

Public Document Pack

Council Summons and Agenda

All Members of the Council are summoned to attend the meeting to be held on Wednesday, 12 July 2023.



Jeremy Chambers, Monitoring Officer
4 July 2023

Wednesday, 12 July 2023
7.30 pm, Council Chamber - Civic Suite
Catford Road
London SE6 4RU

For more information contact: Head of Governance and Committee Services,
(Committee@lewisham.gov.uk)

Part 1

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MINUTES OF THE COUNCIL

Wednesday, 17 May 2023 at 7.30 pm

PRESENT: Councillors Damien Egan (Mayor), Yemisi Anifowose, Tauseef Anwar (Chair), Chris Barnham, Paul Bell, Peter Bernards, Andre Bourne, Natasha Burgess, Juliet Campbell, Suzannah Clarke, Will Cooper, Laura Cunningham, Liam Curran, Brenda Dacres, Sophie Davis, Amanda De Ryk, Sian Eiles, Ese Erheriene, Billy Harding, Stephen Hayes, Coral Howard, Edison Huynh, Mark Ingleby, Mark Jackson, Liz Johnston-Franklin, Eva Kestner, Louise Krupski, Jack Lavery, Aisha Malik-Smith, Joan Millbank, Hilary Moore, John Muldoon, Oana Olaru, Rosie Parry, Jacq Paschoud, John Paschoud, Stephen Penfold, Kim Powell, James Rathbone, James Royston, Rudi Schmidt, Aliya Sheikh, Sakina Sheikh, Liam Shrivastava, Luke Sorba, Eva Stamirowski, Hau-Yu Tam, James-J Walsh, Luke Warner and Susan Wise

Apologies for absence were received from Councillor Chris Best, Councillor Bill Brown, Councillor Ayesha Lahai-Taylor and Councillor Carol Webley-Brown

ALSO PRESENT: Chief Executive, Monitoring Officer, Head of Governance and Committee Services, Committee Officer

1. Minutes

The Speaker of the Council MOVED, the Deputy Speaker SECONDED and it was RESOLVED that the minutes of the Council AGM meeting held on 29 March 2023 be confirmed and signed as a true and accurate record.

2. Declaration of Interests

None.

3. Announcements or Communications

Peggy Fitzsimmons

The Speaker announced the death of former Lewisham Councillor Peggy Fitzsimmons. He welcomed Peggy's friends and family to the meeting.

The Mayor said that he was deeply saddened to hear of the death of his former colleague. Peggy was a councillor in Lewisham from 1986 – 2014 and served as Mayor in 1988. He spoke about her genuine warmth and kindness towards her fellow councillors, recalling that she had been a fierce advocate for the rights of older people and founded the positive aging council. He expressed his thanks for all she had done for the borough.

Councillor Muldoon gave some examples of how Peggy improved services for the older residents of the borough. Her late husband Bill had been her consort. He had

served in the guards and Peggy became involved in the Allerford Road ex-service men's club.

Peggy spent her working life in the NHS and in retirement, took part in an appeal to raise funds for a CT Scanner at Lewisham Hospital. During retirement she continued to campaign for pensioners' rights and ensured that their contribution to society was recognised and valued. Cllr Muldoon outlined some of Peggy's achievements in Lewisham and said that she was a true and faithful servant of the people of Lewisham.

A minute's silence was then held in remembrance of Peggy Fitzsimmons.

Right to Buy Back

The Deputy Mayor said that it was important that Lewisham provided access to affordable housing for all residents who needed it the most. In March 2021, the GLA launched the Right to Buy Back Scheme. Lewisham received funding and was able to buy back 100 ex-council homes. Due to the success of this scheme, Lewisham received further funding and 17 more ex-council properties were bought. It was hoped that more properties could be bought so that Lewisham could continue to improve the lives of Lewisham residents.

South Circular Road – Consultation

Councillor Krupski announced that the TFL consultation on proposed changes to the south circular road was open until 5 June. She encouraged everyone to give their comments on the proposals to ensure the best design was created for the needs of Lewisham residents.

Mayor's Charity

The Mayor thanked everyone for the support that his chosen charity, Young Lewisham Project, had received in 2022/23. He presented a cheque for £36,000 to the charity. Representatives of the charity thanked everyone for their support and outlined the resources they were able to fund and links they had made to different organisations including Lewisham. The Mayor announced that Councillors Harding and Royston both succeeded in running the marathon and the money raised was donated to his chosen charity.

Councillor Ingleby, the borough's cycling champion, reported that he would be cycling in The Ford Essex Ride London 100 from Tower Bridge to Essex and back on Sunday 28 May to raise funds for the Young Lewisham Project and Lewisham foodbank. He asked members to sponsor him.

The Mayor announced that his charity this year would be Lewisham Food Bank. All money raised would go to providing food for residents in need in this borough. Two representatives from the charity made a presentation to members of the Council with the aid of slides. They spoke about how the project started, what they offer to people in need, and how numbers had increased since it started in 2012.

4. Petitions

Councillor Rathbone presented a petition on behalf of residents in Aislibie Road in Lee, calling upon the Council to clear up dilapidated land at the rear of 334 Lee High Road which was in private ownership but because of neglect was causing a nuisance for residents.

5. Public Questions

53 questions were received and written answers supplied.

Some questioners that were present at the meeting asked supplementary questions, and these were answered by the relevant Cabinet Members.

6. Member Questions

6 questions were received from Members and written answers supplied. Some Members asked supplementary questions and these were answered at the meeting.

7. Changes to calendar of meetings

It was MOVED, SECONDED and RESOLVED that

- (i) Full Council be moved from 5 July to 12 July to avoid the LGA Conference which was scheduled for 4-6 July;
- (ii) Consequently, Standards Committee be moved from 12 July to 28 June; and
- (iii) A further meeting of full Council be held on 17 January 2024 to enable a number of budget-related matters to be considered ahead of the main Budget decision which was due the following month.

8. Motions

Motion 1 Proposed Academisations of the Leathersellers' Federation and Conisborough College

Councillor Penfold introduced the motion and Councillor Eiles supported the motion

It was MOVED by Councillor Penfold, SECONDED by Councillor Eiles and RESOLVED that the Council resolves to:

1. immediately write to The Leathersellers' Federation Governing Board and the unions involved to express our concern at the current situation and to urge the Board and the unions to negotiate, urging both parties to be flexible, so that a negotiated settlement can be reached and to offer the good officers of the Council to assist with negotiations between the Board and the unions;
2. re-emphasise in our communications the importance of the education strategy that all our schools have adopted, and that while we might have disagreements

about governance, we and Lewisham schools remain committed to a partnership delivering for our children;

3. Alongside the secondary school application process, to use the first anniversary of the education strategy and the recruitment of a new Head of Lewisham Learning to publicise the successes being delivered by the strategy;
4. use all avenues of communication and influence, with the Department for Education and others, so far as possible, to ensure that, if it is to join a multi academy trust, Conisborough College is able to join a multi-academy trust that shares the values of our local school system, is committed to working with Lewisham Council and community, and can continue to work within the structure of partnership that Lewisham schools have established; and that no further schools within Lewisham are made subject to compulsory academy orders.

The meeting ended at 8:55pm.



Council AGM

Declarations of Interest

Date: 12 July 2023

Class: Part 1

Contributors: Head of Governance and Committee Services

Outline and recommendations

Members are asked to declare any personal interest they have in any item on the agenda.

Declaration of interests

Members are asked to declare any personal interest they have in any item on the agenda.

1 Personal interests

There are three types of personal interest referred to in the Council's Member Code of Conduct :-

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

2 Disclosable pecuniary interests are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person* for profit or gain
- (b) Sponsorship –payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).

- (c) Undischarged contracts between a relevant person* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member’s knowledge, the Council is landlord and the tenant is a firm in which the relevant person* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:-
 - (a) that body to the member’s knowledge has a place of business or land in the borough; and
 - (b) either
 - (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
 - (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

(3) Other registerable interests

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

(4) Non registerable interests

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members’ Interests (for example a matter concerning the closure of a school at which a Member’s child attends).

(5) Declaration and Impact of interest on members' participation

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine of up to £5000**
- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in consideration of the matter and vote on it unless paragraph (c) below applies.
- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

(6) Sensitive information

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

(7) Exempt categories

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)



Council

Announcements or Communications

Date: 12 July 2023

Class: Part 1

Contributors: Head of Governance and Committee Services

Outline and recommendations

Members are asked to receive any announcements or communications from the Speaker, the Mayor, members of the Executive or the Chief Executive.

Agenda Item 4



Council

Petitions

Date: 12 July 2023

Class: Part 1

Contributors: Head of Governance and Committee Services

Outline and recommendation

Members are invited to receive any petitions from members of the Council or the public

1. The Council is invited to receive petitions (if any) from members of the Council or the public. There is no requirement for Councillors to give prior notice of any petitions that might be presented.
2. Public petitions that meet the conditions described in the Council's published petitions scheme and about which the Head of Governance and Committee Services has been notified in advance, will be accepted and may be presented from the public gallery at the meeting.
3. Any person who lives, works or studies in Lewisham can organise a petition, including those under the age of 18.
4. We accept both paper and e-petitions. We do not accept hybrid petitions.
5. The requirements of the Council's petition scheme apply to both paper and e-petitions. E-Petitions should use the council's system which can be found on the council's website: <https://lewisham.gov.uk/mayorandcouncil/influence/submit-or-view-a-petition>.
6. Paper petitions can be sent to: Governance and Committee Services, 1st Floor, Laurence House, Catford Road, SE6 4RU.



Council

Public Questions

Date: 12 July 2023

Class: Part 1

Contributors: Head of Governance and Committee Services

Outline and recommendation

Members are asked to consider questions received from members of the public.

Questions received from members of the public will be published together with written answers on 11 July. Questioners will be entitled to attend the meeting and ask a supplementary question.

PUBLIC QUESTION NO. 1
12 July 2023

Question asked by: Matthew Sparkes

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

The changes proposed by TfL to Catford's roads provide a lot of advantages, but there appears to be nothing in the plans to stop Sandhurst/Sanglely Road becoming even more of a rat-run than it currently is. Changes could lead more people to seek a shortcut for part of the South Circular along this residential road. What is the Council doing to ensure this doesn't happen?

Reply

We have been working in partnership with TFL to make changes to the South Circular Road - part of the Transport for London Road Network (TLRN) to provide a better experience for pedestrians and road users in Catford Town Centre.

There is continuous dialogue on assessing the impacts to surrounding roads in Catford. Road safety audits are a standard feature of improvement schemes such as the A205. Audits are undertaken at initial design through to final completion as well as after construction. There will be local improvements and restrictions put in place to re-route traffic to minimise delays.

The proposal on the route for the A205 including the key additional measures, key documents as well as questions are covered in the consultation document available at <https://haveyoursay.tfl.gov.uk/catford-town-centre>

PUBLIC QUESTION NO. 2

12 July 2023

Question asked by: Matthew Sparkes

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

Pavement parking is illegal everywhere in London, except where explicitly exempted by councils. I recently asked Lewisham Council for details on the exemption made for Sandhurst Road as there is precious little room left for pedestrians, but I was told that the decision was made 30 years ago and the paperwork cannot be found. Will Lewisham Council reinvestigate whether pavement parking is properly allowed here and whether it should be changed given its ambitions under the Sustainable Streets programme?

Reply

Addressing pavement parking in the borough is part of a wider agenda to improve the public realm and create more space for pedestrians, wheelchair users and people with buggies.

Pavement parking in Sandhurst Road will be reviewed through the Sustainable Streets programme and where possible, parking will be moved onto the carriageway, which is expected to be carried out next year.

More widely, the Council has issued more than 4,000 PCN's for footway parking offences across the borough in the last year and we will continue to seek to enhance our enforcement regime with regard to cars obstructing pavements and blocking drives.

PUBLIC QUESTION NO. 3

12 July 2023

Question asked by: Mark De-Laurey

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

The council have introduced more EV trickle charge (low wattage EV charges) power points in to the borough. However, the parking spaces next to these charging points have not be segregated for EV cars only. This means that fossil fuel vehicles can and do park right next to the EV charging point preventing EVs from charging. Do the council accept that is is an oversight, and will they take steps to address this issue?

Reply

A number of EV charging points have been installed with the intention of further formalising these in due course. Segregation for electric vehicles only, where this is not already the case, will be implemented as part of the next stages of the EV charging implementation plan along with introduction of dedicated bays. These proposals will be outlined in a revised EV charging strategy due to be presented to the Council's Mayor and Cabinet on the 19th July.

PUBLIC QUESTION NO. 4

12 July 2023

Question asked by: Mark De-Laurey

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

What are the council doing to reduce car ownership on the following roads inside the LTN?; Dallinger Rd, Holme Lacey Rd, Micheldever Rd, Southbrook Rd, Leahurst Rd, Upwood Rd, Cambridge Drive, Leyland Rd, etc. Where car ownership is at its highest in the borough according to the 2021 Census, and where Roads resemble a parking lot. On street parking in this area does nothing to promote active travel or kids playing in the Road.

Reply

A change in car ownership, including on the roads in question, requires a change in cultural approach to travel. As with all tasks in encouraging a cultural change in approach by residents this is expected to take time and possibly over several years.

The primary aim of the Lewisham and Lee Green LTN is to encourage people to walk and cycle more whilst also improving air quality and public health, reducing noise pollution, and making roads safer, which are all in line with the Council's longer term aims for the whole borough. LTNs achieve this by restricting motor vehicle through traffic within a residential area while maintaining and improving accessibility for pedestrians and cyclists.

In addition to restricting through traffic and creating an environment that supports non-car based travel, the Council is also implementing a series of additional complementary measures within the LTN and surrounding areas to further encourage long-term behaviour change towards sustainable forms of travel. These measures include school streets, more trees and green spaces, additional bike hangars and cycle stands, improved pedestrian crossing points, and new seating areas. These are aimed at encouraging residents to take up more sustainable forms of travel and reduce car dependency whilst increasing amenity in the local area.

All information and data collected to assess the performance of the LTN can be found in the monitoring reports presented to the Council's Mayor and Cabinet in September 2022. Please see the two links below for copies of the reports:

<https://councilmeetings.lewisham.gov.uk/ieListDocuments.aspx?CId=139&MId=6495&Ver=4>

<https://councilmeetings.lewisham.gov.uk/ieListDocuments.aspx?CId=139&MId=7912&Ver=4>

As part of the Sustainable Streets programme, we have committed to reviewing all our current CPZs which will give us the opportunity to look at the parking layout and hopefully reduce some of the pavement parking that is affecting some of the roads mentioned. We may also review and change the parking times to discourage non-residents parking in these areas.

PUBLIC QUESTION NO. 5

12 July 2023

Question asked by: Temitope Fisayo

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

There have been a spate of road accidents on Shardeloes Road in the past six months. Driving speed is the biggest contributor to road accidents. Will the council take steps to reduce driving speeds on Shardeloes Road, such as installing speed cameras, introducing chicanes, or widening the pavement?

Reply

Our records indicate that there have been very few collisions on Shardeloes Road over the past five years. However, we understand that there may have been an increase during the last six months. We are awaiting formal accident and collision data from the Police and will review this once available.

Should the data indicate any particular issues we will assess the need for road danger reduction measures on Shardeloes Road. There are high demands for such measures and available funds to implement them are limited. The Council will determine the priority of schemes after reviewing data from across the borough. We will soon be publishing a new piece of work which will allow us to prioritise safety implementations using metrics including speed, traffic volumes and collision data, but will also take account of the importance of the street in terms of its situation in the borough, for example proximity to schools and its use by pedestrians and cyclists.

PUBLIC QUESTION NO. 6

12 July 2023

Question asked by: Elena Miles

Relevant Directorate: Community Services

Member to reply: Councillor James-J Walsh

Question

Can the Mayor and council assure residents that Grove Park library will continue to run and provide a library service in this area after this month? Many residents are not be able to travel to use the borough's other more central libraries, and many will be unable to travel to visit after school, for example

Reply

Lewisham Council is committed to delivering an accessible local library service right across our borough.

The current leaseholder of three of our local community libraries, Crofton Park, Sydenham and Grove Park, has issued notice to end the leases. We have a new provider in place already for Crofton Park and Sydenham community libraries and we are working very hard to explore opportunities with community partner organisations and stakeholders already supporting libraries in our borough to take on the opportunity at Grove Park.

The current leaseholder have said they will remain in place until we can complete the smooth transition to a new provider, ensuring that Grove Park Community Library will continue to stay open.

PUBLIC QUESTION NO. 7
12 July 2023

Question asked by: Kate Tong

Relevant Directorate: Community Services

Member to reply: Councillor James-J Walsh

Question

I would like to ask why the proposed closure of Grove Park library has been kept so quiet (we have only just heard about it now) and the reasons behind the decision to close?

Given the emphasis on encouraging people, especially children to read we are taking away a valuable resource to the area with little public consultation about the reasoning.

Reply

Lewisham Council is committed to delivering an accessible local library service right across our borough.

The current leaseholder of three of our local community libraries, Crofton Park, Sydenham and Grove Park, has issued notice to end the leases. We have a new provider in place already for Crofton Park and Sydenham community libraries and we are working very hard to explore opportunities with community partner organisations and stakeholders already supporting libraries in our borough to take on the opportunity at Grove Park.

The current leaseholder have said they will remain in place until we can complete the smooth transition to a new provider, ensuring that Grove Park Community Library will continue to stay open.

PUBLIC QUESTION NO. 8

12 July 2023

Question asked by: Emma Raha

Relevant Directorate: Community Services

Member to reply: Councillor James-J Walsh

Question

Can you confirm when you plan to consult with local residents regarding the future operations of Grove Park library? If so, please provide a timeline for when this will happen.

Reply

Lewisham Council is committed to delivering an accessible local library service right across our borough.

The current leaseholder of three of our local community libraries, Crofton Park, Sydenham and Grove Park, has issued notice to end the leases. We have a new provider in place already for Crofton Park and Sydenham community libraries and we are working very hard to explore opportunities with community partner organisations and stakeholders already supporting libraries in our borough to take on the opportunity at Grove Park.

Officers have already undertaken a community stakeholder engagement exercise together with the local ward Councillors. Once a new provider had been identified and appointed, we will send out a press release and communicate arrangements with the staff, volunteers, community stakeholders and residents. The Library service and the new provider will also undertake a series of engagement activities to local residents and friends groups once the library is transferred.

The current leaseholder have said they will remain in place until we can complete the smooth transition to a new provider, ensuring that Grove Park Community Library will continue to stay open.

PUBLIC QUESTION NO. 9
12 July 2023

Question asked by: Alex Raha

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

The Council's priorities detailed in its Corporate Strategy, Climate Emergency Action Plan, Transport Strategy, Cycle Strategy and Air Quality Action Plan all state ambitions to provide protected cycle lanes from Deptford to Downham.

Please can you provide an up -to -date timeline for when the Council will bring forward public consultation and delivery timelines for public realm improvements (including protected cycle lanes & improved pedestrian crossings) along the section of highway the Council is the highway authority for; Deptford Church Street and Brookmill Road ?

Reply

The council has been developing a number of cycle schemes to improve the cycle infrastructure between Deptford and Downham. Designs are currently being considered for a segregated cycle lane along Deptford Church Street between the A2 Deptford Broadway/Deptford Bridge and the A200 Creek Road. It is proposed this will tie in with the development of the Thames Tideway Tunnel.

At present we are considering a phased approach to delivering the scheme and we are developing a programme of work with our contractors.

PUBLIC QUESTION NO. 10

12 July 2023

Question asked by: Cairis Grant-Hickey

Relevant Directorate: Community Services

Member to reply: Councillor James-J Walsh

Question

I would like to know the future plan for Grove park library and why residents (& staff!) were not consulted or informed about it's imminent closure?

Reply

Lewisham Council continues to be committed to delivering an accessible local library service right across our borough. There has not been any proposal or plans to close Grove Park Community Library, which is why there has not been any communication or consultation in relation to the closure of the library.

The current leaseholder of three of our local community libraries, Crofton Park, Sydenham and Grove Park, has issued notice to end the leases. We have a new provider in place already for Crofton Park and Sydenham community libraries and we are working very hard to explore opportunities with community partner organisations and stakeholders already supporting libraries in our borough to take on the opportunity at Grove Park.

Officers have already undertaken a community stakeholder engagement exercise together with the local ward Councillors and the (non London Borough of Lewisham) staff at the Library. Once a new provider has been identified and appointed, we will send out a press release and communicate arrangements with the staff, volunteers, community stakeholders and residents via a series of engagement activities.

The current leaseholder have said they will remain in place until we can complete the smooth transition to a new provider, ensuring that Grove Park Community Library will continue to stay open.

PUBLIC QUESTION NO. 11

12 July 2023

Question asked by: Jess Horsfall

Relevant Directorate: Community Services

Member to reply: Councillor James-J Walsh

Question

How best do we go about keeping Grove Park library operating for the local community? As a parent of a child at Coopers Lane primary school it is well used by friends and the local community. It would be a real loss, and not another library service so close by. The selection of books is great for kids and it is a community hub for the children.

Reply

Lewisham Council is committed to delivering an accessible local library service right across our borough. There are no plans or proposals to close Grove Park Library. The current leaseholder of three of our local community libraries, Crofton Park, Sydenham and Grove Park, has issued notice to end the leases. We have a new provider in place already for Crofton Park and Sydenham community libraries and we are working very hard to explore opportunities with community partner organisations and stakeholders already supporting libraries in our borough to take on the opportunity at Grove Park.

Our intention is to be able to appoint a local community stakeholder to take on the lease and the service level agreement to continue to deliver locally relevant activities and library services at Grove Park Community Library. This will ensure that it continues to be a valuable community asset which is well used by schools, children and all within the Grove Park community.

The current leaseholder have said they will remain in place until we can complete the smooth transition to a new provider, ensuring that Grove Park Community Library will continue to stay open.

PUBLIC QUESTION NO. 12
12 July 2023

Question asked by: Judith Barrett

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

The Council's web page 'Improvements to Sydenham Park Bridge' published 15/11/22, says:

'We've looked into potential options to replace the steps, as part of our longer-term plans to make it easier for pedestrians and cyclists to cross the bridge. We plan to start the initial designs for a stepped ramp later this financial year [i.e. before 5 April 2023]. Once these designs are completed, we'll identify funding to help us finalise the designs and implement the scheme.'

What stage are the initial designs for the stepped ramp at now, and by what date they will be finished?

Reply

The approaches to the bridge on both sides are constrained, but a feasibility study established that it is possible to construct a stepped ramp in the available space. Further to the initial study a consultant was appointed to review the project and its risks. One of the initial risks identified is the cost of moving utilities (electricity, telecommunications etc) as a number of the statutory providers use the location to cross the railway line.

The study has assumed an agreed outline structure and will investigate the feasibility and costs associated with utility diversions. A review of the utility locations is expected by the end of July 2023. All investigations and information will inform a realistic cost of the overall construction and installation of the ramps.

PUBLIC QUESTION NO. 13
12 July 2023

Question asked by: Marcus Mayers

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Sophie Davis

Question

With reference to Q22 of 17.05.23 what proportion of repairs for each red hazard were resolved within the target timescale in 2021 & 2022? Please show figures for each item separately for both 2021 & 2022 (one column for each year please).

Reply

Our systems are unable to easily report on the individual types of work as these are description based and free typed by the person raising the order. However, we can report on completions by trade type:

FY	0 - Not Completed with target	1 - Completed within target	Grand Total	% Completed within target
2021/2022				
Brickwork	68	480	548	87.6
Carpentry	132	746	878	85
Drain Jetting Repair	281	145	426	34
Electrical	327	531	858	61.9
Glazing	41	253	294	86.1
Locks	2	5	7	71.4
Plumbing	628	1970	2598	75.8
Roofing	1	1	2	50

FY	0 - Not Completed with target	1 - Completed within target	Grand Total	% Completed within target
2022/2023				
Brickwork	98	465	563	82.6
Carpentry	106	687	793	86.6
Drain Jetting Repair	9	17	26	65.4
Electrical	108	851	959	88.7
Glazing	13	49	62	79
Locks	2	5	7	71.4

Plumbing	341	1386	1727	80.3
Grand Total	2765	7984	10749	74.3

PUBLIC QUESTION NO. 14
12 July 2023

Question asked by: Marcus Mayers

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Sophie Davis

Question

During 2021 and 2022 what proportion of emergency repairs were resolved within 24 hours and how many urgent within 3 days? Please show the two sets of figures for each year separately.

Reply

Our systems are unable to easily report on the individual types of work as these are description based and free typed by the person raising the order. However, we can report on completions by trade type:

FY	0 - Not Completed with target	1 - Completed within target	Grand Total	% Completed within target
2021/2022	EMERGENCY JOBS (24HOUR)			
Brickwork	68	480	548	87.6
Carpentry	132	746	878	85
Drain Jetting Repair	281	145	426	34
Electrical	327	531	858	61.9
Glazing	41	253	294	86.1
Locks	2	5	7	71.4
Plumbing	628	1970	2598	75.8
Roofing	1	1	2	50

FY	0 - Not Completed with target	1 - Completed within target	Grand Total	% Completed within target
2022/2023	EMERGENCY JOBS (24HOUR)			
Brickwork	98	465	563	82.6
Carpentry	106	687	793	86.6
Drain Jetting Repair	9	17	26	65.4
Electrical	108	851	959	88.7
Glazing	13	49	62	79
Locks	2	5	7	71.4

Plumbing	341	1386	1727	80.3
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Grand Total	2157	7591	9748	78
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FY	0 - Not Completed with target	1 - Completed within target	Grand Total	% Completed within target
2021/2022	URGENT JOBS (3DAY)			
Brickwork	3	10	13	77
Carpentry	2	3	5	60
Drain Jetting Repair	1	7	8	88
Electrical	2	9	11	82
Electrical AFD Work	1	1	2	50
Multiskilled	5		5	0
Plumbing	3	8	11	73
Welding	2		2	0

FY	0 - Not Completed with target	1 - Completed within target	Grand Total	% Completed within target
2022/2023	URGENT JOBS (3DAY)			
Brickwork		7	7	100
Carpentry	7	1	8	13
Drain Jetting Repair	1		1	0
Electrical	9	20	29	69
Electrical Programme	2	2	4	50
Glazing	2		2	0
Multiskilled	1		1	0
Painting	1		1	0
Plastering	1		1	0
Plumbing	5	7	12	58

Grand Total	48	75	123	61
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PUBLIC QUESTION NO. 15
12 July 2023

Question asked by: William Miles

Relevant Directorate: Community Services

Member to reply: Councillor James-J Walsh

Question

What initiative has the Council taken to keep Grove Park and Crofton Park community libraries open since the leaseholder pulled out? Why has it been handled in such secrecy and is anything being done to preserve the jobs for the workers there?

Reply

Lewisham Council is committed to delivering an accessible local library service right across our borough.

The current leaseholder of three of our local community libraries, Crofton Park, Sydenham and Grove Park, has issued notice to end the leases. We have a new provider in place already for Crofton Park and Sydenham community libraries and we are working very hard to explore opportunities with community partner organisations and stakeholders already supporting libraries in our borough to take on the opportunity at Grove Park.

At Grove Park, Officers have already undertaken a community stakeholder engagement exercise together with the local ward Councillors and the non-London Borough of Lewisham staff at the Library. Once a new provider has been identified and appointed, we will send out a press release and communicate arrangements with the staff, volunteers, community stakeholders and residents.

The deadline for community stakeholder to submit an expression of interest has now passed and we are in the process of reviewing them to appoint a new leaseholder and provider at Grove Park Community Library.

The current leaseholder have said they will remain in place until we can complete the smooth transition to a new provider, ensuring that Grove Park Community Library will continue to stay open.

PUBLIC QUESTION NO. 16

12 July 2023

Question asked by: Michael Bachmann

Relevant Directorate: Chief Executive

Member to reply: Councillor Amanda De Ryk

Question

The Council claims there was no cover up over the Council's failure to answer Freedom of Information requests (Q45 of 17.05.23). The ICO press release refers to the huge disparity between the information published on the Council's website and its appalling performance in reality. How does the Council explain that discrepancy?

Reply

Thank you for the question. It is not a 'claim' there was no cover up – it is the factual position. The Council readily acknowledged that its performance in responding to FOIs fell short of the level expected. Since receiving the ICO's Enforcement Notice, the Council has significantly improved performance. 88.6% of the historic FOI requests have been responded to and responses to current FOIs is much improved.

The FOI Enforcement Notice will be fully complied with ahead of the 6 month deadline of 16th September 2023.

PUBLIC QUESTION NO. 17
12 July 2023

Question asked by: Michael Bachmann

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

How many fines has the Council issued in each of the last 3 years for leaving an engine running while a vehicle is stationary and how much was actually collected? Please specify figures for each year separately.

Reply

The Council has a wide range of measures in place across the borough to improve air quality, including those to deter engine idling, which involves an ongoing programme of awareness, education and enforcement to bring about positive behaviour change.

The issuing of Penalty Charge Notices (PCNs) in Lewisham for engine idling was first introduced in January 2021, with particular focus around schools. In accordance with London-wide guidance, the Council's enforcement officers will routinely approach any vehicle seen engine idling and ask the driver to either switch off the engine or move the vehicle to a location where it can be safely parked. This action is normally successful, however if the driver refuses to move the vehicle or continues to engine idle, the enforcement officer will then issue a PCN.

The number of PCNs issued since January 2021 is shown in the table below:

Year	PCNs Issued	Amount collected
Jan-21	1	£0
Mar-21	2	£120
Jun-21	1	£40
Jul-21	5	£315
Aug-21	8	£445
Sep-21	2	£145
Oct-21	3	£210
Nov-21	2	£80
2021 Total	24	£1,355
Mar-22	2	£130
Apr-22	4	£260
May-22	4	£170
Jun-22	5	£365

Jul-22	4	£225
Sep-22	2	£169
Nov-22	1	0
2022 Total	22	£1,319
Feb-23	1	£40
Apr-23	2	£80
2023 YTD	6	£120
Grand Total	49	£2,794

As part of the Council's ongoing programme to address engine idling across the borough, we will be reviewing our approach to the enforcement of idling offences, particularly around schools, to further help deliver the behaviour change necessary to tackle this important issue.

PUBLIC QUESTION NO. 18
12 July 2023

Question asked by: Mark Morris

Relevant Directorate: Corporate Resources

Member to reply: Councillor Amanda De Ryk

Question

Mayor and Cabinet papers of 21 June 2023 state that as of the 31 March 2023, 92.8% of Lewisham council tax due had been collected which remains (3.2% or £5.5m) below the targeted level of 96% and at the same date 96% of business rates due had been collected which remains (3% or £2m) below the targeted level. Please explain the reasons why Lewisham Council is missing its own targets and that it is in the bottom 20 councils in England for actually collecting council tax, and the 7th lowest in London.

Reply

In 2022/23, we were still recovering from Covid and the country was subject to a cost of living crisis that was very much beyond our control. In March 2022 there were 15,403 households in arrears with their council tax and by the following year – in March 2023 this had increased to 19,485. As a result of this, debt with just these households increased by over £4m.

To try and improve this, a number of changes have been made in both the CTAX and business rate sections. Until recently both had significant backlogs which are now cleared which is beginning to enable both services to release more resources to focus on collection rather than account administration.

Other proposed and imminent changes are;

- Implementing new data sharing with HMRC that will enable us to fast-track collection through applying for attachments of earnings and benefits;
- Using credit referencing to establish propensity to recover debt which will inform us on where best to target our resources;
- New take-up activities, targeting households where we believe they would be entitled to CTAX support and to encourage them to make applications;
- Improving notification letters, to make them clearer and ensure they are not an impediment to residents paying;
- Targeted text and email campaigns to residents to encourage direct debt payments and take-up of discounts / reliefs.

PUBLIC QUESTION NO. 19
12 July 2023

Question asked by: Mark Morris

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Sophie Davis

Question

The paper Housing Futures Progress Report as part of the Mayor and Cabinet papers on the 21 June 2023, states that the estimated costs for the transition of services from Lewisham Homes to Lewisham Council for the financial year 2023/24 will be between £3.3m and £3.9m. Does the Mayor believe that the cost benefit analysis undertaken before a decision was made to start the transfer process at Mayor and Cabinet on 7 December 2022 was sufficiently rigorous considering the extensive expenditure now being involved?

<https://councilmeetings.lewisham.gov.uk/documents/s105284/Housing%20Management%20Appendix%203%20Cost-benefit%20Analysis.pdf>

Reply

Thank you for your question. The decision to bring Lewisham Homes in house was led by the need to better respond to the new regulatory environment, the lack of advantages to having an ALMO and the desire to improve services for residents. At the time, many of the costs associated with the transition were unknown or unable to be calculated.

Since the decision, strong progress has been made and further information, discovery and detailed analysis of costs, carried out. The detailed implementation plans, including lessons learned from transferring some services in advance of the October transfer date have revealed a much better understanding of costs associated with the transfer and a clearer understanding of actual costs that was not possible pre-December.

The level of once-off costs for the transition represents c3% of the annual turnover of the Lewisham Homes company of £100m. Within this is a significant element of technology investment which was already part of the Lewisham Homes improvement journey which included getting closer to the Council's systems and infrastructure. However, these actions were delayed with the focus on Covid and new compliance priorities. They are therefore now falling into the transition activities as these have to be done to enable the Lewisham Homes staff to transfer to the Council. The main areas of cost relating to the transition, are attributed to Programme resources including professional services, one off redundancy costs and IT.

The complexity of the programme requires a corporate led approach with dedicated resources in place to ensure residents experience as little disruption to services as possible and staff have a positive experience accessing the right tools to be able to do their job.

PUBLIC QUESTION NO. 20
12 July 2023

Question asked by: Alan Hall

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Brenda Dacres

Question

The former Inner London Education Authority outdoor learning centres:

- Bryn Coedwig Outdoor Education Centre, Alberllefenni, Machynlleth, Powys, Wales
- Tyn y Berth Centre, Corris, Machynlleth, Powys, Wales.
- Horton Kirby Centre, Horton Road, Horton Kirby, Dartford, Kent

transferred to Lewisham Council. Can the cabinet member outline their current ownership and any plans that the Council may have in relation to these properties?

Reply

At Mayor and Cabinet on 15th January 2020 it was agreed that officers were authorised to dispose of these three sites and that process is currently ongoing.

PUBLIC QUESTION NO. 21
12 July 2023

Question asked by: Mark Bennett

Relevant Directorate: Community Services

Member to reply: The Mayor, Damien Egan

Question

This question is for the Mayor: The Casey report highlighted the Met's lack of local accountability. Sadly unlike other boroughs Lewisham relies on just one person to provide what limited accountability is available but with no record of subjects raised or issues resolved. At his meeting on 5th December did the Mayor ask the local police commander how many police officers accused of domestic abuse are still working in Lewisham and what was the answer?

Reply

This issue was discussed at length at the December meeting between the Borough Commander and the Mayor. The Borough Commander was unable to confirm the exact number of Lewisham Officers accused of domestic abuse because of a number of factors including the three borough Basic Command Unit (BCU) Structure, the fact that investigations are often being undertaken by forces where the officer lives rather than works i.e. not the Met and that some officers may not have fully disclosed all relevant information. However, Council officers have formally requested the information via FOI channels at the central Met headquarters and await a response.

PUBLIC QUESTION NO. 22
12 July 2023

Question asked by: Mark Bennett

Relevant Directorate: Corporate Resources

Member to reply: Chair of Overview and Scrutiny Committee

Question

This question is for the Chair of Overview & Scrutiny: The Council's auditor has expressed concern in the accounts about the inability of Lewisham Councillors to properly scrutinise the Council's activities because of a lack of information. Has the Chair raised this problem with the Council?

Reply

Overall the Council has recognised strong and effective scrutiny arrangements in place. One recommendation by the external auditors was in respect of improved performance reporting which has subsequently been actioned.

The Council operates on the principle of transparent and open reporting and has extensive scrutiny arrangements. These arrangements are Member led with, an overarching overview and scrutiny committee, six select committees for defined areas of activity, and the option for additional task and finish reviews. Each Committees sets its own work programme, usually a mix of pre and post decision scrutiny, policy development and performance monitoring, with the aim of improving Council services and outcomes for residents. As Chair of Overview and Scrutiny, I feel that scrutiny is robust in its approach and able to effectively exercise its duties.

In terms of the financial impacts of the Council's activities these are subject to an annual external audit which concludes with an opinion on the financial statements and a conclusion on the arrangements for delivering value for money. The Council's Audit and Risk Committee (formerly Audit Panel), with independent Members, scrutinises these reports and presents them to Full Council. These steps predate and are in-line with the recent Redmond review recommendations for effective audit scrutiny and reporting arrangements.

In the most recent auditor reports, taken to Council in January 2023, the auditors confirmed that they anticipated providing an unqualified financial statement opinion and a positive value for money conclusion. The value for money wording was: Overall, arrangements to secure economy, effectiveness and efficiency are appropriate. Improvement recommendations have been made but these are suggested as methods of achieving best practice as opposed to correcting underperforming arrangements at the Council.

As part of the continuous improvement journey, the Council has launched a new performance dashboard to help Councillors and the public follow what is working well

in line with the Council's priorities. A most recent Corporate Performance report is available on the Council website.

PUBLIC QUESTION NO. 23
12 July 2023

Question asked by: Josh Lucas Mitte

Relevant Directorate: Chief Executive

Member to reply: Councillor Juliet Campbell

Question

Further to Q25 of 17.05.23: when will the Council publish its response to the Disabled People's Commission report about borough-wide access and why does it prevent Lewisham supporting the Equal Pavement Pledge?

Reply

The Council intends to publish its response to the Disabled People's Commission (DPC) report in October 2023. This response will include a full review of the recommendations contained within the report, including those focused on borough access, as well the extension to the report entitled: "Pavements, roads and crossings". The Council intends to use its response to the Commission's report to tackle a wide variety of issues affecting deaf and disabled residents in a cohesive manner, and it will consider the Equal Pavement Pledge as part of its response to the DPC report.

PUBLIC QUESTION NO. 24
12 July 2023

Question asked by: Josh Lucas Mitte

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

From Q20 of 17.05.23: what proportion of the 48% increase in food waste collected comes from primary school collections?

Reply

It isn't currently possible to isolate the proportion of food waste recycling collected from schools as it is collected as part of our domestic food waste rounds. The scheme operates via the existing domestic collection service in order to keep costs as low as possible, limit vehicle journeys and improve efficiency.

To date we have 48 schools successfully operating on the scheme and their support has contributed to an increase in food waste recycling. We are currently engaging with additional schools to gain their participation as we expand the programme.

PUBLIC QUESTION NO. 25
12 July 2023

Question asked by: Julia Webb

Relevant Directorate: Community Services

Member to reply: Councillor Andre Bourne

Question

Glendale's contract apparently excludes trees, and Lewisham department is responsible for the maintenance of trees in Lewisham's parks. Home Park contains a number of specimen trees, including a magnificent cedar, from its time as the parkland of a big house. The trees have been neglected for decades; without maintenance pruning they have become top heavy, and therefore vulnerable to high winds. A section of the cedar tree crashed onto the path recently; fortunately nobody was hurt. The tree is sound, and just needs thinning. Please can you commit to a safety audit of the Home Park trees?

Reply

The trees in Home Park are individually inspected every four years as part of the borough wide parks tree condition survey.

The condition survey for Home Park was completed in February 2023.

The Cedar tree mentioned is indeed sound, The Council's Tree Service Managers' opinion is that limb fell from the tree due to, 'Summer Branch Drop' (SBD) which is not foreseeable and can occur during periods of hot dry weather followed by heavy rain fall.

PUBLIC QUESTION NO. 26

12 July 2023

Question asked by: Julia Webb

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Brenda Dacres

Question

Given the departure of the Director of Planning while Lewisham is relying on delegated power, how will the new slimmed-down Planning Committee system cope? As there are vacant posts in the planning department, will an external and experienced acting director be appointed?

Reply

An interim Director of Planning has been appointed and is working alongside the current Director to ensure a smooth transition as she departs.

There are no concerns about the ability of the Service to cope with making delegated decisions during this period.

PUBLIC QUESTION NO. 27
12 July 2023

Question asked by: Sian Hill

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

The Council has previously stated that if there is a major traffic incident or event locally then it will suspend the operation of the LTNs. If LTNS have ever been suspended in these circumstances please can the Council confirm how any suspensions have been publicised? If a suspension is not adequately publicised and drivers think that PCNs will still be issued (as was initially the case when Lee Green flooded in January 2023), a suspension will have no effect and there will be increased pollution and delays on surrounding roads.

Reply

In the event of a major traffic incident or event impacting the Lewisham and Lee Green Low Traffic Neighbourhood the Council publicises the temporary suspension of the LTN via the corporate website and the council's numerous social media channels. This is to make residents and businesses aware of the suspension and allow them to adapt their journeys accordingly. The same channels are then used to advise when the temporary suspension ceases.

To date, we have introduced two suspensions of the LTN following incidents affecting the wider highway network, which we published on the Council's web site and social media. This included the Lee Green flooding incident in January 2023.

PUBLIC QUESTION NO. 28
12 July 2023

Question asked by: Eric Kentley

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Louise Krupski

Question

With the Council's intention to extend CPZs in the borough combined with the increasing number of electric vehicles, there will inevitably be a further reduction in the number of planted front gardens. As well as diminishing the green assets of the borough, this will in turn lead to a greater risk of flooding as many paved-over front gardens are completely impermeable. What will the Council be doing to ensure that the permitted development regulations on the use of permeable materials is enforced?

Reply

The Council recognises that applications for crossovers may increase as a result of this programme, which would reduce the amount of permeable surfaces in the borough. A sample survey of a number of streets included in the proposed zones will be undertaken six months after implementation to understand if this gives rise to any increase in crossovers and/or hardstandings in those areas. Officers from highways and planning are also proposing to prepare guidance for those wishing to provide hardstandings to promote best practice as well as ensure that, as a minimum, permitted development rights in the General Permitted Development Order 2015 (as amended) are followed.

Where a certificate of lawful development is applied for, the Council will always undertake an assessment to determine whether a scheme complies with permitted development rights. In other cases, the Council's enforcement team will investigate in all cases where a report of a potentially unauthorised hardstanding is received. To help reduce any impact further, a report will be presented to the Council's Mayor and Cabinet on the 19th July seeking approval to adopt a new EV Strategy for the borough, which will include investigating the potential for residents who live in CPZ areas to charge EV's from their homes using new pavement gully technology.

PUBLIC QUESTION NO. 29
12 July 2023

Question asked by: Diana Cashin

Relevant Directorate: Community Services

Member to reply: Councillor Sophie Davis

Question

In the Public Questions and Answers of 17th May, Cllr Davis stated that "the Council's formal White Ribbon accreditation has recently lapsed". When exactly did it lapse?

Reply

Representatives from White.Ribbon.org, confirmed that the accreditation lapsed in March 2020 during the Covid-19 pandemic.

The council have now re-registered as an ambassador, a new application has been made to White.Ribbon.org, and we await confirmation of the application submission.

PUBLIC QUESTION NO. 30

12 July 2023

Question asked by: Diana Cashin

Relevant Directorate: Community Services

Member to reply: Councillor Sophie Davis

Question

Has West Yorkshire's "parks safe for women initiative" provided any practical lessons for Lewisham?

Reply

Thank you for your question. Lewisham's wonderful parks should be a resource for all of our residents and no one should feel unsafe using them. The Head of Parks, Sport and Leisure and the Violence Against Women and Girls Programme Manager for Lewisham are founding members of the Parks for London Women (PLF) Safety Group, taking responsibility for driving forward the change required. The group aims to use the latest research to explore ways to improve safety in parks for women and girls, such as developing methodologies for assessing sites to make them safer; identifying and promoting ways to report incidents; and developing guidance for women and girls using parks and attending park events.

Representatives from Lewisham Council have met with Dr Barker from the University of Leeds to discuss the research. Findings included practical lessons such as fostering well-used parks with organised activities and other opportunities that encourage more women and girls to use them. According to statements research participants made to Dr Barker, "the presence of other women and girls/ other park users of a similar identity signal a safer place".

Further findings by Dr Barker included managing signs of disorder, as this mattered more to feeling safe than tidy grass and flowerbeds. There were other practical lessons identified such as ensuring a visible and approachable presence of parks staff and wider authority figures amongst others.

Lewisham are looking at ways of operationalising the practical lessons of the research to improve the safety of women and girls within our open spaces. In addition, the PFL group are working to develop a toolkit for parks officers that will enable them to implement strategies to reduce the barriers to Women and Girls in parks and open spaces, a toolkit which Lewisham will benefit from.

PUBLIC QUESTION NO. 31
12 July 2023

Question asked by: Billy Shah

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Sophie Davis

Question

The officer's advice on the planning application for 1 Creekside said a planning obligation should be included that occupiers/residents at the lower three floors should be notified of the potential air pollution risks to human health and warned against opening their windows. Now that the Council have taken over the development and it is occupied, what information has been given to residents about the health risks of living there?

Reply

All planning conditions for 1 Creekside have been discharged. There were no conditions stipulating notification to occupiers/residents at the lower 3 floors being notified of potential air pollution risks.

The Section 106 obligates the following in relation to pollution risks and notifications to occupiers of commercial and shared ownership units at ground and first floor levels as follows:

- that the Private Residential Units Marketing Strategy and Shared Ownership Marketing Strategy each contains information explaining how prospective occupiers of the Residential Units located on the first floor of the Development
- will be advised of the air pollution risks associated with occupation of that Residential Unit, and;
- will be advised that the Residential Units have
- been designed to exclude noise and air pollution when the doors and windows are closed.
-

A welcome pack has been provided with required information contained within for commercial units.

Shared owners have signed a waiver confirming that they have been made aware of pollution risks.

The Council is currently developing designs for a public realm improvement scheme for Deptford Church St which will improve the segregation of highway for sustainable travel modes and reduce car dominance. These designs are planned to be consulted upon later this year.

PUBLIC QUESTION NO. 32
12 July 2023

Question asked by: Billy Shah

Relevant Directorate: Corporate Resources

Member to reply: Councillor Amanda De Ryk

Question

The 2021/22 audit reported that Lewisham had significant credit balances on Council Tax and NNDR accounts due to residents and businesses. How many residents and business are owed money by Lewisham and what is the total amount owed?

Reply

We have a number of tenants and businesses that are in credit with their accounts.

These are:

Business Rates

5,841 accounts holding credits totalling £15,697,983. Of this, £7,672,678 are over 6 years old.

Council tax

72,851 accounts holding credits totalling £10,630,803 of which £5,959,738 are over 6 years old.

The Council proactively contacts individuals with credits balances on their accounts to apply refunds due. However, many people leave the Borough without providing forwarding details. Individuals can apply for a refund by completing a form via the Council's website.

PUBLIC QUESTION NO. 33

12 July 2023

Question asked by: Peter Arbszajtys

Relevant Directorate: Community Services

Member to reply: Councillor Andre Bourne

Question

Why are there a number of allotment sites mismanaged with most plots on each of the sites not being offered to public from the “waiting list” for at least 10 years now and what sort of “financial resources” do council officers need to offer allotment plots to applicants on waiting list?

I have contact details of applicants for plots on unused allotment sites who applied for plots over 10 years ago as well as contact details to last the plot users who gave away their plot in 2013 and plot has not been used ever since and has been abandoned.

Reply

In the last 10 years, all Council-owned allotment sites have had new tenants allocated from the waiting list.

There is plot turnover on the majority of the 37 allotment sites.

Overgrown and long-term vacant plots are an issue on several sites. Allocation of those plots is currently underway with additional staffing to assist with this.

Inspections are taking place on Council-managed sites and this will ensure that plots are being well used.

A recent estimate indicated that the average waiting time for an allotment in Lewisham is 7.4 years. On some sites the waiting lists are long with people waiting ten years or more, particularly where sites have a small number of plots or are in popular locations. This will continue to be the case after allocation of the relatively small number of overgrown and long-term vacant plots.

People on the waiting lists who would like an update on their application may contact allotments@lewisham.gov.uk and will be sent their current waiting list report.

Agenda Item 6



Council

Member Questions

Date: 12 July 2023

Class: Part 1

Contributors: Head of Governance and Committee Services

Outline and recommendation

To receive questions from Members of the Council.

Questions from Members of the Council

Section C, paragraph 14 of the Constitution provides for questions relevant to the general work or procedure of the Council to be asked by Members of the Council. Copies of the questions received and the replies to them will be published as an attachment to this document on 11 July

MEMBER QUESTION NO. 1

12 July 2023

Question asked by: Councillor Royston

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Krupski

Question

In many of our parks and on many of our streets, we have old-fashioned lidless bins, which are frequently disturbed by animals and the weather, causing litter to spill out across the pavement, streets and beyond. What work is being done to review and assess where we have lidless bins, and to replace them with bins that are fit for purpose?

Reply

A programme is underway in our parks to replace existing litter bins with vermin proof bins (168 were installed as part of the Greening Fund project). Following this project a new bin design has been developed for deployment with smaller aperture sizes to further reduce the likelihood of mess caused by animals or wind. We are also trialling 'bird flaps' on some of the bins at Manor House Gardens in order to assess their effectiveness.

On the highway, we are undertaking research to develop new bin designs to prevent windblown litter and scavenging. Options also include recycling provision as part of the overall design.

MEMBER QUESTION NO. 2

12 July 2023

Question asked by: Councillor Bernards

Relevant Directorate: Community Services

Member to reply: Councillor Brenda Dacres

Question

Do we have any civic events planned to celebrate the contribution of refugees and migrants to Lewisham?

Reply

During Refugee Week (19-25 June 2023), a number of events took place in the borough that celebrated the contribution of refugees and migrants, many of which were co-funded by Lewisham Council.

Lewisham Council, in collaboration with key partners, delivered an event to celebrate the 100 families which have now been resettled in the Borough through its resettlement scheme. Horniman Museum are also organising a Crossing Borders event on 8 July 2023, with activities and performances being delivered entirely by resettled families.

A number of events were also hosted across the borough to mark the 75th anniversary of the arrival of HMT Empire Windrush, including Windrush 75: The Lewisham Story, held in the Broadway Theatre.

MEMBER QUESTION NO. 3

12 July 2023

Question asked by: Councillor Harding

Relevant Directorate: Community Services

Member to reply: Councillor Barnham

Question

What are we doing to ensure children in Lewisham have access to activities and playgrounds?

Reply

I'm proud that we were elected in 2022 on a pledge to develop a groundbreaking Play Strategy, to support children's quality of life, well-being and development, and to create a new long-term investment programme to refurbish or replace all Lewisham's play areas.

Lewisham's Mayor and Cabinet approved a new Play Strategy in October 2022. This set out our ambition for all Lewisham children to have a variety of safe, accessible and well-maintained places for play within walking distance of their home. This will obviously require a long-term programme of improvement. Early steps include:

- an audit of local parks and playgrounds, and details of the current state of the Adventure Playgrounds.
- a plan to improve our five local Adventure Playgrounds, approved in June 2023. This includes a complete rebuild of the Dumps playground in Bellingham, as part of the project to expand Watergate School.
- The procurement process for the Adventure Playgrounds is due to begin in the summer, with a view to contracts being awarded by November 2023.

Lewisham Council also continues to invest in new children's play areas in our parks. This investment is funded via planning gain received from developers such as section 106 agreements and Neighbourhood Community Infrastructure Levy (NCIL) as well as funding from other grant awarding bodies. Stakeholders are encouraged to influence the type of investment in these spaces via consultation with our parks friends' groups and others who have an interest in good quality accessible children's play facilities, such as families of children with special educational needs. With the money announced for Evelyn in 2021 (Evelyn Green £43k, Folkstone Gardens £80k and Sayes Court £30k) and the current round of Greening Fund and NCIL we will have delivered over £1.6m of play area improvement by the end of 2025.

MEMBER QUESTION NO. 4
12 July 2023

Question asked by: Councillor Webley-Brown

Relevant Directorate: Community Services

Member to reply: Councillor Juliet Campbell

Question

How many refugee families have been resettled in Lewisham?

Reply

During refugee week in June, we welcomed our 100th family as part of our commitment to welcome 100 Afghan and Syrian refugees and as a result of the illegal invasion of Ukraine we have resettled over 400 Ukrainian nationals on the Homes for Ukraine Scheme. We are currently working on our reapplication to Borough of Sanctuary this year so we are able to continue our important work as the country's first Borough of Sanctuary.

Homes For Ukraine scheme

Total No. of Guest arrivals from March 22 to June 23	Total departures from March 22 to June 23	Total remaining
529	125	404

Below is a summary of individuals who have left the scheme and moved on to either settled accommodation, relocated out of borough or returned to the Ukraine. This is based on the figure above of 125.

Type of accommodation	Individuals
Rematched	23
PRS	67
Moved to Ukraine	30
TA	2
Moved to another country	3
Total	125

MEMBER QUESTION NO. 5

12 July 2023

Question asked by: Councillor Tam

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Krupski

Question

What measures have we taken this year reduce Lewisham's carbon emissions?

Reply

Mayor and Cabinet considered a report on 8 March 2023 setting out the Council's work to reduce Lewisham's carbon emissions. A further such update is planned for Mayor and Cabinet in March 2024, and in the lead up to this update it would also be expected to be discussed at Sustainable Development Scrutiny Committee.

The 8 March report can be found here:

<https://councilmeetings.lewisham.gov.uk/documents/s108302/230308%20MandC%20CEAP%20FINAL.pdf>

<https://councilmeetings.lewisham.gov.uk/documents/s108303/230308%20CEAP%20Update%20143%20actions%20MandC%20FINAL.pdf>

MEMBER QUESTION NO. 6
12 July 2023

Question asked by: Councillor Hayes

Relevant Directorate: Children and Young People

Member to reply: Councillor Barnham

Question

What are we doing to tackle school hunger within the borough?

Reply

It is chastening in an affluent modern country that we so often hear from teachers how concerned they are about the number of children going hungry at school. The scale of the cost of living crisis is obviously beyond the capacity of a single council to solve: central government needs to do more, not least because it is the mistakes of this current government that have placed so many families in difficulty.

Nevertheless, it is of course a priority for the Council to do all we can to make sure all children have access to healthy food. We tackle this in several ways:

- Encouraging and supporting families who qualify to apply for free school meals (FSM). In Summer 2022, 1,700 more children in Lewisham were claiming FSM than in Summer 2020.
- Since the Covid-19 pandemic, Lewisham schools have in school holidays distributed shopping vouchers (or hampers in some cases in the early days) to families whose children are eligible for FSM. This provides £15 per eligible child per week. In recent years we have chosen to use the Household Support Fund and its extensions to fund this.
- Sadly, hunger impacts more children than the limited number who qualify for FSM. So we announced earlier this year a £400,000 fund to ensure no child goes hungry at school. This money was distributed to schools directly for them to decide how best to spend it. This could include free breakfasts; provision of break-time snacks; top-ups to packed lunches, food parcels and meals for children not currently eligible for free school meals. All schools in the borough received the funding, with allocation of amounts dependent on the levels of need among the children that attended the school.

I'm very pleased that Lewisham's Mayor and Cabinet recently decided to extend this discretionary funding. Alongside the Mayor of London's grant for free school meals for all primary children, this should enable us to provide greater support for children of secondary age.

MEMBER QUESTION NO. 7

12 July 2023

Question asked by: Councillor Ingleby

Relevant Directorate: Housing, Regeneration and Public Realm

Member to reply: Councillor Sophie Davis

Question

In light of the upcoming Borough-wide introduction of Article 4, from January 2024, what is, or will there be an existing neighbourhood or ward density threshold factor or number of HMO's – and also exempt care accommodation – which forms a material consideration during the process of delegated Planning decisions taken for further creation of these types of property? Does the London Plan offer support and guidance here?

Reply

The London Plan at Policy H9 'Ensuring the best use of stock' states that "Boroughs should take account of the role of houses in multiple occupation in meeting local and strategic housing needs. Where they are of a reasonable standard they should generally be protected". The explanatory text at para 4.9.4 reiterates the importance of HMOs as part of London's housing stock.

The Council's draft Local Plan will begin to gain decision making weight as it progresses towards adoption in the latter part of 2023 meaning that the policies within it will begin to be used alongside the current local plan. Policy H08 'Housing with Shared Facilities (Houses in Multiple Occupation)' sets out criteria where shared housing will be permitted, and where they will be resisted including in areas of overconcentration. This is not set out in a ward by ward or neighbourhood basis as applications are considered on their individual merits and local impact.

The Article 4 restricts a change of use from C3 to C4. There may be circumstances where a property is used for supported care, this is known as C3(b) use class and is not defined by the Government as development, or a material change of use from Use Class C3 and therefore the article 4 nor any policies will apply to the creation of that type of use.

Agenda Item 7



Council

Appointment of a Trustee to Deptford St Paul's Charity

Date: 12 July 2023

Key decision: No

Class: Part 1

Ward(s) affected: Evelyn, Deptford, New Cross Gate, Brockley, Telegraph Hill

Contributors: Emma Campbell Smith, Head of Governance and Committee Services

Outline and recommendations

The Council is recommended to appoint Councillor Will Cooper to be a nominative trustee of Deptford St Paul's Charity

1. Background

- 1.1. The Council has been involved with the Deptford St Paul's Charity since the charity was constituted in 1978.
- 1.2. The charity, governed by a trust deed and constituted as a charitable incorporated organisation, holds a body of trustees consisting of 6 persons, four nominative trustees, appointed by Lewisham Council, and two co-optative trustees, who must be persons through residence, occupation or otherwise with special knowledge of the area of benefit.
- 1.3. The charity currently has two co-optative trustees (who are not councillors). Without a third trustee its meetings are not quorate and, consequently, the

charity cannot carry out its business.

- 1.4. The council urgently needs to appoint at least one nominative trustee to enable the charity to operate.
- 1.5. Ward councillors in the charity's "area of benefit", which roughly covers Deptford, Brockley, Telegraph Hill, Evelyn and New Cross Gate wards, were invited to volunteer. Councillor Cooper has put himself forward.

2. Recommendations

- 2.1. Council is recommended to appoint Councillor Will Cooper as a nominative trustee to the Deptford St Paul's Charity, with immediate effect.

3. Financial implications

- 3.1. There are no financial implications arising from this report.

4. Legal implications

- 4.1. All legal matters are covered in the main body of the report.

5. Report author(s) and contact

- 5.1. Emma Campbell Smith, Head of Governance and Committee Services.
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- 5.2. Legal comments by the Director of Law and Corporate Governance.
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- 5.3. Finance comments by the Director of Finance.
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Council

Pay Policy Statement

Date: 5 July 2023

Key decision: Yes

Class: Part 1

Ward(s) affected: All wards

Contributors:

Sherene Russell-Alexander, Director of People and OD

Claudia Menichetti, Head of Employee Services

Outline and recommendations

The purpose of this report is to seek approval to the Council's annual pay policy statement 2023/24 as required by Section 38(1) of the Localism Act 2011.

The Localism Act requires each local authority to publish an annual pay policy statement which identifies the Council's approach to pay. Once it is in place, the Council may only make payments in accordance with the agreed policy.

Council is recommended to:

- Agree the Pay Policy Statement for 2023/24 as attached at Appendix 1 to this report.

Timeline of engagement and decision-making

The Pay Policy Statement will be published on the Council's website following approval by Full Council.

1. Summary

- 1.1. The purpose of this report is to seek approval to the Council's annual pay policy statement for 2023/34 as required by Section 38(1) of the Localism Act 2011. The Localism Act requires each local authority to publish an annual pay policy statement which identifies the Council's approach to pay. Once it is in place, the Council may only make payments in accordance with the agreed policy.
- 1.2. The statement may be amended at any time by further resolution of Full Council.

2. Recommendations

- 2.1. Full Council are recommended to:
 - Approve the Pay Policy Statement for 2023/24 as attached at Appendix 1 to this report.

3. Policy Context

- 3.1. The Council have a legal duty to ensure it provides a public annual Pay Policy Statement that meets the various requirements of Section 38 to 43 of the Localism Act 2011. The statement attached has been drawn up to meet those requirements.
- 3.2. The Act's intention is to bring together the strands of increasing accountability in transparency and fairness, with regards to pay.

4. Background

- 4.1. The Council published its first pay policy statement in 2012/13, with subsequent statements agreed and published each year in accordance with the requirements of section 38(1) of the Localism Act 2011.
- 4.2. The pay policy statement must set out the Council's approach in relation to the pay and remuneration of its employees. It must include:
 - The level and elements of remuneration for each Chief Officer
 - The remuneration of its lowest paid employees (together with a definition of 'lowest paid employees' and its reason for adopting that definition)
 - The relationship between the remuneration of its chief officers and other officers.

- Other specific aspects of remuneration for its chief officers e.g. salary on appointment; increases and additions to remuneration; any bonuses or PRP and termination payments.
- 4.3. Additionally, the Council must have regard to other statutory guidance or recommendations e.g., relating to the pay multiples. It should be noted that each authority has autonomy to take its own decisions on pay and pay policies.
 - 4.4. Guidance under the Act also sets out an expectation that Full Council will have regard to any proposal that the Mayor may have before the statement is considered. The Mayor has been given a copy of the proposed pay policy statement appearing at Appendix 1 and has not made any further proposal in respect of it.
 - 4.5. Once agreed by Full Council, the Pay Policy Statement will form the basis on which the Council remunerates chief officers and employees.

5. Summary of changes since 2022/2023

- 5.1. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (in force from 31 March 2017) require public sector employers operating in England to provide gender pay reports by 30 March 2018 (and annually thereafter) covering mean gender pay gap in hourly pay for year in the previous year (included in Section 18 of Appendix 1). This data is also required to be published on the Government website. The headline statistic within the Gender Pay Gap Information, of mean hourly rate, shows a positive picture in favour of women of 9.1% in line with last year's figure of 8.4%.
- 5.2. The 2022/23 pay deal for the majority of Council workers (NJC terms and conditions) was an increase of £2,355 for all NJC staff. Chief Officers under NJC terms and conditions also received a pay award of £1,925 in 2022/23. The 2022/23 pay was implemented in December 2022 and backdated to 1 April 2022 in accordance with the respective terms and conditions.
- 5.3. The 2023/24 pay deal is not yet known and is still under negotiation at a national level.

6. Legal Implications

- 6.1. Attention is drawn to the legal implications set out in the body of the report.
- 6.2. The Pay Policy Statement attached to this report complies with the requirements of Section 38 Localism Act 2011 which requires all local authorities to prepare an annual Pay Policy Statement. Chapter 8 of the Localism Act 2011 sets out the information which a pay policy statement must contain and the proposed statement appearing at Appendix 1 is compliant with those requirements. Section 40 of the Act also requires the Council to have regard to any guidance issued or approved by the Secretary of State. Guidance under Section 40 was issued in February 2012 and the attached pay policy statement takes account

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of this guidance.

- 6.3. Additional guidance under Section 40 of the Localism Act was issued in February 2013. As with the earlier guidance, the Council is required under Section 40 to have regard to this guidance when preparing its Pay Policy Statement. This later guidance introduced two further requirements. The first requirement is for local authorities with directly elected mayors. The guidance sets out an expectation that the Council would involve the directly elected mayor and have regard to any proposals that the mayor may have before the statement is considered and approved. The second requirement is that the pay policy statement should include a requirement that full Council is required to vote in relation to any severance packages of over £100,000 (including redundancy pay, holiday pay and pension entitlements).
- 6.4. There are likely to be several difficulties with this requirement. First, a number of the elements of the “severance package” are likely to be contractual and/or statutory entitlements, such as redundancy compensation, pension entitlements and holiday pay. If the Council decided not to approve payments of this type then this is likely to result in the Council being in breach of contract and/or statute. It is feasible that a member of staff’s pension and redundancy compensation alone could take them above the £100,000 threshold without any further payments being made to them. Second, the requirement to hold a vote at full Council could delay the making of any payments. Again, this has the potential of placing the Council in a position where it may be in breach of contract and/or legislation. A delay could also fetter the Council’s ability to effectively settle any potential claims against the authority, particularly in situations where a timely settlement may be the most cost-effective resolution. Third, where the Council enters into settlement of potential claims, it is often a term of any settlement agreement that the settlement remains confidential. This can be of benefit to the Council as well as to the employee. If a vote at full Council was required, then it may be difficult for the Council to provide the confidentiality required by these agreements. If the confidentiality requirement of an agreement was breached this could lead to further claims against the Council and it may be difficult for the Council to provide evidence that confidentiality had definitely not been breached when details of the potential settlement had been distributed to full Council.
- 6.5. As set out above, the Localism Act 2011 requires the Council to have regard to the guidance. This does not require the Council to follow the guidance in circumstances where it has considered the requirements of the guidance but where the Council considers that it has good reasons for not following it.
- 6.6. The draft Pay Policy Statement attached to this report does not include a requirement that full Council is required to vote before large severance packages are provided to staff leaving the organisation. This is consistent with the position set out in the previous years’ Pay Policy Statements. This report recommends that the Council approve the draft pay policy statement in this respect for the reasons set out above.
- 6.7. A Pay Policy Statement must be approved by a resolution of the Council before it comes into force.

- 6.8. Once a Pay Policy Statement is in force, any decision of the authority made after 1st April 2023 and relating to remuneration or other terms and conditions must comply with the Pay Policy Statement in force at the time, subject to any legislative changes which may subsequently be in force. An authority may amend its pay policy statement by resolution.
- 6.9. In the event that the Council wished to adopt a pay policy that does not reflect the current contractual arrangements in place for the employment of officers, then this may give rise to employment law implications.

7. Financial implications

- 7.1. There are no specific financial implications resulting from this report. The report and its attachment outline current arrangements with regards to the Council's pay arrangements for chief officers and other staff.

8. Equalities implications

- 8.1. The Statement covers all paid staff within the Council and is a matter of fact. There are no specific equalities implications to note.

9. Climate change and environmental implications

- 9.1. There are no direct climate change or environmental implications arising from this report.

10. Crime and Disorder Implications

- 10.1. There are no direct crime and disorder implications arising from this report.

11. Health and wellbeing implications

- 11.1. There are no direct health and wellbeing implications arising from this report.

Report author and contact

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Legal implications-Legal Services for Director of Law

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Appendix 1

London Borough of Lewisham

Pay Policy Statement 2023/24

1 Introduction

- 1.1 This pay policy statement applies to all those directly employed by the London Borough of Lewisham. It sets out the Council's approach to setting the pay of its employees and is published in compliance with both the Localism Act 2011 and the Local Government Transparency Code 2015, which requires all councils to produce an annual pay policy statement.
- 1.2 This Pay Policy Statement does not apply to those employed directly by a local authority school and is not required to do so.
- 1.3 The pay policy statement is required to be approved by Full Council before it comes into force. Once approved by Full Council, this will come into immediate effect, superseding the 2023/24 pay policy statement.

2 Corporate approach to remuneration

- 2.1 The Council is committed to transparency of pay, and best value for money in terms of the quality of services provided to residents. It sets its pay and reward packages generally (including pensions) in accordance with a fair pay policy and with regard to national and regional pay trends
- 2.2 The Council's approach to pay is to:
 - ensure pay levels are right to provide the right levels of reward and motivation; and
 - ensure pay levels are affordable by the Council
- 2.3 It is set in the wider context of our values which set a benchmark for our behaviour across the organisation. These are:
 - We put service to the public first.
 - We respect all people and all communities.
 - We invest in our employees.
 - We are open, honest and fair in all we do.

3 Terms and Conditions of Employment

- 3.1 The terms and conditions of employment for Council employees (excluding those who have transferred under specific statutory provisions) are as negotiated nationally by the relevant Negotiating Body for Local Authority Employees and supplemented/amended by any policies or procedures agreed.

- 3.2 The negotiating bodies which apply to employees include:
- The National Joint Council for Local Government Employees, commonly known as the Green Book, applicable to most non-teaching professional and non-leadership support staff in the Council.
 - The Joint Negotiating Committee for Chief Executives of Local Authorities
 - The Joint Negotiating Committee for Chief Officers of Local Authorities
 - The National NHS Staff Council
 - The Soulbury Committee
- 3.3 The employment conditions and any subsequent amendments are incorporated into employees' contracts of employment. The Council's employment policies and procedures are reviewed on a regular basis in the light of service delivery needs and any changes in legislation, case law or best practice.
- 3.4 The Council reached an Agreement with the local trade unions on 1 April 2008, known as Single Status, which applies to most of its employees up to chief officer level. This included the introduction of a single pay and grading structure together with a new job evaluation scheme (the GLPC scheme) for roles graded PO8 and below. The Agreement also sets out the Council's working arrangements and the payments to be made to employees for working outside normal working hours including overtime and call out payments.

4 Remuneration of Chief Officers

- 4.1 Chief Officers are paid on the JNC pay scales, except for the Chief Executive and the Director of Law and Corporate Governance who are paid on a fixed-point spot salary. The table below sets out the chief offer grades and salary range. Full details of the roles that these apply to are published on the Council's website [here](#)

Role	Scale	2023/24	
		From	To
Head of Service (JNC4)	3 points	£88,641	£94,323
Directors (JNC3) (JNC2)	3 points	£107,139	£112,821
	3 points	£119,628	£125,196
Executive Directors (JNC1)	3 points	£157,641	£163,671
Director of Law and Corporate Governance	Fixed point	£160,425	
Chief Executive	Fixed point	£189,651	

- 4.2 The Council's levels of pay for chief officers are regularly benchmarked against other London Councils to ensure they remain competitive.
- 4.3 The grades of Chief Officer Roles, including the role of Chief Executive, are determined through independent job evaluation and advice. This ensures that the relative weight of these roles can be objectively measured using consistent and robust criteria. Exceptions to this are chief officers who have transferred to the Council under statutory provisions which entitle them to retain their pre-transfer pay scales. The table at appendix A outlines the job evaluation schemes used for each group of employees.
- 4.4 The salary paid to chief officers is inclusive of all hours worked and no additional payments are paid to chief officers apart from those specifically set out elsewhere in this statement.

5 Remuneration of employees who are not chief officers

- 5.1 Remuneration for posts below chief officer will normally be determined by either the Greater London Provincial Council job evaluation scheme (all grades up to and including PO8) or the Kornferry Hay Group job evaluation scheme (all grades above PO8). In both cases they are conducted by professionals trained in job evaluation and are well established processes designed to ensure fairness in the evaluation of roles and the appropriate remuneration, making assessments based on objective criteria. The table at appendix A outlines the job evaluation schemes used for each group of employees and provides details of the related national pay frameworks.
- 5.2 The Council is a London Living Wage (LLW) employer and pays the LLW as a minimum to employees. This previously excluded those engaged specifically on apprentice or similar training contracts. However, with effect from 1st April 2021 all London based apprentices (or those employed on similar training contracts) will be paid the LLW. Details of the Council's pay scales, and associated salary range can be found [here](#)

6 Pay Multiple

- 6.1 The Local Government Transparency Code (2015), states that local authorities should publish their pay multiple. The Council defines its lowest paid employee as an employee earning the full-time equivalent salary for the LLW, without any additional payments.
- 6.2 The 'pay multiple' is the ratio between the lowest paid employee and the Chief Executive's full time equivalent salary. The Council has agreed a maximum pay multiple of 13-1. The current pay multiple is shown in the table below.

Description	2023/24
Highest paid	£189,651
Median	£38,934
Lowest	£21,808
Highest to median ratio	4.87
Highest to lowest ratio	8.70

7 Remuneration on appointment

- 7.1 All new appointments, including chief officers will usually be made on the bottom of the grade unless there is a business case for starting an employee to a higher point on their grade, for example to match an existing salary.

8 Appointment to new posts paid in excess of £100,000 per annum

- 8.1 Where it is proposed to appoint to a post which is not in existence at the time of the publication of this pay policy statement, and the proposed remuneration is more than £100,000 per annum the appointment may not be made unless the Council has agreed to the level of remuneration attached to the position. This provision does not apply to any roles which transfer to the Council through either TUPE or any other equivalent or similar statutory transfer process. This requirement does not apply to roles arising out of restructures to which the Council is obliged to match existing employees to or conduct a ring-fenced recruitment exercise.

9 Market supplements

- 9.1 Due to external market factors, the council may need to apply market supplements to some posts in order to attract and retain staff of the appropriate calibre.
- 9.2 Market supplements are linked to the post, not the person and will be reviewed annually. They cannot be paid to someone because of their level of skill or experience.
- 9.3 A market supplement may be deemed suitable where there is evidence of one or more of the following:
- The post has been advertised on more than one occasion and a suitable applicant could not be appointed.
 - Pay benchmarking exercises show that similar local authorities offer market supplements or a higher salary for the same work.
 - There is a recognised national/local skill shortage where the Council is competing with a number of other employers for applicants.
 - The post is highly specialised with a limited number of potential applicants.

10 Performance related pay and bonuses

- 10.1 The Council does not apply any bonuses or performance-related pay to any of its employees, including the Chief Executive, Chief Officers and other senior managers.

11 Other allowances

11.1 The Council may make payments to employees who undertake specific additional duties, such as those relating to emergencies or other statutory duties. These payments range from £2000 to £12,500 a year.

12 Pay progression

12.1 All roles, apart from that of the Chief Executive and the Director of Law and Governance are employed on grades containing spinal column points. All employees (other than the Chief Executive and the Director of Law and Governance) progress through their grade on 1 April each year rising by one incremental point, until they reach the maximum point of the grade. In order to qualify for an April increment, the employee must have been in post for at least six months e.g. appointed on or before the 1st October.

12.2 Pay awards for all employees are negotiated nationally. Details of the last pay award for each group of staff can be found at appendix A.

13 Interim and Consultant engagements

13.1 From time to time it may be necessary for the Council to engage a specialist interim or consultant to either cover a substantive role or undertake time limited pieces of work. The payment of consultants is strictly managed by the council, and assessments are undertaken in accordance with HMRC guidelines to determine the tax status for the engagement.

14 Fees for Election Duties

14.1 Approximately 500 – 600 Council employees may be engaged on election duties of varying types. The fees paid to Council employees for undertaking election duties vary according to the type of election they participate in and the nature of the duties they undertake. All election fees paid are additional to Council salary and are subject to normal deductions for tax.

14.2 Returning Officer duties (and those of the Deputy Returning Officer) are contractual requirements, and fees paid to them for national elections/referendums are paid in accordance with the appropriate Statutory Fees and Charges Order/Guidance and are paid by the body for the conduct of the election.

15 Pensions

16.1 There are three pension schemes covering Council employees. The majority of Council employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provision of that scheme as applied by the Council. The Council does not enhance pensionable service for its

employees either at the recruitment stage or on leaving the service, except in certain cases of retirement on grounds of permanent ill-health where the strict guidelines specified within the pension regulations are followed.

16.2 Centrally employed Teachers are entitled to join the Teachers' Pension Scheme and receive benefits in accordance with the provisions of that scheme.

16.3 Public Health employees who transferred from the NHS and are members of the NHS pension scheme continue to receive benefits in accordance with the provisions of that Scheme.

16 Payments on Termination of Employment

16.1 The general Position

16.1.1 Employees who leave the Council, including the Chief Executive and chief officers, are not entitled to receive any payments from the Council, except as detailed below.

16.1.2 Legislation and guidance in pensions are subject to change. Any legislation that may be enacted during the year will be applied and may vary this policy.

16.2 Retirement

16.2.1 Employees who contribute to the Local Government Pension Scheme, who elect to retire at age 55 or over, are entitled to receive immediate payment of their pension benefits (reduced for early payment if applicable) in accordance with the Scheme. Early retirement, with immediate payment of pension benefits, is also possible under the Pension Scheme on the grounds of permanent ill-health at any age.

16.2.2 The Council will consider applications for flexible retirement from employees aged 55 or over on their individual merits and in the light of service delivery needs. Approval is conditional upon the employee agreeing to reduce their hours/pay by not less than 40%. Benefits closely reflect those permitted by Regulation 18 of the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007/1166. All applications are considered by the Council's Early Retirement Panel.

16.3 Redundancy

16.3.1 Employees who are made redundant are entitled to receive a redundancy payment. The Council's redundancy pay for all employees is calculated based on actual weekly earnings multiplied by the number of weeks' pay using the statutory formula that considers length of service and age. The Council has authority under the provisions of the Local Government (Early Termination of Employment) Discretionary Compensation (England and Wales) Regulation 2006, to use the actual week's pay and not apply the

statutory cap. In addition, the Council's policy is to make a further payment, known as compensation, based on one times the redundancy payment.

16.3.2 The above applies to all employees however, employees aged 55 and above who are members of the Local Government Pension Scheme, will also receive immediate unreduced payment of their pension benefits. The Council will offset any cost associated with the early release of the pension against the additional compensation payment. This will be up to a maximum of 100% of the compensation payment. The Council will meet any excess pension strain cost of putting the benefits into payment early that they cannot recover from the compensation payment.

16.3.3 This scheme may be amended from time to time in accordance with the Council's Constitution

16.4 Voluntary Severance

Voluntary Severance payments may be made where it is in the Council's best interests to do so; such payments should comply with any applicable legislation and the Council's Voluntary Severance scheme at the time.

16.5 Settlement of potential claims

16.5.1 Where an employee leaves the Council's service in circumstances which are, or would be likely to, give rise to an action seeking redress through the courts from the Council about the nature of the employee's departure from the Council's employment, the Council may settle such claims by way of compromise agreement where it is in the Council's interests to do so. The amount to be paid in any such instance may include an amount of compensation, which is appropriate in all the circumstances of the individual case. If Payment in Lieu of notice forms part of the payment this will be shown as a separate payment and taxed accordingly. Should such a matter involve the departure of an Executive Director or the Chief Executive it will only be made following external legal advice.

16.6 Payment in lieu of notice

In exceptional circumstances, where it suits the Council's service needs, payment in lieu of notice is made to employees on the termination of their contracts, these payments attract Tax and National Insurance deductions.

16.7 Other payments

There may be exceptional circumstances not envisaged by the pay policy, where payments may be made, provided they are in the Council's best interests, comply with applicable statutory requirements and with Council policy.

17 Re-employment

- 17.1 Employees who have left the Council on grounds of redundancy will not normally be re-employed for a period of one year and for two years in the case of voluntary severance.
- 17.2 Applications for employment from employees who have retired from the Council or another authority or who have been made redundant by another authority will be considered in accordance with the Council's normal recruitment policy. However, like many authorities, Lewisham operates an abatement policy which means that any pension benefits that are in payment could be reduced on re-employment in local government.

18 Gender Pay Differentials

- 18.1 As part of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, public sector employers are required to report the difference between employees' median and mean pay. The Council publishes its Gender Pay Gap differentials as part of its annual workforce profile, which can be found [here](#)
- 18.2 This is the sixth year of publication which showed the Council to have an 9.1% pay gap in favour of women.

19 Publication and amendment

- 19.1 The Council will publish this Pay Policy Statement on its website and may amend it at any time during 2023/24 if it is of the opinion that it is appropriate to do so. Any amendments to it will also be published on the Council's website.

20 Definition of chief officers

- 20.1 Within this Pay Policy Statement, chief officer includes the following roles: the Council's Chief Executive, Monitoring Officer and those fulfilling statutory chief officer roles as set out in section 2(6) of the Local Government and Housing Act 1989. It also includes non-statutory chief officers as set out in section 2(7) of that Act, which includes all officers for whom the Chief Executive is directly responsible, those who report directly or are directly accountable to the Chief Executive and those who are directly accountable to the Council itself or any committee or sub-committee.
- 20.2 Within this Pay Policy Statement, the term chief officer also includes those who are a deputy to a statutory or non-statutory chief officer referred to above (i.e. those who report directly or are directly responsible to a statutory or non-statutory chief officer, as set out in section 2(8) of that Act). It does not include those employees who report to the Chief Executive or to a statutory or non-statutory chief officer but whose duties are solely secretarial or administrative.

Appendix A

Job Evaluation Schemes and Related National Pay Frameworks

Employee Group	Job Evaluation Scheme	Last Pay Award Implemented	Next Pay Award Due
National Joint Council (NJC) for Local Government Services – Green Book (the majority of the Council’s employees)	Greater London Provincial Council (GLPC) (with local variations) All role up to and including grade PO8	With effect from 1 April 2022 all London pay spines have received an increase of £2,355.	1 April 2023 (to be negotiated/confirmed)
Senior Managers	The HAY job evaluation scheme All SMG 1 to SMG 3 grades	With effect from 1 April 2022 all London pay spines have received an increase of £2,355.	1 April 2023 (to be negotiated/confirmed)
Chief Officers	The HAY job evaluation scheme All grades above SMG 3	With effect from 1 April 2022 all officers within scope of the JNC for Chief Executives received an increase of £1,925.	1 April 2023 (to be negotiated/confirmed)
Teachers Pay & Conditions - TPAC (centrally employed Teachers)	Teachers Pay and conditions documents	1 September 2022 (to be negotiated/confirmed)	1 September 2023 (to be negotiated/confirmed)
Soulbury (Education Psychologists & Education Advisers/ Inspectors)	Soulbury	1 September 2022 (to be negotiated/confirmed)	1 September 2023 (to be negotiated/confirmed)
Public Health (ex-NHS staff)	The Agenda for Change (AfC) NHS Job Evaluation Scheme (GLPC or Hay scheme for those whose roles have been reviewed since the transfer date to the Council)	A one-year agreement covering period 1 April 2022 to 31 March 2023. Pay increases over this period are as set out in the NHS Terms and Conditions of Service (AfC).	1 April 2023 (to be negotiated/confirmed)

Agenda Item 9



Council

Motions

Date: 12 July 2023

Class: Part 1

Contributors: Head of Governance and Committee Services

Outline and recommendation

To receive motions from Members of the Council.

Race Equality Motion

Proposer: Cllr Campbell

Seconder: Cllr Erheriene

Rathfern Primary School has made the United Nations' Sustainable Development Goals a key part of their curriculum, to help students see the world in a more equitable way. Inspired by this teaching Cassius Burton, a Year Six pupil at the time, wrote to the United Nations requesting them to make race equality the 18th Sustainable Development Goal (SDG). Cassius said in his letter that it was a "glaring and unacceptable omission" to have not included race equality as one of the Sustainable Development Goals.

This council notes:

- The United Nations adopted 17 Sustainable Development Goals in 2015 with 169 targets to be achieved by 2030. Racial equality was not specifically included as one of these 17 Goals
- Cassius Burton is a young activist and student from Lewisham who has raised awareness and campaigned for the United Nations to adopt an 18th Sustainable Development Goal for Race Equality
- Systemic racism and discrimination affect millions of people both in the UK and around the world and needs to be addressed urgently

This council believes:

- The United Nations adopting race equality as the 18th SDG would send a powerful message of solidarity and commitment to the millions of people who suffer from racial injustice and oppression
- Achieving racial equality is a key step in eliminating world poverty
- It would inspire and empower governments, civil society, businesses and individuals to take concrete actions to eliminate racism and promote diversity, inclusion and harmony in communities and societies

This council will:

- Support Cassius Burton and his campaign for Race Equality to become adopted as the 18th Sustainable Development Goal by
 - o Writing to the Foreign Secretary encouraging them to raise this issue with the United Nations,
 - o Writing to our three local MPs asking them to support this campaign in Parliament, and
 - o Encouraging more local schools to join this campaign