

COUNCIL

4 October 2022

Commenced: 5.00pm

Terminated: 6.05pm

Present: Councillors Affleck, Alam, Billington, Bowden, Boyle, Bray, Cartey, Chadwick, Choksi, Colbourne, Cooney, Cooper, Costello, Dickinson, Drennan, Fairfoull, Feeley, Glover, Gosling, Gwynne, B Holland, J Homer, S Homer, Huntbach, Jackson, Jones, Lane, Martin, McNally, Mills, Naylor, Newton, North, Owen, Patel, Patrick, Pearce, Quinn, Reid, Ricci, Robinson, Roderick, Ryan, N Sharif, T Sharif, M Smith, T Smith, Sweeton, Taylor, Turner, Ward, Warrington, Welsh and Wills

Apologies for Absence: Councillors Bowerman, A Holland and Kitchen

37. CIVIC MAYOR'S ANNOUNCEMENTS

The Civic Mayor began by saying that since the last meeting of Council in July, the Borough, the country and world, had been through significant times but there was one event that had overshadowed these, which was the death of Her Majesty the Queen Elizabeth II on 8 September 2022 at the remarkable age of 96. She had served more than 70 years on the Throne and had dedicated her life to this country and the commonwealth.

On Sunday 11 September 2022, the Civic Mayor became the first and so far only Mayor of Tameside to read out a royal proclamation announcing the accession of the new King, Charles III, from the steps of Dukinfield Town Hall. The last time this event took place was 1952. The Civic Mayor expressed their deep honour to perform the role and to see so many people gathered on the town hall plateau to witness the event, lay flowers and declare their loyalty to the new sovereign. The Civic Mayor signed the book of condolence at Dukinfield Town Hall, one of nine that had been available in Tameside, which would be combined into one volume and deposited with the local studies and archives service to be preserved for future generations.

The Civic Mayor had attended a service at the Parish Church of St Michael and All Angels to mark the centenary of Ashton War Memorial, which was dedicated on 16 September 1922, and laid a wreath at the memorial. All of the war memorials in Tameside had recently reached their centenary. The Local Authority had made the public aware of these landmarks and many efforts were made to preserve Tameside's war memorials, and to pay tribute to all those who made the supreme sacrifice, not only in the two world wars but all the other conflicts such as Korea, the Gulf and Afghanistan.

The Deputy Mayor, Councillor Tafheen Sharif, had represented the Civic Mayor and the Borough at a recent event in Hattersley to mark the murder of police constables Nicola Hughes and Fiona Bone, two unarmed young women, aged 23 and 32 respectively, who were cruelly robbed of their lives while doing their duty attending what appeared to be a routine burglary call. They too, made the supreme sacrifice.

Best wishes were extended to Councillors Joyce Bowerman and Ann Holland, both of whom had suffered falls recently and they were wished a speedy return to full health.

The Mayor concluded by thanking the Mayoress and the Deputy Mayor for their continued support.

Councillor Naylor in the Chair

38. MINUTES

RESOLVED

It was moved by Councillor Cooney and seconded by Councillor Fairfoull that the Minutes of the meeting of Council held on 19 July 2022 be approved as a correct record.

39. DECLARATIONS OF INTEREST

There were no declarations of interest submitted by Members of the Council.

40. COMMUNICATIONS OR ANNOUNCEMENTS

The Executive Leader began by saying that as the days get colder and the nights start drawing in, preparations needed to begin for difficult months ahead. Since the beginning of the year, local authorities, charities and many other organisations and individuals had sounded the alarm over the worst cost of living crisis in a generation. That crisis had now arrived and had been made immeasurably worse by the recent decisions of the new government. With surging inflation eating into public sector finances, and rumours about November's economic and fiscal forecast suggesting a return to the darkest days of austerity, it was likely that difficult decisions would continue to be made as consideration for the Council's Budget for the next financial year began.

Local government finances, which were already under severe strain before any of the events mentioned above had begun, were now in a crisis, meaning councils across the country were having to plan even more unpalatable service reductions in a bid to balance the books. The inequalities within, and between, different groups of people and places was growing. Food bank usage, debt cases and the number of council tax arrears were all rising. The day-to-day financial pressures all households were facing were undoubtedly having a disproportionate impact on the most deprived and vulnerable as they had fewer places to cut back without hitting living standards. At times like this demand for council services increased, which placed even more pressure on the ailing finances and challenged workforces. Council officers and volunteers were hard at work rolling out assistance to some of the most vulnerable in Tameside communities.

Included in that assistance was Helping Hand Tameside, a one-stop shop, bringing together local support services and organisations in one easy to navigate place. Last month, the second successful Helping Hand Cost of Living Support Fair had taken place, which saw officers from Council Tax, Welfare Rights, Adult Social Care and Employment and Skills attend Tameside One to provide face-to-face advice to residents. Representatives of external organisations and charities such as Action Together, Jigsaw Housing, Mind and Kooth also supported their efforts.

It was reported that there were £5million pension credits not being claimed annually and everything was being done to help residents connect to the money they were entitled to. The Council was working alongside the NHS to make sure that all who were eligible to receive their winter flu and Covid-19 vaccinations did so as quickly and as smoothly as possible.

It was highlighted that efforts to keep Tameside's streets clean and safe continued to see real progress. August saw the launch of the "Our Streets" campaign with a Day of Action in Ashton town centre, which brought together the Council's Community Safety Team, police and volunteers to patrol fly tipping hotspots, engage with residents and businesses, and launch enforcement action where necessary. Since then, a further Day of Action had taken place in Droylsden, complemented by a focused Road Safety Day of Action in Denton and the re-launch of Litter Hubs across the Borough with regular litter picks and vegetation maintenance in all of Tameside's towns.

There had been major developments in improving the built environment with work commencing on the long-awaited restoration and repurposing of Ashton Town Hall. While significant investments in resources and time would still be required, the first steps had been taken in bringing the historic building back to its former glory.

Tributes were paid to one of Tameside's most dedicated public servants, Mike Gurney, Head of Environment Services, who had been honoured with the Institute of Cemetery and Crematorium Management's inaugural outstanding and significant award in recognition of his contribution to Bereavement Services. His dedication and sensitivity in helping Tameside's residents through the emotional process of bereavement and mourning had been witnessed by many and he was congratulated on the excellent job he has done on this, and in making Tameside Bereavement Services respected and admired across the UK.

41. COUNCIL BIG CONVERSATION

The Chair reported that in accordance with Standing Orders 31.12 and 31.13 two questions had been submitted by members of the public. Councillors Ward and Cooney provided responses to the questions.

Question 1

"At the full council meeting of 22 February 2022 I put forward a question concerning progress on the assessment and development of Tameside MBC's estate with respect to its potential for the production and use of renewable energy. The Greater Manchester Combined Authority target for the completion of this was the end of 2021. In response Cllr Ryan confirmed that the 2021 target had not been met, that the assessment and development were a work in progress and that it would be completed by the unbelievably unambitious target date of 2033; unambitious even in comparison to Keir Starmer's Liverpool promise of "100% clean power by 2030".

Would the Councillor agree that the previously mentioned target date of 2033 should be moved forward to 2024 to demonstrate Tameside MBC's seriousness in tackling climate change?"

Response from Councillor Ward, (Executive Member for Climate Emergency & Environmental Services)

"Work has been happening around this area and will continue to happen as opportunities allow. Funding from PSDS rounds 1 and 2 has both identified a number of buildings across the corporate estate including schools and sports trust buildings for renewable technologies to be installed. Furthermore, there is ongoing partnership work with GMCA to look at opportunities for Solar PV across the corporate estate and schools via their Go Neutral framework. A solar on schools workshop has recently been set up to look at the possibilities there and will include representation from TMBC staff. As the estate rationalisation programme is realised we will be in a better situation to further understand the scope of the buildings within the estate that will require renewable intervention."

Question 2

"After 3 UN conferences looking into the humanitarian consequences of any use of nuclear weapons, the International Campaign to Abolish Nuclear weapons (ICAN) write this brief outline of the findings - "A single nuclear weapon can destroy a city and kill most of its people. Several nuclear explosions over modern cities would kill tens of millions of people.*

The extreme destruction caused by nuclear weapons cannot be limited to military targets or to combatants.

Nuclear weapons produce ionizing radiation, which kills or sickens those exposed, contaminates the environment, and has long-term health consequences, including cancer and genetic damage.

Less than one percent of the nuclear weapons in the world could disrupt the global climate and threaten as many as two billion people with starvation in a nuclear famine.

Physicians and first responders would be unable to work in devastated, radioactively contaminated areas. Even a single nuclear detonation in a modern city would strain existing disaster relief resources to the breaking point; a nuclear war would overwhelm any relief system we could build in

advance”.

Cities are the main targets of nuclear weapons, and as major cities are so interconnected any attack would be widely felt - including devastation to medical facilities, transport, communication, emergency services etc. The International Committee of the Red Cross note, out of 300 doctors in Hiroshima 270 were reported dead, of 1780 nurses 1654 were dead and of 140 pharmacists 122 were dead. 42 out of 45 hospitals were rendered non-functional.

In 2013, Article 36 predicted the effects should a 100 kt warhead be dropped over central Manchester. At a distance of 5-8km from ground zero (parts of Tameside), people could suffer 2nd or 1st degree burns, flash blindness and damage to buildings.

What are the responsibilities of Local Authorities in the event of their residents being affected by nuclear war, terrorist incident or accident?”

Response from Councillor Cooney, Executive Leader

“In the event of Nuclear War, a terrorist incident or an accident, central government will establish a Civil Contingencies Committee (commonly referred to as COBRA). As a local authority we work with multi-agency colleagues across the region as part of the Greater Manchester Resilience Forum.

Each public agency will fulfil their responsibility to ensure the safety and recovery of the community. As a local authority we have a responsibility for civic leadership, a humanitarian response, supporting communication and assisting in recovery.

We regularly work with our partners to plan and train for various emergency scenarios to ensure that in the event of an incident, we would be in the best possible position to provide a swift and effective response to support our local community.”

42. MEETINGS OF EXECUTIVE CABINET

Consideration was given to the Minutes of the meetings of the Executive Cabinet held on 27 July, 24 August and 29 September 2022.

It was moved by Councillor Cooney and seconded by Councillor Fairfoull and it was:

RESOLVED

That the Minutes of the meetings of the Executive Cabinet held on 27 July, 24 August and 29 September.2022 be received.

43. MEETING OF OVERVIEW PANEL

Consideration was given to the Minutes of the meetings of the Overview Panel held on 25 July and 26 September 2022.

It was moved by Councillor Cooney and seconded by Councillor Mike Smith and it was:

RESOLVED

That the Minutes of the meetings of the Overview Panel held on 25 July and 26 September 2022 be received.

44. DEMOCRATIC PROCESSES WORKING GROUP

Consideration was given to the Minutes of the meeting of the Democratic Processes Working Group held on 26 September 2022.

The Executive Leader asked Members to note that the statutory review of polling stations and polling districts would commence after the Council meeting with a view to completing the review before the new register of electors, based on new wards, was published in December. He also asked Members to note that a cross party review of Neighbourhood Forums would begin shortly with a view to implementing new arrangements for the next Municipal Year. Neighbourhood Forums would continue in their current guise for the remainder of Municipal Year.

It was moved by Councillor Cooney and seconded by Councillor Fairfoull and it was:

RESOLVED

- (i) That the Minutes of the meeting of the Democratic Processes Working Group held on 26 September 2022 be received;**
- (ii) That Members note that the statutory review of polling stations and polling districts would commence after the Council meeting with a view to completing the review before the new register of electors, based on new wards, was published in December; and**
- (iii) That Members note that a cross party review of Neighbourhood Forums would begin shortly with a view to implementing new arrangements for the next Municipal Year. Neighbourhood Forums would continue in their current guise for the remainder of Municipal Year.**

45. CONTRACT PROCEDURE RULES

Consideration was given to a report of the First Deputy (Finance, Resources & Transformation), which provided details of a review of the current Contract Procedure Rules ("CPRs") and proposed the adoption of a new set of CPRs by each of the STAR Authorities.

It was reported that CPRs were standing orders made pursuant to s135 of the Local Government Act 1972 that included provision for securing and regulating competition for contracts entered into and also included exemptions to such provisions under certain thresholds specified within the CPRs. Since the establishment of STAR Procurement, it had been considered essential that all partner authorities had a single set of CPRs in order to harmonise procurement processes and enable the shared service vehicle to deliver an effective and consistent procurement process. The Council's current CPRs had been harmonised and adopted into the Constitution of each of the STAR Authorities ("Stockport, Trafford, Tameside and Rochdale").

It was important that the STAR Authorities continued to have an agreed set of harmonised CPRs in order to support STAR Procurement as a shared service vehicle. It was appropriate to have a review of the CPRs at this time due to legislative changes following the UK's exit from the European Union. It provided a useful opportunity to pause and reflect on practices and approach to procurement to ensure that efficiencies and quality could be reflected. Interim reviews had taken place in 2016 and 2017 with some minor amendments. The 2018/2019 review was postponed due to a range of factors, including the pandemic, and recommenced in 2021. Representatives from the legal teams of the STAR Councils, and STAR Procurement, had worked together over the last 12/18 months to complete a robust and substantial review of the CPRs. The proposed new CPRs had been agreed by legal teams at each of the STAR Authorities and were summarised in the report and detailed in a table appended to the report. Each STAR Authority was progressing the proposed new CPRs through its own governance procedures to be incorporated into the Constitution of each Council. STAR Procurement would undertake a programme of updating the Procurement Handbook to provide additional guidance as necessary.

It was moved by Councillor Cooney and seconded by Councillor Fairfoull and it was:

RESOLVED

That Council approve the amendments to the Contract Procedure Rules, namely:

- (i) To reflect updated legislation due to the UK's exit from the European Union;**
- (ii) To rationalise the CPRs and, where possible, remove those parts which relate to procedural aspects in order for these to be dealt with in the Procurement Handbook;**
- (iii) To increase the threshold trigger for a one quote exercise for both Supplies, Services and Concessions and Works and Public Works Concessions from £4,999 to £9,999;**
- (iv) To permit the modification of a contract where there are "any other exceptional circumstances as agreed by the SRO for Legal" (9.3.1(g)). The additional ground will offer some flexibility in exceptional circumstances whilst requiring the approval of the SRO for Legal will allow for any risk to be minimised; and**
- (v) To implement a simplified process where the modification is in respect of an extension to the term of a contract, which was provided for in the initial procurement documents and the contract.**

46. GODLEY GREEN PLANNING APPLICATION

Consideration was given to a report of the Executive Leader, which stated that in accordance with the Constitution, the Godley Green Planning application be determined by Strategic Planning and Capital Monitoring Panel unless determined otherwise by Full Council. The report recommended that the matter be referred for determination to Speakers Panel (Planning) to avoid allegations of bias or predetermination as the application was being promoted by the Council and Strategic Planning and Capital Monitoring Panel had a number of Members who were part of the Executive Cabinet.

It was moved by Councillor Cooney and seconded by Councillor Fairfoull and it was:

RESOLVED

- (i) That the Council's Speakers Panel (Planning) consider the Godley Green planning application instead of Strategic Planning and Capital Monitoring because the Council is promoting the application and it would be preferable to have a separation of roles to avoid either an appearance or challenge of bias and/or predetermination; and**
- (ii) That the meeting of Speakers Panel (Planning) scheduled for 14 December 2022 be moved to 21 December 2022.**

47. ESTABLISHMENT OF THE GREATER MANCHESTER INTEGRATED CARE PARTNERSHIP BOARD

Consideration was given to a report of the Executive Leader, which sought to establish the Greater Manchester Integrated Care Partnership as a joint committee and to agree the terms of reference for the Greater Manchester Integrated Care Partnership.

It was reported that a Greater Manchester Integrated Care Partnership was one of two statutory components of an Integrated Care System, alongside the Integrated Care Board. The minimum core membership would consist of ten representatives from the ten districts and a member of the Greater Manchester Integrated Care Board. The Partnership would have a statutory duty to create an integrated care strategy to address the assessed needs, such as health and care needs of the population within the Greater Manchester Integrated Care Board's area, including determinants of health and wellbeing such as employment, environment, and housing. In preparing the integrated care strategy, each Integrated Care Partnership must have regard to guidance that had been issued by the Secretary of State. The legal duties of the Greater Manchester Integrated Care Partnership were appended to the report.

Further guidance issued by Government confirmed that the Greater Manchester Integrated Care Partnership would be subject to local government Health Scrutiny arrangements and that the Care

Quality Commission would review Integrated Care systems including the functioning of the system as a whole, which included the role of the Greater Manchester Integrated Care Partnership. It was proposed that the GM Integrated Care System be scrutinised by the GM Joint Health Scrutiny Committee and at place level, as appropriate. It was expected that all Health and Wellbeing Boards in an area be involved in the preparation of the Greater Manchester Integrated Care Partnership Strategy. Guidance also stated that Integrated Care Partnerships would need to be aware of the work already undertaken at Place and build upon it. They should not override or replace existing place-based plans. It was anticipated that Locality Boards would input into the Greater Manchester Strategy.

Council was informed that a paper had been circulated to local authorities and NHS Bodies on the role and potential makeup of the Greater Manchester Integrated Care Partnership earlier in the year. There had been a number of responses and the paper had been refined and further considered by the wider local authority and NHS system through a paper circulated to Place-Based Leads, NHS Provider Forum, NHS Primary Care Board and the Greater Manchester Integrated Care Board through their governance officers. Responses to the paper were considered by a meeting of the Shadow Greater Manchester Integrated Care Partnership and the membership was agreed, which would consist of 30 members from a wide range of the public, private and voluntary sector, with others invited as required.

It had been proposed that the Greater Manchester Integrated Care Partnership secretariat be provided by the GMCA governance team and it should meet at least quarterly on the same day as the GMCA meeting. The Partnership would convene and coordinate the activities of sub-committees, working groups or other forums as its role developed.

It was moved by Councillor Cooney and seconded by Councillor Fairfoull and it was:

RESOLVED

- (i) That the GM Integrated Care Partnership be established as a joint committee of the Greater Manchester Integrated Care Board and ten local authorities;**
- (ii) That the Executive Leader be appointed as a Member of the Greater Manchester Integrated Care Partnership and the Executive Member with responsibility for Health be appointed as substitute;**
- (iii) That the proposed Terms of Reference of the GM Greater Manchester Integrated Care Partnership as set out at Appendix B of the report be noted.**

48. ESTABLISHMENT OF A GREATER MANCHESTER CLEAN AIR JOINT SCRUTINY COMMITTEE

Consideration was given to a report of the Executive Leader, which sought to establish a Greater Manchester Joint Scrutiny Committee to scrutinise decisions of the Clean Air Charging Authorities Committee and the Clean Air Administration Committee.

It was reported that the ten Greater Manchester Districts and GMCA established the Clean Air Administration Committee in March 2021 and the Clean Air Charging Committee was established in October 2021. Decisions of both Committees were currently subject to Scrutiny by each District. However, as the Committees were jointly exercising the functions of the authorities it was proposed that the Scrutiny arrangements also be exercised jointly. This would enable decisions to be scrutinised more effectively and efficiently on a Greater Manchester basis and across both Committees. The Proposed Terms of Reference for the GM Scrutiny Committee were appended to the report.

It was moved by Councillor Cooney and seconded by Councillor Fairfoull and it was:

RESOLVED

- (i) That the establishment of a GM Clean Air Joint Scrutiny Committee be agreed;**

- (ii) That the Terms of Reference of the GM Clean Air Joint Scrutiny Committee as set out in Appendix A of the report be agreed; and
- (iii) That Councillor Boyle be appointed as a member to the Committee.

49. MEMBERSHIP OF COUNCIL BODIES

The Chair of Council Business advised that there were no changes to be made.

50. NOTICES OF MOTION

Consideration was given to the following motion received in accordance with Standing Order 16.1, which was moved by Councillor Boyle and seconded by Councillor Roderick:

That this Council notes that:

On 8 September 2022, the Prime Minister announced plans to lift the ban on fracking for shale gas.

This Council further notes that:

That this Council deeply regrets the Government's announcement to lift the ban on fracking; notes with concern how extracting new fossil fuels distracts from investing in renewable projects and decarbonising heating systems; recognises the importance of reducing the demand for gas to heat homes in order to lower heating bills, create warmer homes and cut emissions; regrets the lack of support from the Government to help people improve the energy efficiency of their homes; further recognises that fracking would hinder the UK from achieving net-zero emissions; further notes with concern the importance of keeping energy bills low for consumers; notes with concern the lack of evidence that fracking in the UK would lower bills for consumers; and calls on the Government to publish the British Geological Survey report it commissioned earlier this year into fracking.

Fracking could put communities at risk of micro-earthquakes, ground water contamination, loss of species and many other environmental hazards.

This announcement seriously calls into question the government's commitment to reduce the country's reliance on fossil fuels and to move to net zero emissions by 2050.

Following consideration of the Motion it was:-

RESOLVED

That this Council notes that:

On 8 September 2022, the Prime Minister announced plans to lift the ban on fracking for shale gas.

This Council further notes that:

That this Council deeply regrets the Government's announcement to lift the ban on fracking; notes with concern how extracting new fossil fuels distracts from investing in renewable projects and decarbonising heating systems; recognises the importance of reducing the demand for gas to heat homes in order to lower heating bills, create warmer homes and cut emissions; regrets the lack of support from the Government to help people improve the energy efficiency of their homes; further recognises that fracking would hinder the UK from achieving net-zero emissions; further notes with concern the importance of keeping energy bills low for consumers; notes with concern the lack of evidence that fracking in the UK would lower bills for consumers; and calls on the Government to publish the British Geological Survey report it commissioned earlier this year into fracking.

Fracking could put communities at risk of micro-earthquakes, ground water contamination,

loss of species and many other environmental hazards.

This announcement seriously calls into question the government's commitment to reduce the country's reliance on fossil fuels and to move to net zero emissions by 2050.

51. QUESTIONS

Councillor Huntbach raised a question under Standing Order 17.2 as follows:-

"There is compelling evidence that glyphosate and a wide range of other herbicides and pesticides are harmful to human health including successful legal cases regarding incurable cancer. The use of pesticides and weed killers reduces biodiversity, impacting negatively on insects, birds and bees, in a time when the world is losing 2.5% of its insect population per-year. Harmful weed killer residues can creep into the food chain and children and pets are at risk from residues on Council maintained lawns and fields.

Scientific studies have shown a 41% increased risk of Non-Hodgkin Lymphoma caused by exposure from glyphosate-based weed killers and products.

Will the Council formalise our strategy on pesticide applications across the borough including a minimum of the following commitments?

- *Phase out the use of all pesticides and weed killers on council land.*
- *Cut out all use of glyphosate-based treatments in all council operations in one year.*
- *Trial pesticide-free alternatives during this period. Particularly those adopted by the likes of Hammersmith and Fulham and Lewes Councils who use biodegradable foam or hot steam treatments on weeds. To be decided by Executive.*
- *Grant an exception to the above ban regarding the control of Japanese knotweed, or other invasive species, where there are currently no effective mechanical techniques available. However, in this case chemicals such as glyphosate will only be stem-injected, rather than sprayed, to reduce its spread in the environment.*
- *Grant an exception on sprays only in relation to Giant Hogweed where it's not safe to be dug out or safely removed by other means.*

In response, Councillor Ward stated:-

"This council is committed to increasing the biodiversity across the Borough; this can be seen in the fantastic wild flower meadows on Werneth Low to the thousands of trees planted on Ponderosa in Audenshaw and the traditional hedgerows we maintain in the countryside.

The Council is committed to reducing pesticides where possible. We don't spray our sites unless it is to control Japanese Knotweed or Giant Hogweed. In this case, we use a minimum amount of chemicals that we can. Every year our greenspace volunteers give up their time to get rid of the Himalayan Balsam across our parks and countryside, physically pulling and cutting this evasive species. As we do in Denton with our friends group 'Friends of Tame Valley', my ward colleagues, Councillor Ricci and Councillor Gwynne, frequently attend these Balsam bashing events. We have ceased spraying in our playgrounds and our parks apart for exceptional needs. Where we do treat weeds, we do not blanket spray areas and all the spraying is recorded and monitored to ensure minimal use.

We are always researching and working with colleagues in other councils, industries and partners to ensure that we are up to date with the latest technology and we are aware of the pilot projects that councils are using to minimise chemical use. We are always keen to review learning and good practice to ensure we are taking well-informed approaches to tackling issues and to ensure the needs and priorities of our local residents are central to decisions and we will continue to review our approach with regard to this."

Councillor Huntbatch further asked:

"Would the Council consider wild flower verges that only require cutting twice a year, as other councils have successfully done?"

Councillor Ward responded:

“Councillor Huntbach would be welcome to join us on a Tame Valley event to see how things are done and what we do and ask any questions along the way.”

52. URGENT ITEMS

The Chair reported that there were no urgent items of business for consideration.

CHAIR