Message					
From:	David Collins [david@future-	conversations.com]			
Sent:	11/07/2016 11:41:32				
To:	Rock Feilding-Mellen [cllr.fei	lding-mellen@rbkc.com]			
CC:	J BLAKEMAN	councillor b	blakeman [cllr.blakeman@rbkc.gov.uk];		
	Laura.Johnson@rbkc.gov.uk [laura.johnson@rbkc.gov.uk]; Robert Black [rblack@kctmo.org.uk]; Kathy Howard				
	[kathy.howard@rbkc.gov.uk]; <thea.baillie@rbkc.gov.uk> [Thea.Baillie@rbkc.gov.uk]; SWEENEY, John</thea.baillie@rbkc.gov.uk>				
	[john.sweeney@parliament.uk]; Sam Mackover [Cllr.Mackover@rbkc.com]; Marcio Gomes				
	Tund	de Awoderu	hanan wahabi		
	Edward	anton	; Turufat		

Dear Rock,

Subject:

Thank you for your email clarification.

Re: Meeting with Grenfell Tower RA

I must reiterate, I have no axe to grind here, and I have no interest in wasting your or my time. There is no agenda here for me other than representing the views, experiences and desires of residents. That is why I took on leading the Grenfell Tower Compact in 2015, because I could tell people needed someone to represent their issues and desires. It is not that I wish to test your response to what we talk about, but I am interested to observe, as it has been very interesting to observe how residents' experiences to date have been responded to.

I also believe you also need to reconsider some of your expectations. It is worth you knowing that I have been in three countries this past month, am running one business, in conversation to take over another.

One of the projects I am working on is the cultural development programme for Sir Robert McAlpine, where I am lead consultant. My point is, I am busy. It is not in my gift to perform a further detailed analysis of the Grenfell Tower project. One of the reasons I am not producing a detailed report for you is because I do not have the time.

I do understand you wanting to have documented evidence of any mistakes that have been made at Grenfell Tower, and think you are right in your thinking, a detailed investigation is required. I just think you need to find the correct body to collate that information if you want it. What I can show you on Wednesday is the results of a survey which took weeks of residents' time to complete last November. This paints a very different picture from the TMO survey, and along with resident experience is why I suggested the 15 recommendations last week – all of which are not covered in the TMO report.

As far as I can tell the biggest issue with the TMO report is the TMO were asked to complete it. We can talk about the balance of power on Wednesday, and how it affects people's behaviour. One of the things I have observed this past year or two is a lack of checks and balances around and upon the TMO and how it operates. The organisation being asked to investigate the allegations made about itself is a perfect example, and the apparent acceptance of the report without question, is another example. There is much to say about the balance of power, but it is perhaps best to leave it till we have time together in person. I look forward to seeing you on Wednesday.

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Best Wishes,

David

Dear David

I have welcomed your 15 recommendations and have said that I will review them.

Despite having previously requested a detailed agenda and advanced details of any specific issues (not already dealt with in the TMO Board's report) you wish to discuss, I have nevertheless agreed to meet you next week even though you have said you will not now send me a presentation in advance, but instead plan to test my reactions on the day.

I think it is perfectly reasonable for me to ask who is going to be attending this planned meeting, and you have now told me that it was just to be you and ClIr Blakeman plus any officers I request to attend. That would be fine by me.

Finally, I have said that if you are planning on raising new allegations (i.e. ones that have not already been addressed in the TMO Board report) or wish to relook at some of those existing allegations, then I will require written details and evidence backing up any such allegations. Again, I think that is a perfectly reasonable request given how much time the TMO, Council officers, and the HPSC have already spent on this topic.

If you think it is now not worth meeting with me next week, that is your prerogative. For the record, I am still willing to meet with you and Cllr Blakeman on Wednesday at 3:30pm so as to discuss these issues; however, if I do not receive confirmation by midday on Monday that you do still want to meet, then I will assume the meeting is cancelled.

Kind regards,

Rock.

On 8 Jul 2016, at 07:45, David Collins < <a href="mailto:david@future-conversations.com">david@future-conversations.com</a> wrote:

Dear Rock,

Thank you for your response. From the emails you have sent to me I draw the conclusion there is no point for us to meet next week. It occurs like you have already made up your mind about a number of things. If you are not willing to take the experiences of the majority of Grenfell Tower residents at face value, then I see no point in us meeting. I do not wish to waste my time, and do not want to waste yours either. It sounds like you believe I / we have an axe to grind here, perhaps that I / we want to cause trouble or problems for you, or that our experience is not an accurate representation of what happened during the Grenfell Tower works. At the moment it is just myself attending as Chair of the Grenfell Tower residents' association, and I believe it would be useful for Cllr Blakeman to

attend too as our local councillor (she is also a TMO Board member and so has a unique and quasi-independent perspective on what happened). If you expect me to confirm people had the experiences of the TMO and Rydon that they did I can show you statistics, but ultimately the TMO and Rydon refused to investigate many of the issues raised, and if you intend to do the same there is simply no point in meeting. If that is the case I wish you the best of luck with your future programme of works, whilst at the same time fully expecting you to end up here in similar situations with residents and resident groups in the future. Knowing how these things work I am sure when there is a crisis because something more serious happens, or someone more influential is involved, then notice will be taken.

Best Wishes, David

From: Rock Feilding-Mellen < cllr.feilding-mell	en@rbkc.com>	
<b>Date:</b> Thursday, 7 July 2016 at 12:27		
To: David Collins < david@future-conversation	ns.com>	
Cc: J BLAKEMAN	councillor blakeman < <u>cllr.blakeman@</u>	@rbkc.gov.uk>,
"Laura.Johnson@rbkc.gov.uk" <laura.johnson< td=""><td>@rbkc.gov.uk&gt;, Robert Black <rblack@kct< td=""><td>tmo.org.uk&gt;,</td></rblack@kct<></td></laura.johnson<>	@rbkc.gov.uk>, Robert Black <rblack@kct< td=""><td>tmo.org.uk&gt;,</td></rblack@kct<>	tmo.org.uk>,
"Kathy.Howard@rbkc.gov.uk" <kathy.howard< td=""><td>@rbkc.gov.uk&gt;, "<thea.baillie@rbkc.gov.< td=""><td><u>uk</u>&gt;"</td></thea.baillie@rbkc.gov.<></td></kathy.howard<>	@rbkc.gov.uk>, " <thea.baillie@rbkc.gov.< td=""><td><u>uk</u>&gt;"</td></thea.baillie@rbkc.gov.<>	<u>uk</u> >"
< <u>Thea.Baillie@rbkc.gov.uk</u> >, "SWEENEY, John	" < <u>john.sweeney@parliament.uk</u> >, Sam <b>N</b>	1ackover
< <u>Cllr.Mackover@rbkc.com</u> >, Marcio Gomes	Tunde Awoderu	
hanan wahabi	Edward	anton
<	. Turufat	
Subject: Re: Meeting with Grenfell Tower RA		

Dear David

Thank you for the email below.

I will be happy to review those 15 recommendations, although I think many of them have already been addressed in the TMO Board's review.

Can you please confirm exactly who will be attending the meeting from your side? Laura Johnson and I will be attending from the Council. Is anyone else also planning to attend?

I look forward to seeing your presentation on the day (please let me know how you intend to display it). However, I must reiterate that I will not ask officers to investigate any new allegations, which have not already been reviewed by the TMO Board and by the HPSC, unless such new allegations are submitted in writing and backed up with evidence.

Kind regards,

Rock.

On 4 July 2016 at 20:46, David Collins < <a href="mailto:david@future-conversations.com">david@future-conversations.com</a>> wrote: Dear Rock,

We have some outstanding unresolved issues with regard to our refurbishment programme.

We will not be providing you with a detailed report in advance of our meeting. I will bring a presentation on the day summarising our concerns, and the results of two resident led surveys. You can take this away afterwards and use as you wish. With business pressures I simply do not have time to prepare a detailed report for you. It is also the case in what I do that presenting information to a client is always interesting to witness; as the immediate reaction provides a good insight in to their relationship to the issues. I look forward to seeing yours.

What I can say at this time is that the TMO report appears to deal with some of the "what was done" at Grenfell Tower, and how it could be done better. However, it almost completely fails to address the "how it was done", including approach to resident engagement, TMO (and Rydon) officer attitude, and wider TMO culture and service. Their report also fails to be critical enough in terms of lessons learnt, and what could be done better next time.

At Grenfell Tower we recognise that we were in effect 'guinea pigs' for a wider regeneration programme the Council is to undertake. We know that works will in due course commence at Treverton Tower and Raymede Tower, presumably also while residents are in occupation. As well as sharing the resident viewpoint and experience, we would like to meet and discuss what can be learned from our experiences so that a 'Grenfell Pathway' for future tower block refurbishments can be devised to assist the Council, the contractors, and the TMO in the future. Our recommendations for this 'Pathway' would include:

- 1. Promises made to residents are kept
- 2. There is a senior manager or director level resource on the project who is not "task orientated" but "resident" or "people" orientated. This person would have executive accountabilities and budget control, such that they could action issues in a timely manner, and influence the whole project, including contractor actions.
- 3. Communications are clear, personable and wherever possible made in person and if anything changes in terms of what has been told to residents, this will be communicated immediately and with clarity.
- 4. There is enough flexibility in the approach to communication that alternative strategies can be employed if the situation evolves and different approaches are needed through the life of the project
- 5. Formal collective consultation arrangements are set in place at the start of any project, either through a Residents' Association or through a TMO Compact. These meetings are organised by the TMO and take place every six weeks once the works commences. They are organised at an appropriate frequency before and after the works. Communication through public meetings and/or residents' association are organised and led by TMO, involve the Contractor and any local Councillors, and are maintained throughout the life of the project.
- 6. The issues residents raise are treated as valid and accurate in the first instance, respected and dealt with fairly, quickly and appropriately
- 7. A personable, and accessible-to-all, process is put in place for the capturing and responding to residents' issues. I.E. the TMO complaints process is too cumbersome, only available to IT literate people, not timely and efficient enough. 10. A process needs to be in place so that residents' concerns are noted in real time (for instance, at public meetings), logged, tracked, actioned, and responded to. A "You Said. We Did." type of communication format could be used; but would only be effective with an improved process for dealing with issues.
- 8. The TMO will dedicate one Officer to deal specifically with matters arising from the project, to ensure continuity and speedy response

- 9. An independent Residents' Advocate is appointed to have direct access to senior TMO management as part of a monthly meeting cycle, to expeditiously collate and progress residents' individual and collective concerns, and to be kept aware and up-to-speed with progress on the project
- 10. The TMO will ensure it knows and understands the personal circumstances of every resident and makes special arrangements where these are needed
- 11. Written communications will include a short paragraph pointing out that bringing a new-born baby into the home may be difficult when extensive building works are going on and asking anyone likely to be in that position to get in touch as quickly as possible so that individual arrangements can be made as required. This also needs to be raised at all open meetings and with resident association representatives
- 12. All contractors' Resident Liaison Officers will be fully trained to be alert to issues of the type in point 10 above
- 13. It will be recognised that a respite flat available to other residents is by definition not suitable in these circumstances, since caring for a new-born baby is very special and needs peace and privacy
- 14. Everyone involved in the programme residents, contractors, Council, TMO will be encouraged to acknowledge mistakes and learn from them, rather than adopt a defensive response. This is only an attitude which can be encouraged as an "Invitation to follow" for residents; i.e. if the TMO and Contractor do not exemplify this behaviour it is unlikely to be matched by all residents, and even if the TMO and Contractor do take this approach they may have to be patient with some residents.
- 15. Whenever possible, contractors will not use the same lifts as residents. (For example, there are external walkways at each floor at Treverton and Raymede, so it will be possible to install temporary external lifts for these work programmes.)

There may be other recommendations which will emerge during discussions.

The Grenfell Tower Compact is very keen to work with everyone involved so that lessons can be learned and all parties can go forward in a spirit of understanding and co-operation, keeping disruption at future projects to the absolute minimum.

Best Wishes,

David

From: Rock Feilding-Mellen < cllr.feilding-mellen@rbkc.com >

Date: Thursday, 30 June 2016 at 09:21

To: David Collins <david@future-conversations.com>

Cc: J BLAKEMAN councillor blakeman < clir.blakeman@rbkc.gov.uk>,

"Laura.Johnson@rbkc.gov.uk" < laura.johnson@rbkc.gov.uk >, Robert Black < rblack@kctmo.org.uk >,

"Kathy.Howard@rbkc.gov.uk" <kathy.howard@rbkc.gov.uk>, "<Thea.Baillie@rbkc.gov.uk>"

<Thea.Baillie@rbkc.gov.uk>, "SWEENEY, John" <john.sweeney@parliament.uk>, Sam Mackover

<Clir.Mackover@rbkc.com>

Subject: Fwd: FW: Meeting with Grenfell Tower RA

Dear David

Further to the emails below, I want to reiterate that I will not meet with you on the 13th July unless you have sent me a list of specific issues that you can demonstrate have not already been addressed in the TMO Board's report at least a week in advance of the meeting, so that officers and I can have a chance to review such issues in order to make the meeting as productive as possible.

If you cannot get such a briefing to me by the 6th July, then we can easily postpone the meeting until you have had time to gather any evidence you need to support such a briefing.

As I have always said, I am more than happy to meet with you and other residents of Grenfell Tower, but only if we can all be sure that any such meeting can be meaningful and productive, rather than just an opportunity to go over issues that have already been discussed and examined at length.

Kind regards,

Rock.

P.S. I am cc'ing Kathy Howard, who will be making arrangements for

the meeting in Thea's absence.

----- Forwarded message -----

From: <<u>Thea.Baillie@rbkc.gov.uk</u>> Date: 16 June 2016 at 11:10

Subject: FW: Meeting with Grenfell Tower RA

To: cllr.feilding-mellen@rbkc.com

Dear Cllr,

Just FYI – this has been arranged for 13<sup>th</sup> July at 3.30pm. You'll see he said he will bring a presentation on the day so I have specifically asked for them to send over their issues beforehand.

Regards,

T

From: Baillie, Thea: CP-Gov Sent: 16 June 2016 11:06

To: 'David Collins'

Cc: john.sweeney@parliament.uk;

Johnson, Laura: HS-Housing; <a href="mailto:rblack@kctmo.org.uk">rblack@kctmo.org.uk</a>

Subject: RE: Meeting with Grenfell Tower RA

Dear David,

Thank you, I have confirmed Wednesday 13<sup>th</sup> July at 3.30pm. Please come to the Civic reception of Kensington Town Hall upon arrival.

I would be grateful if you could send a brief of the issues you wish to discuss at this meeting in advance and preferably as soon as possible, in order to ensure Cllr Feilding-Mellen and officers attending will have the chance to review it prior to the meeting.

Many thanks

Kind Regards,

Thea

From: David Collins [mailto:david@future-conversations.com]

**Sent:** 16 June 2016 00:23 **To:** Baillie, Thea: CP-Gov

Cc: john.sweeney@parliament.uk;

Johnson, Laura: HS-Housing; <a href="mailto:rblack@kctmo.org.uk">rblack@kctmo.org.uk</a>

Subject: Re: Meeting with Grenfell Tower RA

Yes Thea.

Please confirm an hour from 3.30pm on Wednesday 13th July. If Rock would like to talk for longer please let me know. I will bring a presentation to summarise information in answer to his questions.

David

Sent from my iPhone

On 15 Jun 2016, at 18:09, <<u>Thea.Baillie@rbkc.gov.uk</u>> <<u>Thea.Baillie@rbkc.gov.uk</u>> wrote: Dear David.

Wednesday 13<sup>th</sup> July at 3.30pm or 4.00pm would be good. Please let me know if you would like me to confirm this.

Many thanks

Kind Regards,

Thea

From: David Collins [mailto:david@future-conversations.com]

**Sent:** 15 June 2016 02:50 **To:** Baillie, Thea: CP-Gov

Cc: john.sweeney@parliament.uk;

; Johnson, Laura: HS-Housing; rblack@kctmo.org.uk

Subject: Re: Meeting with Grenfell Tower RA

Dear Thea,

Unfortunately none of those dates work for me. How about:

- Friday 1st July PM
- Monday 4th July between 11 and 1pm
- Monday 11th July
- Wednesday 13th July.

David

Sent from my iPhone

On 10 Jun 2016, at 23:47, <<u>Thea.Baillie@rbkc.gov.uk</u>> <<u>Thea.Baillie@rbkc.gov.uk</u>> wrote: Dear David.

I can offer the following times for you to meet Cllr Feilding-Mellen:

22 June at 3.00pm

6 July at 9.30am

7 July - anytime between 1.30 and 4.00pm

14 July at either 2.00pm or 3.00pm

I will wait to hear if any of these times are convenient for you.

Kind Regards,

Thea Baillie
Governance Administrator - Leadership Support
Royal Borough of Kensington and Chelsea
Level 1 Purple Zone
Thea.Baillie@rbkc.gov.uk

T;

From: Baillie, Thea: CP-Gov Sent: 09 June 2016 11:01

To: 'David Collins'; Cllr-Feilding-Mellen (cllr.feilding-mellen@rbkc.com)

Cc: SWEENEY, John; Edward Daffarn; William Thompson; Marcio Gomes; hanan wahabi;

Turufat; anton; Johnson, Laura: HS-Housing; Robert Black

Subject: RE: Meeting with Grenfell Tower RA

Dear David,

Apologies for the delay in getting back to you. Unfortunately the 27<sup>th</sup> June is not possible but I will come back to you with alternative dates by tomorrow.

Kind Regards,

Thea

Thea Baillie Governance Administrator - Leadership Support Royal Borough of Kensington and Chelsea Level 1 Purple Zone

Thea.Baillie@rbkc.gov.uk

T:

From: David Collins [mailto:david@future-conversations.com]

**Sent:** 08 June 2016 18:17

To: Cllr-Feilding-Mellen (cllr.feilding-mellen@rbkc.com)

Cc: SWEENEY, John; Edward Daffarn; William Thompson; Marcio Gomes; hanan wahabi; Turufat; anton; Baillie, Thea: CP-Gov; Johnson, Laura: HS-Housing; Robert Black Subject: Re: Meeting with Grenfell Tower RA
Dear Thea. We are still awaiting confirmation or otherwise about the dates we offered to Rock. Please could you advise if the 27th June works. Best wishes, David
Sent from my iPhone
On 2 Jun 2016, at 17:02, Rock Feilding-Mellen < <a href="mailto:cllr.feilding-mellen@rbkc.com">cllr.feilding-mellen@rbkc.com</a> > wrote:  Dear David
I will ask Thea Baillie to liaise with you about arranging a date to meet.
However, before we meet, I must ask that you send a briefing of the issues you want to raise or discuss so I can ensure the relevant officers are present. There is no point in meeting until we have received such a briefing and had a chance to review it, so please make sure to send it to us well in advance of any agreed date.
Kind regards,
Rock.
Sent from my iPhone
On 31 May 2016, at 15:18, David Collins < david@future-conversations.com > wrote:  Dear Rock,
Further to my email of earlier today, one of my colleagues cannot make the dates I originally proposed to you.
Please could you consider and let me know if you could meet on:
- The morning of 8 <sup>th</sup> June
- Between 11am and 1pm on 27 <sup>th</sup> June
Thank you,
David
From: David Collins < david@future-conversations.com >  Date: Tuesday, 31 May 2016 at 08:45  To: Rock Feilding-Mellen < cllr.feilding-mellen@rbkc.com >  Cc: "SWEENEY, John" < john.sweeney@parliament.uk > ,  Edward Daffarn

Dear Cllr Feilding-Mellen,

Thank you for letting us know that the TMO report is now in the public domain. I have now read an extract of the report.

From a resident perspective we have a number of positive suggestions we would like to make with respect to future works undertaken by the Council and / or TMO, and some outstanding issues to bring to your attention.

Please advise which of the following dates and times works to meet, or suggest two or three alternatives in the coming month if these do not work for you, so we can prepare our recommendations to present, discuss, and answer your questions about:

- The evening of Wednesday 8th June
- Daytime on Monday 20th June
- Daytime on Friday 24<sup>th</sup> June

Best Wishes,

David

From: Rock Feilding-Mellen <cllr.feilding-mellen@rbkc.com>

Date: Thursday, 19 May 2016 at 17:41

To: David Collins <david@future-conversations.com>

Cc: Edward Daffarn "r.black@kctmo.org.uk" < r.black@kctmo.org.uk >, "SWEENEY,

John" < john.sweeney@parliament.uk >,

"<Thea.Baillie@rbkc.gov.uk>" <thea.baillie@rbkc.gov.uk>

Subject: Re: Meeting with Grenfell Tower RA

Dear Mr Collins

I have now had confirmation from Robert Black that the TMO Board has decided to make public its report and findings into the complaints about the Grenfell Tower improvement project.

Therefore, I suggest that before we meet your group first reviews this report, and then you can let me know if there are particular issues/complaints that have not already been addressed or if you have evidence refuting any of the report's current findings. In that way, we can all ensure that none of us waste time discussing issues and questions that have already been addressed and answered in the TMO Board's report, and if there are still outstanding issues then everyone can come to the meeting prepared with relevant information so as to have a meaningful and useful discussion about potential next steps.

Kind regards,

Rock Feilding-Mellen.

On 17 May 2016 at 07:44, David Collins <david@future-conversations.com> wrote: Dear Cllr Feilding Mellen,

The Grenfell Tower RA will wish to be represented by a small number of Lead Representives and we shall know which individuals are available once we have a date set up. We may also wish to invite one representative from the Lancaster West RA as well as one elected local Councillor.

The Grenfell Tower RA have presented a list of issues on several occasions to Rydon, the TMO, our MP and Councillors over the last year. This included a speech to the Scrutiny Committee in January 2016. We can outline the history of matters when we meet, and we can also share with you data which exists to back up our concerns.

As of this time, the residents of Grenfell Tower have not received answers to the complaints of poor management and engagement, nor any explanation from the TMO as to how they will prevent the same mistakes being made during future regeneration projects. The Grenfell Tower RA is very concerned the RBKC and the TMO decided to hold the investigation in to our complaints in secret during the Scrutiny Committee meeting last Wednesday 11th May. In the spirit of open and fair democracy we would like equal opportunity to be involved and consulted, to have equal opportunity to influence the committee and its views on how the improvement works were handled. We would also like to see and read the TMO report, currently classified as confidential.

We look forward to hearing back from you in due course and we will prepare information to share with you at that time.

Thank you for your ongoing interest and partnership this matter.

Regards,

David Collins
On behalf of Grenfell Tower RA

Sent from my iPhone

On 14 May 2016, at 18:28, Rock Feilding-Mellen < cllr.feilding-mellen@rbkc.com > wrote: Dear Mr Daffarn

As promised, I would be happy to convene such a meeting.

Can you please tell me who else from the RA wishes to attend?

And please also recirculate a list of the allegations that you and the other residents believe are being "covered up", and any evidence you have to back up such allegations.

Once I have that information, I will ask officers to arrange an appropriate venue and date for the meeting.
Kind regards
RFM.
Sent from my iPhone
On 14 May 2016, at 17:52, Edward Daffarn wrote:
Dear Cllr Feilding Mellen,
On Wednesday 11th May during your visit to Grenfell Tower you stated in front of Cllr Paget Brown and other Council and TMO members that you would convene a meeting between yourself, Laura Johnson, Robert Black and members of the Grenfell Tower Residents Association to discuss our ongoing concerns that the serious allegations we submitted to the RBKC Scrutiny Committee have been covered up and intentionally sidelined.
The decision of the RBKC and TMO to hold the response to residents of Grenfell Tower concerns in secret at last Wednesday's Scrutiny Committee further confirmed our suspicions that the Council and TMO are working in collusion to ensure that our aforementioned complaints are not addressed and mistakes not acknowledged and learnt from.
Please send us some dates and times that you are free to meet with us so that we can discuss how the residents of Grenfell Tower can obtain some sort of justice from the ill treatment we received as a consequence of the mis management of the Improvement Works?
Once you have supplied us with some dates we will contact you regarding an agenda.
Regards,
Edward Daffarn
On behalf of the GTRA
Leighton House Museum
The Pre-Raphaelites on Paper: Victorian drawings from the Lanigan Collection on show until Sunday 29 May 2016
Http://www.rbkc.gov.uk/laniganexhibition
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# Cllr Rock Feilding-Mellen

Deputy Leader and Cabinet Member for Housing, Property & Regeneration Royal Borough of Kensington and Chelsea

Tel:

Email: Cllr.Feilding-Mellen@rbkc.com

www.rbkc.gov.uk/holland

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### Cllr Rock Feilding-Mellen

Deputy Leader and Cabinet Member for Housing, Property & Regeneration Royal Borough of Kensington and Chelsea

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#### Cllr Rock Feilding-Mellen

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Cllr Rock Feilding-Mellen

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