

# Briefing Note

Republished after the meeting to remove items now included in the minutes pack

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## Council

Date: **Monday 27 November 2017**

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Time: **5.30 pm**

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Place: **Council Chamber, Town Hall**

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For any further information please contact:

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This briefing note forms part of the Council agenda papers and should be read alongside these.

The Council meeting is available via a webcast. This means that people may choose to watch all or part of the meeting over the internet rather than attend in person. The webcast will be available to view on the City Council's website after the meeting.

## PART 1 - PUBLIC BUSINESS

### 1 APOLOGIES FOR ABSENCE

### 2 DECLARATIONS OF INTEREST

### 3 MINUTES

Council is asked to approve the minutes as a correct record.

### 4 APPOINTMENT TO COMMITTEES

No changes have been notified.

### 5 ANNOUNCEMENTS

Announcements by:

1. The Lord Mayor
2. The Sheriff
3. The Leader of the Council (who may with the permission of the Lord Mayor invite other councillors to make announcements)
4. The Chief Executive, Chief Finance Officer, Monitoring Officer

### 6 PUBLIC ADDRESSES AND QUESTIONS THAT RELATE TO MATTERS FOR DECISION AT THIS MEETING

There are no public addresses and questions in this section.

## CITY EXECUTIVE BOARD RECOMMENDATIONS

### 7 MUSEUM OF OXFORD HIDDEN HISTORIES REDEVELOPMENT PROJECT

The City Executive Board agreed the recommendations in the report.

Councillor Sinclair, Board Member for Culture and Communities will move the recommendations.

**Recommendation: the City Executive Board recommends Council to**

1. increase the project's overall capital budget by £611,754 to £2,842,804 and the Councils capital contribution from £315,000 to £1,340,106 to be financed by prudential borrowing in accordance with paragraphs 22 and 25 of the report; and
2. note the increase in the Councils revenue budget in respect of the additional cost of operating the new museum of £30k per annum with effect from 2020/21 which will be raised during the forthcoming budget setting process (paragraph 28 of the report).

Agenda Pack

Agenda Pack

## OFFICER REPORTS

### 8 EXTENSION OF CONTRACT OF INTERIM CHIEF EXECUTIVE TO 2020

Councillor Price, the Leader of the Council will move the recommendations.

**Recommendations: That Council resolves to:**

1. agree the recommendation from the Appointments Committee for a 3 year extension to the Interim Chief Executive's current fixed-term contract to 31st December 2020;
2. consider the attached Equalities Impact Assessment and Risk Register in reaching its decision.

**Agenda Pack**

## QUESTIONS

### 9 CITY EXECUTIVE BOARD MINUTES

This item has a time limit of 15 minutes.

Councillors may ask the Board Members questions about matters in these minutes:

**Minutes of meeting Monday 16 October 2017 of City Executive Board**

**Agenda Pack**

### 10 QUESTIONS ON NOTICE FROM MEMBERS OF COUNCIL

Questions on notice from councillors received in accordance with Council Procedure Rule 11.10(b) and responses.

Councillors may ask a supplementary question.

**Minutes pack**

## PART 2 - PUBLIC INVOLVEMENT AND SCRUTINY

### 11 PUBLIC ADDRESSES AND QUESTIONS THAT DO NOT RELATE TO MATTERS FOR DECISION AT THIS COUNCIL MEETING

**There are 5 addresses and 1 question from members of the public.**

A total of 45 minutes is available for both public speaking items. Responses are included in this time. Up to five minutes is available for each public address and up to three minutes for each question.

**Minutes pack**

**12 PETITION SUBMITTED IN ACCORDANCE WITH COUNCIL PROCEDURE RULES – OXFORD CITY COUNCIL MUST FIX THE BLUE HOLE THEY HAVE CREATED**

**This item has a 15 minute time limit in total.**

The head petitioner, Mr Nigel Gibson, will speak to Council for a maximum of 5 minutes at the start of this item (**speech attached**).

Council is asked to consider a petition meeting the criteria for debate under the Council's petitions scheme in line with the procedure for large petitions.

The petition proposes:

*Oxford City Council must fix the blue hole they have created. We the undersigned call on Oxford City Council to address the loss of health, fitness and exercise facilities in the 'blue hole' caused by the Labour-led City Council's closure of Temple Cowley Pool in December 2014, and extended for five years in the Leisure and Wellbeing strategy 2015-2020 adopted in September 2015.*

This is the petition motion.

No councillor has proposed a motion for debate.

**Council is recommended to:**

- **hear the head petitioner for the petition;**
- **debate the proposal to the Council contained within the petition (above); and**
- **decide the action it wishes to take.**

Any actions proposed must be referred to the Executive Board to consider. No binding decision can be taken at this meeting.

**13 OUTSIDE ORGANISATION/COMMITTEE CHAIR REPORTS AND QUESTIONS**

**No partnership report will be taken this time.**

No other items were notified by the publication of the briefing note.

**14 SCRUTINY COMMITTEE UPDATE REPORT**

Councillor Gant, the Chair of the Scrutiny Committee will present the report.

Council is invited to comment on and note the report.

**Briefing  
note**

**Agenda  
pack**

**Agenda  
Pack**

## PART 3 - MOTIONS REPRESENTING THE CITY

### 15 MOTIONS ON NOTICE - 27 NOVEMBER 2017

**This item has a time limit of 60 minutes.**

The full text of motions received by the Head of Law and Governance in accordance with Council Procedure Rule 11.17 by the deadline of 1.00pm on 15 November 2017 is below. Motions will be taken in turn from the Liberal Democrat, Green, and Labour groups in that order.

Substantive amendments to these motions must be sent by councillors to the Head of Law and Governance by no later than 10.00am on 24 November 2017 so that they may be circulated with the briefing note.

Minor technical or limited wording amendments may be submitted during the meeting but must be written down and circulated.

**Council is asked to consider the following motions:**

- a) A tourism policy for Oxford (with amendment)
- b) Call on Council to support conversion of buses into homeless accommodation
- c) The United Nations Convention on the Rights of Persons with Disabilities (with amendment)
- d) Fair employment: voluntary charter "Dying to Work"
- e) Call on Government to introduce a new Clean Air Act
- f) Against harassment
- g) Free city centre wifi
- h) Phasing out unnecessary single-use plastics
- i) Support for the union national wage claim.

**Briefing  
note**

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## **Address by Mr Gibson, the petition organiser**

I am presenting Council with a petition asking you to work with the community to replace the deficit you have created in Cowley, namely the provision of health and fitness facilities.

This is the 9th petition that the Campaign to Save Temple Cowley Pools has presented to Council. The very first petition presented to Council, at over 12,000 handwritten signatures, was simply dismissed as not being the whole of Oxford. But the support to keep the centre open was clear. As it was with the second petition. And again. And again. In fact, 7 more times, and with tonight's submission you have the opportunity to debate it for a 9th time.

Each time, the request from the community has been pointedly ignored by the Labour leadership. This is unfortunate, particularly as so many Labour Councils across the UK have chosen to work with the public they have been elected to represent, and so enable so many groups of people to maintain their health and fitness.

I need to remind you what we have lost. Or rather, what you have actively and knowingly removed from the people of Cowley and East Oxford. Labour decided in 2009 that Temple Cowley Pools should close. No discussion with the public, no real consideration of options, just a series of assertions which we in the Campaign duly picked apart – every one of the Council arguments for closure was shown time and again to be a combination of inaccurate, incomplete, misleading and untrue. We challenged successive Leisure Portfolio Holders on the City Executive Board to provide just one argument that could stand up to scrutiny. No-one was able to. Even council officers were tasked with this, and despite several attempts couldn't do it either. But, as noted by the Planning Inspector when considering the Sites and Housing Plan where the public's preferences weren't even acknowledged, let alone considered, the decision was a political one, not based on planning criteria.

And a year before you voted for closure, you commissioned two independent reports on the Temple Cowley Pools building, both of which didn't help your position as they said there was nothing wrong with it.

What was so great about this building? Well, to start with it was in the right place. You designated Temple Cowley as a 'transport hub', with over 20 bus services from across the City and beyond. This contrasts with the new Blackbird Leys pool, where you may have multiple services (well two to be exact) but they travel along the same bus route. And the combination of facilities in one place made it what it was. A diving pool – the only one in the whole of the county. You closed it as soon as you could, to save money. But it was well used and was precisely the sort of community diving facility that Sport England say is wanted to help young people develop an interest in an Olympic sport. A 25m competition pool. The only difference with the one at Blackbird Leys being it was designed with sufficient seating – a shame this wasn't done correctly with the new pool, because being able to hold larger galas was a principle reason the Swimming Club wanted Temple Cowley Pools shut. And as part of the new build in 1986, Channel 4 put in the cabling that enabled swimming competitions to be broadcast from there.

What else? Well, water that was low-chlorine – this meant that people, and children in particular, with breathing difficulties such as asthma, were able to swim there. No goggles needed. Again, the only pool in the county where parents could bring their asthmatic children. A desperately valuable facility – removed by Labour. And the list of features goes on – sauna and steam suite, gym, and exercise studio. Oh, and the changing rooms – open, not the much hated village style where you can't shower properly and you have to trail your belongings all over the place. Try going to Ferry, and see the number of swimmers using the dry change as an example of what not to provide people.

And the combination was unique. And enabled the women only sessions to be completely enclosed, and when you came to your senses and actually provided female only staff for them, total segregation. That's why they were so well attended, particularly by the muslim community.

Compare that to any women only sessions now in any of your leisure centres. And finally, being part of a primary district centre (the only one in Oxford) meant that you could combine a visit to Temple Cowley Pools with a visit to the library or the nearby shops.

And so you forced the closure in December 2014, and last year the demolition, of this facility. I've noted previously the Labour leadership declaring that unfortunately you didn't have the money to replace Temple Cowley Pools, and there wasn't anywhere to build it. Wrong on both counts.

Well, perhaps you would have enough money if you hadn't wasted it on the Blackbird Leys pool. The Campaign's request to take community ownership of Temple Cowley Pools was fully costed, as part of which we discussed build costs with specialist contractors. We checked with them again recently. Instead of the £13m+ it cost you (or rather us, the taxpayers), you could still have built the Blackbird Leys pool for under £3m.

And where would you build it? Well, the obvious place is now a wasteland. Just outside the library at Temple Cowley. Shame you told Catalyst to demolish it last year.

You need to recognise what you have done. Closing, and now demolishing, Temple Cowley Pools, has left a deficit in the area. Most of the people who used to use Temple Cowley Pools don't go as frequently, or at all, to anywhere else for exercise. This is a disgrace in an area that has seen the biggest population rise in Oxford in recent years. What you have done has removed these facilities, from over 40,000 people. These are your own figures. And this is the "Blue Hole" you have created, and the gap we are asking you through this petition to redress. And it doesn't have to cost the Council any money at all. The community would work with the Council, and Catalyst, to raise the necessary funds to construct a new leisure facility that people want and need, where they want and need it. And it could be combined with housing. Very simple, and could be seen as a world class legacy, a final act by the City Council as local government transforms across the county.

I look forward to hearing you debate this petition, recognise the need there still is within the Cowley area for a replacement for Temple Cowley Pools, and agree positive action to provide a viable local alternative.



**To:** Council

**Date:** 27 November 2017

**Title of Report:** **Motions and amendments received in accordance with Council Procedure Rule 11.17**

Councillors are asked to debate and reach conclusions on the motions and amendment listed below in accordance with the Council's rules for debate.

The Constitution permits an hour for debate of these motions.

## Introduction

This document sets out motions received by the Head of Law and Governance in accordance with Council Procedure Rule 11.17 by the deadline of 1.00pm on 15 November 2017, as amended by the proposers.

All substantive amendments sent by councillors to the Head of Law and Governance by publication of the briefing note are also included below.

**Motions will be taken in turn from the Liberal Democrat, Green, and Labour, groups in that order.**

## 1. A tourism policy for Oxford (proposed by Councillor Wade)

### Liberal Democrat member motion

Council notes that Oxford is a world-famous city. It is also the eleventh fastest-growing city in the UK but is still small in size – currently 161,000 residents.

The Under Secretary for Tourism, Tracey Crouch, has identified the need to encourage a higher percentage of tourists to move out of London. Currently 36.1 million international visitors come to the UK each year but 51% of them never leave London.

Oxford, not forgetting Bicester Village, is an easy destination, but it already receives seven million tourists p.a. which puts a strain on the goodwill of the local population and on the fabric of the city.

Since the fall in the pound, Oxford Tourism has been 'booming' (Oxford Mail: December 2016) and Bicester Village is now 'one of Britain's biggest tourist draws' (Financial Times: April 2017)

There have been recent expressions of discontent, publicised in the international press, in the tourist cities of Venice, Barcelona and Majorca, and we should recognize that Oxford is not immune to these concerns.

**The Council therefore asks the City Executive Board to commission a report about and to consider the following:**

1. discussions with other tourist cities and boroughs e.g. Bath, London Borough of Camden, about a joint approach to the introduction of a tourist levy, which will require Parliamentary legislation. This could be in the form of a hotel bed tax. Camden estimates that a £1 p.n. bed tax would raise £5m p.a. for tourism improvements, street cleaning etc;
2. liaison with OxLEP, Experience Oxfordshire, and other organisations involved with the local tourist industry;
3. making applications to the Events Industry Board and the Tourism Industry Council for event and tourist infrastructure funding;
4. consider options for better coach parking arrangements and group management in the city centre;
5. making an application for Unesco World Heritage status – already granted to Bath.

**Amendment proposed by Councillor Clarkson:**

**to add/ remove the words in blue italics and replace points 3-5 so that the motion would then read:**

Council notes that Oxford is a world-famous city. It is also the eleventh fastest-growing city in the UK but it is still small in size - currently 161,000 residents.

The Under-Secretary for Tourism, Tracey Crouch, has identified the need to encourage a higher percentage of tourists to move out of London. Currently 36.1 million international visitors come to the UK each year but 51% of them never leave London.

Oxford, not forgetting Bicester Village, is an easy destination, but it already receives seven million tourists pa which puts a strain on the goodwill of the local population and on the fabric *and environment* of the city.

Since the fall in the pound, Oxford tourism has been 'booming' (Oxford Mail: December 2016) and Bicester Village is now 'one of Britain's biggest tourist draws' (Financial Times: April 2017).

There have been recent expressions of discontent, publicised in the international press, in other tourist cities *of Venice, Barcelona and Majorca, and we should recognize that Oxford is not immune to these concerns in the UK and Europe.*

**The Council therefore asks the City Executive Board *to commission a report about and to consider the following:***

1. *to continue to build its links with other tourist cities*, such as Bath and the London Borough of Camden *to share best practice on tourist management and to look at* a joint

approach with them on the introduction of a tourist levy, which will require Parliamentary legislation. ~~*This could be in the form of a hotel bed tax. Camden estimates that a £1 p.n. bed tax would raise £5m p.a. for tourism improvements, street cleaning etc;*~~

*This would enable tourist cities such as Oxford to spend money on additional street cleaning and the enforcement of restrictions on parking and idling coach engines.*

2. *to continue to work* with OxLEP, Experience Oxfordshire and other organisations involved with the local tourist industry;

*Then replace points 3-5 with*

3. *to continue to work with Oxfordshire County Council and Experience Oxfordshire on better options for coach parking and the management of large tourist groups in the city centre.*

## **2. Call on Council to support conversion of buses into homeless accommodation (proposed by Councillor Simmons, seconded by Councillor Brandt)**

### Green member motion

This Council recognises that, despite on-going efforts to prevent the need for people to sleep rough on Oxford's streets, there remains a large number of individuals in Oxford— namely those without an officially recognised local connection – for whom no immediate solution is available. [1]

This Council notes the launch of a scheme by Homes4All to convert buses into homeless night shelters [2], and recognises that those without a local connection would be able to use the bus.

This Council further notes:

- the ambition of Homes4All to get their first bus up and running by the end of the year to be ready for this year's cold spell;
- the existence of a business plan prepared by Homes4All;
- the potentially large amount of leverage a modest piece of financing from the Council could achieve in "pump-priming" this initiative;

### **Council therefore agrees to ask the Board Member to ask officers to consider and if necessary ask CEB to**

approve a budget variation of £20,000 funding for Homes4All to be funded from surpluses or reserves, to be made available immediately subject to the usual due diligence checks.

[1] OCC Draft Homeless and Housing Strategy. Page 43. "To reduce rough sleeping and single homelessness we will: ...explore feasible options to accommodate and/or support homeless rough sleepers in the City who have no local connection to the City or anywhere else, and no recourse to public funds."

[2][http://www.oxfordmail.co.uk/news/15648657.Buses\\_may\\_be\\_used\\_to\\_remedy\\_Oxford\\_39\\_s\\_homeless\\_crisis/](http://www.oxfordmail.co.uk/news/15648657.Buses_may_be_used_to_remedy_Oxford_39_s_homeless_crisis/)

### 3. The United Nations Convention on the Rights of Persons with Disabilities (proposed by Councillor Tidball, seconded by Councillor Paule)

#### Labour member motion

#### Original motion

The Conservative government, and their coalition partners, has failed disabled people. It has failed to protect their human rights and to understand what it means to be a disabled person living in the United Kingdom today. In August of this year, the United Nations told the Conservative government that it's 'social cuts policy is a human catastrophe for disabled people'. In their full inquiry, published last month, the UN Committee found reliable evidence [i] that there have been 'grave' and 'systematic violations of the rights of persons with disabilities' by the UK State. They make a direct connection between the State's treatment of disabled people and the terrible rise in stigma and negative perceptions of people with disabilities 'as living a life of less value than that of others'. Make no mistake about the impact this has had on disabled people:

- 13,900 of them have lost their motability cars;
- 41,792 were sanctioned and deprived of income from Job Seekers Allowance;
- 2,380 people died after being assessed as being fit for work [ii].
- 

The UK Government has failed to recognise the overwhelming evidence provided to the United Nations and respond effectively to the UN Committee's Concluding Observations.

#### **Nature of the problem**

The UN Report makes the causes of the 'human catastrophe' facing disabled people very clear: the ideologically driven and disproportionate 'impact of austerity measures and anti-poverty initiatives' introduced by the Coalition government from 2010 onwards. This has resulted in 'severe economic constraints among persons with disabilities and their families'. This has led to multiple forms of intersectional discrimination with the UK government failing to:

- protect the rights of women and girls with disabilities;
- protect the rights of persons from black and minority ethnic minority backgrounds with disabilities;
- prevent many families with children with disabilities from falling into poverty.

The breaches by the UK Government, of the United Nations Convention of the Rights of Persons with Disabilities, cut across the totality of the lives of disabled persons with the UN Committee finding there is a:

- lack of UK State party-led initiatives aimed at assessing and sufficiently addressing the inclusion of and living conditions for persons with disabilities, including the reduction in the nature and time for social care support;
- disabled people have reduced access to employment and where they do have access, it is less well paid and secure;
- increased social exclusion and isolation and a corresponding rise in mental health problems as a result of the negative impact on the standard of living

of persons with disabilities arising from ‘the reductions in social support, unemployment allowance, independence payments and Universal Credit payments and the insufficient compensation for disability-related costs’;

- the reduced access to justice because of the reductions in legal aid.

These findings led the UN Committee to conclude that there was a ‘lack of consistency across the State party [the UK Government] in the understanding of, adapting to and applying the human rights model of disability’.

### **Our Position**

November 22nd marks the beginning of UK Disability History Month 2017. This Council believes, we must, therefore, send a resounding message to government. This Council abhors the Conservative government’s treatment of disabled people and recognises the evidence and conclusions drawn in the UN Committee’s report. We find the level and nature of the Government’s response to these findings shameful.

### **Council therefore calls on the Government to:**

- apologise to the 13 million disabled people living in the UK for their treatment of them over the last seven years;
- recognise and act on the UN Committee’s findings;
- implement a cumulative impact assessment of all policy, legislative, and budget measures on disabled people, which takes evidence from disabled people themselves; and
- instigate an open review of what the Government is doing to fulfil its own Public Sector Equality Duty under Section 149[iii] of the Equality Act 2010 to mitigate the stigmatising effects of its policies on disabled people over the last seven years.

### **Council accordingly resolves to ask the Leader of the Council:**

To ask the Oxford MPs to write to the Prime Minister

- communicating the resolution of Council as expressed above;
- urging her to call an urgent debate on the UN Committee’s findings, and
- requesting a public inquiry into these grave and systematic violations of the human rights of disabled people;

To ask Oxfordshire County Council to:

- join us in this request to the Prime Minister, and
- undertake an impact assessment of the effect of the Government's cuts in social care on the physical, social and mental wellbeing of disabled people in Oxford and Oxfordshire.

Oxford City Council believes in the fundamental dignity of and respect for disabled people. The government must meet its international and domestic human rights obligations with respect to persons with disabilities so they no-longer continue to face barriers in their full and effective participation and inclusion in our society.

## Amendment proposed by Councillor Gant

to add/ remove the words in blue italics so that the motion would then read:

*Oxford City Council commits itself unequivocally to the fundamental dignity of disabled people, and the right of all citizens, including the disabled, to be treated with respect. The government must meet its international and domestic human rights obligations with respect to persons with disabilities so they no-longer continue to face barriers in their full and effective participation and inclusion in our society.*

*The Conservative government, and their coalition partners, has failed disabled people. The Conservative party in government, both as the senior partner in the Coalition and governing alone since 2015, has deliberately sought to target the burden of welfare and other reforms at the poorest and most vulnerable in society, including the disabled.*

It has failed to protect their human rights and to understand what it means to be a disabled person living in the United Kingdom today. In August of this year, the United Nations told the Conservative government that it's 'social cuts policy is a human catastrophe for disabled people'. In their full inquiry, published last month, the UN Committee found reliable evidence [i] that there have been 'grave' and 'systematic violations of the rights of persons with disabilities' by the UK State. They make a direct connection between the State's treatment of disabled people and the terrible rise in stigma and negative perceptions of people with disabilities 'as living a life of less value than that of others'.

*Make no mistake about the impact this has had on disabled people: Council also notes the following statistics, which do not form part of the UN report, from an FOI request to the DWP*

- 13,900 of them have lost their motability cars;
- 41,792 were sanctioned and deprived of income from Job Seekers Allowance;
- 2,380 people died after being assessed as being fit for work [ii].

The UK Government has failed to recognise the overwhelming evidence provided to the United Nations and respond effectively to the UN Committee's Concluding Observations.

### Nature of the problem

*The UN Report makes the causes of the 'human catastrophe' facing disabled people very clear: the ideologically driven and disproportionate 'impact of austerity measures and anti-poverty initiatives' introduced by the Coalition government from 2010 onwards. This has resulted in 'severe economic constraints*

*The UN report makes clear that its authors believe that the cause of this 'human catastrophe' is 'the impact of austerity measures and anti-poverty initiatives' introduced by Government. Council believes these to have been ideologically driven and disproportionate, and holds those in government who advanced them responsible for the resulting 'severe economic constraints among persons with disabilities and their families'. Council believes that This has led to multiple forms of intersectional discrimination with the UK government failing to:*

- protect the rights of women and girls with disabilities;

- protect the rights of persons from black and minority ethnic minority backgrounds with disabilities;
- prevent many families with children with disabilities from falling into poverty.

~~*The breaches by the UK Government, of the United Nations Convention of the Rights of Persons with Disabilities, cut across the totality of the lives of disabled persons with the UN Committee finding there is a:*~~

*Council notes that the authors of the report identify a number of breaches of the UNCRPD. Council believes that these breaches cumulatively cut across the totality of the lives of disabled people in the UK. The effects of these breaches include:*

- lack of UK State party-led initiatives aimed at assessing and sufficiently addressing the inclusion of and living conditions for persons with disabilities, including the reduction in the nature and time for social care support;
- *that* disabled people have reduced access to employment and where they do have access, it is less well paid and secure;
- increased social exclusion and isolation and a corresponding rise in mental health problems as a result of the negative impact on the standard of living of persons with disabilities arising from ‘the reductions in social support, unemployment allowance, independence payments and Universal Credit payments and the insufficient compensation for disability-related costs’;
- *the* reduced access to justice because of the reductions in legal aid.

These findings led the UN Committee to conclude that there was a ‘lack of consistency across the State party [the UK Government] in the understanding of, adapting to and applying the human rights model of disability’.

## **Our Position**

November 22nd marks the beginning of UK Disability History Month 2017. This Council believes, we must, therefore, send a resounding message to government. This Council abhors the Conservative government’s treatment of disabled people and recognises the evidence and conclusions drawn in the UN Committee’s report. We find the level and nature of the Government’s response to these findings shameful.

## **Council therefore calls on the Government to:**

- ~~*apologise to the 13 million disabled people living in the UK for their treatment of them over the last seven years;*~~
- ~~*recognise and act on the UN Committee’s findings;*~~
- ~~*formally acknowledge and recognise the findings in the UN report, respond in detail to its assessment of the negative impacts of Government policy on disabled people, acknowledge and apologise for those negative impacts, and state clearly its intention to reverse them*~~
- implement a cumulative impact assessment of all policy, legislative, and budget measures on disabled people, which takes evidence from disabled people themselves; and
- instigate an open review of what the Government is doing to fulfil its own Public Sector Equality Duty under Section 149[iii] of the Equality Act 2010 to mitigate the stigmatising effects of its policies on disabled people over the last seven years.

## **Council accordingly resolves to ask the Leader of the Council:**

To ask the Oxford MPs to write to the Prime Minister

- communicating the resolution of Council as expressed above;
- urging her to call an urgent debate on the UN Committee's findings, and
- ~~requesting a public inquiry into these grave and systematic violations of the human rights of disabled people;~~
- *give serious consideration to the holding of a public inquiry into the findings in this report, bearing in mind the costs and timescales often associated with such inquiries, and to consider whether other options might deliver quicker and better outcomes for disabled people*

To ask Oxfordshire County Council to:

- join us in this request to the Prime Minister, and
- *share with this Council all information it has on the effect of the Government's cuts in social care on the physical, social and mental wellbeing of disabled people in Oxfordshire, and to undertake a cost-benefit analysis of a full impact assessment into those effects, in order to ensure that resources are allocated in the best possible way*
- ~~undertake an impact assessment of the effect of the Government's cuts in social care on the physical, social and mental wellbeing of disabled people in Oxford and Oxfordshire.~~

~~Oxford City Council believes in the fundamental dignity of and respect for disabled people. The government must meet its international and domestic human rights obligations with respect to persons with disabilities so they no longer continue to face barriers in their full and effective participation and inclusion in our society.~~

## **References**

[i] See Committee on the Rights of Persons with Disabilities (October, 2017), Inquiry concerning the United Kingdom of Great Britain and Northern Ireland carried out by the Committee under article 6 of the Optional Protocol to the Convention Report of the Committee; see also Committee on the Rights of Persons with Disabilities (October 2017: 13), Concluding observations on the initial report of the United Kingdom of Great Britain and Northern Ireland.

[ii] These numbers were between December 2011 and December 2015 and released by the Department for Work and Pensions (2015) following and FOI request by Mencap.

[iii] See in particular Section 149 Public sector equality duty:

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.



#### **4. Fair employment: voluntary charter “Dying to Work” (proposed by Councillor Wilkinson)**

##### Liberal Democrat member motion

This Council seeks to provide support and guidance to all its employees. In its Fair Employment Statement published in October 2016, the Rights and Responsibilities section makes it clear that:

“Every employee and potential employee has the right to be treated with dignity and respect and not to be discriminated against, victimised, bullied or harassed or to be treated less favourably than any other on any basis of any protected characteristic.”

It is acknowledged that unforeseen events can affect the lives of council workers, and that it is important that the Council does all that it can to maintain the dignity of staff who have been diagnosed with a terminal illness.

Council notes that the TUC’s Dying to Work campaign includes a voluntary charter for employers to sign which sets out an agreed way in which their employees will be supported, protected and guided through their employment, following a terminal diagnosis.

The charter states the following:

- We recognise that terminal illness requires support and understanding and not additional and avoidable stress and worry.
- Terminally ill workers will be secure in the knowledge that we will support them following their diagnosis and we recognise that, safe and reasonable work can help maintain dignity, offer a valuable distraction and can be therapeutic in itself.
- We will provide our employees with the security of work, peace of mind and the right to choose the best course of action for themselves and their families which helps them through this challenging period with dignity and without undue financial loss.

Council notes that a significant number of other city councils have signed up to this charter including Birmingham, Leicester, Liverpool and Sheffield.

This Council supports the TUC’s Dying to Work campaign so that all employees battling terminal illness have adequate employment protection and have their death in service benefits protected for the loved ones they leave behind.

**Council therefore asks that Oxford City Council the Interim CEO signs the Dying to Work voluntary charter on behalf of OCC to show the Council’s to show its on-going commitment to supporting rights and responsibilities towards its staff.**

**It further requests that the Interim CEO of the City Council informs Oxfordshire County Council and the other district councils in Oxfordshire of its actions so that they may consider whether to follow its example.**

##### **References:**

<http://www.dyingtowork.co.uk/voluntary-charter/>

<http://www.dyingtowork.co.uk/charter-signatories/>

## **5. Call on Government to introduce a new Clean Air Act (proposed by Councillor Wolff, seconded by Councillor Simmons)**

### Green member motion

This Council is committed to improving air quality within the city, which currently breaches EU limits. It recognises the need to take local action but also acknowledges that this can only take place within a supportive, national legal framework.

Currently, this is inadequate and lacking in many respects which is making the work of this Council in tackling poor air quality more challenging.

### **This Council therefore calls upon the UK Government to introduce a new Clear Air Act which should include consideration of the following:**

1. Enshrine the right to breathe in UK law. Ensure the UK becomes a world leader in the new technologies and industries that will help us clean up our air.
2. Expand 'Clean Air Zones': It should expand and strengthen the network of Clean Air Zones across the country - limiting the most polluting vehicles, including cars, from entering air pollution hot-spots - creating funding for local authorities to invest in walking, cycling and clean public transport. These should be strong enough to ensure legal compliance on NO2 by the end of 2018.
3. Increase VED: It should increase the first year Vehicle Excise Duty on new diesel vehicles (except vans) by around £800, to reflect the additional cost to society of dirty diesel engines, raising £500m to help fund a targeted diesel scrappage scheme.
4. Diesel Scrappage: It should introduce a targeted diesel scrappage scheme to take diesel vehicles off the road as soon as possible, and ensure that all those who live within Clean Air Zones can affordably replace polluting diesel vehicles. As well as offering replacement clean vehicles, these schemes should also offer alternatives such as car club membership and rail season tickets.
5. Fine the Cheats: It should set out a plan for how companies who cheated emissions testing would be fined.
6. Independent Regulation: It should guarantee the independence of the Vehicle Certification Agency - changing the way it is funded ensuring that the car industry doesn't have a disproportionate influence on its activities.
7. Monitor Pollution Hotspots: It should ensure there is a comprehensive network of air monitoring stations in pollution hotspots - ensuring that air quality is monitored around hospitals, health clinics, and schools, so that those who are most vulnerable to the impacts of air pollution, notably children, the elderly and infirm, are protected.
8. Active Transport: It should undertake a national review of transport system with serious investment in buses, trams and trains along with safe routes for walking and cycling. People need an alternative to car use and we must protect our towns, cities and countryside from the pollution and congestion that comes with new roads (in line with the recommendations of Andrew Gilligan's report to the National Infrastructure Commission).
9. Clean Energy: It should scale-up investment in renewable energy - which, as it stands, is set to drop by 95% over next two years. Harnessing the clean energy that we have in abundance would be a win-win, both for tackling climate change and air pollution.

10. Ditch Coal: It should bring forward the coal phase-out date to 2023 at the least, and gradually end the £6bn a year subsidies in the UK to dirty energy. Pollution from the UK's coal-fired fleet causes roughly 2,900 premature deaths a year.

**Accordingly, this Council asks the Leader to write to the City's MPs and the relevant Government Minister asking them to actively support such a new Clean Air Act.**

## **6. Against harassment (proposed by Councillor Taylor, seconded by Councillor Smith)**

### Labour member motion

Council notes recent media reports around disclosures of sexual harassment but also reflects that most women, and some men, from all walks of life, have experienced unwanted attention including, in some cases, serious sexual assault.

Council welcomes responsible employers who encourage staff to report unwanted attention at work and who investigate and take action against those responsible.

Council also welcomes the work that has been done by the police to encourage women - and men - to come forward to report sexual assault whilst recognising that more still needs to be done to ensure that successful prosecutions are achieved where appropriate.

**The City Council calls on all employers in Oxford to ensure that staff are aware of their rights to raise concerns and be listened to and how to report them. No woman or man should feel unable to challenge or report sexual harassment or assault.**

## **7. Free city centre wifi (proposed by Councillor Gant)**

### Liberal Democrat member motion

Council asks officers to explore a scheme for free city centre wi-fi

Council notes that this council has previously supported a similar approach in Oxford, but that moves towards introducing such a scheme were not successful.

Council recognises that the situation regarding access to free wi-fi has evolved, with many cafes now providing coverage **which** covers parts of the city centre. However, by definition this coverage remains by its nature fragmented.

**Council believes the case exists for revisiting the Norwich model (see links), and asks the Board Member to ask officers to prepare a report for the City Executive Board into the feasibility of such a scheme for Oxford**

<http://www.edp24.co.uk/news/tech/norwich-city-centre-gets-free-wi-fi-1-4343291>

<http://www.norwichbid.co.uk/a-stronger-voice/wi-fi/>

## **8. Phasing out unnecessary single-use plastics (proposed by Councillor Brandt, seconded by Councillor Simmons)**

### Green member motion

#### **This Council resolves to request the Board Member to:**

Request that a report be brought to CEB on the options for bringing an end to the use of unnecessary Single Use Plastics (SUP) in Oxford, taking account of the following measures to:

- a) enable Oxford City Council to become a full signatory of the 'Plastic Free Pledge', by phasing out the use of unnecessary SUPs in all City Council buildings, and working with commissioning partners to end the purchase and procurement of SUPs through the Council's supply chain;
- b) encourage the city's businesses, organisations and residents to go 'plastic free,' working with best practice partners in the city to explore the creation of a 'plastic free network,' that could provide business support, practical guidelines and advice to help local businesses transition from SUPs to sustainable alternatives;
- c) to incentivise traders on Council land to sell re-usable containers and invite customers to bring their own, with the aim of phasing out SUPs; including investigating the possibility of requiring food and drink vendors to avoid SUPs as a condition of their event permission, strengthening the existing conditions and guidance circulated to exhibitors and traders.

#### **Supporting Information**

There is a need to be aware of the damaging impact that Single Use Plastics (SUP) have on both our environment and public health, recognising that Oxford City Council has a key role to play in reducing plastic waste.

(1) Unnecessary (i.e. excluding medical items) Single-Use Plastics (SUP) used once before disposal e.g. bottles, cups and straws, are not widely recycled. SUPs can take up to 600 years to degrade, breaking into fragments that cause damage to the environment and permeate the food chain. Recent studies found that 72% of U.K tap water samples were contaminated with plastic fibres, and a third of all fish caught off the British coast contained plastic.

(2) The Plastic Free Pledge encourages organisations and individuals to reduce SUP waste <https://plasticfreepledge.com/> A petition calling on the Government to reduce and end SUPs here: <http://bit.ly/2xSFLhs>

(3) Several trailblazing businesses and organisations in around the Country have already implemented plastic free alternatives

## **9. Support for the union national wage claim. (proposed by Councillor Price)**

### Labour member motion

Oxford City Council wishes to record its sincere thanks to its staff and to the two recognised unions (UNISON and Unite) for the maintenance of a strong record of cooperation and mutual respect, reflected in particular in the conclusion of a further local pay agreement this year, and constructive negotiations relating to the establishment of the Local Authority Trading Company.

It notes however that:

- For most workers in local government and schools, pay and other terms and conditions are determined by the National Joint Council (NJC) for local government services

- On average, across the country, NJC basic pay has fallen by 21% in real terms since 2010
- NJC workers had a three-year pay freeze from 2010-2012 and have received only a 1% pay increase annually since then
- NJC pay is the lowest in the public sector
- The likelihood of rising inflation following the vote to leave the European Union will worsen the current public sector pay inequality.

This council therefore supports the NJC pay claim for 2018, submitted by Unite, UNISON and the GMB on behalf of council and school workers and calls for the ending of public sector pay restraint.

Council also notes the continuing real decline in local government funding in the face of increased levels of demand in many services and calls on the Government to provide the additional resources that will allow local authorities to fund a decent pay rise for NJC employees as well as the maintenance of the levels of service that citizens have a right to expect in an affluent society.

**Council resolves to ask the Leader of Council to:**

- 1. to express Council's support to the LGA for representations to be made to Government to fund the NJC claim and a pay spine review; and to**
- 2. write to the Prime Minister and Chancellor supporting the NJC pay claim and seeking the additional resources needed to fund a decent pay rise and a pay spine review.**

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