

# Minutes of a meeting of Council on Monday 21 March 2022

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## **Council members present:**

Councillor Goddard (Deputy Lord Mayor)	Councillor Wolff (Sheriff)
Councillor Abrishami	Councillor Arshad
Councillor Bely-Summers	Councillor Walcott
Councillor Brown	Councillor Chapman
Councillor Cook	Councillor Corais
Councillor Coyne	Councillor Diggins
Councillor Fouweather	Councillor Fry
Councillor Gant	Councillor Hall
Councillor Hayes	Councillor Hollingsworth
Councillor Humberstone	Councillor Jarvis
Councillor Landell Mills	Councillor Latif
Councillor Malik	Councillor Miles
Councillor Mundy	Councillor Munkonge
Councillor Nala-Hartley	Councillor Pegg
Councillor Pressel	Councillor Rehman
Councillor Rowley	Councillor Roz Smith
Councillor Snowton	Councillor Thomas
Councillor Tidball	Councillor Turner
Councillor Upton	Councillor Wade
Councillor Waite	

## **Also present for all or part of the meeting:**

Caroline Green, Chief Executive  
Mish Tullar, Head of Corporate Strategy  
Nigel Kennedy, Head of Financial Services  
Susan Sale, Monitoring Officer and Head of Law and Governance  
Lucy Tyrrell, Committee and Member Services Officer  
Tom Hudson, Scrutiny Officer

## **106. Apologies for absence**

Councillor(s) Altaf-Khan, Aziz, Clarkson, Djafari-Marbini, Dunne, Haines, Hunt, Lygo and L Smith sent apologies.

The minutes show when Councillors who were absent for part of the meeting arrived and left.

## **107. Declarations of interest**

### **Item 10: Statement of Licensing Policy (Licensing Act 2003)**

Cllr Malik: stated that he is a self-employed taxi driver working in Oxford City; he made the declaration for reasons of transparency; it was not a pecuniary interest

## **108. Minutes**

Council agreed to approve the minutes of the ordinary meeting held on 31 January 2022 and the budget meeting of Council held on 16 February 2022 as a true and correct record.

## **109. Appointment to Committees**

There was no discussion under this item.

## **110. Announcements**

*Cllr Pressel joined the meeting.*

Council paid tribute and held a minute's silence in memory of former Councillor Gill Sanders.

The Deputy Lord Mayor advised Council he had attended the Kurdish Festival of Newroz at Cheney School.

At the invitation of the Deputy Lord Mayor, the City Rector Rev Buckley spoke to the meeting and highlighted the moving tributes to former Councillor Gill Sanders and moved the Council to a minute's silence to remember those in the Ukraine, followed by a reading of Psalm 31.

Cllr Brown, the Leader of the Council, addressed Council following the decision to end the twinning link between the Council and the City of Perm.

## **111. Public addresses and questions that relate to matters for decision at this meeting**

There were no addresses or questions.

## **112. Development of land at South Oxford Science Village (Land South of Grenoble Road)**

Council considered the report from the Executive Director for Development seeking agreement for the Council to enter into a joint venture Limited Liability Partnership with Thames Water and Magdalen College, as the three land owners of the land allocated

for redevelopment off Grenoble Road known as the South Oxford Science Village site, and in doing so, to commit the land for development.

Cllr Hollingsworth, Cabinet Member for Planning and Housing Development introduced the report, proposed the recommendations; Cllr Hollingsworth and Cllr Turner, Cabinet Member for Finance and Asset Management answered questions.

The recommendations were agreed on being seconded by Cllr Turner and put to the vote.

**Council resolved to:**

**approve** the establishment of a revenue budget of £556k to enable the work to bring the site forward for development, and for internal and external resources its business. Where appropriate and agreed with the Head of Financial Services the costs will be capitalised and the appropriate budget vired from revenue to capital in line with the capitalisation;

**approve** a loan of up to £500k to be made to the LLP to cover the council's share of running the LLP (% share based on % land ownership within the allocation) to be repaid with interest on terms agreed with the Head of Financial Services. The appropriate capital and revenue budgets to be established, to be agreed with the Head of Financial Services, based on the LLP Business Plan and Budget.

### **113. Integrated Performance Report for Q3**

Council considered the report from the Head of Financial Services and the Head of Business Improvement seeking approval of a project into the capital programme.

Councillor Turner, Cabinet Member for Finance and Asset Management introduced the report, proposed the recommendation and answered questions. Cllrs Rowley and Thomas spoke in support of the item and the recommendations were agreed on being seconded by Cllr Brown and put to the vote.

**Council resolved to:**

**approve** the addition of £0.110 million into the Capital Programme for the purchase of Hybrid AV meeting equipment as set out at paragraph 13.

### **114. Decisions taken under Part 9.3(b) of the Constitution**

Council considered a report from The Head of Financial Services and the Head of Business Improvement which sought approval of a project into the capital programme.

Cllr Turner, the Cabinet Member for Finance and Asset Management, introduced the report and proposed the recommendations.

The recommendations were agreed on being seconded by Cllr Hollingsworth and put to the vote.

**Council were resolved to:**

**approve** the addition of £0.110 million into the Capital Programme for the purchase of Hybrid AV meeting equipment as set out at paragraph 13.

### **115. Statement of Licensing Policy (Licensing Act 2003)**

*Cllr Latif joined the meeting.*

*Cllr Malik left the meeting.*

Council considered a report from the Head of Regulatory Services and Community Safety requesting the Committee agree and recommend the updated Statement of Licensing Policy and Cumulative Impact Assessment.

Cllr Cook, the Chair of the Licensing and Gambling Acts Committee, introduced the report, proposed the Committee's recommendations and answered questions.

The recommendations were agreed on being seconded by Cllr Hayes and put to the vote.

**Council were resolved to:**

**adopt** the Statement of Licensing Policy and Cumulative Impact Assessment

### **116. Policy on the relevance of warnings, offences, cautions and convictions**

Council considered a report from the Head of Regulatory Services and Community Safety seeking agreement of the Policy on the Relevance of Warnings, Offences, Cautions and Convictions (Taxi Licensing).

Cllr Cook, Chair of the Licencing and Gambling Acts Committee presented the report and proposed the recommendation.

The recommendation was agreed on being seconded by Cllr Hollingsworth and put to the vote.

**Council resolved to:**

**adopt** the final Policy on the Relevance of Warnings, Offences, Cautions and Convictions.

### **117. Members' Code of Conduct**

*Cllr Malik re-joined the meeting.*

Council considered a report from the Head of Law and Governance, recommended by the Standards Committee to adopt a new Members' Code of Conduct.

Cllr Pressel, Chair of the Standards Committee presented the report, and proposed the recommendation.

The recommendations were agreed on being seconded by Cllr Tidball and put to the vote.

**Council resolved to:**

**Adopt** the revised Councillors' Code of Conduct for implementation from May 2022.

### **118. Constitution Review 2021/22**

Council considered the report from the Head of Law and Governance recommending changes to the Council's Constitution following an annual review process overseen by a cross-party group of councillors.

Cllr Thomas presented the report and proposed the recommendations.

The recommendations were agreed on being seconded by Cllr Hollingsworth and put to the vote.

**Council resolved to:**

1. **Approve** the list of proposed amendments to governance arrangements in the Council's Constitution listed in Appendix 1 with effect from 18 May 2022.
2. **Approve** the list of proposed amendments to clarify existing governance arrangements in the Council's Constitution as detailed in Appendix 2 with effect from 18 May 2022.
3. **Approve** the dispensations in Part 22.5( e) granted under section 33 of the Localism Act 2011 for a further four years from 1 October 2022.
4. **Note** that Council will be recommended to adopt a new Members Code of Conduct under a separate agenda item, following consideration by the Standards Committee; and
5. **Delegate authority** to the Head of Law and Governance to make minor and consequential amendments to the Constitution including to wording and/or numbering that is identified as being inconsistent with the changes approved by Council.
6. **Note** that the Monitoring Officer has delegated authority to change Part 4 (who carries out executive responsibilities) and Part 6 (roles of Cabinet members) to reflect the wishes of the Leader. This would include amending Cabinet Member portfolio titles in the Constitution to reflect any changes announced by the Leader.

## **119. Pay Policy Statement 2022**

Council considered a report from the Head of Business Improvement recommending approval of the Annual Pay Policy Statement, as required by legislation.

Cllr Rowley, Cabinet Member for Citizen Focused Services, introduced the report and moved the recommendations, seconded by Cllr Brown, Leader of the Council.

The recommendations were agreed on and put to the vote.

**Council resolved to:**

1. **Approve** the Annual Pay Policy Statement 2022/23 as attached at Appendix 1.
2. **Note** and approve the elements of the Collective Agreement on Pay as referenced in this report.
3. **Authorise** the Head of Business Improvement and any staff delegated by the Head of Business Improvement to make any changes to the Council's employment policies in accordance with the Collective Agreement.

## **120. Questions on Cabinet minutes**

### **121. Minutes of the Cabinet meeting held on 26 January 2022**

There were no questions on the Cabinet minutes of 26 January 2022.

### **122. Draft minutes of the Cabinet meeting held on 9 February 2022**

There were no questions on the Cabinet minutes of 9 February 2022.

## **123. Questions on Notice from Members of Council**

*Cllr Waite joined the meeting.*

32 written questions were asked of the Cabinet Members and the Leader, and these and written responses were published before the meeting.

These along with summaries of the 20 supplementary questions and responses asked and given at the meeting are set out in the minutes pack.

*The meeting broke for 30min at the conclusion of this item.*

## **124. Public addresses and questions that do not relate to matters for decision at this Council meeting**

Council heard two addresses and one question. Cabinet Members read or summarised their written responses.

Both addresses, the question and responses are set out in full in the minutes pack.

1. Address by Pawel Swietach, Professor of Physiology (University of Oxford) – Twinning with Perm.
2. Address by Karen Hewitt, Chair of Oxford Perm Association (University of Oxford) – the Twinning Agreement with Perm.
3. Question from Alistair Morris – Community Group Tree Planting.

The Deputy Lord Mayor thanked all the speakers for their contributions.

*Cllr Malik left the meeting and did not return.*

## **125. Outside organisation/Committee Chair reports and questions**

### **a) Partnership report: Children's Trust Board**

Council had before it the Partnership report: Children's Trust Board report.

Cllr Brown moved the report on Cllr Aziz's behalf, which was seconded by Cllr Thomas.

Cllr Gant sought clarification on the absence of the Future Oxfordshire Partnership report, Cllr Brown advised that this had been missed for this meeting and will be brought to the next Council meeting.

**Council noted the report.**

## **126. Scrutiny Committee update report**

*Cllr Pressel left the meeting and did not return.*

Council had before it the report of the Scrutiny Committee Chair.

Councillor Wade spoke to the report and highlighted the 2050 Plan update and the subsequent briefings that have taken place.

**Council noted the report.**

*Cllr Tidball left the meeting and did not return.*

## **127. Motions on notice 21 March 2022**

Council had before it six motions on notice submitted in accordance with Council procedure rules and reached decisions as set out below.

Motions agreed as set out below:

- a) End Fire and Rehire (proposed by Cllr Mundy, seconded by Cllr Dunne)
- b) Opposition to the privatisation of the Vaccination Manufacturing and Innovation Centre (proposed by Cllr Jarvis, seconded by Cllr Pegg)
- c) A Sanctuary Strategy for Oxford (proposed by Cllr Gant, seconded by Cllr Miles)

Motion not taken as withdrawn before the meeting:

- d) No Greyhound Racing in Oxford (proposed by Cllr Wade, seconded by Cllr Fouweather) [amended proposed by Cllr Brown, seconded by Cllr Linda Smith]

Motions not taken as the time allocated for debate had finished:

- e) Using Doughnut Economics (proposed by Cllr Pegg, seconded by Cllr Wolff)
- f) Set up a Drug Consumption Room (proposed by Cllr Wade [amendment proposed by Cllr Linda Smith, seconded by Cllr Upton])

## **128. End Fire and Rehire (proposed by Cllr Mundy, seconded by Cllr Dunne)**

Cllr Mundy, seconded by Cllr Thomas in Cllr Dunne's absence, proposed the submitted motion as set out in the agenda and briefing note.

After debate and being put to the vote the motion was agreed.

**Council resolved to adopt the following 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).<sup>1</sup> 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

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

workers. These are people who have kept working and kept our country going during the pandemic and lockdowns.

According to TUC research<sup>2</sup> 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.<sup>3</sup>

In Oxfordshire, workers at the Jacob Douwe Egberts coffee factory in Banbury were threatened with Fire and Rehire in early 2020. The profitable factory succeeded in settling an agreement with Unite the Union in August 2021.<sup>4</sup>

#### **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 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.

### **129.No Greyhound Racing in Oxford (proposed by Cllr Wade, seconded by Cllr Fouweather)**

Cllr Wade advised Council that this motion is withdrawn from this meeting.

### **130.Opposition to the privatisation of the Vaccine Manufacturing and Innovation Centre (proposed by Cllr Jarvis, seconded by Cllr Pegg)**

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<sup>2</sup> "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>

<sup>3</sup> <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/>

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



Cllr Jarvis, seconded by Cllr Pegg, proposed the submitted motion as set out in the agenda and briefing note.

Cllr Linda Smith proposed the amendment in Cllr Aziz's absence as set out in the briefing note.

Council debated the motion and amendment and Cllr Jarvis accepted the amendment put forward by Cllr Linda Smith. On being put to the vote, the amendment motion was agreed.

**Council resolved to adopt the following motion:**

**Council notes**

- The Vaccine Manufacturing and Innovation Centre (VMIC), based at the Harwell Campus in Oxfordshire was established in 2018 as an institution that would develop vaccines and prepare for future pandemics.
- The VMIC was established by a consortium of universities - the University of Oxford, Imperial College and the London School of Hygiene and Tropical Medicine. It now operates as a non-profit company in which the founding universities are shareholders.
- The VMIC is set to become operational in 2022, and would be the UK's first strategy vaccine development and advanced manufacturing facility.
- Reports from the *Financial Times*, *Observer* and *Independent* among others have indicated that government officials are currently reviewing bids from the private sector to manage the centre - including multinational biotechnology firms and healthcare manufacturers.
- Civil society groups including Keep Our NHS Public Oxfordshire and We Own It have publicly opposed any move to place the VMIC in the hands of the private sector.

**Council believes**

- Throughout the Covid-19 pandemic, private involvement in the health sector has been hugely damaging, with companies prioritising profit above public health.
- Allowing the VMIC to pass into the hands of profit-driven private companies will reduce the efficacy of the centre, inhibit its ability to deliver proper preparedness for future pandemics and will not ensure that vaccines developed in Oxford are shared equitably to save the lives of people across the world. We must end the Covid-19 vaccine apartheid that is prioritising big pharma profits over saving the lives of predominately Black and Brown people in low income countries. While Britain has vaccinated the vast majority of its population, the whole of the continent of Africa has only been able to fully vaccinate 11% of its people, while low income countries, as a group, reached only 5.5%. This inequality is obscene.

**Council resolves**

- To oppose the privatisation of the VMIC.
- To request the Leader write to the Secretary of State for Business, Energy and Industrial Strategy expressing the Council's view that the VMIC should not be privatised.
- To request the Leader write to the three founding universities expressing the Council's view that the VMIC should not be privatised.

### **131.A Sanctuary Strategy for Oxford (proposed by Cllr Gant, seconded by Cllr Miles)**

Cllr Gant, seconded by Cllr Miles, proposed the submitted motion as set out in the agenda and briefing note.

Cllr Diggins, seconded by Cllr Chapman, proposed the amendment as set out in the briefing note.

Council debated the amended motion. Cllr Gant accepted the amended motion put forward by Cllr Diggins. On being put to the vote, the amended motion was agreed.

#### **Council resolved to adopt the following motion:**

##### **Council notes:**

The contribution that refugees and migrants seeking sanctuary have made to the city throughout recent history, and has played its part through past and existing programmes.

We understand that Afghan refugees have been housed in hotels since their arrival. This is not a sustainable solution as it prevents these refugees from beginning to rebuild their new lives. It is also very costly to the public purse.

The rapid displacement of Ukrainian civilians calls for decisive action to provide safe routes. But the government's response is completely out of step with both the need for protection, as well as public opinion.

Whilst other countries are waiving visas, government have announced two pathways for people to get to the UK - but both are bureaucratic, and in practice make it very difficult for people to reach safety and family in the UK.

When someone is fleeing for their life, it is simply not practical or possible to wait for months, even years. We as a council need to be ready to make the best of schemes that are announced.

At the same time, the UK government is pushing through the damaging and reactionary Nationality and Borders Bill, the biggest roll-back of refugee rights that this country has ever seen.

##### **The Council resolves to:**

1. Request that the Executive Director for Communities and People submits a report to Cabinet setting out what the Council is doing and considers whether it would be necessary to develop a Sanctuary Strategy to:
  - a) Ensure that the council can respond quickly and efficiently to humanitarian crises such as the two (Afghanistan and Ukraine) we have seen unfold in just 6 short months.
  - b) Ensure service areas are accessible to people fleeing war and persecution.
  - c) Encourage private landlords to come forward with offers of housing.
  - d) Mark Refugee Week (End of June) (e.g. St Helens Refugee week 2021 featured a football match between sanctuary seekers and Cllrs).
  - e) Look after Ukrainian refugees, once details of the Humanitarian Sponsorship scheme become available.

- f) Engage proactively with local and national third sector partners and stakeholders to ensure we can mitigate against ‘hostile environment’ policies within the limits of the current legal framework.
2. Ask the leader to write to the Home Secretary Priti Patel to highlight the challenges with the current way resettlement works, such as, but not limited to:
- South East and the challenges around finding housing limited by benefit cap.
  - The difficulty with having many different schemes (7 in total) which creates confusion and delay in welcoming people of sanctuary seeking background (unable to plan).
  - The need for far more affordable housing to meet the existing and future housing needs locally
  - Scrap the Nationality and Borders bill, a bill predicted to add an additional £2.7bn a year, and is likely to be unworkable and dehumanising.
3. Acknowledge the motion that we passed in October on Afghanistan and Refugees which raised a lot of the same issues.

### **132. Using Doughnut Economics (proposed by Cllr Pegg, seconded by Cllr Wolff)**

This motion was not taken as the time allotted for debate had finished.

### **133. Set up a Drug Consumption Room (proposed by Cllr Wade)**

This motion was not taken as the time allotted for debate had finished.

### **134. Exempt Appendix 3 for item 7: Development of Land at South Oxford Science Village**

The meeting started at 5.00 pm and ended at 9.00 pm

Lord Mayor .....  
2022

Date: Wednesday 18 May

*Decisions on items of business take effect immediately:  
Motions may be implemented immediately or may require further budget provision and/or reports to Cabinet before implementation.  
Details are in the Council's Constitution.*