



Council

14:00 to 14:15
tin

21 July 2021

Present: Councillors Maguire (Lord Mayor), Bogelein, Champion, Davis, Grahame, Harris, Kendrick, Stonard, Waters and Wright

Apologies: Councillors Ackroyd, Button, Brociek-Coulton, Carlo, Driver, Everett, Fulton-McAlister (M) , Fulton-McAlister (E), Galvin, Giles, Hampton, Haynes, Huntley, Jones, Lubbock, Manning, Oliver, Packer, Peek, Price, Sands (M), Sands (S), Schmierer, Stutely, Thomas (Va), Thomas (Vi) and Youssef.

1. Lord Mayor's Announcement

The Lord Mayor explained the procedures for this formal meeting of the council, convened to confirm the votes cast at the informal meeting of the council on 20 July 2021; and confirmed that the meeting was quorate.

2. Declarations of interests

Councillor Stonard declared an other interest in item 5 (below) Adjustments to the Capital Programme 2021-22, as a director and chair of the Norwich Regeneration Ltd board.

3. Minutes

RESOLVED to approve the accuracy of the minutes of the meeting held on 29 June 2021.

4. Adjustments to Capital Programme 2021-22

(Councillor Stonard had declared an interest in this item.)

RESOLVED, unanimously, to approve the following adjustments to the capital programme:

- (1) an increase to the General Fund capital programme of £2m in 2021/22 and £2m in 2022/23 to provide loan finance and share capital to Norwich Regeneration Ltd.

- (2) an increase to the HRA capital programme of £0.152m in 2022/23 and £0.006m in 2023/24 to provide the necessary funding to proceed with the development of the Kings Arms Public House site at 100 Mile Cross Road.

5. Greater Norwich Local Plan (GNLP) – Submission to the Secretary of State for Independent Examination

RESOLVED, with 7 members voting in favour, and 3 members abstaining from voting, to:

- (1) agree that the Greater Norwich Local Plan (GNLP) is sound and to submit the Plan to the Secretary of State for independent examination, subject to an agreement in principle being reached with Natural England, in the form of a signed statement of common ground, in relation to the mitigation necessary to protect sites protected under the Habitat Regulations;
- (2) agree to request that the appointed independent inspector make any Main Modifications necessary to make the plan sound and legally compliant; and,
- (3) delegate authority to the executive director for development and city services, in consultation with the cabinet portfolio holder for sustainable and inclusive growth to:
 - (a) agree minor modifications to the GNLP prior to its submission, and,
 - (b) negotiate any main modifications necessary to make the GNLP sound as part of the independent examination.

6. Members Code of Conduct and Complaints Hearing Procedure July 2021 - Update

(An additional Appendix C, Complaints, Investigation and Hearings Procedure had been circulated prior to the meeting.)

RESOLVED, unanimously, to adopt the revisions to the Member Code of Conduct in Appendix B and the Complaints, Investigation and Hearings Procedure set out in Appendix C, as recommended by the Standards Committee, for inclusion in the Constitution.

7. Annual Report of the Audit Committee 2020-21

RESOLVED, unanimously, to receive the Annual Report of the Audit Committee 2020-21.

8. Motions

(Notice of the following motions, 10(a) to 10(c), as set out on the agenda, had been received in accordance with the council's constitution.)

10 (a) Motion: Stop Fire and Re-Hire in Norwich

RESOLVED, unanimously, that:

“There is a concerted attack on workers’ rights taking place. Workers are being given an ultimatum to either accept reduced pay, terms and conditions or face the sack.

This strategy of ‘fire and re-hire’ has already been perpetrated against British Gas workers, a restructuring that has seen the workers offered the choice of accepting longer working hours or receiving dismissal notices.

This concerted attack on the trades unions and workers’ rights has been condemned by TUC leader Frances O’Grady, and Labour Party leader Keir Starmer. It is an attack on workers that must be resisted.

Council resolves to:

- (1) Recognise that some UK companies are using the cover of Covid-19 to embark upon a concerted attack on employee pay and benefits. A poll published by the TUC reveals that nearly one in ten (9%) workers have been told to reapply for their jobs on worse terms and conditions since the first lockdown in March 2020. ‘Fire and Re-hire’ strategies are being put into operation by some of the UK’s largest employers to reduce workers’ pay, overtime and holiday benefits. Thousands of British workers are facing a ‘levelling down’ in pay and working conditions, in stark contrast to the Government’s stated promises.
- (2) Condemn local companies that use fire and re-hire attacks on workers in our city.
- (3) Support local unions in any strike action against fire and re-hire and call on the companies to instead enter meaningful negotiations with the unions.
- (4) Refuse to enter contracts doing business with companies using these tactics, insofar as this is legally possible, utilising and updating our ethical procurement and social value policy to achieve this.
- (5) Thank Norwich South MP Clive Lewis for supporting British Gas workers and signing the letter to Chris O’Shea, the Chief Executive of Centrica, British Gas’ parent company.
- (6) Call upon both local Members of Parliament in Norwich to:
 - (a) condemn the tactics of those businesses using these methods to assault local workers’ terms and conditions;
 - (b) write to the Minister of Employment, Mims Davies, to demand the British Government follow countries such as Ireland and Spain in making the practice of fire and re-hire illegal.”

10(b) Motion: The Future of Work

(The Lord Mayor invited Councillor Bogelein to give her reasons for withdrawing her motion. Councillor Bogelein explained that the motion was about flexible working and a four-day week, not for implementation but to start a discussion. She wanted to bring the motion back to another meeting with clearer wording for debate.)

10(c) Motion: Access to Cash

RESOLVED that:

“Over the last few years there has been a decline in the access to cash. The decline is particularly felt by small businesses and the most vulnerable in our communities who rely on cash to survive.

Small businesses rely on cash and proximity of service to avoid being left behind, particularly those businesses reliant on time dependent services or typically cash-in-hand professions including the likes of carers, tradesmen, babysitters, barbers and beauticians. For small and medium enterprises, being able to deposit their takings into business accounts at the end of the day or week, conveniently and safely – near to where they live and work – is a lifeline.

Many vulnerable and financially excluded people depend on cash for safe deposits, to-the-penny withdrawals, the ability to budget and a friendly face to help with transactions. For people experiencing financial control and other forms of domestic abuse, being able to save and use cash can mean the ability to escape perpetrators and seek refuge. It is crucial for the 1.4 million people in the UK who don't have bank accounts, and many more who don't use online banking.

Post Office provides an existing network for cash to be accessed easily and safely.

In fact, it is the only existing cash network in the UK with the infrastructure, robust scalability and security in place to manage this role.

The council must support the Post Office's Save Our Cash campaign which highlights the importance of access to cash, noting that:

- (a) Due to bank branch closures and the loss of free-to-use ATMs across the UK, millions are at risk of losing access to cash;
- (b) all communities should be guaranteed a legal right to cash services including withdrawal and deposits, and that these services should be available to the penny and free at the point of use, recognising the importance of cash to those most vulnerable and small businesses.

To do this, council resolves to ask group leaders to write to:

- (1) the appropriate Government Minister, asking the Government to introduce legislation to ensure access to cash is protected by law;
- (2) our local MPs asking them to sign Early Day Motion 293 – ‘Access to cash’ which also back the Post Office’s campaign.”

LORD MAYOR