

To: Council
Date: 20 March 2023
Report of: Head of Law and Governance
Title of Report: Motions and amendments received in accordance with Council Procedure Rule 11.18

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

The Constitution permits an hour for debate of these motions.

Introduction

This document sets out motions received by the Head of Law and Governance in accordance with Council Procedure Rule 11.18 by the deadline of 1.00pm on 08 March 2023, as amended by the proposers.

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

Unfamiliar terms are explained in the glossary or in footnotes.

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

Introduction

- a) Four Day Week (proposed by Cllr Kerr, seconded by Cllr Pegg) [amendment proposed by Cllr Chapman, seconded by Cllr Arshad]
- b) Plant-based Food and Sustainable Farming (proposed by Cllr Dunne, seconded by Cllr Hollingsworth)
- c) Use Car Parking Sites for Solar Farms (proposed by Cllr Fouweather, seconded by Cllr Miles) [amendment proposed by Cllr Railton, seconded by Cllr Hollingsworth]
- d) Consultation on the Sale of Council Art Works (proposed by Cllr Miles, seconded by Cllr Smowton) [amendment proposed by Cllr Brown, seconded by Cllr Diggins]

a) Four Day Week (proposed by Cllr Kerr, seconded by Cllr Pegg) [amendment proposed by Cllr Chapman, seconded by Cllr Arshad]

Green member motion

Council notes

1. From June to December 2022, a sixth month pilot of a four day working week was carried out in the UK. This pilot saw 61 organisations with almost 3,000 workers trial the introduction of reducing working hours for staff while maintaining 100% of pay. This trial was the largest of its kind in the world to date, and saw companies introduce a 'meaningful' reduction of hours for staff up to the implementation of a four day week. It was carried out by Autonomy, the 4 Day Week Campaign and 4 Day Week Global.¹
2. Participating organisations in the trial spanned a wide range of sectors including marketing, charities, finance, healthcare, manufacturing, construction, engineering and the arts.²
3. 92% of the organisations participating in the four day week trial have continued its implementation beyond the pilot period. 30% of the participating organisations have already decided to make the change in working hours permanent.
4. The trial found that 39% of workers were less stressed, 71% had lower levels of burnout, 60% said it was easier to balance paid work and care responsibilities, 62% found it easier to balance work and social life. The number of workers leaving participating companies decreased by 57% over the trial period.

Council believes

1. We should continue to take steps to improve the working conditions of our own staff, while maximising the quality of the services we deliver.
2. The Council has over many years played a significant role in improving pay and working conditions throughout Oxford, through using its considerable influence with initiatives such as the Oxford Living Wage.
3. The Council should continue, expand and extend its work driving improvements for workers across our city.

Council resolves

1. To request that the Chief Executive submits a report to Cabinet investigating the feasibility of trialling a four day week or similar reduction in working hours at no loss of pay within its own operations.
2. To request that the Leader and Cabinet Member for Inclusive Economy and Partnerships begin a conversation with the organisations involved in running the four day week trial and employers in Oxford about the possibility of organisations in the city trialling a four day week for their own employees.

Amendment proposed by Cllr Chapman, seconded by Cllr Arshad

Add the words in bold italics and delete words struck through.

¹ <https://autonomy.work/portfolio/uk4dwpilotresults/>

² Page 17: <https://autonomy.work/wp-content/uploads/2023/02/The-results-are-in-The-UKs-four-day-week-pilot.pdf>

[no changes to first part]

Council resolves

1. To request that the Chief Executive ~~submits a report to Cabinet investigating the feasibility of trialling a four day week or similar reduction in working hours at no loss of pay within its own operations.~~ **and other relevant officers continue to discuss with its trade unions ways of improving the retention and recruitment of its employees including discussing ways of working.**
 2. To request that the Leader and Cabinet Member for Inclusive Economy and Partnerships ~~begin a conversation with the organisations involved~~ **continues to discuss with the LEP (of which she is a director) and with South Cambridgeshire District Council (whose leader she meets with regularly) any relevant learnings from their involvement** in running the four day week trial and
 3. [additional resolution point] **To request that the Leader as part of her work on the Oxfordshire Inclusive Employment Partnership (OIEP) finds out if there are any other employers in Oxford about the possibility of organisations in the city considering trialling a four day week for their own employees, particularly any with a large directly employed customer service workforce.**
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If the amendment is agreed the motion would read:

Council notes

1. From June to December 2022, a sixth month pilot of a four day working week was carried out in the UK. This pilot saw 61 organisations with almost 3,000 workers trial the introduction of reducing working hours for staff while maintaining 100% of pay. This trial was the largest of its kind in the world to date, and saw companies introduce a 'meaningful' reduction of hours for staff up to the implementation of a four day week. It was carried out by Autonomy, the 4 Day Week Campaign and 4 Day Week Global.³
2. Participating organisations in the trial spanned a wide range of sectors including marketing, charities, finance, healthcare, manufacturing, construction, engineering and the arts.⁴
3. 92% of the organisations participating in the four day week trial have continued its implementation beyond the pilot period. 30% of the participating organisations have already decided to make the change in working hours permanent.
4. The trial found that 39% of workers were less stressed, 71% had lower levels of burnout, 60% said it was easier to balance paid work and care responsibilities, 62% found it easier to balance work and social life. The number of workers leaving participating companies decreased by 57% over the trial period.

Council believes

1. We should continue to take steps to improve the working conditions of our own staff, while maximising the quality of the services we deliver.

³ <https://autonomy.work/portfolio/uk4dwpilotresults/>

⁴ Page 17: <https://autonomy.work/wp-content/uploads/2023/02/The-results-are-in-The-UKs-four-day-week-pilot.pdf>

2. The Council has over many years played a significant role in improving pay and working conditions throughout Oxford, through using its considerable influence with initiatives such as the Oxford Living Wage.
3. The Council should continue, expand and extend its work driving improvements for workers across our city.

Council resolves

1. To request that the Chief Executive and other relevant officers continue to discuss with its trade unions ways of improving the retention and recruitment of its employees including discussing ways of working.
2. To request that the Leader and Cabinet Member for Inclusive Economy and Partnerships continues to discuss with the LEP (of which she is a director) and with South Cambridgeshire District Council (whose leader she meets with regularly) any relevant learnings from their involvement in running the four day week trial.
3. To request that the Leader as part of her work on the Oxfordshire Inclusive Employment Partnership (OIEP) finds out if there are any other employers in Oxford considering trialling a four day week for their own employees, particularly any with a large directly employed customer service workforce.

b) Plant-based Food and Sustainable Farming (proposed by Cllr Dunne, seconded by Cllr Hollingsworth)

Labour member motion

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
- Oxford City Council is committed to reducing its impact on the environment and to becoming carbon neutral by 2030.⁶
- We have a duty as leaders in the city to empower the local community to make changes that can mitigate climate catastrophe and help preserve the vitality of our planet for future generations.
- The UK's agriculture produces 10% of the country's greenhouse gas emissions and makes up 70% of land use. Modern agricultural practices are a central driver for habitat and biodiversity loss and the UK is one of the world's most nature-depleted countries.⁷
- 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.⁸
- Plant-based sources of protein have much smaller carbon footprints than animal-based ones, even when comparing locally raised meat to imported plant foods.
- Farm animals across Europe are producing more emissions than cars and vans combined.⁹

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

⁶ https://www.oxford.gov.uk/news/article/1705/council_outlines_how_it_aims_to_become_a_zero_carbon_council_by_2030_at_the_latest

⁷ <https://www.rspb.org.uk/globalassets/downloads/documents/conservation-projects/state-of-nature/state-of-nature-uk-report-2016.pdf>

⁸ <https://www.greenpeace.org.uk/news/how-much-meat-should-i-be-eating/>

- 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.
- To protect and enrich jobs in Oxford, we should work closely with local farmers and plant-based food organisations to move to more sustainable farming methods and local produce that promotes plant-based food.

Council agrees to:

- Request that the Cabinet Member for Health and Transport:
 - Works with local farmers to support, promote, and encourage their move to create more sustainable plant-based produce.
 - Recognises the benefit of sourcing food locally from producers who follow sustainable principles.
- Request that the Executive Director (Communities and People) submits a report to Cabinet with options to 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.
- Follow Oxfordshire County Council's lead by ensuring that food provided for internal councillor events are entirely plant-based and food provided at all council catered events and meetings include plant-based options, preferably using ingredients sourced from local food surplus organisations.¹⁰
- Call on Cabinet to request that the Council's Climate Action Plan be updated to state that all catering provided at Council events and functions from April 2023 will have plant-based options.
- Call on the Shareholder group to work with all Council run companies to encourage moving to having plant-based catering options by April 2023.

c) Use Car Parking Sites for Solar Farms (proposed by Cllr Fouweather, seconded by Cllr Miles) [amendment proposed by Cllr Railton, seconded by Cllr Hollingsworth]

Liberal Democrat member motion

Oxford City Council declared a climate emergency in 2019. Various initiatives have been proposed and the Council has made progress with the decarbonisation of Council owned social housing and leisure centres.

This proposal is that the case for installing solar panels over the car parks in the city is examined and a report prepared for Cabinet to consider at a future meeting.

A solar farm in this case would consist of solar panels mounted on a raised framework so that the majority of cars would be able to park underneath. Another benefit would be that cars would be protected from both bad weather and overheating due to sunshine.

⁹ <https://www.theguardian.com/environment/2020/sep/22/eu-farm-animals-produce-more-emissions-than-cars-and-vans-combined-greenpeace>

¹⁰ Oxford City Council stopped catering for council meetings a year ago so plant-based catering would be for the few remaining internal council events.

The French government has recently announced plans to mandate that all car parks in France must have solar farms installed. The Bentley Car Company recently announced the installation of a solar farm at their plant in Crewe which will cover 1378 car spaces and generate 2.7 MW of power.

The benefit of this proposal is that it makes better use of non-productive land and demonstrates that the City Council is fully behind the push for Green Energy and Net Zero. It would contribute to the targets for increased PV generation across the County as defined in the Oxfordshire Energy Strategy.

Two of the City-owned P+R¹¹ sites together total 2801 car spaces. This could generate at least 4.2 MW of power — enough for 600–800 average sized houses. If the other P+R sites are included then this rises to over 9MW. The Building Research Establishment estimates the capital cost per space at £900–£1400 /kWp.

There are other Council owned car parks which could be utilised in this way including those at leisure centres and public parks. Even a small car park could be a useful local source of PV energy and may be able to be implemented over a shorter timescale.

There would also be opportunities to extend the existing EV charging in sites using the power generated locally. The space for physical equipment needed for connection to the local electricity grid will need consideration as would other potential uses such as power storage, freight consolidation or tourist coach parking.

Therefore this Council requests that the Head of Corporate Strategy submits a report to Cabinet by the end of 2023 which:-

- 1) Examines this proposal to assess the feasibility of installing solar panels in various Council owned car parking sites around Oxford including Park and Rides.
- 2) Considers what alternative uses of existing sites will need consideration when assessing sites for use as a solar farm.
- 3) Explores alternative possibilities for funding the installation costs.
- 4) Considers the feasibility of the Council being the operator of the solar farm(s) and thus selling the electricity generated to energy companies.
- 5) Assesses the potential income stream to the Council from the solar farms once installed.
- 6) Reports on discussions with the relevant County Council officers about their P+R sites being included in this scheme.

Amendment proposed by Cllr Railton, seconded by Cllr Hollingsworth

Add the words in bold italics and delete words struck through.

[no changes to first paragraph]

This proposal is that the case for installing solar panels over the car parks in the city is ~~examined and a report prepared for Cabinet to consider at a future meeting.~~ ***continues to be considered by officers and Cabinet.***

¹¹ Acronym - Park & Ride

~~A solar farm in this case would consist of solar panels mounted on a raised framework so that the majority of cars would be able to park underneath. Another benefit would be that cars would be protected from both bad weather and overheating due to sunshine.~~

The French government has recently announced plans to mandate that all car parks in France **more than 80 spaces** must have solar farms installed. The Bentley Car Company recently announced the installation of a solar farm at their plant in Crewe which will cover 1378 car spaces and generate 2.7 MW of power.

The benefit of this proposal is that it ~~makes~~ **could make** better use of ~~non-productive~~ **available** land and **could further** demonstrates that the City Council is fully behind the push for Green Energy and Net Zero. It would contribute to the targets for increased PV generation across the County as defined in the Oxfordshire Energy Strategy, **which identifies a need for installed PV capacity in Oxfordshire to increase from 300MW to 1900MW. This Council therefore is supportive of exploring all possible opportunities for increasing that installed capacity, whether it is large strategic-scale installations like Botley West Solar Farm, or smaller and more tactical projects like the existing installation at Redbridge Park and Ride and Leys Pool and Leisure Centre.**

Two of the City-owned P+R¹² sites together total 2801 car spaces. This could generate at least 4.2 MW of power — enough for 600–800 average sized houses. ~~If the other P+R sites are included then this rises to over 9MW. The Building Research Establishment estimates the capital cost per space at £900–£1400 /kWp.,~~ **but at a cost of £1800-2800 per space (£900-£1400/kWp)¹³, compared to £450/kWp for field solar¹⁴.**

~~There are other Council owned car parks which could be utilised in this way including those at leisure centres and public parks. Even a small car park could be a useful local source of PV energy and may be able to be implemented over a shorter timescale.~~

~~There would also be opportunities to extend the existing EV charging in sites using the power generated locally. The space for physical equipment needed for connection to the local electricity grid will need consideration as would other potential uses such as power storage, freight consolidation or tourist coach parking.~~ **All such developments are also subject to Planning.**

Therefore this Council requests that the Head of Corporate Strategy submits ~~a report to Cabinet by the end of 2023 which:~~ **continues to investigate the feasibility of extending solar installations on spaces in Oxford including Park and Rides, and that the Cabinet Member for Zero Carbon Oxford and Climate Justice provide a verbal update at a Council meeting before the end of 2023.**

- ~~1) Examines this proposal to assess the feasibility of installing solar panels in various Council owned car parking sites around Oxford including Park and Rides.~~
- ~~2) Considers what alternative uses of existing sites will need consideration when assessing sites for use as a solar farm.~~
- ~~3) Explores alternative possibilities for funding the installation costs.~~
- ~~4) Considers the feasibility of the Council being the operator of the solar farm(s) and thus selling the electricity generated to energy companies.~~

¹² Acronym - Park & Ride

¹³ https://www.bre.co.uk/filelibrary/nsc/Documents%20Library/NSC%20Publications/BRE_solar-carpark-guide.pdf (Building Research Establishment 2016)

¹⁴ Via Nick Eyre

- ~~5) Assesses the potential income stream to the Council from the solar farms once installed.~~
 - ~~6) Reports on discussions with the relevant County Council officers about their P+R sites being included in this scheme.~~
-

If the amendment is agreed the motion would read:

Oxford City Council declared a climate emergency in 2019. Various initiatives have been proposed and the Council has made progress with the decarbonisation of Council owned social housing and leisure centres.

This proposal is that the case for installing solar panels over the car parks in the city continues to be considered by officers and Cabinet.

The French government has recently announced plans to mandate that all car parks in France more than 80 spaces must have solar farms installed. The Bentley Car Company recently announced the installation of a solar farm at their plant in Crewe which will cover 1378 car spaces and generate 2.7 MW of power.

The benefit of this proposal is that it could make better use of available land and could further demonstrate that the City Council is fully behind the push for Green Energy and Net Zero. It would contribute to the targets for increased PV generation across the County as defined in the Oxfordshire Energy Strategy, which identifies a need for installed PV capacity in Oxfordshire to increase from 300MW to 1900MW. This Council therefore is supportive of exploring all possible opportunities for increasing that installed capacity, whether it is large strategic-scale installations like Botley West Solar Farm, or smaller and more tactical projects like the existing installation at Redbridge Park and Ride and Leys Pool and Leisure Centre.

Two of the City-owned P+R¹⁵ sites together total 2801 car spaces. This could generate at least 4.2 MW of power — enough for 600–800 average sized houses, but at a cost of £1800-2800 per space (£900-£1400/kWp)¹⁶, compared to £450/kWp for field solar¹⁷.

The space for physical equipment needed for connection to the local electricity grid will need consideration as would other potential uses such as power storage, freight consolidation or tourist coach parking. All such developments are also subject to Planning.

Therefore this Council requests that the Head of Corporate Strategy continues to investigate the feasibility of extending solar installations on spaces in Oxford including Park and Rides, and that the Cabinet Member for Zero Carbon Oxford and Climate Justice provide a verbal update at a Council meeting before the end of 2023.

¹⁵ Acronym - Park & Ride

¹⁶ https://www.bre.co.uk/filelibrary/nsc/Documents%20Library/NSC%20Publications/BRE_solar-carpark-guide.pdf (Building Research Establishment 2016)

¹⁷ Via Nick Eyre

d) Consultation on the Sale of Council Art Works (proposed by Cllr Miles, seconded by Cllr Smowton) [amendment proposed by Cllr Brown, seconded by Cllr Diggins]

Liberal Democrat member motion

Within Oxford City Council's art collection there are several items that are of no practical value to the city, do not have a clear link to Oxford, and depict themes that are inappropriate for a progressive public body that wants to lead by example: namely animal cruelty and gender-based violence. These include: the Morrell Trophy, featuring a fox hunting group, representing death and a huntsman holding a fox above hounds, which is not currently on public display; and two paintings: The Rape of the Sabines; and Salome and Head of John the Baptist.

This council agrees that there is a place for these artworks in art galleries or museums, but they are not appropriate for display at the town hall.

In their place, this Council believes there is a need to rebalance the lack of diversity in representation on public display in the artwork in the town hall. This is because of the 45 portraits showing people, there are 40 depicting males and only 3 of females (the remaining 2 show both males and females). Moreover, the currently displayed works do not represent Oxford's ethnic diversity.

This motion calls on the council to conduct a public consultation on a one-off sale of these select artworks from its collection. Therefore this Council calls on the Leader of the City Council and Cabinet to:-

- 1) Request a report to Cabinet setting out the cost, process and timeline for implementing a public consultation on the sale of select artworks; and
- 2) Request a report to Cabinet on the costs and feasible timelines of identifying, framing and hanging additional artworks in the council chamber and town hall to redress the existing lack of diversity within the current town hall portraits with the goal for implementation by the end of 2024.

Amendment proposed by Cllr Brown, seconded by Cllr Diggins

Add the words in bold italics and delete words struck through.

Title: ~~Consultation on the Sale of Council Art Works~~

~~Within Oxford City Council's art collection there are several items that are of no practical value to the city, do not have a clear link to~~ ***mostly comprises works of art and other items that were historically gifted to the City of Oxford.*** ~~Council has previously discussed this issue and agreed to form a small working party to progress putting some historical contextualisation around these gifts, some~~ ***and of which*** ~~depict themes that are inappropriate~~ ***incongruous*** ~~for a progressive public body that wants to lead by example: namely animal cruelty and gender-based violence. These include: the Morrell Trophy, featuring a fox hunting group, representing death and a huntsman holding a fox above hounds, which is not currently on public display; and two~~ ***such as the*** ~~paintings: The Rape of the Sabines; and Salome and Head of John the Baptist.~~

This council agrees **acknowledges** that there is a place for these artworks in art galleries or museums, but they are not appropriate for display at the town hall **as part of the Town Hall's Grade 2 Listing, it is very difficult to remove these paintings.**

~~In their place~~**Instead**, this Council believes **has previously agreed that** there is a need to rebalance the lack of diversity in representation on public display in the artwork in the town hall. This is because of the 45 portraits showing people, there are 40 depicting males and only 3 of females (the remaining 2 show both males and females). Moreover, the currently displayed works do not represent Oxford's ethnic diversity.

This motion ~~calls on~~ **reiterates the commitment made by** the council to ~~conduct a public consultation on a one-off sale of these select artworks from its collection.~~ **progress the display of new artwork and portraits that better represent the diversity of both the city of Oxford and its council.** Therefore this Council calls on the Leader of the City Council and Cabinet to:-

- 1) ~~Request a report to Cabinet setting out the cost, process and timeline for implementing a public consultation on the sale of select artworks; and~~
- 2) Request a report **Report back** to Cabinet on **progress on** the costs and feasible timelines of identifying, framing and hanging additional artworks in the council chamber and town hall to redress the existing lack of diversity within the current town hall portraits with the goal for implementation by the end of 2024.

If the amendment is agreed the motion would read:

Title: Council Art Works

Oxford City Council's art collection mostly comprises works of art and other items that were historically gifted to the City of Oxford. Council has previously discussed this issue and agreed to form a small working party to progress putting some historical contextualisation around these gifts, some of which depict themes that are incongruous for a progressive public body such as the paintings: The Rape of the Sabines; and Salome and Head of John the Baptist.

This council acknowledges that as part of the Town Hall's Grade 2 Listing, it is very difficult to remove these paintings.

Instead, this Council has previously agreed that there is a need to rebalance the lack of diversity in representation on public display in the artwork in the town hall. This is because of the 45 portraits showing people, there are 40 depicting males and only 3 of females (the remaining 2 show both males and females). Moreover, the currently displayed works do not represent Oxford's ethnic diversity.

This motion reiterates the commitment made by the council to progress the display of new artwork and portraits that better represent the diversity of both the city of Oxford and its council. Therefore this Council calls on the Leader of the City Council to:-

- 1) Report back to Cabinet on progress on the costs and feasible timelines of identifying, framing and hanging additional artworks in the council chamber and town hall to redress the existing lack of diversity within the current town hall portraits with the goal for implementation by the end of 2024.