

## COUNCIL MEETING

**5 DECEMBER 2019**

### **ITEM 9**

#### **ITEM 9 – NOTICES OF MOTION FROM MEMBERS OF THE COUNCIL UNDER STANDING ORDER 15**

##### **1. MOTION FROM COUNCILLOR D. WHYTE - ALL COMMITTEE PAPERS TO INCLUDE AN EXECUTIVE SUMMARY AS A MATTER OF COURSE.**

###### **Motivation:**

This motion is being brought forward by the Liberal Democrat party to improve the clarity of documents and reports brought forward to all Runnymede Borough Council committee meetings.

###### **The Council Notes:**

1. The officers of the council do an excellent job in preparing documents for council meetings.
2. The need for comprehensive documents as a matter of record is understood.
3. Detailed reports are necessary for Members to reach well reasoned decisions.
4. Whilst many Members endeavour to keep abreast of developments across the various functions beyond their specific committee membership, the length and complexity of some reports can be very time consuming to digest.
5. It is best practice within business and other sectors for reports to have an executive summary.
6. Some papers are presented at committee meetings at the last minute with little time to digest. An executive summary in these cases would aid members in digesting the gist of the report more speedily.
7. Council meeting agendas are available online to residents and anyone else who wishes to look at them.

###### **The Council Believes that:**

1. The production of an executive summary should require minimal additional workload given that all reports are already written in a structured way and an executive summary is simply a distillation of the full report.
2. When presenting the paper the executive summary could form the basis of the verbal presentation.
3. The production of executive summaries will encourage Members to take a more comprehensive interest in council business.
4. In the event that a Member has to substitute for another at short notice for whatever reason, executive summaries will aid the substituting Member in making a considered contribution to the decision making.
5. Executive summaries would aid residents and any one else viewing committee documents in understanding the purpose of the documents.

###### **The Council Resolves that:**

- *All documents greater than three pages will include an executive summary from the 1st January 2020.*
- *Executive summaries will be no longer than one page.*

## **2.MOTION FROM COUNCILLOR HULLEY – NEIGHBOURHOOD PLANNING**

### **This Council notes:**

That the Government by the Localism Act 2011 and the Neighbourhood Planning Act 2017 provided communities the opportunity to influence planning policy through the establishment of Neighbourhood Forums and the creation of Neighbourhood Plans;

That Section 61G of the Town and Country Planning Act 1990 (as amended) sets out that this Council may designate a Neighbourhood Area;

That part 1.14 of the Council's Constitution's Scheme of Delegation, the Planning Committee is authorised to consider and approve Neighbourhood Areas and Forums

That the Council's Planning Committee approved the application of the Englefield Green Village Neighbourhood Forum and designated Area on 13 November 2019.

And that on 27 March 2019 the Committee approved the application of the Virginia Water Neighbourhood Forum and Area and before that approved a Thorpe Neighbourhood Forum and Area on 24 August 2016, thereby bringing the number of Neighbourhood Forums in the borough to 3 (three).

### **This Council believes that**

Neighbourhood Forums and Neighbourhood Plans allow local residents to play an important role in planning and shaping the communities where they live and work and help to promote the social, economic and environmental wellbeing of a designated Neighbourhood Area;

Councillors have a role to play in promoting the establishment of Neighbourhood Forums and in assisting residents in designing and implementing Neighbourhood Plans

Neighbourhood Plans serve to underpin and where appropriate, reinforce the policy direction and expected outcomes of Local Plans, including the emerging Runnymede Borough Local Plan

### ***This Council resolves that***

*The community of Englefield Green be congratulated on the establishment of the Englefield Green Village Neighbourhood Forum;*

*The Thorpe and Virginia Water Neighbourhood Forums are also to be congratulated on the work undertaken to date to develop Neighbourhood Plans for their designated Areas;*

*The Leader of the Council be requested to write to Resident Associations and community Groups in the borough informing them of the Forums already established and to encourage them to establish Neighbourhood Forums and Plans of their own, where communities want them*

## **3.MOTION FROM COUNCILLOR NEATHEY- MODERN SLAVERY CHARTER**

### **Motivation:**

This motion is being brought forward by the Co-operative Party (and therefore by definition also with Labour's support) because we believe that the issue of modern slavery needs to be given a greater level of attention. It is a scourge on society and not one Surrey can be said to be free from.

### **This Council notes:**

1. Despite slavery being abolished in England in 1772, there are more slaves today than ever before in human history. Figures from the International Labour

- Organisation (ILO) suggest that there are more than 40 million people in modern slavery across the world, with nearly 25 million held in forced labour.
2. Modern slavery is happening nationwide. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. This can include sexual and criminal exploitation.
  3. Across England and Wales, around 7,800 referrals were made in the 12 months to June, a 34% increase on the previous 12 months.
  4. There's been a big jump in the number of potential victims of modern slavery identified by police in Surrey
    - a. The figures break down to 115 potential victims in Surrey in the last 12 months
    - b. This is significantly up on the previous 12 months, when just 72 were recorded
  5. The Co-operative Party's Charter Against Modern Slavery goes further than existing law and guidance, committing councils to proactively vetting their own supply chain to ensure no instances of modern slavery are taking place.
  6. The Charter has been signed and approved by a large number of councils including those that are not Co-operative or Labour controlled
    - a. Andover, Ashfield, Bradford, Brent, Barking and Dagenham, Bideford Town Council, Blackburn with Darwen, Brighton & Hove, Bristol, Calderdale, Cannock Chase, Cherwell, Cheshire West and Chester, Chesterfield, Chorley, Colchester, Cotswold District Council, Coventry, Croydon, Dacorum, Darlington, Derby, Dundee City Council, Ealing, East Ayrshire, Edinburgh, Enfield, Forest of Dean, Gloucester, Gloucestershire, Great Torrington Town Council, Hackney, Haringey, Harrow, Hammersmith & Fulham, Hyndburn, Islington, Kirklees, Knowsley, Lambeth, Lewisham, Lincoln, Liverpool, Lowestoft Town Council, Merton, Manchester City, Midlothian, Milton Keynes, Newcastle, Newham, North Ayrshire, North Warwickshire, North West Leicestershire, North Yorkshire, Oldham, Oxford, Patchway Town Council, Plymouth, Preston, Rochdale, Rotherham, Renfrewshire, Salford, Sefton, Sheffield, South Lanarkshire, Southampton, South Tyneside, Southwark, Stevenage, Stockport, Stockton, St Helens, Stoke-on-Trent, Suffolk County Council, Sunderland, **Surrey County Council**, Swindon, Tameside, Three Rivers, Tower Hamlets, Trafford, Waltham Forest, Watford, West Lancashire, West Lothian, West Oxfordshire, Wirral, and Wolverhampton

**This Council believes:**

1. That action needs to be taken to raise awareness of modern slavery and the fact that it is happening all over the UK.
2. That the current support for victims is not sufficient and needs to go beyond what they are currently provided by the government.
3. That councils have an important role to play in ensuring their contracts and suppliers don't contribute to modern day slavery and exploitation.

***Therefore, this Council resolves that:***

1. *The Corporate Management Committee review the Co-operative Party's Charter Against Modern Slavery and form a report and recommendation for full council. This report should consider the merit of adopting the charter and any other additional policies to tackle modern slavery in Runnymede.*
2. *If the Corporate Management Committee deems it necessary, then each service committee should conduct a review of their current suppliers to ensure that modern slavery is not part of our current supply chain.*
3. *The Co-operative Party Charter Against Modern Slavery is as follows [Runnymede Borough Council] will:*

- A. *Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.*
- B. *Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.*
- C. *Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.*
- D. *Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.*
- E. *Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.*
- F. *Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.*
- G. *Review its contractual spending regularly to identify any potential issues with modern slavery.*
- H. *Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.*
- I. *Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.*
- J. *Report publicly on the implementation of this policy annually.*

#### **4.MOTION FROM COUNCILLOR R KING- BECOMING A REAL LIVING WAGE EMPLOYER**

##### **Motivation:**

This motion is being brought forward by the Labour and Co-operative parties because we believe that if we want to be a decent employer we need to pay people enough money to actually live. The number of observed benefits to real Living Wage employers who are fully accredited by the Living Wage Foundation are significant.

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

1. Nationally low pay is a leading cause of poverty, with the majority of people living in poverty now being in working households.
2. That this Conservative government's so-called 'Living Wage' is set at £8.21 per hour for over 25 year olds – and for those under 25 and apprentices it can be as low as £3.90 per hour.
3. That the government's 'Living Wage' is calculated as 60% of national median earnings, rather than being calculated as the amount of money needed to live on.
4. Currently, the UK minimum wage 2018/2019 is £8.21 per hour for over 25 year olds. For 21-24 year olds it is £7.70 and for those aged 18-20, it is £6.15.
5. That this disparity between the government's 'Living Wage' and the actual Living Wage means too many people in this country cannot afford a decent quality of life on the wages they earn, and so are either forced to work multiple jobs to make ends meet or find themselves falling into poverty. This being particularly apparent within the London commuter belt
6. The Living Wage Foundation is a campaigning group which aims to get employers registered to pay the 'real living wage'.
7. That the real living wage is independently calculated based on real living costs and reflects the minimum people need to earn to get by. It is currently £10.55 an hour in London, rising to £10.75 in 2019/2020 fiscal
  - a. almost £3 per hour more than the government's Living Wage for over 25 year olds.
8. The Living Wage Foundation calculates a figure of £9.00 (£9.30 2019/2020) per hour nationally and £10.55 (£10.75 2019/2020) per hour in London as a more appropriate amount to provide a basic standard of living.

9. Currently, there are nearly 6,000 Living Wage employers, including more than 1/3 of the FTSE 100 and household names including Ikea, Aviva, Nationwide, IKEA, Oxfam, and ITV.
10. Currently 115 local authorities are Living Wage accredited
11. That research from the Living Wage Foundation has found that 93% of Living Wage employers have seen benefits since accrediting
  - a. 86% say it has improved their reputation
  - b. 75% say it has increased staff motivation and retention.
  - c. 58% say it has improved relations between managers and staff
  - d. 57% say it has increased commitment and motivation of employees
  - e. 53% say it has improved recruitment of employees
12. The lowest pay rate at RBC is just £7.95 per hour.
13. Runnymede has a cost of living more in line with London than the national picture
14. As of 2019 RBC has 137 staff that are paid less than the 2019/2020 £10.75 per hour (the London Living Wage), nearly a third of our workforce.
15. We are currently underpaying our staff collectively by between £429,210.99 to £498,750.83 (2019/2020 estimates)
16. Total Net underpayment given a presumed 2% annual rise for all staff and impact of central government increase of National Living Wage in 2019/2020 is between £372,023.23 to £444,613.87
17. Total RBC wage billing underpayment therefore in the 2019/2020 fiscal will be between 2.16% to 2.58%
18. Any direct rise in labour costs, do not take account increasing productivity from a higher motivated workforce and cost savings from any decline in non-retirement attrition rates, presently at a combined 5% of RBCs total workforce.

**This Council believes that:**

1. The Council should become accredited by the Living Wage Foundation.
2. Low-paid staff deserve a pay rise, and the accredited Living Wage as per the Living Wage Foundation is the very least the Council should be providing. Such workers ensure the smooth running and functioning of the entire Council. We all depend on them.
3. It is the responsibility of Members to protect the reputation of the Council by paying its staff a decent wage. This will go some way to alleviating the strain on low-paid workers, whilst reducing pay inequality within the borough.
4. Whilst the cost of making these changes is substantial, so are the benefits.

**Therefore, this Council resolves that:**

*The Corporate Management Committee, in consultation with the HR Working Group, review and form a report and recommendation for full council. This report should consider the following plan of action:*

1. *To raise all employees to a real London Living Wage within 3 years (taking account of any further rises in either the Minimum Wage, the National Living Wage or the Real Living Wage.)*
  - a. *The above subject to a consultation with Unison*
2. *Integrate Living Wage requirements into our procurement process at the next procurement strategy review.*
3. *Once these and any other requirements have been met, become a fully accredited Living Wage provider.*