

Agenda

Council

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Summons

A meeting of the City Council will be held to transact the business set out below on

Date: **Monday 4 October 2021**

Time: **5.00 pm**

Place: **Council Chamber - Oxford Town Hall**

Proper Officer

Members of the public can attend to observe this meeting and:

- may register in advance to speak to the meeting in accordance with the [public speaking rules](#)
- may record all or part of the meeting in accordance with the Council's [protocol](#)

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For further information please contact:

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Membership of Council

Councillors: Membership 48: Quorum 12.

Lord Mayor Councillor Mark Lygo

Deputy Lord Mayor Councillor Stephen Goddard

Sheriff Councillor Dick Wolff

Members	Councillor Evin Abrishami	Councillor Jemima Hunt
	Councillor Mohammed Altaf-Khan	Councillor Chris Jarvis
	Councillor Lubna Arshad	Councillor Tom Landell Mills
	Councillor Shaista Aziz	Councillor Dr Amar Latif
	Councillor Nadine Bely-Summers	Councillor Sajjad Malik
	Councillor Diko Blackings	Councillor Katherine Miles
	Councillor Susan Brown	Councillor Edward Mundy
	Councillor Nigel Chapman	Councillor Chewe Munkonge
	Councillor Mary Clarkson	Councillor Jabu Nala-Hartley
	Councillor Colin Cook	Councillor Lucy Pegg
	Councillor Tiago Corais	Councillor Susanna Pressel
	Councillor Barbara Coyne	Councillor Ajaz Rehman
	Councillor Lizzy Diggins	Councillor Mike Rowley
	Councillor Dr Hosnieh Djafari-Marbini	Councillor Linda Smith
	Councillor Paula Dunne	Councillor Roz Smith
	Councillor Laurence Fouweather	Councillor Dr Christopher Smowton
	Councillor James Fry	Councillor Imogen Thomas
	Councillor Andrew Gant	Councillor Marie Tidball
	Councillor Mick Haines	Councillor Ed Turner
	Councillor Duncan Hall	Councillor Louise Upton
	Councillor Tom Hayes	Councillor Elizabeth Wade
	Councillor Alex Hollingsworth	Councillor Naomi Waite
	Councillor Rae Humberstone	

Apologies will be reported at the meeting.

Agenda

The business to be transacted is set out below

	Pages
PART 1 - PUBLIC BUSINESS	
1 Apologies for absence	
2 Declarations of interest	
3 Minutes Minutes of the ordinary meeting of Council held on 26 July 2021. Council is asked to approve the minutes as a correct record.	23 - 34
4 Appointment to Committees Any proposed changes to committee memberships will be circulated with the briefing note.	
5 Announcements Announcements by: <ol style="list-style-type: none">1. The Lord Mayor2. The Sheriff3. 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 Public addresses and questions to the Leader or other Cabinet member received in accordance with Council Procedure Rules in the Constitution relating to matters for decision in Part 1 of this agenda. Up to five minutes is available for each public address and up to three minutes for each question. Questions must be less than 200 words. The request to speak accompanied by the full text of the address or question must be received by the Head of Law and Governance by 5.00 pm on Tuesday 28 September 2021. The briefing note will contain the text of addresses and questions submitted by the deadline, and written responses where available. A total of 45 minutes is available for both public speaking items.	

Responses are included in this time.

CABINET RECOMMENDATIONS

7 Integrated Performance Report for Q1

35 - 58

The Head of Financial Services and Head of Business Improvement submitted a report to Cabinet on 15 September on Finance, Risk and Corporate Performance matters as at 30 June 2021.

The Cabinet decisions are set out in the minutes of that meeting (included in this agenda).

Paragraph 12 asks Cabinet and Council to establish a capital budget to enable payment of the monies set out in the agreement with Thomas White Oxford (TWO) to deliver infrastructure works to Northern Gateway funded by Housing Infrastructure Funds (HIF) from Homes England. Agreement has been made to commence payment of the funds £2.7 million in 2021/22 and £7.3 million in 2022/23 and this report seeks the approval to do so in accordance with the Constitution, under which a resolution and recommendation to Council must be made by Cabinet.

Cllr Turner, the Cabinet Member, will present the report and propose Cabinet's recommendations.

Recommendations:

Cabinet recommends that Council resolves to agree the addition of £10 million into the Capital programme as set out in paragraph 12 of the report and above.

8 A bid for government RSAP funding to support the Council's Homelessness Strategy

59 - 64

The Executive Director of Housing submitted a report to Cabinet on 15 September seeking approval to proceed with the bid to MHCLG for funding from the Rough Sleeping Accommodation Programme (RSAP) and to agree to include the required capital match funding in the Council's budget.

The Cabinet decisions are set out in the minutes of that meeting (included in this agenda).

Cllr Blackings, the Cabinet Member, will present the report and propose Cabinet's recommendations.

Recommendations: Cabinet recommends that Council resolves to agree to make budget provision for the required match funding of £2 million.

9 Decisions taken under Part 9.3 (b) of the Constitution

65 - 68

The Head of Paid Service (Chief Executive) had submitted a report asking Cabinet and Council to note the decisions taken by the Head of Paid Service (Chief Executive) using the urgency powers delegated in Part 9.3(b) of the Constitution.

Council is recommended to resolve to note the decisions taken as set out in the report.

QUESTIONS

10 Question on Cabinet Minutes: Minutes of meeting Wednesday 15 September 2021

69 - 76

This item has a time limit of 15 minutes.

Councillors may ask the Cabinet Members questions about matters in these minutes.

11 Questions on Notice from Members of Council

Questions on notice from councillors received in accordance with Council Procedure Rule 11.11(b).

Questions on notice may be asked of the Lord Mayor, a Member of the Cabinet or a Chair of a Committee. One supplementary question may be asked at the meeting.

The full text of questions must have been received by the Head of Law and Governance by no later than 1.00pm on 22 September 2021.

These, and written responses where available, will be published in the briefing note.

PART 2 - PUBLIC INVOLVEMENT AND SCRUTINY

12 Public addresses and questions that do not relate to matters for decision at this Council meeting

Public addresses and questions to the Leader or other Cabinet member received in accordance with Council Procedure Rules in the Constitution and not relating to matters for decision in Part 1 of this agenda.

Up to five minutes is available for each public address and up to three minutes for each question. Questions must be less than 200 words.

The request to speak accompanied by the full text of the address or question must be received by the [Head of Law and Governance](#) by 5.00 pm on Tuesday 28 September 2021.

The briefing note will contain the text of addresses and questions submitted by the deadline, and written responses where available.

A total of 45 minutes is available for both public speaking items. Responses are included in this time.

13 Outside organisation/Committee Chair reports and questions

1. No report is submitted at this meeting.

Two reports from the Leader of the Council will be presented at the next meeting to allow officers to include updates on work and decisions taking place in September and October:

- OSP - Oxford Strategic Partnership
- OxLEP and skills board

2. As set out in the Constitution at procedure rule 11.16, Members who are Council representatives on external bodies or Chairs of Council Committees who consider that a significant decision or event has taken place, may give notice to the Head of Law and Governance by **1.00 pm Thursday 30 September 2021** that they will present a written or oral report on the event or the significant decision and how it may influence future events. Written reports will be circulated with the briefing note.

14 Scrutiny Committee update report

Report to follow.

The Chair of the Scrutiny Committee, Cllr Wade, will present the Scrutiny Annual Report which updates Council on the activities of scrutiny in the Council Year 2020/21.

Council is invited to comment on and note the report.

PART 3 - MOTIONS REPRESENTING THE CITY

15 Motions on notice 4 October 2021

This item has a time limit of 60 minutes.

Motions received by the Head of Law and Governance in accordance with the rules in Section 11 of the Constitution by the deadline of 1.00pm on 22 September 2021 are listed below.

Cross party motions are taken first. Motions will then be taken in turn from the Liberal Democrat Group, Green Group, Independent Group, Labour Group 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 **Friday 1 October 2021** 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 social enterprise lettings agency for Oxford (proposer Cllr Wade, seconder Cllr Landell Mills)
- b) A Partnership between Local Government and National Government to tackle Climate Change (proposer Cllr Wolff, seconder Cllr Jarvis)
- c) John Radcliffe Hospital parking (proposed by Cllr Haines, seconded by Cllr Malik)
- d) Afghanistan and refugees (proposer Cllr Djafari-Marbini)
- e) E-Scooters and active travel (proposer Cllr Gant, seconder Cllr Snowton)
- f) Oxford Stadium (proposer Cllr Pegg, seconder Cllr Dunne)
- g) EU Nationals deserves to be treated with respect (proposer Cllr Bely-Summers, seconder Cllr Corais)
- h) Opposition to the Government's Planning White Paper (proposed by Cllr Gant)
- i) Opposition to the Health and Care Bill (proposer Cllr Jarvis)
- j) End Fire and Rehire (proposer Cllr Mundy, seconder Cllr Dunne)
- k) COP26 (proposer Cllr Dunne, seconder Cllr Mundy)

15a A social enterprise lettings agency for Oxford (proposer Cllr Wade, seconder Cllr Landell Mills)

Liberal Democrat Group member motion

This Council is concerned that the Government's RSAP funding for housing the homeless may not continue. ^[1]

At best, Government funding for house purchase in Oxford is inadequate given the high cost of housing here, which can entail residents being offered places to live in areas where housing is cheaper but they know nobody. So it is more urgent than ever to find homes for the homeless in the private rented sector, preferably close to the city centre.

The Council already does its best to place vulnerable residents in the private rented sector, but this has proved to be a difficult and time-consuming task for officers because landlords will often reject

benefit claimants and are even less likely to accept those with behavioural or addiction or mental health problems.

This Council is asked to look at the success achieved by Home Turf Lettings (HTL),^[2] a social enterprise lettings agency in Bristol. This is a not-for-profit lettings agency under the wing of a parent charity, DHI. Ongoing social support both to Landlords and to Tenants is provided by City Council care providers, by DHI and by other charities. 41% of lettings are to homeless families, 40% to Rough Sleepers and people in hostels, 16% to people who have had addiction treatment and are considered 'ready' to move on with their lives. HTL aims to have their tenants living near the city centre so that they can still be in contact with their street community.

Another model can be seen in Homes For Good,^[3] a different but very successful company in Glasgow, which has recently received £2.4m lottery funding to roll out its model across the UK. This is a company limited by guarantee, it is a social lettings agency, not a social enterprise lettings agency. It is an ethical business, not a charity. It has in-house tenancy officers dedicated to Tenants' care and so to the sustainability of placements. The lease model they seek is for years rather than months.

Homes For Good reports that, as a result of Covid, a number of PRS Landlords have been more willing to consider supported housing Tenants because (a) they — Landlords and Tenants — will be supported throughout, and (b) LHA rates are consistent so there are no failed payments/voids.

Council requests the Leader and the Chief Executive to

- **Call on the Secretary of State for MHCLG to ensure continued funding under the RSA Programme through 22/23 and onwards,**
- **delegate an appropriate officer to explore the social lettings models in Bristol and Glasgow,**
- **bring a report to Cabinet with an assessment of whether it would be appropriate either to set up a social enterprise lettings agency or to support a social lettings agency in Oxford.**

1. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/994775/RSAP_2021-24_Prospectus.pdf Rough Sleeping Accommodation Programme: most of the remaining capital funding (£140.9m) is available for 21/22 "with a small amount available to deliver homes in the first half of 22/23."
2. <https://www.hometurflettings.co.uk/>
3. <https://homesforgood.org.uk/>

15b A Partnership between Local Government and National Government to tackle Climate Change (proposer Cllr Wolff, seconder Cllr Jarvis)

Liberal Democrat Group member motion

Background

In 2018, at COP24, the UK Government signed up to having 'domestic institutional arrangements, public participation and engagement with local communities' so that localities can play their part in delivering the UKs 'Nationally Determined Contributions' in the Paris Climate Agreement.

In May 2021 Alok Sharma MP, President of COP26 said that collaboration would be a key objective of the climate summit

"Governments, business and civil society (sometimes called 'non-state actors' and including local government) need to work together to transform the ways we power our homes and businesses, grow our food, develop infrastructure and move ourselves and goods around"

Despite these agreements and statements there is still no formal relationship allowing joint partnership working between Local and National Government on climate action.

This Council

- 1. adds its voice to calls by the Local Government Association, the Association of Directors of Environment, Economy, Planning and Transport and others for a joint local & national government Task Force to plan action to reach 'net zero' emissions. Such a partnership can set appropriate regulations, benchmarks and targets and create the much needed long-term funding mechanisms to enable local communities and economies to decarbonise whilst remaining resilient and sustainable.**
- 2. asks the Leader to write to Alok Sharma MP, President for COP26 , the Prime Minister and the Leadership Board of the LGA informing them of our support for a joint Local/National Government Climate Change Partnership Taskforce and asking for one to be established before the opening of the COP26 Summit in order to honour the commitment it made there.**

15c John Radcliffe Hospital parking (proposed by Cllr Haines, seconded by Cllr Malik)

Independent Group member motion

Council reaffirms its decision on 7 October 2019 where it agreed:

Council resolves to continue to work with the management of Oxford University Hospitals Trust as a matter of urgency to help them to undertake a review of the approach to sustainable transport at all the Trust's sites including the John Radcliffe hospital, including a review of the Trust's approach to the allocation of car parking capacity so as to allow for an increased proportion of parking at the sites for the disabled, patients and visitors, and for the operational needs of critical medical staff as part of a comprehensive masterplan for all the Trust's sites in Headington including the John Radcliffe hospital, to promote a sustainable approach to transport to those sites as part of the Local Transport Strategy 5.

Reason:

It is grossly unfair on people who are sick and the friends and family of those wanting to urgently visit people in hospital to allow the current situation to continue. A comprehensive shift to more sustainable transport approaches would:

- Reduce the congestion on local roads, freeing up the road network to other traffic including buses and ambulances;
- Reduce the pollution inhaled by cyclists, pedestrians and local residents from vehicles queuing with engines running;
- Reduce lost time and missed appointments which cost the health service a fortune;
- Make it easier for staff to access the hospital, helping to reduce staff shortages;
- In addition the hospital trust have taken away fifteen parking spaces and they continue to build on the site;
- Currently there are 743 parking spaces, 832 beds and the hospital serves roughly 655,000 people.

A petition: 'To build a multi-storey car park at the John Radcliffe hospital' circulating has now received nearly 5000 signatures on change.org, with around 1300 on paper.

I hope this motion can be carried to allow us to resolve this long standing issue for now and in to the future, and to alleviate some of the problems that the public so clearly and desperately need resolving.

15d **Afghanistan and refugees (proposer Cllr Djafari-Marbini)**

Labour Group member motion

The Council notes with deep sadness the unfolding humanitarian crisis in Afghanistan. Our thoughts are with the people of Afghanistan who have been subject to decades of violence over multiple generations and with our neighbours who are fearing for their loved ones.

The end of the 20-year war on terror has brought into sharp focus the ongoing humanitarian disaster in a country ravaged by decades of conflict. There have been ever-rising rates of poverty and childhood malnourishment, millions internally displaced (in no small part due to the US drones programme) and minorities fleeing persecution from the Taliban. In Oxfordshire this has included spouses of British citizens and family members of UK nationals including those of the persecuted Hazara community.

This has needed an urgent humanitarian response from the UK, in particular as a partner in the occupation. The recent breach of Afghan interpreters' data many of whom are left behind is indicative of what we know from our local Afghan community – that the government is falling woefully short of its responsibility to provide sanctuary to those in need, not least our British nationals and sub-contracted Afghan partners.

We are proud to be a City of Sanctuary; we have resettled 30 refugee families since 2015 through the [Vulnerable Persons Resettlement Scheme](#). Since the Taliban have taken over in Afghanistan, our diverse communities across Oxford/shire have come together to respond with kindness in the knowledge that no one chooses to migrate from a beloved home.

Oxford City and Oxfordshire County Councils work tirelessly with refugee organisations including Asylum Welcome to prepare to support Afghan refugees to build new lives here and to assist those living in temporary accommodation. Cherwell District Council has sourced 10 houses and here in the city we are actively seeking and working with private landlords to allow us to use government funding. This will offer much needed homes so that some families can start rebuilding their lives.

Millions in the global south* are forced to flee due to conflict, persecution, and extreme poverty. The present crisis has further exposed the lack of safe routes to sanctuary and the cruel nature of this government's Nationality and Borders Bill. Compassionate leadership is needed now more than ever to ensure that *all* people seeking safety have access to a dignified life.

We therefore call on our Council leader to:

1. Ask the Home Secretary to withdraw the Borders Bill, grant permanent Refugee Status to *all* Afghan nationals who are in

the UK and release those detained, create safe pathways for undocumented Afghans to obtain refugee status and facilitate family reunions including from third countries.

2. Ask the Local Government Association to establish a Sanctuary Taskforce. A fully resourced, just, and locally led emergency and long-term resettlement programme based on the principles of welcome, dignity and justice is the only solution to the ongoing crisis.
3. Re-establish the Refugee, Asylum Seeker and Vulnerable Migrant Coordination Group in joint leadership with the County and District Councils along the previously agreed principles of sanctuary.

**often inexactly referred to as 'the developing world'*

15e E-Scooters and active travel (proposer Cllr Gant, seconder Cllr Smowton)

Liberal Democrat Group member motion

In late 2020 the County Council took early steps towards an ETRO (emergency traffic regulation order) legalising the use of e-scooters on the public highway, within certain carefully controlled and defined limits. The County's plans identified a number of objectives for the proposed trial:

- i. Support safe commuting to work and education as an alternative whilst social distancing measures are in place,
- ii. Reduce private car use and reduce congestion,
- iii. Contribute towards the reduction in air pollution and carbon emissions,
- iv. Test perceptions and attitudes towards new mobility solutions, and
- v. Deliver a safe and accessible alternative travel mode which complements the public transport offer, but which addresses short term capacity constraints on the network.

Following elections in May 2021 the new Oxfordshire Fair Deal Alliance administration at County Hall set out its priorities for transport policy, stating:

"We will create a transport network that makes active travel the first choice for short journeys and invests in public transport to significantly reduce our reliance on car journeys. In areas of planned housing growth, we will prioritise active and public transport over road capacity for cars. We will accelerate our support for communities in implementing 20mph zones."

This Council thoroughly endorses those objectives.

Council therefore resolves to fully and publicly back the stated ambition of the County Council by:

- **supporting all modes of transport that allow our residents alternatives to the car, including the county's e-scooter trial;**
- **working to reduce and where possible eliminate car parking spaces in new developments;**
- **working harder through policy development and the planning system to ensure adequate provision of active travel elements in new developments in order to avoid demands from new residents for expensive and time-consuming retro-fits at a later date, and, more importantly, to provide them with better places to live;**
- **and asks the Chief Executive to write to her counterpart at the County Council communicating the substance of this motion.**

15f Oxford Stadium (proposer Cllr Pegg, seconder Cllr Dunne)

Green Group member motion

Council notes plans by Kevin Boothby (reported in the Oxford Mail: 17th June 2021) to bring greyhound racing back to Oxford Stadium following the acquisition of a 10-year lease from owners Galliard Homes.

Council notes that the last greyhound racing took place in the Stadium in December 2012.

Council notes that Galliard Homes have previously (2013 - application number 13/00302/FUL) submitted a planning application to re-develop the site for housing but that this was never approved by the Council.

Council notes that there has been an informal assessment of the site by British Cycling who have stated it would be suitable as velodrome combined with a BMX and learn-to-ride facility with ample space for other community uses.

Council also notes that greyhound racing has been heavily criticised by animal welfare organisations such as the League Against Cruel Sports, Alliance Against Greyhound Racing, People for the Ethical Treatment of Animals (PETA) who believe that dogs should not suffer or die for entertainment or for the profit of the dog racing industry.

The Greyhound Board of Great Britain's (GBGB) own data confirms that in 2019 there were 4970 greyhound injuries & 710 deaths (14 per week).

Despite Legislation aimed at improving the welfare of greyhounds,

including the Animal Welfare Act (2006), The Welfare of Racing Greyhounds Regulations 2010, there is still ample evidence of the dangers to greyhounds bred for racing (see [1, 2]). The latter Government report into the effectiveness of the 2010 Regulations cast doubt on many aspects of the sport, making several important recommendations which have NOT been made law.

The Council considers itself to be a caring Council which seeks the highest standards of welfare for all animals.

It therefore:

- **Agrees to publicly oppose the reintroduction of greyhound racing in Oxford.**
- **Asks Cabinet to request a report from the Executive Director (Development) which explores alternative uses for the site in collaboration with the site owner and operator.**
- **Should the greyhound racing go ahead and the operator is not licensed by the Greyhound Board of Great Britain, the Council agrees to use its powers to ensure the welfare and safety of racing dogs and agrees to consider developing a licensing policy on greyhound racing.**

[1] 'The State of greyhound racing in Great Britain: a mandate for change', League of Cruel Sports (2014)

[2] 'Greyhound Welfare'. Environment, Food and Rural Affairs (EFFRA) Committee (2016)

15g EU Nationals deserves to be treated with respect (proposer Cllr Bely-Summers, seconder Cllr Corais)

Labour Group member motion

Council notes:

- That following the UK's departure from the EU there are significant new entry restrictions for EU nationals seeking to come to the UK;
- That at the 2011 census, over 12,000 Oxford residents were born in an EU member state apart from Ireland and the UK;

Council believes:

- That nationals from EU member states are, along with many other migrant communities, an important part of Oxford's diverse and vibrant society;
- That EU nationals, their families, friends and visitors deserve to be treated with respect;
- That in law, EU nationals have the right to receive visitors, yet

there is disturbing evidence of hostile treatment of such visitors at the UK border, and that this is causing great distress to those affected, and uncertainty amongst people in Oxford more widely;

- That this is further evidence of the government's discredited "hostile environment" policy [1] being continued.

Council resolves:

- **To ask the Council Leader to write to the Home Secretary urging a much more sensitive approach to those visiting the UK from EU countries at the UK border, and protesting at the poor treatment visitors have received since the start of 2021;**
- **To request this letter is shared with representative organisations in Oxford, relevant embassies, and through the Council's social media channels.**

[1] <https://www.gov.uk/government/speeches/speech-by-home-secretary-on-second-reading-of-immigration-bill>
<https://www.telegraph.co.uk/news/0/theresa-may-interview-going-give-illegal-migrants-really-hostile/>

15h Opposition to the Government's Planning White Paper (proposed by Cllr Gant)

Liberal Democrat Group member motion

Oxford City Council believes planning works best when developers and the local community work together to shape local areas and deliver necessary new homes; and therefore, calls on the Government to protect the right of communities to object to individual planning applications.

Oxford City Council also calls on the Leader of the Council to write to the Secretary of State for Housing, Communities and Local Government to ask them to uphold this vital principle.

15i Opposition to the Health and Care Bill (proposer Cllr Jarvis)

Green Group member motion

This Council notes the government has presented its Health and Care Bill to parliament to reform the delivery of NHS and public health services. This legislation would:

- Reorganise the NHS around "Integrated Care Systems" (ICS), new bodies within the health service with boards comprising organisations involved in service delivery –

including for-profit private companies.

- Abolish the requirement for compulsory competitive tendering for NHS services, as set out in Section 75 of the 2012 Health and Social Care Act.

This Council believes that the move towards ICS is an unnecessary and unwanted reorganisation of the health service.

This Council believes that allowing private companies to sit on ICS boards – bodies with decision making powers over how NHS money is spent and the care patients receive – is an anathema to the principles of the NHS as a publicly provided, publicly funded and publicly run health service, representing a clear conflict of interest.

This Council believes that revoking Section 75 of the 2012 Health and Social Care Act without also ending private sector involvement in the health service will remove one of the few checks and balances on outsourcing and privatisation presently in operation, leading to contracts being given without competition or tender to private companies and without the ability for in-house bids.

This Council calls for the Leader of the Council to:

- **Write to the Secretary of State for Health and Social Care to demand the withdrawal of the proposed legislation and express opposition to the inclusion of private companies on ICS boards, as well as to the revocation of Section 75 of the 2012 Health and Social Care Act unless all private delivery of NHS services is also revoked.**
- **Write to Oxfordshire County Council’s Cabinet Member for Public Health and Equalities requesting a commitment from the County Council Cabinet to oppose the imposition of ICS and to advocate for the exclusion of any representatives of private companies on local ICS boards.**

15j End Fire and Rehire (proposer Cllr Mundy, seconder Cllr Dunne)

Labour Group member motion

The practice of Fire and Rehire, which can also be referred to as dismissal and reengagement, has come to public attention in recent years. This involves an employer dismissing staff and reoffering their roles under inferior conditions, usually to effectively change the contract of employment. The currently legal practice has been increasingly threatened by employers. The prevalence and impact of Fire and Rehire has been researched by the Advisory, Conciliation and Arbitration Service (Acas) [1]. Though not new, there is suggestion that the impact of the COVID-19 pandemic has spurred an increase in its use. Others have told Acas that the

pandemic is being used “opportunistically as a smokescreen to diminish workers’ terms and conditions”. This has impacted a range of employees, many of whom have been key workers such as factory, utilities, and retail workers. These are people who have kept working and kept our country going during the pandemic and lockdowns.

According to TUC research [2] nearly 1 in 10 workers have been told to re-apply for their jobs on worse terms and conditions or face the sack. Working-class people (12%) are nearly twice as likely as those from higher socio-economic groups (7%) to face Fire and Rehire. For black and ethnic minority workers (15%) the rate is nearly twice the rate of white workers (8%).

Here, and across the country, Fire and Rehire is increasing the precariousness of work and financially and mentally compromising people who work hard to put food on the table and pay their bills. It is shackling our trade unions and making it impossible for them to fight for a fair deal for their members.

According to the National Union of Journalists (NUJ), our city’s own newspapers The Oxford Mail and The Oxford Times threatened to Fire and Rehire NUJ members over bank holiday pay. In August the NUJ agreed a deal to end the dispute, but they could not get Fire and Rehire taken off the table in negotiations with the newspapers’ owners Newsquest Media Group. [3]

In Oxfordshire, workers at the Jacob Douwe Egberts coffee factory in Banbury were threatened with Fire and Rehire earlier this year. The profitable factory succeeded in settling an agreement with Unite the Union in August. [4]

Oxford City Council resolves:

- **To publicly oppose any future use or threat of Fire and Rehire by employers in our City.**
- **For the review of future contracts, contract renewals and procurement to seek to include a commitment for employers to not use or threaten Fire and Rehire, as part of their social clause.**
- **For our City Council Leader to add her voice to that of our MPs Anneliese Dodds and Layla Moran in supporting new national legislation to ban Fire and Rehire.**
- **For our City Council Leader to write to Business Secretary Kwarsi Kwarteng, urging him to support Barry Gardiner’s *End Fire and Rehire Private Members Bill* [5] and back the workers of our country.**

1 <https://www.acas.org.uk/fire-and-rehire-report/html>

2 “Fire and rehire” tactics have become widespread during pandemic – warns TUC January 2021

<https://www.tuc.org.uk/news/fire-and-rehire-tactics-have-become-widespread->

[during-pandemic-warns-tuc](#)

3 <https://www.nuj.org.uk/resource/oxford-mail-and-times-use-fire-and-rehire-tactic-to-end-bank-holiday-working-payments.html>

<https://www.holdthefrontpage.co.uk/2021/news/daily-journalists-facing-fire-and-rehire-after-rejecting-pay-change-union-says/>

4 <https://www.bbc.co.uk/news/uk-england-oxfordshire-58078221>

5 Employment and Trade Union Rights (Dismissal and Re-engagement) Bill

[https://www.parallelparliament.co.uk/bills/2021-](https://www.parallelparliament.co.uk/bills/2021-22/employmentandtradeunionrightsdissmissalandreengagement)

[22/employmentandtradeunionrightsdissmissalandreengagement](https://www.parallelparliament.co.uk/bills/2021-22/employmentandtradeunionrightsdissmissalandreengagement)

15k COP26 (proposer Cllr Dunne, seconder Cllr Mundy)

Labour Group member motion

This Council notes that:

- The global scientific consensus is that humans have caused an unprecedented increase in global temperatures, and we are heading towards mass extinction of entire ecosystems if we do not change our actions today [1].
- We have witnessed rising temperatures, floods, wildfires, and other extreme weather events happening more frequently around the world. Insects, animals, and natural habitats have been in decline because of the crisis we are in.
- The climate crisis is not just an environmental issue but is a social justice issue as the people who are least responsible for the crisis in the global south are the same people who will be hit hardest by its impacts.
- The main causes of the climate crisis are increased emissions from the fossil fuel sector, the agriculture sector and the waste sector which highlights the need for stronger mitigation in all these areas [2].
- The UK's agricultural land use and practices are a central driver for habitat and biodiversity loss, making this one of the world's most nature-depleted countries [3]. In the UK, we also eat more than twice the global average of meat and dairy products which is a huge contributor to global warming.
- The UK will soon be hosting COP26. The current government has not done enough to address the climate crisis and must do more immediately, particularly around agriculture which so often gets overlooked in climate change discussions.
- In January 2019, Oxford City Council declared a climate emergency and have been taking steps since to help prevent climate catastrophe, but more must be done locally, and we will need more powers and funding from national government as well.
- The necessary change to confront the climate crisis needs to tackle existing inequalities and to be democratic, led from the

community with workshops, more citizen assemblies and youth summits.

- Zero carbon citizens and more importantly zero carbon institutions and businesses in the city are essential to decarbonising Oxford. Climate action from the city needs to be equitable based on contribution to the crisis (e.g., challenging large businesses and institutions in the city who are contributing the most to the crisis [4]).

This Council agrees to:

- Look within the City Council operations to see where more work can be done to divest from fossil fuels such as
 - the transport of goods from around the world to Oxford,
 - local government pension fund investments
- Publicly call out institutions and businesses who continue to participate in fossil fuel activity, plastic waste, and unsustainable farming, including through associated partnerships such as pensions and suppliers.
- Ask the relevant Cabinet Member to work with officers to set-up working groups in the council to collaborate with existing community groups, climate activists and co-operatives to establish a revolutionary and systemic approach to reducing carbon emissions in the city.
- Ask the Leader to write to the Secretary of State for Business, Energy, and Industrial Strategy to provide funding to local governments for the nine concrete, radical changes of the Green New Deal to our current economic, social, and political model [5].

1

https://www.ipcc.ch/report/ar6/wq1/downloads/outreach/IPCC_AR6_WGI_Press_Conference_Slides.pdf

2 <https://iopscience.iop.org/article/10.1088/1748-9326/ab9ed2>

3 <https://www.rspb.org.uk/globalassets/downloads/documents/conservation-projects/state-of-nature/state-of-nature-uk-report-2016.pdf>

4 <https://www.theguardian.com/environment/2021/apr/20/oxford-university-receives-11m-from-fossil-fuel-firms-report-finds>

5 <https://www.labourgnd.uk/gnd-explained>

16 Matters exempt from publication and exclusion of the public

If Council wishes to exclude the press and the public from the meeting during consideration of any aspects of the preceding agenda items it will be necessary for Council to pass a resolution in accordance with the provisions of Section 100A(4) of the Local Government Act 1972

specifying the grounds on which their presence could involve the likely disclosure of exempt information as described in specific paragraphs of Part 1 of Schedule 12A of the Act if and so long as, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

(The Access to Information Procedure Rules – Section 15 of the Council’s Constitution – sets out the conditions under which the public can be excluded from meetings of the Council)

Updates and additional information to supplement this agenda are published in the Council Briefing Note.

Additional information, councillors’ questions, public addresses and amendments to motions are published in a supplementary briefing note. The agenda and briefing note should be read together.

The Briefing Note is published as a supplement to the agenda. It is available on the Friday before the meeting and can be accessed along with the agenda on the council’s website.

Information for those attending

Recording and reporting on meetings held in public

Members of public and press can record, or report in other ways, the parts of the meeting open to the public. You are not required to indicate in advance but it helps if you notify the Committee and Member Services Officer prior to the meeting so that they can inform the Chair and direct you to the best place to record.

The Council asks Councillors and members of the press and public recording the meeting:

- To follow the protocol which can be found on the Council's [website](#)
- Not to disturb or disrupt the meeting
- Not to edit the recording in a way that could lead to misinterpretation of the proceedings. This includes not editing an image or views expressed in a way that may ridicule or show a lack of respect towards those being recorded.
- To avoid recording members of the public present, even inadvertently, unless they are addressing the meeting.

Please be aware that you may be recorded during your speech and any follow-up. If you are attending please be aware that recordings may take place and that you may be inadvertently included in these.

The Chair of the meeting has absolute discretion to suspend or terminate any activities that in his or her opinion are disruptive.

Councillors declaring interests

General duty

You must declare any disclosable pecuniary interests when the meeting reaches the item on the agenda headed "Declarations of Interest" or as soon as it becomes apparent to you.

What is a disclosable pecuniary interest?

Disclosable pecuniary interests relate to your* employment; sponsorship (ie payment for expenses incurred by you in carrying out your duties as a councillor or towards your election expenses); contracts; land in the Council's area; licenses for land in the Council's area; corporate tenancies; and securities. These declarations must be recorded in each councillor's Register of Interests which is publicly available on the Council's website.

Declaring an interest

Where any matter disclosed in your Register of Interests is being considered at a meeting, you must declare that you have an interest. You should also disclose the nature as well as the existence of the interest. If you have a disclosable pecuniary interest, after having declared it at the meeting you must not participate in discussion or voting on the item and must withdraw from the meeting whilst the matter is discussed.

Members' Code of Conduct and public perception

Even if you do not have a disclosable pecuniary interest in a matter, the Members' Code of Conduct says that a member "must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself" and that "you must not place yourself in situations where your honesty and integrity may be questioned". The matter of interests must be viewed within the context of the Code as a whole and regard should continue to be paid to the perception of the public.

*Disclosable pecuniary interests that must be declared are not only those of the member her or himself but also those member's spouse, civil partner or person they are living with as husband or wife or as if they were civil partners.