

Motion to: Council

29 September 2022

Subject: Supporting the Transgender Community

Proposer: Councillor Catt

Seconder: Councillor Haynes

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 Norwich to be a safe, welcoming and inclusive city for everyone.

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 welcome and provide appropriate service and good customer care to suit transgender and non-binary people;
- 3) that there are transgender and non-binary people in Norwich 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 Norwich to support local trans and non-binary people, as well as the wider LGBTQIA+ community. These groups include Oasis Norfolk, Norfolk LGBT+ Project and Norwich Pride;
- 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; that transgender and non-binary people may face intersecting struggles due to factors like their race, religion, socioeconomic background, gender or sexuality.

This Council therefore resolves to:

- 6) state publicly that trans rights are human rights and affirm the legal rights of all protected groups under the 2010 equality act;
- 7) 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 of the support councillors could offer to this community. This could be included in the council's existing equalities and inclusion training;

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- 8) request that the Cabinet agrees to publicly acknowledge International Trans Day of Visibility (March 31st), in addition to Trans Day of Remembrance (November 20th) and fly the transgender flag on those days;
- 9) to fly the Progress Flag at Pride
- 10) 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;
- 11) 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;
- 12) consider the particular needs of transgender and non-binary people who are at high risk of facing homelessness when implementing the council's existing strategies on homelessness and rough sleeping;
- 13) work with partner organisations to ensure transgender and non-binary people are not discriminated against whilst accessing homelessness services;
- 14) ask NHOSC to consider the barriers which transgender and non-binary people face when accessing medical care and to find ways of reducing them;
- 15) 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;
- 16) provide a gender-neutral option such as Mx on all council forms.

Motion to: Council

29 September 2022

Subject: Biodiversity and SUDS supplementary planning documents

Proposer: Councillor Carlo

Seconder: Councillor Osborn

Nature continues to decline across the UK. The loss of habitat and decline of species is largely due to intensive agriculture, other changes in land management, and urbanisation. Climate change is adding to pressures on nature. In Norwich we can help nature recover by ensuring that any future development is more sympathetic to nature and by preventing nutrients such as nitrogen and phosphate from entering the River Wensum.

Council resolves to:

- 1) note the decline in nature in Norwich, Norfolk and the UK;
- 2) note the importance of nutrient neutrality and the negative impact of large quantities of chemicals entering rivers, particularly in protected areas;
- 3) ask cabinet to give high priority to reversing the decline in nature by enhancing green spaces of different types, linked together by ecological networks;
- 4) ask cabinet to prepare a supplementary planning document on biodiversity and green infrastructure; and
- 5) ask cabinet to prepare a supplementary planning document on sustainable drainage systems (SuDS).

Motion to: Council

29 September 2022

Subject: Cost of living crisis and the Norwich economy

Proposer: Councillor Waters

Seconder: Councillor Jones

Over a decade of austerity, stagnant wages, rising insecure work and the recent pandemic have brought into sharp focus the imbalance of power Norwich workers experience as a critical inhibitor to improving their economic and social wellbeing. Since 2010 in-work poverty, low pay, and financial insecurity have become rampant. Incomes have stagnated and many workers have experienced real terms pay decline. In-work poverty has hit new highs, with one in six working households in poverty. Wages have suffered a decade of stagnation – the worst in over a century. Norwich workers now face an enhanced cost-of-living crisis.

Council RESOLVES to

- 1) Note.
 - a) Restrictive anti-trade union laws, most recently the Trade Union Act 2016, have made it harder for unions to organise and stand up for their members. These restrictions mean workers are denied their fair share of the wealth they create, whilst a lack of collective representation has led to a race to the bottom. The right of unions to operate effectively in the workplace, in each sector of the economy, is vital for achieving fairness, dignity and democracy at work for all.
 - b) A radical ‘New Deal for Working People’ is needed to improve the lives of workers by strengthening individual and collective rights - repealing anti-trade union laws, including the Trade Union Act, and introducing new rights to help unions bargain, recruit, organise and win a better deal for their members. Critical to this will be strengthening rights at work for all workers, from day one on the job, ending fire and rehire, making work more family-friendly, and make it easier to balance work with home, community and family life, banning zero-hours contracts and ensuring everyone has the right to regular hours they can rely on, strengthening trade union rights, raising pay and conditions, bringing in Fair Pay Agreements to drive up pay and conditions for all workers, using sectoral collective bargaining.

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- c) The cost-of-living crisis is structurally linked to poverty pay, the erosion of an effective social security system and the removal of public services designed to safeguard British people.

2) Ask cabinet to; -

- a) Implement within the financial inclusion strategy immediate plans to best protect Norwich people through the cost-of-living emergency, using all appropriate resources of the City Council, those of partners and continue to deliver upon the motion passed in June 2022 to tackle to the cost-of-living crisis.
- b) Support and enhance measures to help the local economy with new housing, quality apprenticeships and jobs. Tackle low pay and insecure work by making Norwich a 'Real Living Wage' city and deliver a 'Fine City Employers Charter' to reward those who treat their workers with respect. Use the Good Economy Commission and relationships with partners to further enhance our economic development strategy to best support a local economy whereupon sustainable and inclusive economic growth is shared fairly with those that produce wealth.
- c) Call on government to support local government and statutory agencies in the fight to tackle the cost-of-living crisis with appropriate resources and powers.

Motion to: Council

29 September 2022

Subject: Library story time events

Proposer: Councillor Huntley

Seconder: Councillor Stonard

Norwich's Millennium Library at the Forum recently hosted a Drag Queen Story Time event for children. This positive, inclusive, and educational event was warmly supported by many residents of Norwich, as children enjoyed being read to in the public space of a library.

Reading aloud to children has proven benefits around improving literary skills, will doing so in a group further benefits social interaction and developmental skills, especially important in children who have lost out on much of this developmental interaction through the experience of government-mandated pandemic restrictions. The story time events teach children a positive message of a supportive, inclusive, diverse, and tolerant community for all.

Council resolves to:

- 1) Affirm support for the continuation of such story time events as a way of promoting positive, inclusive, and non-discriminatory attitudes within the city
- 2) Re-affirm the Norwich 2040 vision of celebrating our diverse neighbourhoods and communities
- 3) Ask the leaders of all Groups to write to the relevant Norfolk County Council member expressing the city council's wish for further such events to be held in the city.

Motion to: Council

29 September 2022

Subject: Defending the right to seek safety from war and persecution

Proposer: Councillor Wright

Seconded: Councillor Ackroyd

Council **RESOLVES** to

1) note that:

- a) Norwich City Council is proud of our history of welcoming people seeking safety in Norwich;
- b) there are significant problems with the UK asylum system that affect people in Norwich, including a record backlog of cases awaiting a decision, a de facto ban on working, and enforced poverty and homelessness;
- c) the Nationality and Borders Act does not address these issues, and has instead created a two-tier system, punishing people seeking safety based on the journeys they make;
- d) under these laws, people seeking safety will be criminalised and threatened with removal to Rwanda;
- e) people will be warehoused in large accommodation centres, segregated from communities and denied support;
- f) many recognised refugees will receive a temporary and precarious status;
- g) over 400 charities and faith groups have signed a national pledge to 'Fight the 'Anti-Refugee Laws', as well as MPs from all opposition parties.

2) believe that:

- a) everyone's claim for asylum should be treated equally and fairly;
- b) these are fundamentally 'anti-refugee' laws that undermine internationally recognised rights for people fleeing war and persecution to seek safety;
- c) these measures will create ever-longer delays in the asylum process, lead to greater poverty and homelessness in Norwich and will undermine people's ability to rebuild their lives;

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- d) people seeking safety should be housed as our neighbours and as a part of our communities;
 - e) the UK needs an asylum system that empowers people seeking safety to rebuild their lives and enables communities to welcome them;
- 3) agree to:
- a) defend the right to seek safety from war and persecution in the UK and sign the national 'Fight the Anti-Refugee Laws' pledge;
 - b) call on the UK Government to withdraw the UK-Rwanda agreement, repeal the Nationality and Borders Act, and work with Local Authorities and communities to build a refugee protection system that treats all people with dignity and compassion;
 - c) work with local organisations and people with lived experience of the asylum system to identify ways to mitigate the effects of these measures in Norwich;
 - d) Join the network of cities and towns which promote the inclusion and welfare of people who are fleeing violence and persecution and become a recognised Council of Sanctuary.

Motion to: Council

29 September 2022

Subject: Ban conversion therapy

Proposer: Councillor Wright

Seconder: Councillor Lubbock

Council **RESOLVES** to:

- 1) recognise and oppose the harm caused to our LGBT+ community in the past through the denial of rights and equal treatment and further recognises that discrimination does still occur today.
- 2) recognises and oppose the ongoing harm the practice of so-called conversion therapy brings to LGBT+ people.
- 3) call on the Government to follow through on the promises made for several years to outlaw the practise of so-called conversion therapy.
- 4) also calls on the Government to ensure that any ban on conversion therapy is fully trans-inclusive, protecting all LGBT+ people from this cruel practice.
- 5) calls on the relevant Government department + Minister to introduce an effective ban on conversion therapy within England, supported by a programme of work to help tackle these practices in all their forms. Furthermore, this Council will highlight and promote the continued support, counselling and advocacy our local groups provide to members of the LGBT+ Community.
- 6) recognise the excellent work done by local people and organisations to support the LGBT+ community here in Norwich, particularly Norwich Pride and extends its thanks and support to them.