

LONDON BOROUGH OF CAMDEN
COUNCIL MEETING – 13TH JULY 2026

NOTICE OF MOTIONS

- 1. To consider the following motion, notice of which was given by Councillor Sabrina Francis and which was seconded by Councillor Suleiman Osman**

This Council notes:

- In July 2024, Camden was recognised as a Borough of Sanctuary by City of Sanctuary UK, recognising the borough's long-standing commitment to welcoming and supporting refugees and people seeking asylum, and its work in creating a place where everyone can live safely, contribute, and belong.
- During Refugee Week 2026, Camden Libraries became the first whole library service in London to receive Libraries of Sanctuary accreditation, recognising the work of library staff in creating welcoming, inclusive and trusted spaces for refugees, asylum seekers and people rebuilding their lives in Camden.
- These awards reflect years of partnership between the Council, local voluntary and community organisations, schools, faith groups, residents and volunteers, demonstrating Camden's commitment to putting the values of inclusion, dignity and opportunity into practice.

This Council further notes:

- The Cabinet has agreed to continue funding Camden's Borough of Sanctuary programme, committing £370,000 during 2026/27 to support refugees and people seeking asylum through advice, education, employment support, wellbeing services, community connections and activities that help people settle and thrive.
- Camden Libraries play a vital role as welcoming civic spaces, providing free access to information, digital services, learning opportunities, community activities and trusted support, ensuring that people new to the borough can build confidence, make connections, and participate fully in community life.
- Refugee Week provides an opportunity each year to celebrate the contributions refugees make to Camden's communities, culture and economy, and to recognise the role that local public services and community organisations play in helping people feel welcomed, valued and able to flourish.
- These achievements demonstrate that Borough of Sanctuary is not simply an accreditation, but a practical commitment embedded across council services and delivered in partnership with communities across Camden.

This Council believes:

- Camden's diversity is one of its greatest strengths, and everyone who has been forced to flee conflict or persecution deserves to be treated with dignity, compassion, and respect.

- Welcoming refugees and people seeking asylum is not only an expression of Camden's values but strengthens our borough by enabling people to contribute their talents, skills, and experiences to our communities.
- Local government has an important role in supporting integration, tackling isolation and ensuring that refugees and people seeking asylum are able to rebuild their lives and contribute to their communities.
- Public services, including libraries, are at the heart of creating welcoming neighbourhoods where everyone has the opportunity to belong and flourish.

This Council resolves:

- To congratulate Camden Libraries, council staff, community organisations, volunteers and residents whose commitment has led to both Camden's Borough of Sanctuary status and Camden Libraries becoming the first whole library service in London to achieve Libraries of Sanctuary accreditation.
- To reaffirm Camden Council's commitment to the principles of Borough of Sanctuary and to continue embedding those principles across council services.
- To continue supporting partnerships with voluntary, community and faith organisations that help refugees and people seeking asylum access advice, opportunities and welcoming community spaces.
- To celebrate and promote Camden's Borough of Sanctuary and Libraries of Sanctuary achievements, encouraging residents, businesses, schools and local organisations to play their part in ensuring Camden remains a welcoming borough for all.

2. To consider the following motion, notice of which was given by Councillor Lilac Carr and which was seconded by Councillor James White

This Council notes:

- The Equality and Human Rights Commission's (EHRC) new draft Code of Practice for Services, Public Functions and Associations was laid before Parliament on 21 May 2026, following the April 2025 Supreme Court ruling that the definition of sex in the Equality Act 2010 means sex assigned at birth.
- The updated Code misinterprets the High Court decision and leaves trans people with less access to their rights than before the Supreme Court ruling. The Code's own equality impact assessment acknowledges that the likely impacts on gender reassignment as a protected characteristic are negative.
- Campaigners, trade unions and organisations such as Amnesty International and the Feminist Library have condemned the Code as unjust, unworkable and unacceptable and as treating trans people as a third gender. Treating any group of people as a third gender violates international human rights law.
- The Code limits access to services based on a subjective assessment of how any individual appears to others, and whether they conform to one person's understanding of what a man or woman should look like. This affects not only trans people but anyone whose appearance does not meet narrow gender expectations. It is a fundamentally cruel and unworkable approach that violates people's dignity and autonomy and encourages gender stereotyping.

- Every member of government, every judge and every EHRC member involved in producing and implementing this guidance is cisgender. This segregation of trans people is being imposed entirely without their consent and against their clearly expressed wishes. Trans people have made clear they will not comply with segregation, and the guidance is in any case practically unenforceable.
- Over 100 MPs have backed an attempt to block the Code, describing it as a profound rollback of rights that will erode the principles of inclusion, dignity and equality upon which all rights depend.
- Leading mental health organisations have warned that a knee-jerk response from services could overnight bar trans and non-binary people from essential services, and have called for the Government to ensure the Code is implemented in a way that mitigates harm to trans and non-binary people.
- Trans individuals have made clear that there is no dignity in being challenged about their right to use a space, and that access to appropriately gendered public spaces is essential for everyone to participate in society and to access their legal rights.
- The 2021 Census recorded approximately 1,400 trans and non-binary residents in Camden, placing the borough 38th out of 331 local authorities in England and Wales by proportion of residents whose gender identity differs from their sex assigned at birth.
- Trans and non-binary people already experience some of the highest rates of mental ill health in the UK, driven by stigma, exclusion and barriers to affirming care.
- Trans-related hate crimes across England and Wales have increased by 50% over the last five years, with over 3,000 recorded in the year to March 2025.
- The Government has, despite repeated commitments to dignity and respect for the trans community, approved guidance that its own equalities assessment acknowledges will negatively affect trans people. The Government has shelved its manifesto commitment to reform the Gender Recognition Act. Its proposed conversion practices ban contains a loophole that would allow conversion practices targeting trans children to continue on the NHS, and access to gender-affirming healthcare on the NHS has in practice become significantly harder, not easier.
- Camden has a proud history of standing with its most vulnerable residents and consistently seeking to go beyond the minimum required by law in supporting its diverse communities.

This Council therefore resolves to:

- Reaffirm its commitment to being a trans-inclusive borough and to treating all trans and non-binary residents with dignity, respect and equality in all services it provides and commissions.
- Continue to work in partnership with local LGBTQ+ organisations and trans-led groups to ensure that Council policies and services reflect the lived experience of trans and non-binary residents, and that those most affected have a meaningful voice in decisions that concern them.
- Direct all relevant Council departments and commissioned services to apply the EHRC Code of Practice in the most trans-inclusive manner consistent with the law, to avoid blanket exclusions, and to ensure that alternative provision is

always made available so that no trans or non-binary person is left without access to the services they need.

- Strongly encourage all businesses, landlords, cultural institutions and service providers in the borough to adopt trans-inclusive policies. This includes a recognition that offering a separate "third space" gender-neutral facility as the sole option for trans people is not inclusion but othering, and that organisations must ensure that trans people are welcomed in facilities appropriate to their gender identity, with gender-neutral provision available as a supplement, not a substitute.
- Call on the Prime Minister and the Minister for Women and Equalities to withdraw the EHRC Code of Practice, to introduce primary legislation amending the Equality Act 2010 to restore and strengthen the legal protections that trans people were previously understood to hold under that Act.
- Further call for reform of the Gender Recognition Act 2004 to introduce a de-medicalised, self-declaration process for legal gender recognition in line with international best practice, and to close the conversion practices loophole that permits harmful practices to continue against trans children on the NHS, and to urgently improve trans people's access to gender-affirming healthcare.
- Request that scrutiny committees review the Council's own policies and commissioned services within six months to identify and address any gaps in trans-inclusive provision.

3. To consider the following motion, notice of which was given by Councillor Nancy Jirira and which was seconded by Councillor Matthew Kirk

This council notes:

- the record breaking heatwaves in May and June this year;
- the increasing frequency of hot weather forcing schools and other public services to be closed, trains cancelled and hospitals to struggle;
- the growing concern over a lack of resilience to extreme weather conditions;
- the particular impacts this can have on vulnerable groups;
- the impact of climate change on the cost of living crisis, for example by driving up global food prices.

This council further notes:

- that in 2019 this council unanimously declared a climate and ecological emergency;
- the wide range of actions and initiatives the council has taken since 2019.

This council believes:

- the council can and should play a leadership role in both reducing carbon emissions and preparing for the inevitable impacts of climate change here in Camden;

- that the steps taken so far have not gone far enough on either front. For example, only a tiny proportion of the council's own estate have solar panels or heat pumps installed;
- that climate change poses an existential threat; and that the effects of climate change fall most heavily on the most disadvantaged across the world and across the United Kingdom, meaning climate change is a social justice as well as an environmental issue.

This council reaffirms the 2019 declaration, which stated that this council:

- a) declares a climate and ecological emergency;
- b) commits the Council to take the action it can to make Camden net zero carbon by 2030 ... ensuring that Camden's citizens, businesses, and local organisations are fully involved in the mission to reduce carbon, and pursuing climate action measures with energy and dedication;
- c) commits the Council to tell the truth to Camden citizens about the scale and seriousness of the emergency;
- d) commits the Council to press the Government to take as much action as it can and for it to be similarly upfront about the extent of the emergency;
- e) commits to produce a new ecological plan for Camden to sustain and improve biodiversity in Camden;
- f) encourages all citizens, businesses, and organisations or groups in the borough of Camden to join with the Council to cut carbon, and to protect and improve biodiversity, in order to avert impending catastrophe.

This council calls on the administration to:

- produce a plan to ensure that all viable buildings owned by the council have solar panels and/or heat pumps and other sustainable ways to generate electricity installed by 2030;
- review and enhance the support and guidance the council provides to owners of property in the borough about how they can do the same;
- report on greenhouse gas emissions from the council's own estate in a way that shows the actual change resulting from local steps, rather than national decarbonisation;
- put climate action at the heart of Camden's procurement strategy and at the heart of planning policies;
- make climate change the leading environmental, social and governance (ESG) consideration for pensions;
- ensure there are sufficient 'cool spaces' across the borough and publicise the information, along with advice about keeping homes and workplaces cool in hot temperatures;
- ensure Severe Weather Emergency Protocol (SWEP) provisions are updated to reflect increasing frequency of extreme hot weather, so that street populations are properly supported;
- ensure council staff who work outdoors are provided with the necessary support to keep them safe during hot weather.

4. To consider the following motion, notice of which was given by Councillor Steve Adams and which was seconded by Councillor Juliette Graham

This council notes the important need for planning decisions to be made on a non-political basis in order to firstly maintain trust in the true objectivity of the system and secondly to represent the views and interests of the residents of Camden. At the recent June committee there was the worrying impression that this apolitical approach had been overtaken by the administration's apparent determination to enable the contentious scheme for the redevelopment of the Regis Road area.

Labour councillors appeared to speak and vote in a manner consistent with the administration's wider policy objectives for the site, rather than demonstrating the clear separation that must exist between executive policy-making and quasi-judicial planning decision-making.

Opposition councillors spoke and voted against the proposal for good reasons. A multitude of local groups had lodged objections with real basis yet local Labour councillors made a couched presentation in support of the development. The report noted that the proposal delivered harm in its scale yet assessed that the provision of housing and a film studio complex outweighed that harm.

This council therefore resolves to reaffirm the principle that members of the Planning Committee must act independently, must not be whipped, and must determine each application solely on its planning merits, with an open mind.

Council further resolves to review the composition and operation of the Planning Committee, with a view to strengthening public confidence in its independence and fair representation. All members serving on the Planning Committee should have the opportunity to speak at meetings and receive clear guidance on political neutrality, predetermination, bias, and the importance of maintaining both the reality and appearance of independent decision-making.

5. To consider the following motion, notice of which was given by Councillor Shah Bakth and which was seconded by Councillor Jim Monahan

This Council notes:

- Education is a fundamental right and a public good. The education workers of this borough are the people who make that right real for children and students every day. They deserve to be treated with dignity and paid fairly for the work they do.
- The UNISON members at Richard Cobden and Primrose Hill Primary Schools are fighting to be raised from scale 3 to scale 4 on the pay scale, so that their wages reflect the jobs they actually do. This is the pay grade that some Camden schools already pay their teaching assistants, and that a number of other London boroughs already pay across their schools. Camden Council should be paying it too. These strikes are part of a borough-wide dispute to regrade all teaching assistants (TAs).

- TAs at Richard Cobden Primary School in Camden have taken multiple rounds of strike action following a restructuring in which support staff posts were deleted and teaching assistants were given additional duties. One Council Cabinet member described the extra responsibilities imposed on TAs as making their work "flexible", a characterisation that this Council regards as deeply insulting to workers who were given heavier workloads with no additional pay. In fact, school support staff have some of the least flexible working practices in the Council, with fixed start and finish times, term-time working and fixed holidays.
- The TAs across Camden are among the lowest paid Council workers and are predominantly women. Some are working three or four jobs to get by. The pay increase they are seeking amounts to 23 pence per hour.
- Teachers and staff at the Great Ormond Street and University College Hospital School in Camden perform the vitally important and uniquely demanding role of educating children who are seriously ill, often teaching them in their hospital beds. They have been operating in what their union describes as a climate of fear, with members suspended in circumstances the National Education Union (NEU) believes constitute victimisation for trade union activity.
- Staff at the school have taken over 35 days of strike action, demanding the reinstatement of their NEU representative Kate Williams, who was dismissed in what the union has described as a targeted and unjust attack on her for standing up against bullying management. Governors have not engaged in ACAS talks since September 2025 and a collective grievance submitted by 15 NEU members on 23rd October 2025 remains unresolved.
- An Early Day Motion before Parliament has expressed deep concern at reports of bullying, victimisation of trade unionists and unacceptable management practices at the school, noting that children are no longer receiving full-time education, waiting lists have developed and safeguarding concerns have been raised.
- Library assistants, administrators, IT workers and other professional services staff at SOAS University of London are in dispute over a pay offer of just 1.4% from the Universities and Colleges Employers Association, the lowest offer made to higher education staff since 2020 and well below inflation. Staff at SOAS voted 86% in favour of strike action. UNISON has reported that staff salaries in higher education have dropped by 20% in real terms over the past decade, with no pay uplift matching inflation since the financial crash of 2008.
- University and College Union members at Capital City College are in dispute and have taken strike action in opposition to plans to cut teaching posts. This post-16 college is where many Camden residents have a second chance at gaining qualifications and an education that helps them find work or access higher education, training and learning. With cuts to teachers and courses, the borough's population will suffer, including economically.
- These disputes, in a university, a college, a hospital school and two primary schools, reflect a common failure: the persistent undervaluation of education workers, particularly those in support roles, at a time when demand on them has never been greater. The cost of living crisis and years of real-terms pay cuts have made this unsustainable.

This Council therefore resolves to:

- Express its solidarity with striking workers at Richard Cobden and Primrose Hill Primary Schools, the Great Ormond Street and UCLH Hospital School, SOAS

University and Capital City College, and commend their courage and determination in standing up for fair pay and dignified working conditions.

- Call on Camden Council and the management of Richard Cobden and Primrose Hill Primary Schools to regrade TAs to Scale 4 and to regrade early years practitioners in line with NJC grading and as other schools have already done, and to recognise that describing additional responsibilities imposed through restructuring as merely making work "flexible" is an affront to the dignity of workers who give so much to the children in their care.
- Call on the governing body of the Great Ormond Street and UCLH Hospital School to immediately reinstate the suspended NEU representative and members of SLT, engage in constructive negotiations via ACAS with the union, and commit to creating a workplace culture of respect for the professionalism of staff who do extraordinary work in extraordinary circumstances.
- Call on the management of SOAS University to return to the negotiating table and make a pay offer that genuinely reflects the real-terms losses suffered by professional services staff over more than a decade.
- Call on the management of Capital City College to halt its plans to cut teaching posts, and affirm that post-16 education is a vital second chance for many Camden residents that must be protected.
- Affirm that education is a public good, not a commodity, and that the workers who deliver it, from teaching assistants in primary schools to university professional services staff, deserve pay, security and respect that reflects the irreplaceable value of what they do.
- Call on the Government to provide schools and colleges with adequate funding so that disputes over pay and grading do not fall to individual institutions to resolve from shrinking budgets, and to ensure that the national pay framework for support staff reflects the complexity and responsibility of their roles.

ENDS