

# Business Support Overview and Scrutiny Committee – Supplementary agenda no. 1

Notice of a Meeting, to be held as a **Virtual Meeting** in accordance with Regulation 5 of The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020

**A meeting of the committee will be held on:**

**Date:** Thursday, 26 November 2020

**Time:** 6.30pm

**Venue:** Virtual Meeting

## Agenda

**12 Monuments and place names working group**

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3 - 18)**

Council agreed a motion on 16 July 2020 to set up a Monuments & Place Names Working Group to consider monuments and place names in Medway. This report presents the outcome of the Working Group's work, with recommendations about two structures.

This item has been circulated separately to the main agenda. The Chairman is of the opinion that it should be considered at this meeting as a matter of urgency as permitted under section 100B of the Local Government Act 1972 to enable the Committee to consider the matter before it is considered by Cabinet on 15 December 2020. The report was not available in time for despatch with the main agenda due the final meeting of the working group being held on 17 November 2020.

**For further information please contact Steve Platt, Democratic Services Officer on Telephone: 01634 332011 or Email: [democratic.services@medway.gov.uk](mailto:democratic.services@medway.gov.uk)**

**Date: 23 November 2020**

### **Information about this virtual meeting**

Please note that any member of the press and public may follow proceedings at this 'virtual' meeting via a weblink which will be publicised on the Council's website ahead of the meeting. Please refer to this meeting via the meeting calendar for further details:

<https://democracy.medway.gov.uk/mgCalendarMonthView.aspx?GL=1&bcr=1>

Members of the press and public may tweet, blog etc. during the live broadcast as they would be able to during a regular Committee meeting.



## **BUSINESS SUPPORT OVERVIEW AND SCRUTINY COMMITTEE**

**26 NOVEMBER 2020**

### **MONUMENTS AND PLACE NAMES WORKING GROUP**

Report from: Councillor Barry Kemp, Chairman of the Working Group

Author: Perry Holmes, Chief Legal Officer

#### **Summary**

Council agreed a motion on 16 July 2020 to set up a Monuments & Place Names Working Group to consider monuments and place names in Medway. This report presents the outcome of the Working Group's work, with recommendations about two structures.

#### **1. Budget and policy framework**

- 1.1. The naming of monuments and place names in Medway is a matter for Cabinet.
- 1.2. This item has been circulated separately to the main agenda. The Chairman is of the opinion that it should be considered at this meeting as a matter of urgency as permitted under section 100B of the Local Government Act 1972 to enable the Committee to consider the matter before it is considered by Cabinet on 15 December 2020. The report was not available in time for despatch with the main agenda due the final meeting of the working group being held on 17 November 2020.

#### **2. Background**

- 2.1. In the wake of the Black Lives Matter demonstrations across the country, the Council considered three motions at its meeting on 16 July 2020. The motion that was agreed sought to set up a Working Group to consider monuments and place names in Medway.
- 2.2. A cross-party Working Group was arranged. It met on three occasions and produced a final report on 17 November 2020, which is attached as Appendix A to this report.

### 3. Advice and analysis

- 3.1. The Working Group took advice from Officers as part of their deliberations and sought to obtain historical information from Medway Archives.
- 3.2. It was recognised that the information provided by Medway Archives was not necessarily exhaustive but the Working Group was entitled to consider it together with any information they could glean from other sources, and their local knowledge to carry out their role.
- 3.3. A Diversity Impact Assessment (DIA) has been completed and is attached at Appendix B.

### 4. Risk management

Risk	Description	Action to avoid or mitigate risk	Risk rating
Cabinet chooses to retain the name of the Sir John Hawkins Car Park	There may be community concern about a Council asset continuing to be named after an individual linked to the slave trade	Consider changing the name as advised by the Working Group	C3
Cabinet chooses to retain the name of the Sir John Hawkins Car Park	There may be reputational damage to the Council about continuing to name an asset after an individual linked to the slave trade	Consider changing the name as advised by the Working Group	C3

### 5. Consultation

- 5.1 The Working Group considered one petition that was presented at the Council meeting on 16 July 2020 and four comments received by the Council in June 2020 from members of the public as part of their work. The Outcome Report of the Working Group is the subject of pre-decision scrutiny by this Committee.

### 6. Financial implications

- 6.1. The cost of changing signage for the car park can be paid from the existing budget.

## 7. Legal implications

7.1. The legal implications are set out in the body of the report.

## 8. Recommendations

8.1. Business Support Overview and Scrutiny Committee is recommended to scrutinise the work of the Monuments and Place Names Working Group and make recommendations to Cabinet as appropriate.

### Lead officer contact

Perry Holmes, Chief Legal Officer, [perry.holmes@medway.gov.uk](mailto:perry.holmes@medway.gov.uk) 01634 332133

### Appendices

Appendix A - Monuments & Place Names Working Group Outcomes Report

Appendix B - Diversity Impact Assessment

### Background papers

None

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## **MONUMENTS AND PLACE NAMES WORKING GROUP**

**17 NOVEMBER 2020**

### **OUTCOME REPORT**

#### 1. Purpose of the report

- 1.1. This report records the work of the Monuments and Place Names Working Group to consider monuments and place names in Medway and makes recommendations to Cabinet, regarding the naming of two pieces of infrastructure.

#### 2. Background

- 2.1. A cross party Working Group was set up following the agreement of a motion at Council in the wake of the demonstrations seen nationally of the Black Lives Matter movement.
- 2.2. The Council agreed a motion on 16 July 2020 as follows:

“Council notes that individual experiences and personal heritage will always shape the way in which individuals interpret and relate to the world around them. This includes symbolic items present in public spaces, as well as the names given to public areas.

Council further notes that, whilst we cannot change the past, it is our civic duty to honour Medway’s heritage by telling our story in a way which aims to be as meaningful and respectful to every one of Medway’s residents today as possible, regardless of heritage or ethnic origin.

Council agrees to convene a cross party working group with the purpose of conducting a review of memorials, historic markers, and monuments in Medway to consider what changes, if any, would be appropriate. This group should adhere to normal protocols for the establishment of a cross party working group. The findings of this review should be presented in the form of a report to Cabinet at the earliest practical opportunity, in order to consider practical and financial implications.”

### 3. Membership

- 3.1. The membership of the Working Group comprised Councillors Adeoye, Bhutia, Brake, Cooper, Kemp (Chair), Mahil, Opara and Potter.

### 4. Meetings

- 4.1. The Working Group met on three occasions, 22 September 2020, 19 October 2020 and 17 November 2020. A summary of the deliberations of the Working Group is set out below.

### 5. First Meeting - 22 September 2020

- 5.1. At the inaugural meeting of the Working Group, a terms of reference was agreed which is attached as Appendix 1 to this report.
- 5.2. The Working Group also agreed a Criteria for considering monuments and place names in Medway at its first meeting. That is attached as Appendix 2. It was confirmed that the Working Group would not consider street names.
- 5.3. The Working Group considered a list of monuments and place names in Medway, presented by the Chief Legal Officer and asked for further historical information to be provided for them to consider at their next meeting.
- 5.4. The Working Group were asked to consider a petition and four complaints that were received by the Council, as part of their work and agreed to do so. The petition was about the Sir John Hawkins Car Park and the complaints were about the statue of Lord Kitchener.

### 6. Second Meeting - 19 October 2020

- 6.1. The Working Group considered the further information obtained from Medway Archives about the list of assets, which is attached as Appendix 3 to this report. Whilst Members accepted that the information could not be seen as complete or necessarily definitive, about either the monuments, places or named individuals, it was very helpful to their deliberations and could supplement their own research and local knowledge.
- 6.2. The Working Group first considered which if any of the Council owned items on the list should be considered for re-naming. There was consensus that one of the items on the list, the Sir John Hawkins car park, should be renamed, given the historical figure's links to the slave trade. It was noted that the archivists had not managed to uncover the reason for naming the car park after Sir John Hawkins. Three alternative names were then discussed. The first proposed alternative was "St John's Car Park", given the proximity of the car park to St John the Divine Church, which is located next to the car park. The second proposed alternative was "Waterfront Way Car Park", to reflect the road that the car park was situated on. The final alternative name



considered was “Scott’s Yard Car Park”, to reflect the fact that the car park was set on what used to be the Scott’s Timber Yard. Consensus was reached on the replacement name of “St John’s Car Park”.

6.3 The Working Group then considered what if any action to take regarding the Lord Kitchener statue on Dock Road. The statue is not in Council ownership but had been the subject of four complaints received by the Council. There was consensus from the Working Group to offer advice to the owners of the statue to consider providing contextual historical information on a plaque or similar, attached to the statue.

6.4 The Working Group proposed to suggest the following recommendations to Cabinet:

6.4.1 That due to his links to the slave trade, the Sir John Hawkins Car Park be renamed “St John’s Car Park” in recognition of its proximity to St John’s Church, a prominent and historic building in Chatham.

6.4.2 That due to features of the military life of Lord Kitchener, a letter is sent to the current owners of the statue, informing them of the concerns received from complainants and suggesting that they consider the placement of a plaque or information board at the monument to enable individuals to have further contextual historical information about Lord Kitchener.

## 7. 17 November 2020

7.1 The Working Group considered the draft Outcome Report and covering Cabinet Report at their final meeting.

7.2 There was a consensus view, that on reflection, the recommendation for Cabinet to write to the owners of the Lord Kitchener statue could be seen as a heavy-handed intervention by the Council. The Chief Legal Officer was asked instead to write to the four complainants to explain that their concerns about the statue should be sent directly to the owners of the statue, with details to be provided to them.

7.3 The wording of the Outcome Report and the covering Cabinet Report with suggested amendments were agreed by the majority of the Working Group.

## **Appendix 1 – Terms of Reference**

## **Appendix 2 – Criteria**

## **Appendix 3 – Monuments & Place Names list with Medway Archive background.**



## Appendix 1

### Terms of reference of the Monuments and Place Names Working Group

1. **Name:** Monuments and Place Names Working Group
2. **Purpose:**
  - 2.1. To consider Monuments and Place Names in Medway and make recommendations to Cabinet, regarding the naming of key infrastructure, against an agreed Criteria.
3. **Background:** Commemorative Naming
  - 3.1. Medway Council recognises that public commemoration and memorials offer opportunities to honour, celebrate, or remember a person, group of persons or events of significance. They provide an opportunity for Medway to highlight important social, cultural and economic contributions to society, to celebrate the uniqueness Medway and to create a 'sense of place' which is identified as being of great importance to residents and visitors.
  - 3.2. The Council agreed a motion at 16 July 2020 meeting as follows:

“Council notes that individual experiences and personal heritage will always shape the way in which individuals interpret and relate to the world around them. This includes symbolic items present in public spaces, as well as the names given to public areas.

Council further notes that, whilst we cannot change the past, it is our civic duty to honour Medway’s heritage by telling our story in a way which aims to be as meaningful and respectful to every one of Medway’s residents today as possible, regardless of heritage or ethnic origin.

Council agrees to convene a cross party working group with the purpose of conducting a review of memorials, historic markers, and monuments in Medway to consider what changes, if any, would be appropriate. This group should adhere to normal protocols for the establishment of a cross party working group. The findings of this review should be presented in the form of a report to Cabinet at the earliest practical opportunity, in order to consider practical and financial implications.”
4. **Objectives of the Monuments and Place Names Working Group:**
  - 4.1. To agree which Monuments and Places to consider.
  - 4.2 To agree a criteria
  - 4.3 To make recommendations to Cabinet.

## 5. **Membership**

- 5.1. The Membership shall be Councillors Kemp, Brake, Potter, Bhutia, Opara, Adeoye, Cooper and Mahil or such substitutes as attend in their place.
- 5.2. A quorum of members must be present before a meeting can proceed. A quorum will be three the elected members.
- 5.3. Other organisations/groups/individuals may be invited to join the Working Group with the agreement of members and at the invitation of the Chair.
- 5.4. The Chair will be elected for the duration of the Working Group and will be the author of the report to Cabinet.
- 5.5. Committee decisions will be by consensus or by a vote of the elected members present.
- 5.6. The recommendations as to the naming of major infrastructure and monuments/statues/places will be brought before Cabinet for final decision.
- 5.7. The Committee will be assisted by the following officers:
  - Perry Holmes, Chief Legal Officer
  - Ellen Wright, Democratic Services Officer

## 6. **Meetings:**

- 6.1. A schedule of meetings, time, and venue will be agreed by the Working Group with the first meeting scheduled for 16 September 2020.
- 6.2. It is anticipated that at the first meeting these Terms of Reference and the Criteria will be agreed. The Second meeting will consider draft recommendations, the Third meeting will agree final recommendations to Cabinet.
- 6.3. These terms of reference may be amended at any time with the agreement of the majority of the Working Group.

(The Terms of Reference were agreed at the meeting of the Working Group on 16 September 2020)

## **Appendix 2**

### **Criteria for considering Monuments and Place Names for the Monuments and Place Names Working Group**

The Council agreed a motion at 16 July 2020 meeting as follows:

“Council notes that individual experiences and personal heritage will always shape the way in which individuals interpret and relate to the world around them. This includes symbolic items present in public spaces, as well as the names given to public areas.

Council further notes that, whilst we cannot change the past, it is our civic duty to honour Medway’s heritage by telling our story in a way which aims to be as meaningful and respectful to every one of Medway’s residents today as possible, regardless of heritage or ethnic origin.

Council agrees to convene a cross party working group with the purpose of conducting a review of memorials, historic markers, and monuments in Medway to consider what changes, if any, would be appropriate. This group should adhere to normal protocols for the establishment of a cross party working group. The findings of this review should be presented in the form of a report to Cabinet at the earliest practical opportunity, in order to consider practical and financial implications.”

Proposed Criteria:

1. This Working Group will consider monuments and place names of infrastructure in Medway, but not street names.
2. Names should honour Medway’s heritage.
3. Names should tell the story of Medway.
4. Names should be respectful to all Medway’s residents, regardless of heritage or ethnic origin.



### Appendix 3

UPRN	Description	Historical information
A00136	Chapels, St Margaret's Cemetery, Rochester	Chapel built during 1864; see entry for St. Margaret's Cemetery.
A01304	St. Margaret's Cemetery, Maidstone Road, Rochester	Named as such as it was the new cemetery for St Margaret's Parish. A Burial Board was established 1862 to look for suitable location. Land on the Maidstone Road, adjoining the St Nicholas Cemetery, was identified and purchased in 1863 and the cemetery opened in 1865. Archive ref RCA/B/M/1/1/1: <a href="https://cityark.medway.gov.uk/Details/archive/110011559">https://cityark.medway.gov.uk/Details/archive/110011559</a> . See also 'The Victorian Cemeteries of the Medway Towns', Rodney Clark, q MED363.75 CLA.
A00137	Cemetery Lodge, St Margaret's Cemetery, Rochester	Lodge built during 1864; see entry for St. Margaret's Cemetery.
A01328	Dickens Chalet, High Street, Rochester	Swiss style chalet given to Dickens which was located at Gad's Hill Place, Higham. After Dickens death it was moved to Cobham Hall, and then to Eastgate House in 1961. Archive references include RCA/TC1/32/2: <a href="https://cityark.medway.gov.uk/Details/archive/110016496">https://cityark.medway.gov.uk/Details/archive/110016496</a> . Also see Guildhall Museum's collections for photographs of the Chalet in various locations: <a href="http://cityark.medway.gov.uk">http://cityark.medway.gov.uk</a>
A01326	Will Adams PRU, Woodlands Road, Gillingham	No information found on reason for naming.
A00252	St George's Centre, Chatham Maritime	The building was St George's Church. It was completed in 1906 and was a Royal Naval Church for HMS Pembroke.
A00263	Jackson Recreation Ground, New Road, Rochester	The land for the recreation ground was donated in 1914 by the Mayor of Rochester (1912-1914), John Howard Jackson, in 1914. Originally called 'New Road Recreation Ground', it was renamed as 'Jackson's Recreation Ground' in 1924. Information obtained from secondary sources: Kent Garden's Trust 2013 report for Medway Council 'Jackson's Recreation Ground and Fort Pitt Gardens, Chatham' ( <a href="https://www.kentgardenstrust.org.uk/research-projects/Medway/Jacksons%20Recreational%20Ground.pdf">https://www.kentgardenstrust.org.uk/research-projects/Medway/Jacksons%20Recreational%20Ground.pdf</a> ), and 'Jackson's Recreation Ground', Kevin Russell, The Clock Tower, February 2020 ( <a href="http://foma-lsc.org/Downloads/Issue%2057.pdf">http://foma-lsc.org/Downloads/Issue%2057.pdf</a> )
A00264	Stirling Sports Centre, Maidstone Road, Rochester	Now called King's Rochester Sports Centre, owned and managed by King's School Rochester since October 2012. Not yet found information on reason for previous name.

UPRN	Description	Historical information
A00376	Queen Elizabeth Jubilee Field, Gillingham	Gillingham Borough Council agreed at a meeting on 2/11/76 to pass responsibility for the Council's local celebrations to the Recreation and Amenities Committee. They recommended that <b>'Woodlands Chalk Pit be renamed as Queen Elizabeth Jubilee Fields following reclamation'</b> . Archive reference GBC/AM3/1/80 (pg 741-742): <a href="https://cityark.medway.gov.uk/Details/archive/110025870">https://cityark.medway.gov.uk/Details/archive/110025870</a>
A00408	Will Adams Memorial, Sovereign Boulevard, Gillingham	Earliest reference so far found for the memorial is from a 11 October 1932 minute of the 'General Purposes Committee' of Gillingham Borough Council. The minutes state <i>'The minutes of a meeting of the Will Adams' Memorial Committee, held on 16th ultimo were submitted. Recommended - That the proposal of the Committee to erect a Memorial at Watling Street in an agreed position on the proposed Boulevard, be approved'</i> . (Archive ref GBC/AM3/1/36). Minutes prior to this can be searched, although please note they are not indexed so this may take some time.
A00416	St. Mary Magdalene Churchyard Cemetary Open Space	Formerly Grange Road Cemetary (opened 1859). Cleared by the Council in 1973 and made into an open space.
A00420	St Marys Road Open Space, Bullbrook Estate, Gilling	This was Bulbrooke brickfield. Became an open space in the early 20th century, including allotments in the 1930s/40s. Bullbrook Estate refers to the 1950s housing. The road (St Mary's) was mainly built in the Edwardian period and was named after Queen Mary.
A00527	Byron Primary School, Byron Road, Gillingham	There is no information in the early school records as to the name of the school, but it is on Byrons Road. Byrons Road itself is part of 'Poets Corner'. The builder AF Jeyes had literary interests and a number of Victorian streets in Gillingham are named after poets (reference: 'The Gillingham Chronicles' by Ronald Baldwin, GIL 942.23 BAL, listed in Appendix 5: Place names and street names)
A00566	St Margaret's Infant School, Orchard Street, Rainham	There is no information in the early school records as to the name of the school. It is within St Margaret's Parish, Rainham.
A00568	St Matthews Park, Borstal Street, Rochester	Former playing field of an old school, sold for housing development. Opposite St Matthews Church and the name presumably derives from this.
A00579	St Peter's Infant School, Holcombe Road, Rochester	Named as St Peter's, Delce, Rochester Infant School as of 1891 (reference C/ES/305D/1/1 - this is the first record we have at MAC from this school). Previously a C of E school, and would have been named after the parish.



UPRN	Description	Historical information
A00598	Sir John Hawkins Car Park, Chatham	No information can be found on the reason for the naming of either the car park or the flyover (known as Sir John Hawkins Way, demolished July 2009). RUMCC minutes 1986-1991 so far consulted. Newspaper coverage of the fly-over in 1988 does not name it as Sir John Hawkins Way, merely 'the fly-over' or 'the Chatham fly-over' so currently unclear as to the date this was renamed (certainly was known as this at 2005, when we have press coverage of the fly-over with this name).
A00677	St. Georges Hall, Berengrave Park, Berengrave Lane	No information found on reason for naming. Currently used by Gillingham Sea Scouts.
A00708	Fullagers Yard Car Park, High Street, Chatham	Car park is at the location of Fullager's Yard. Fullager's Yard is present on 1890s OS map for Chatham. George Thomas Fullagar is listed in the 1891 Kelly's Directory (a street and trade directory) at Fullager's Yard (note difference of spelling of G. Fullagar and Fullager's Yard) as a carman (driver of, often horse-drawn, vehicles for carrying goods). It is unclear if there is a link between the person and the name of the yard.
A00743	Waghorn Memorial Site, Gibraltar Hill, Chatham	The Chatham Court Leet (a historical type of manorial court) started efforts for a memorial in 1883/4. Unveiled in 1888. Originally intended for Victoria Gardens. Current site more prominent.
A00961	Prince Arthur Park, Prince Arthur Road, Brompton	No information found on the naming of the park, but the road is named after Prince Arthur of Connaught.
A01013	Victoria Gardens, Fort Pitt Hill, Chatham	Victoria Gardens commemorates Queen Victoria's Diamond Jubilee in 1897. Information obtained from a secondary source, Kent Garden's Trust 2013 report for Medway Council 'Jackson's Recreation Ground and Fort Pitt Gardens, Chatham' ( <a href="https://www.kentgardenstrust.org.uk/research-projects/Medway/Jacksons%20Recreational%20Ground.pdf">https://www.kentgardenstrust.org.uk/research-projects/Medway/Jacksons%20Recreational%20Ground.pdf</a> ).
A01063	St. Nicholas Cemetery, Maidstone Road, Rochester	Named as such as it was the cemetery for the Parish of St. Nicholas. Burial Board was established in 1855 to look for a suitable site. Archive reference RCA/B/N/1/1/1: <a href="https://cityark.medway.gov.uk/Details/archive/110011633">https://cityark.medway.gov.uk/Details/archive/110011633</a> . See also 'The Victorian Cemeteries of the Medway Towns', Rodney Clark, q MED363.75 CLA.
	Lord Kitchener statue, Dock Road	The statue originally stood in Khartoum, shipped in 1959 unveiled April 1960. A programme of events for that unveiling day is at Archives, reference VF BRO 358.20942.

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# Diversity impact assessment

<b>TITLE</b>
<b>Monuments &amp; Place Names Working Group Outcome Report</b>
<b>DATE</b>
15 December 2020
<b>LEAD OFFICER.</b>
Perry Holmes
<b>1 Summary description of the proposed change</b> What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
The proposal to Cabinet is the Sir John Hawkins Car Park be renamed (on the recommendation of the Monuments and Place Names Working Group) to St John's Car Park.
<b>2 Summary of evidence used to support this assessment</b> Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
The deliberations of the Working Group are set out in the Outcomes Report

<b>3 What is the likely impact of the proposed change?</b> Is it likely to: Adversely impact on one or more of the protected characteristic groups Advance equality of opportunity for one or more of the protected characteristic groups Foster good relations between people who share a protected characteristic and those who don't <b>(insert Yes when there is an impact or No when there isn't)</b>
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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Age</b>	No	Yes	Yes
<b>Disability</b>	No	Yes	Yes
<b>Gender reassignment</b>	No	Yes	Yes
<b>Marriage/civil partnership</b>	No	Yes	Yes
<b>Pregnancy/maternity</b>	No	Yes	Yes

# Diversity impact assessment

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Race</b>	No	Yes	Yes
<b>Religion/belief</b>	No	Yes	Yes
<b>Sex</b>	No	Yes	Yes
<b>Sexual orientation</b>	No	Yes	Yes
<b>Other (eg low income groups)</b>	No	Yes	Yes

#### 4 Summary of the likely impacts

Who will be affected?  
How will they be affected?

If the name of the car park is changed, those members of the community with apprehensions about the links of Sir John Hawkins to the slave trade, will be content that the Council has considered their concerns and acted.

#### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?  
Are there alternative providers?  
Can demand for services be managed differently?

N/a

#### 6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
N/a		

# Diversity impact assessment

<p><b>7 Recommendation</b></p> <p>The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence</p> <p>If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.</p>
<p><b>Proceed with the Change.</b></p>
<p><b>8 Authorisation</b></p> <p>The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored</p>
<p><b>Assistant Director</b></p>
<p>Perry Holmes</p>
<p><b>Date of authorisation</b></p>
<p>19 November 2020</p>

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