

Motion to Council
19 March 2019

Subject Western Link

Proposer Councillor Carlo

Seconder Councillor Raby

Item

10a

Norfolk Wildlife Trust has said that the “Western Link road will lead to direct loss of habitat, the separation of remaining habitats into smaller fragments and impacts on floodplain hydrology as well as increased light, noise, road run-off and air pollution over a considerable distance each side of the road.”

Council **RESOLVES** to reverse the recent decision of cabinet and advise Norfolk County Council that the city council opposes the principle of the proposal to construct the Norwich Western Link.

Motion to Council
19 March 2019
Subject Norfolk Pension Fund
Proposer Councillor Wright
Seconder Councillor Ackroyd

Item
10b

The Norfolk Pension Fund, of which Norwich City Council is a member, has investments totalling nearly £3.6bn (latest published figures as at 31/03/18). The investment strategy is diverse and, based on latest published information, includes investments in a wide variety of companies including a number in the housing sector.

Greater Manchester, Lancashire, Islington and the West Midlands are all using their council pension funds to support the building of local homes.

Council **RESOLVES** to:

1) recognise the importance of the Norfolk Pension Fund as a potential source of investment in the local economy; particularly for encouraging house building, when bringing forward derelict brown field sites for development in Norwich; giving emphasis to the positive impact of local house building on employment and training opportunities, creating local jobs and providing work for local companies in Norwich.

2) ask Councillor Waters, as Vice Chair of The Pensions Committee of the Norfolk Pension Fund, to call on the fund to work up a business case for using its investments to benefit the local community through local housing building, stressing that as well as benefitting the local community, this could provide a significant financial benefit to the fund.

Motion to Council
19 March 2019
Subject Parental Leave Policy
Proposer Councillor Erin Fulton-McAlister
Seconded Councillor Waters

Item

10c

Analysis of the 2018 Local Election results by the Fawcett Society found that only 34% of councillors in England are women, up 1% since 2017. As of summer 2017, only 4% of councils in England and Wales have parental leave policies for councillors, also according to research by the Fawcett Society.

The role of a councillor should be open to all, regardless of their background, and removing barriers to anyone seeking elected public office is crucial. Introducing a parental leave policy is a step towards encouraging a wider range of people to become councillors, and to encouraging existing councillors who may want to start a family to remain as councillors.

Council **RESOLVES** to:

- (1) reaffirm its pride and belief in being an active elected body with a powerful record of promoting equality and opportunity in the policies it pursues over many years;
- (2) adopt the parental leave policy drafted by the Local Government Association Labour Group's Women's Taskforce to give all councillors, regardless of their gender, an entitlement to parental leave after giving birth or adopting;
- (3) ensure that councillors with children and other caring commitments are supported as appropriate;
- (4) ask the cabinet member with responsibility for HR to review the policy within 6 months; and
- (5) notify the Local Government Association Labour Group that this council has passed a motion at full council to adopt the parental leave policy.

Local Government Association's

Parental Leave Policy for Councils

Introduction

This Policy sets out Members' entitlement to maternity, paternity, shared parental and adoption leave and relevant allowances.

The objective of the policy is to ensure that insofar as possible Members are able to take appropriate leave at the time of birth or adoption, that both parents are able to take leave, and that reasonable and adequate arrangements are in place to provide cover for portfolio-holders and others in receipt of Special Responsibility Allowances (SRA) during any period of leave taken.

Improved provision for new parents will contribute towards increasing the diversity of experience, age and background of local authority councillors. It will also assist with retaining experienced councillors – particularly women – and making public office more accessible to individuals who might otherwise feel excluded from it.

There is at present no legal right to parental leave of any kind for people in elected public office. This applies to MPs as well as councillors, and has been the subject of lengthy debate. These policies can therefore only currently be implemented on a voluntary basis, although Labour Councils are encouraged to implement them as per the Labour Party Democracy Review which has called for Labour-controlled councils and Labour Groups to adopt a parental leave policy. Discussions are ongoing about changing the law to enable compulsory provision, but until then these policies constitute best practice which Labour Groups (and the councils they control) are strongly advised to adopt.

Legal advice has been taken on these policies, and they conform with current requirements.

1.1 Leave Periods Members giving birth are entitled to up to 6 months maternity leave from the due date, with the option to extend up to 52 weeks by agreement if required.

1.2 In addition, where the birth is premature, the Member is entitled to take leave during the period between the date of the birth and the due date in addition to the 6 months' period. In such cases any leave taken to cover prematurity of 28 days or less shall be deducted from any extension beyond the initial 6 months.

1.3 In exceptional circumstances, and only in cases of prematurity of 29 days or more, additional leave may be taken by agreement, and such exceptional leave shall not be deducted from the total 52 week entitlement.

1.4 Members shall be entitled to take a minimum of 2 weeks paternity leave if they are the biological father or nominated carer of their partner/spouse following the birth of their child(ren).

1.5 A Member who has made Shared Parental Leave arrangements through their employment is requested to advise the Council of these at the earliest possible opportunity. Every effort will be made to replicate such arrangements in terms of leave from Council.

1.6 Where both parents are Members leave may be shared up to a maximum of 24 weeks for the first six months and 26 weeks for any leave agreed thereafter, up to a maximum of 50 weeks. Special and exceptional arrangements may be made in cases of prematurity.

1.7 A Member who adopts a child through an approved adoption agency shall be entitled to take up to six months adoption leave from the date of placement, with the option to extend up to 52 weeks by agreement if required.

1.8 Any Member who takes maternity, shared parental or adoption leave retains their legal duty under the Local Government Act 1972 to attend a meeting of the Council within a six month period unless the Council Meeting agrees to an extended leave of absence prior to the expiration of that six month period.

1.9 Any Member intending to take maternity, paternity, shared parental or adoption leave will be responsible for ensuring that they comply with the relevant notice requirements of the Council, both in terms of the point at which the leave starts and the point at which they return.

1.10 Any member taking leave should ensure that they respond to reasonable requests for information as promptly as possible, and that they keep officers and colleagues informed and updated in relation to intended dates of return and requests for extension of leave.

2. Basic Allowance

2.1 All Members shall continue to receive their Basic Allowance in full whilst on maternity, paternity or adoption leave.

3. Special Responsibility Allowances

3.1 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in full in the case of maternity, paternity, shared parental or adoption leave.

3.2 Where a replacement is appointed to cover the period of absence that person shall receive an SRA on a pro rata basis for the period of the temporary appointment.

3.3 The payment of Special Responsibility Allowances, whether to the primary SRA holder or a replacement, during a period of maternity, paternity, shared parental or adoption leave shall continue for a period of six months, or until the date of the

next Annual Meeting of the Council, or until the date when the member taking leave is up for election (whichever is soonest). At such a point, the position will be reviewed, and will be subject to a possible extension for a further six month period.

3.4 Should a Member appointed to replace the member on maternity, paternity, shared parental or adoption leave already hold a remunerated position, the ordinary rules relating to payment of more than one Special Responsibility Allowances shall apply.

3.5 Unless the Member taking leave is removed from their post at an Annual General Meeting of the Council whilst on leave, or unless the Party to which they belong loses control of the Council during their leave period, they shall return at the end of their leave period to the same post, or to an alternative post with equivalent status and remuneration which they held before the leave began.

4. Resigning from Office and Elections

4.1 If a Member decides not to return at the end of their maternity, paternity, shared parental or adoption leave they must notify the Council at the earliest possible opportunity. All allowances will cease from the effective resignation date.

4.2 If an election is held during the Member's maternity, paternity, shared parental or adoption leave and they are not re-elected, or decide not to stand for re-election, their basic allowance and SRA if appropriate will cease from the Monday after the election date when they would technically leave office.

Motion to Council
19 March 2019
Subject Car free day
Proposer Councillor Price
Seconder Councillor Raby

Item
10d

Car-free cities greatly reduce petroleum dependency, air pollution, greenhouse gas emissions, automobile crashes, noise pollution, urban heat island effect and traffic congestion. The Norwich 2040 vision seeks to be a livable city which has excellent air quality.

Norwich City Council has taken the bold step of removing petrol and diesel vehicles from the Lord Mayor's Procession.

World Car-free Day takes place on 22 September.

Council **RESOLVES** to:

- (1) declare 22 September 'Car Free Day' in Norwich
- (2) take steps to discourage driving in the city on that day by actively promoting the event, including with the business community and partners
- (3) support groups to close residential roads for community and play events on that day
- (4) support cycling, and walking events across the city.

Motion to Council
19 March 2019
Subject Local government funding
Proposer Councillor Waters
Seconded Councillor Kendrick

Item
10e

Following the budget last month, this council is aware that many council budgets are now at breaking point. Austerity has caused huge damage to communities up and down the UK, with devastating effects on key public services that protect the most defenceless in society – children at risk, disabled adults and vulnerable older people – and the services we all rely on, like clean streets, libraries, and children’s centres;

Council **RESOLVES** to

- (1) Note; -
 - a) Government cuts mean councils have lost 60p out of every £1 that the last Labour Government was spending on local government in 2010;
 - b) Councils had to spend an extra £800m last year to meet the demand on vital services to protect children;
 - c) With an aging population and growing demand adult social care faces a gap of £3.5 billion – with only 14% of council workers now confident that vulnerable local residents are safe and cared for
 - d) Government cuts have seen over 500 children’s centres and 475 libraries close, potholes are left unfilled, and 80% of councils workers now say have no confidence in the future of local services. In Norfolk 38 SureStart Centres will be closed.
 - e) Northamptonshire has already been bankrupted due to government incompetence at both national and local level, and more councils are predicted to collapse without immediate emergency funding
 - f) Councils now face a further funding gap of £7.8 billion by 2025 just to keep services ‘standing still’ and meeting additional demand. Even Lord Gary Porter, the Conservative Chair of the Local Government Association, has said ‘Councils can no longer be expected to run our vital local services on a shoestring’
- (2) condemn Chief Secretary to the Treasury Liz Truss for stating on BBC Newsnight on October 2018 that the government is “not making cuts to local authorities”, when all independent assessments of government spending show that this is entirely false; and that this council further notes that Prime Minister Theresa May has also claimed that “austerity is over” despite planning a further £1.3bn of cuts to council budgets over the next year;

- (3) agree with the aims of the 'Breaking Point' petition signed by Labour councillors across the country, in calling for the Prime Minister and Chancellor to truly end austerity in local government by:
- a) Reversing the planned £1.3bn cut to council budgets;
 - b) Immediately investing £2bn in children's services and £2bn in adult social care to stop these vital emergency services from collapsing;
 - c) Pledging to use the Spending Review to restore council funding to 2010 levels over the next four years
 - d) Supporting the 'Breaking Point' campaign, recognising the devastating impact that austerity has had on our local community
- (4) ask the Leader of the Council to write to the Chancellor of the Exchequer, the Prime Minister, and the Secretary of State for Housing, Communities and Local Government setting out the funding pressures faced by our local council, and calling on the Government to truly end austerity in local government.