

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 29 November 2021**

Time: **5.15 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](#)

Information about speaking and recording is set out in the agenda and on the [website](#)

Please contact the Committee Services Officer to register to speak; to discuss recording the meeting; or with any other queries.

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For further information please contact:

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All public papers are available from the calendar link to this meeting once published

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 4 October 2021. The full minutes pack is here . Council is asked to approve the minutes as a correct record.	27 - 36
4 Appointment to Committees Any proposed changes to committee membership will be circulated with the briefing note or notified at the meeting.	
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 23 November 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 East Oxford Community Centre and Housing Development

37 - 60

The Executive Director Communities and People submitted a report to Cabinet on 10 November 2021 seeking project approval and delegations to award the construction contract for the refurbishment of the East Oxford Community Centre building and extension of it with a new and highly efficient building. The project will include the provision of 26 housing units situated across two sites.

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

Cabinet Members Cllr Blackings and Cllr Aziz will present the report and propose Cabinet's recommendations.

Recommendation:

Cabinet recommends that Council resolves to

- 1. agree the appropriation of the land being developed for housing at Princes Street and at Collins Street from the General Fund into the Housing Revenue Account at the equivalent loan debt value of £1.491m.**

8 Redevelopment of Standingford House Enterprise Centre and site at Cave Street to provide managed workspace

61 - 80

The Executive Director (Development) submitted a report to Cabinet on 10 November 2021 seeking approval to fund and enter into a construction contract for the redevelopment of Standingford House and site at Cave Street, to provide affordable managed workspace. This is an increase to the proposed capital allocation in 21/22 consultation budget and the rationale for this increased investment is set out in the confidential Appendix to the report.

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

Cabinet Members Cllr Brown and Cllr Turner will present the report and propose Cabinet's recommendations.

Recommendation:

Cabinet recommends that Council resolves to

- 1. approve a capital budget of £9.70m to deliver the project and including the use of £1.13m of funds awarded to the Council from OxLEP's Local Growth Fund. This is an increase to the proposed capital allocation in 21/22 consultation budget and the rationale for this increased investment is set out in the exempt Appendix 1 – Not for Publication (item 24a).**

9 Use of Retained Right to Buy Receipts to increase the provision of more affordable housing

81 - 94

The Head of Housing Services submitted a report to Cabinet on 10 November 2021 seeking authorisation to purchase and develop accommodation for the purpose of delivering more affordable housing in Oxford.

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

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

Recommendation:

Cabinet recommends that Council resolves to

- 1. approve a capital budget in the General Fund for £1,650,000 of expenditure in 2021/22, subsidised using £660,000 of Retained Right to Buy Receipts, to enable the acquisition and refurbishment of Roken House;**
- 2. approve a capital budget in the Housing Revenue Account for £2m expenditure in 2021/22, subsidised using £800,000 of Retained Right to Buy Receipts, to enable further property acquisition activity in the last two quarters of 2021/22.**

10 Council Telephony Contracts Replacement

95 - 166

The Head of Business Improvement submitted a report to Cabinet on 10 November 2021 seeking approval to proceed with the procurement and subsequent contract award(s) for a five year replacement to the existing BT OnePhone telephony contracts (fixed line and mobile) at a cost of less than and no more than the existing contract value.

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

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

Recommendation:

Cabinet recommends that Council resolves to

- 1. approve the addition of £50k into the capital programme as set out in paragraph 2 of the report.**

11 Restructure of OXWed JV

167 -
170

The Head of Financial Services submitted a report to Cabinet on 10 November 2021 seeking authorisation for the restructure of the OxWED Joint Venture.

OxWED Ltd is a Joint Venture between the Council and Nuffield College, the intention is to facilitate the redevelopment of the land adjacent to the Ice Rink. The creation of a new Limited Liability Partnership is recommended.

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

Cabinet Members Cllr Turner and Cllr Hollingsworth will present the report and propose Cabinet's recommendations.

Recommendations:

Cabinet recommends that Council resolves to

- 1. agree the sale of shares in OxWED for up to £360,000 along with the purchase of shares in the Limited Liability Partnership and allocate a budget of up to £360,000;**
- 2. agree the novation of the existing loan agreements in the sum of £15.850 million from OxWED to the Limited Liability Partnership on the same terms; and**
- 3. agree that a capital budget of up to £700,000 is established for the tax charge resulting from this transaction.**

12 Loan to Low Carbon Hub in relation to Ray Valley Solar Farm

171 -
178

The Head of Financial Services submitted a report to Cabinet on 10 November 2021 seeking a Cabinet recommendation to Council for the approval of the loan to Low Carbon Hub to support investment in the Ray Valley Solar Project.

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

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

Recommendation:

Cabinet recommends that Council resolves to

- 1. approve a loan facility agreement with Low Carbon Hub of £2,000,000 together with the associated capital budget for a loan in respect of the Ray Valley Solar (RVS) local renewable energy project, whilst noting the reduction in the separate and already approved Salix grant-backed loan awarded under the Public Sector Decarbonisation Scheme. The investment will be funded from Council capital resources.**

COMMITTEE RECOMMENDATIONS

13 Appointment of External Auditors 2023/24 to 2027/28

179 -
194

The Head of Financial Services has submitted a report setting out proposals for appointing the external auditor to the Council for the five-year period from 2023/24 and seeking authority for the Head of Financial Services to opt in to the national scheme for auditor appointments on behalf of the Council in accordance with the recommendation from Audit and Governance Committee.

This report and a covering report was submitted to the Audit & Governance Committee on 20 October 2021. The Committee decisions are set out in the minutes of that meeting.

The Chair of the Audit & Governance Committee Cllr Fry will present the report and propose the recommendations.

Recommendation:

The Audit & Governance Committee recommends that Council resolves to

- 1. accept Public Sector Audit Appointments' invitation to opt into the sector-led option for the appointment of external auditors to principal local government and police bodies for five financial years from 1 April 2023;**
- 2. authorise the Head of Financial Services to opt in to the national scheme for auditor appointments for the provision of external audit services starting with the audit of the 2023/24 accounts.**

14 Statement of Gambling Licensing Policy 2022

195 -
248

The Head of Regulatory Services and Community Safety submitted a report to the Licensing & Gambling Acts Committee on 3 November

seeking agreement of the Statement of Gambling Licensing Policy following consultation.

The Committee decisions are set out in the minutes of that meeting.

The Chair of the Licensing & Gambling Acts Committee Cllr Cook will present the report and propose the recommendations.

Recommendation:

The Licensing and Gambling Acts Committee recommends that Council resolves to

- 1. approve the final draft of Gambling Licensing Policy 2022**

15 Appointment of a Parish Council representative as a non-voting member of the Standards Committee

249 -
250

The Head of Law and Governance submitted a report to the Standards Committee on 16 November detailing the proposal for Parish Council representation on the Standards Committee following the retirement of the previous representative.

The Chair of the Standards Committee Cllr Pressel will present the report and propose the recommendations.

Recommendations:

The Standards Committee recommends that Council resolves to:

- 1. appoint Councillor Peter Nowland of Blackbird Leys Parish Council as the co-opted, non-voting member of the Standards Committee representing the four Parish Councils in Oxford until the end of his current term of office in May 2022.**

OFFICER REPORTS

16 Council and Committee meetings programme for May 2022 to May 2024

251 -
260

The Head of Law and Governance has submitted a report setting out a programme of Council, committee and other meetings for the whole of the 2022/2023 and 2023/24 council years.

The Leader of the Council Cllr Brown will propose the recommendations.

Recommendations: that Council resolves to:

- 1. Approve the programme of Council, committee and other meetings from 1 May 2022 to 31 May 2024 attached at Appendix**

- 1;
2. Delegate authority to the Head of Law and Governance, in consultation with Group Leaders, to make changes to this programme in the event that there is any decision by Council to change the committee structure or committee remits which impacts on the programme of meetings; and
3. Delegate authority to the Head of Law and Governance to set dates for additional training and briefing sessions for Members.

QUESTIONS

17 Questions on Cabinet minutes

This item has a time limit of 15 minutes.

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

- | | | |
|------------|--|--------------|
| 17a | Minutes of meeting Wednesday 13 October 2021 of Cabinet | 261 -
264 |
| 17b | Draft minutes of meeting on Wednesday 10 November 2021 of Cabinet | 265 -
274 |

18 Questions on Notice from Members of Council

275 -
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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 17 November 2021.

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

PART 2 - PUBLIC INVOLVEMENT AND SCRUTINY

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

This item will be taken at or shortly after 7.00pm

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 23 November 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 limit.

20 Outside organisation/Committee Chair reports and questions

Council is asked to consider a report on the work of a key partnership in which the Council is involved.

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 on Thursday 25 November 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.

20a OxLEP and Skills Board

Report submitted on behalf of the Leader of the Council, Cllr Brown, on the work of the Oxfordshire Local Enterprise Partnership (OxLEP) and the skills board.

Council is invited to comment on and note the report.

21 Scrutiny Committee update report

The Chair of the Scrutiny Committee has submitted a report which updates Council on the activities of scrutiny and the implementation of recommendations since the last meeting of Council.

Council is invited to comment on and note the report.

285 -
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PART 3 - MOTIONS REPRESENTING THE CITY

22 Motions on notice 29 November 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 17 November 2021 are listed below.

Cross party motions are taken first. Motions will then be taken in turn from the Green, Independent*, Labour, Liberal Democrat groups in that order.

*No motions have been submitted by the Independent Group for this meeting.

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 25 November 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) Becoming a trans inclusive council (proposer Cllr Pegg, seconder Cllr Jarvis)
- b) Violence Against Women and Girls (proposer Cllr Aziz, seconder Councillor Abrishami)
- c) Noise Nuisance from Licensed Premises (proposer Cllr Miles, seconder Cllr Landell Mills)
- d) Oxford Stadium (proposer Cllr Pegg, seconder Cllr Dunne)
- e) End Fire and Rehire (proposer Cllr Mundy, seconder Councillor Dunne)
- f) Speeding Enforcement (proposer Cllr Smowton)
- g) Endorsing The Green Norrington Table and calls for Fossil Fuel Non-Proliferation (proposer Cllr Hayes, seconder Cllr Hollingsworth)
- h) EU Nationals deserves to be treated with Respect (proposer Cllr Bely-Summers)
- i) Plant based eating and sustainable farming (proposer Cllr Dunne)

23a **Becoming a trans inclusive Council (proposer Cllr Pegg, seconder Cllr Jarvis)**

Green Group Member Motion

This Council states that:

Trans women are women. Trans men are men. Non-binary people are non-binary. We believe in the dignity of all people, and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution diversity brings to our community. Our aspiration is for Oxford to be a safe, welcoming and inclusive city for everyone, no matter their gender identity.

The Council notes:

1. The concerning rise in transphobia in the UK, from individuals, politicians and the media, as well as the increasing severity of the threats faced by the trans community.
2. That transgender and non-binary people may require specific support to access services without facing discrimination. All council services must be equipped to provide appropriate service and good customer care to suit transgender and non-binary people.
3. That there are transgender and non-binary people in Oxford of all ages, and that the need for better understanding and acceptance of what it means to be transgender or non-binary is an intergenerational issue.
4. The vital work done by groups in Oxford to support local trans and non-binary people, as well as the wider LGBTQIA+ community. These groups include ArkT, Oxford Pride, TransOxford and Topaz.
5. That despite many positive initiatives there is always more to do to ensure we are a genuinely supportive, inclusive and welcoming city. The council will seek to better support transgender and non-binary people to live happy, healthy and fulfilling lives.
6. That transgender and non-binary people may face intersecting struggles due to factors like their race, religion, socio-economic background, gender or sexuality.

This Council therefore resolves to:

1. **State publicly that trans rights are human rights and affirm the legal rights of all protected groups under the 2010 equality act.**
2. **Work with LGBTQIA+ groups and people to strongly encourage training for councillors and council staff to raise awareness of the difficulties transgender and non-binary people face and the support they can offer to this community.**
3. **Request that the Cabinet agrees to fly the transgender flag on International Trans Day of Visibility (March 31st), in addition to Trans Day of Remembrance (November 20th)**

4. **Request a review of all forms and documents created by the Council with a view to ensuring they are trans and non-binary inclusive where possible.**
5. **To encourage council staff and councillors to make small gestures that make it clear transgender and non-binary people are welcome. This could include adding pronouns to email signatures and providing gender neutral toilets in Council buildings.**
6. **To work with partner organisations to ensure transgender and non-binary people are not discriminated against whilst accessing homelessness services.**
7. **To work with healthcare providers and Oxfordshire County Council to remove barriers transgender and non-binary people face when accessing medical care.**
8. **To review with a view to improving signposting to support services for transgender and non-binary people within Council communications, including a dedicated page on the Council's website.**

23b Motions on notice 29 November 2021: Violence Against Women and Girls (proposed by Cllr Aziz, seconded by Councillor Abrishami)

Labour Group Member Motion

Misogyny, harassment and violence towards women and girls (VAWG) is endemic in the UK.

A 2021 YouGov/ UN Women UK survey found that of women aged 18-24, 97% said they had been sexually harassed.

80% of women of all ages said they had experienced sexual harassment in public spaces. It is inevitable that many women and girls across our city are suffering harassment and abuse.

In 2020, the ONS reported that 618,000 women were victims of a sexual assault or an attempted sexual assault by a man.

In the year to March 2020, 1.4% of rape cases recorded by police resulted in a suspect being charged (or receiving a summons).

Studies show the intersectional nature of discrimination means women with protected characteristics, such as those from Black, Asian or Ethnic Minority, disabled or LGBT+ Communities, and specially trans women, are even more likely to experience harassment, discrimination and abuse. Women with insecure immigration status and refugee women are also additionally vulnerable.

The Council resolves:

- **To ensure Oxford City Council continues to do everything in its power to build a city free from**

misogyny and VAWG.

- **To create a VAWG Taskforce. It is vital that women's and girl's voices are heard. The Council will create a process that proactively listens to women's voices across the city. This task force will be open to include and involve all women and self identifying women Councillors.**
- **To become a White Ribbon Accredited Organisation.**

23c Noise Nuisance from Licensed Premises (proposed by Cllr Miles, seconded by Cllr Landell Mills)

Liberal Democrat Group Member Motion

This Council values the significant contribution of the hospitality sector to our residents, our community and our local economy in Oxford. However, this council regrets that many residents face a level of noise disturbance from licensed premises that interferes significantly with their right to enjoy their home. This council recognises that the disturbance is not limited to the weekends but also occurs mid-week. The issue has been exacerbated by the increased levels of outside drinking and entertainment due to the pandemic, as well as complacency by some license holders.

This council takes its responsibilities towards statutory noise nuisance from licensed premises seriously. Therefore, it seeks to strengthen noise reporting mechanisms for residents, improve awareness among residents of how to report noise issues and of the council's procedure for handling complaints, and build the capacity of license holders to control noise from licensed premises.

Specifically, this council commits to:

- **Review the start time of the out of hours noise service telephone line provision from 10pm to earlier to allow sufficient time for the reported noise to be investigated;**
- **Appraise increasing the number of days a week that the out of hours noise service is available;**
- **Strengthen the service level agreements of the out of hours noise service to ensure that callers to the service do not have to wait more than 5 minutes for their call to be answered;**
- **Increase the information on the City Council website about how it responds to noise complaints about a licensed premise, the powers the council have to stop a statutory nuisance and the powers residents have to take their own legal action against a licensed premise on the basis of noise;**
- **Produce a leaflet for residents to download from the council website with information about how to make a**

noise complaint and collect evidence to support a complaint; and

- **Produce a leaflet to disseminate to licensed premises on controlling noise from their premises.**

Council requests that the Head of Regulatory Services and Community Safety brings a report to Cabinet with proposals to implement this motion.

23d 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 consider using 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)

23e End Fire and Rehire (proposer Cllr Mundy, seconder Cllr Dunne)

Labour Group Member Motion

This Council notes that:

The practice of Fire and Rehire, or 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 people have kept working and kept our country going during the pandemic and lockdowns.

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

According to TUC research² 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 than 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

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 the voice of the Council to that of our MPs Anneliese Dodds and Layla Moran in supporting national legislation to ban Fire and Rehire.**
- **For our City Council Leader to write to the Business Secretary on behalf of Council, urging him to reverse the current government position, support a ban of fire and rehire, and back the workers of our country.**

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>

23f Speeding Enforcement (proposer Cllr Snowton)

Liberal Democrat Group Member Motion

This council notes that while prevention of speeding in and around Oxford is both a frequently-raised complaint and a serious danger to vulnerable road users, Thames Valley Police action has been scant, with budget shortages often cited. Therefore this council calls on the Police and Crime Commissioner for Thames Valley to work with local councils to address these problems, including by accepting targeted funding from those councils.

It is well documented that speed kills, both increasing the likelihood of an accident and resulting in more severe consequences when they happen. Further, the majority of people injured in road accidents are not drivers themselves, but vulnerable road users such as pedestrians and cyclists. Even when accidents do not result, it is likely a perception of a dangerous road environment will discourage active travel, contrary to the council's air-quality and public health goals.

Oxfordshire County Council has and continues to work to improve safety in and around Oxford, for example by introducing urban 20mph zones. Similarly, many trunk roads around Oxford carry limits below the national speed limit for the safety of vulnerable road users and for air quality improvement. However, while both of these are welcome, they can only yield safety benefits if drivers stick to the limit, and speeding on both contexts remains common and unpunished.

23g Endorsing The Green Norrington Table and calls for Fossil Fuel Non-Proliferation (proposer Cllr Hayes, seconder Cllr Hollingsworth)

Labour Group Member Motion

This Council notes that:

- The progress of the Glasgow Climate Pact is real without being enough to meet the climate emergency.
- The Pact puts fossil fuel producers on notice and, despite watered-down language, mentions coal power (regrettably, in terms of “phase down” and “inefficient” fossil fuel subsidies).
- It has declared a climate and ecological emergency and is taking steps to become a Zero Carbon Council by 2030 or sooner.
- It has established and chairs the Zero Carbon Oxford Partnership, including both Universities, to build a Zero Carbon Oxford by 2040 or sooner.

This Council further notes that:

- The University of Oxford and its constituent colleges are anchored institutions (to use the language of community wealth building) and crucial to the journey to Zero Carbon and the creation of a fairer economy and stronger society.
- The large endowments of the Colleges give them a unique opportunity to repurpose funds to help achieve a sustainable planet.
- People employed and educated by the University Colleges sustain the work and life of those institutions, so that the climate and ecological concerns of such individuals should be reflected outwards at an organisational level.

This Council welcomes an initiative of the Oxford Climate Justice Campaign, Fossil Free Oxfordshire, the Oxford Student Union, and the Cambridge Student Union—the creation of the Climate League of Oxford and Cambridge (CLOC) or, as it is known, the Green Norrington Table.

This Council calls on the Leader to write to the Heads of House and Bursars of each of the University’s constituent colleges to:

- Highlight the Green Norrington Table as a tool for prospective, current, and future students at Colleges, University faculty, College employees, and citizens, to scrutinise the climate-mitigating ambition of each College and understand their relative performance based on their ranking in the table.
- Encourage Colleges to engage with the Green Norrington Table, including responding to and, in future give consideration to shaping, the questionnaires used to evaluate climate-mitigating performance.
Respond to climate concerns by urgently publishing plans to reach net zero.

This Council calls on the Leader to write to the Vice-Chancellors of both Universities and the Heads of House and Bursars of each of the University of Oxford’s constituent colleges encouraging them to:

- Sever financial ties to the fossil fuel industry to stimulate an end to fossil fuel development, manage the decline of existing production, and encourage the shift to renewable energy sources through investments.

This Council endorses:

- The call for a Fossil Fuel Non-Proliferation Treaty backed by Sydney, Los Angeles, Barcelona, Vancouver, Toronto, and

Cambridge.

This Council calls on the Leader of the Council to ask the Prime Minister to:

- Revisit and strengthen net zero goals and decarbonisation plans ahead of the return to global climate talks in 2022.
- Increase climate finance and adaptation funding to developing countries and galvanise fellow rich countries to do the same.
- Work in partnership to end global fossil fuel use and invest in clean energy generation and storage.

23h EU Nationals deserves to be treated with respect (proposer Cllr Bely-Summers)

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] [www.gov.uk government speech by home secretary on second-reading-of-immigration-bill](https://www.gov.uk/government/speeches/home-secretary-on-second-reading-of-immigration-bill)

23i Plant based eating and sustainable farming (proposed by Cllr Dunne)

Labour Group Member Motion

This Council notes that:

- The global scientific consensus is that humans have heated the climate at a rate that is unprecedented, and we are heading towards mass extinction not just for ourselves but of entire eco systems if we do not change our actions today.⁵
- 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 the hardest by its impacts.
- The UKs agricultural land use and associated agricultural practices are a central driver for habitat and biodiversity loss and the UK is one of the world's most nature-depleted countries.⁶
- In the UK we eat twice as much meat and dairy as the global average which is not sustainable as there is not enough land in the world to meet this demand without destroying our natural world.⁷ Farm animals across Europe are producing more emissions than cars and vans combined.⁸
- There was no mention of meat at the COP26 event other than what was on the menu and very little time given to agriculture and factory farming to have any meaningful changes.
- Our relationship to food is still an overlooked factor to the climate crisis yet it is the quickest and cheapest step to help tackle the climate crisis if we reduce our meat intake.
- The necessary change to confront the climate crisis needs to tackle existing inequalities in society while acting urgently. One of the few ways of reducing emissions that potentially saves people money is by consuming less meat which can be done immediately.
- In January 2019, Oxford City Council declared a climate emergency, has been acting to prevent climate catastrophe, and seeks to do more locally in terms of agriculture and our

⁵ https://www.ipcc.ch/report/ar6/wg1/downloads/outreach/IPCC_AR6_WGI_Press_Conference_Slides.pdf

⁶ <https://www.rspb.org.uk/globalassets/downloads/documents/conservation-projects/state-of-nature/state-of-nature-uk-report-2016.pdf>

⁷ <https://www.greenpeace.org.uk/news/how-much-meat-should-i-be-eating/>

⁸ <https://www.theguardian.com/environment/2020/sep/22/eu-farm-animals-produce-more-emissions-than-cars-and-vans-combined-greenpeace>

relationship with meat.

- This year, the Council launched a zero carbon communities' approach at the start of COP26 which explicitly includes, among its action, dietary change and eating less meat.

This Council agrees to:

- **Call on the Government 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.⁹**

Council requests that the Head of Community Services brings a report to Cabinet with proposals to:

- **Work closely with local farmers to support, promote, and encourage their move to create more sustainable plant-based produce in the lead up to the Oxford Farming Conference and beyond.¹⁰**
- **Form a plant-based localised free food service by funding community groups who are already doing this work to transform Oxford into a more environmentally sustainable economy which will also tackle food poverty and provide a framework for other councils to follow.**

24 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 or the exempt appendices to these items listed below 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)

24a	Exempt Appendix for item 8: Redevelopment of Standingford House Enterprise Centre and site at Cave Street	293 - 300
24b	Exempt appendix for item 12: Restructure of OxWED JV	301 -

⁹ <https://www.labourgnd.uk/gnd-explained>

¹⁰ <https://www.ofc.org.uk/conference/2022/programme>

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.