of the General Purposes Committee on the Pay Policy Statement 2018-19. Councillor Danny Hassell moved an amendment to the report of the General Purposes Committee and the Pay Policy Statement that was tabled at the meeting as set out at resolutions 1 and 2 below.

The recommendations subject to the amendment were put to the vote under the guillotine procedure at Council Procedure Rule 9

DECISION:

That the Council:

1. Note the report of the General Purposes Committee subject to the following amendment

On page 85 paragraph 3.4 Replace the word “excluding” with “including”.

So would now read: “A severance package for any member of staff of £100,000 or more (including an employee’s right to contractual redundancy and pension/pension lump sum payments) will be subject to the approval of General Purposes Committee and noting by Full Council”

2. Resolve to approve the Pay Policy Statement for 2018/2019 as set out in Appendix 1 of the report subject to the following amendments:

On pages 93 to 100

Paragraph 2.1 – In bullet point for definition of Non-statutory officers the words “The Corporate Director, Place as well as” to be added before the words “Divisional Director”

So would now read: “The Corporate Director, Place as well Divisional Directors and Heads of Service in each Directorate that report to a Chief Officer”

Paragraph 4.1 – The post “The Corporate Director, Place” to be added to the list of posts.

So would now read: “Pay for the Head of Paid Service; Corporate Director, Children’s Services; Corporate Director, Health, Adults and Community; Corporate Director, Resources; Corporate Director, Governance and Corporate Director, Place is made up of 3 elements”

Paragraph 12.2 – Replace the word “excluding” with “including”.

So would now read: “A severance package for any member of staff of £100,000 or more (including an employee’s right to contractual redundancy and pension/pension lump sum payments) will be subject to the approval of General Purposes Committee and noting by Full Council”

3. Note the proposed arrangements for the approval of salary packages and severance packages of £100,000 or more as set out in the Pay Policy paragraphs 5 and 12.2 of the report.
4. Note that the Pay Policy provisions enable the Head of Paid Service to determine a settlement payment where there is no dismissal without the need for agreement of General Purposes Committee unless the payment value is £100,000 or more.
5. Agree that if any minor changes to the 2018/19 pay policy statement are required as a result of future government guidance or an updated Local Government Transparency Code, these amendments be delegated to the Chief Executive, after consultation with the Divisional Director (HR and Transformation), the Chair of the General Purposes Committee and the Monitoring Officer. Should any fundamental changes be required, the Pay Policy statement will be referred back to the General Purposes Committee and then Council for consideration.

(Action by: Zena Cooke, Corporate Director Resources)

11. OTHER BUSINESS

11.1 Annual Report to Council by the Independent Person

The Council considered the Annual Report of the Independent Person appointed in accordance with the provisions of the Localism Act 2011. The recommendation was put to the vote under the guillotine procedure at Council Procedure Rule 9

DECISION:

1. That the Annual Report of the Independent Person for 2017 be noted.

(Action by: Asmat Hussain, Corporate Director, Governance)

11.2 Members' Allowance Scheme 2018/19

The Council considered the report of the Corporate Director, Governance proposing the adoption of the Members' Allowance Scheme for 2018/19. The recommendation was put to the vote under the guillotine procedure at Council Procedure Rule 9

DECISION:

1. That the London Borough of Tower Hamlets Members' Allowances Scheme 2018 be adopted as set out at Appendix A to the report

(Action by: Asmat Hussain Corporate Director, Governance)

11.3 Committee Calendar 2018/19

The Council considered the report of the Corporate Director, Governance proposing a Calendar of Meetings for 2018/19. The Speaker advised of a proposed amendment to the calendar to move the October meeting of the Standards Advisory Committee from 18th October 2018 to 24th October 2018.

The recommendations subject to the amendment were put to the vote under the guillotine procedure at Council Procedure Rule 9

DECISION:

1. That the proposed calendar of meetings for the municipal year 2018/19 be approved as set out in Appendix A of the report including the amended standard start times where appropriate subject to the following amendment:
 - That the meeting of the Standards Advisory Committee scheduled for October be moved from 18th October 2018 to 24th October 2018.
2. That the Corporate Director, Governance be delegated the authority to agree meeting dates for any new Committees or Panels that are set up subsequent to this report being presented to Council, subject to appropriate consultation with Members.

(Action by: Asmat Hussain Corporate Director, Governance)

12. TO CONSIDER MOTIONS SUBMITTED BY MEMBERS OF THE COUNCIL

No motions were debated due to a lack of time.

The meeting ended at 10.25 p.m.