



**Gloucester
City Council**

Cabinet

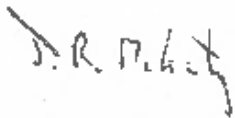
Meeting: Wednesday, 6th April 2022 at 6.00 pm in Civic Suite, North Warehouse, The Docks, Gloucester, GL1 2EP

Membership:	Cllrs. Cook (Leader of the Council and Cabinet Member for Environment) (Chair), H. Norman (Deputy Leader of the Council and Cabinet Member for Performance and Resources), S. Chambers (Cabinet Member for Planning and Housing Strategy), Hudson (Cabinet Member for Communities and Neighbourhoods) and Lewis (Cabinet Member for Culture and Leisure)
Contact:	Democratic and Electoral Services 01452 396126 democratic.services@gloucester.gov.uk

AGENDA

1.	<p>APOLOGIES</p> <p>To receive any apologies for absence.</p>
2.	<p>DECLARATIONS OF INTEREST</p> <p>To receive from Members, declarations of the existence of any disclosable pecuniary, or non-pecuniary, interests and the nature of those interests in relation to any agenda item. Please see Agenda Notes.</p>
3.	<p>MINUTES (Pages 5 - 10)</p> <p>To approve as a correct record the minutes of the meeting held on 9th March 2022.</p>
4.	<p>PUBLIC QUESTION TIME (15 MINUTES)</p> <p>The opportunity is given to members of the public to put questions to Cabinet Members or Committee Chairs provided that a question does not relate to:</p> <ul style="list-style-type: none"> • Matters which are the subject of current or pending legal proceedings or • Matters relating to employees or former employees of the Council or comments in respect of individual Council Officers. <p>To ask a question at this meeting, please submit it to democratic.services@gloucester.gov.uk by Friday 1st April 2022 or telephone 01452 396203 for support.</p>

5.	<p>PETITIONS AND DEPUTATIONS (15 MINUTES)</p> <p>To receive any petitions or deputations provided that no such petition or deputation is in relation to:</p> <ul style="list-style-type: none"> • Matters relating to individual Council Officers, or • Matters relating to current or pending legal proceedings
6.	<p>LEADER AND CABINET MEMBERS' QUESTION TIME (15 MINUTES)</p> <p>Any Member of the Council may ask the Leader of the Council or any Cabinet Member any question without prior notice, upon:</p> <ul style="list-style-type: none"> • Any matter relating to the Council's administration • Any matter relating to any report of the Cabinet appearing on the summons • A matter coming within their portfolio of responsibilities <p>Only one supplementary question is allowed per question.</p>
7.	<p>EQUALITIES WORKING GROUP UPDATE (Pages 11 - 16)</p> <p>To consider the report of the Cabinet Member for Communities and Neighbourhoods updating Members on the work officers have undertaken regarding equalities, as well as the work that the Equality and Diversity Working Group has completed this year.</p>



Jon McGinty
Managing Director

Date of Publication: Tuesday, 29 March 2022

NOTES

Disclosable Pecuniary Interests

The duties to register, disclose and not to participate in respect of any matter in which a member has a Disclosable Pecuniary Interest are set out in Chapter 7 of the Localism Act 2011.

Disclosable pecuniary interests are defined in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 as follows –

<u>Interest</u>	<u>Prescribed description</u>
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	Any payment or provision of any other financial benefit (other than from the Council) made or provided within the previous 12 months (up to and including the date of notification of the interest) in respect of any expenses incurred by you carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract which is made between you, your spouse or civil partner or person with whom you are living as a spouse or civil partner (or a body in which you or they have a beneficial interest) and the Council (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged
Land	Any beneficial interest in land which is within the Council's area. For this purpose "land" includes an easement, servitude, interest or right in or over land which does not carry with it a right for you, your spouse, civil partner or person with whom you are living as a spouse or civil partner (alone or jointly with another) to occupy the land or to receive income.
Licences	Any licence (alone or jointly with others) to occupy land in the Council's area for a month or longer.
Corporate tenancies	Any tenancy where (to your knowledge) – (a) the landlord is the Council; and (b) the tenant is a body in which you, your spouse or civil partner or a person you are living with as a spouse or civil partner has a beneficial interest
Securities	Any beneficial interest in securities of a body where – (a) that body (to your knowledge) has a place of business or land in the Council's area and (b) either – i. The total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or ii. If the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, your spouse or civil partner or person with

whom you are living as a spouse or civil partner has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

For this purpose, "securities" means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

NOTE: the requirements in respect of the registration and disclosure of Disclosable Pecuniary Interests and withdrawing from participating in respect of any matter where you have a Disclosable Pecuniary Interest apply to your interests and those of your spouse or civil partner or person with whom you are living as a spouse or civil partner where you are aware of their interest.

Access to Information

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For enquiries about Gloucester City Council's meetings please contact Democratic Services, 01452 396126, democratic.services@gloucester.gov.uk.

If you, or someone you know cannot understand English and need help with this information, or if you would like a large print, Braille, or audio version of this information please call 01452 396396.

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Any recording must take place in such a way as to ensure that the view of Councillors, Officers, the Public and Press is not obstructed. The use of flash photography and/or additional lighting will not be allowed unless this has been discussed and agreed in advance of the meeting.

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- You should proceed calmly; do not run and do not use the lifts;
- Do not stop to collect personal belongings;
- Once you are outside, please do not wait immediately next to the building; gather at the assembly point in the car park and await further instructions;
- Do not re-enter the building until told by a member of staff or the fire brigade that it is safe to do so.



CABINET

MEETING : Wednesday, 9th March 2022

PRESENT : Cllrs. Cook (Chair), Norman, S. Chambers, Hudson and Lewis

Others in Attendance

Cllrs. Hilton, Wilson

Managing Director

Director of Communities

Director of Policy and Resources

Head of Culture

Housing and Innovation Manager

Democratic and Electoral Services Officer

APOLOGIES : None

93. DECLARATIONS OF INTEREST

There were no declarations of interest.

94. MINUTES

RESOLVED that the minutes of the meeting held on 9th February 2022 are confirmed as a correct record and signed by the Chair in due course.

95. PUBLIC QUESTION TIME (15 MINUTES)

There were no public questions.

96. PETITIONS AND DEPUTATIONS (15 MINUTES)

There were no petitions or deputations.

97. LEADER AND CABINET MEMBERS' QUESTION TIME (15 MINUTES)

In respect of question 1 Councillor Pullen urged that rather than wait for central government decisions, preparations begin immediately to accommodate Ukrainian refugees. He asked if plans were being made, perhaps utilizing the Property Investment Strategy, to identify suitable properties avoiding the use of bed and breakfast (B&B) and hotel accommodation.

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The Cabinet Member for Planning and Housing Strategy confirmed that action had indeed begun. In relation to the Property Investment Fund she assured Councillor Pullen that she would consult officers and respond directly. The Cabinet Member for Planning and Housing Strategy expressed her own concern over the use of B&Bs and hotels but advised that the availability of temporary accommodation was still being explored so a firm answer could not be given at this stage.

The Leader of the Council reiterated that no guarantees could be given as the level of demand remained as yet unknown. He further commented that a number of Councillors were helping residents who had volunteered their own accommodation which he took to be a reflection of the generosity of the people of Gloucester.

RESOLVED that the written question submitted and corresponding response is noted.

98. CULTURAL STRATEGY PROGRESS REPORT

Cabinet considered the report of the Cabinet Member for Culture and Leisure that provided an overview of progress made against the Cultural Strategy for the year January to December 2021.

The Cabinet Member for Culture and Leisure reminded Members that this was a strategy for the whole city, not just the Council, and is to be delivered in partnership with others. He informed them that he foresaw those relationships growing and continuing to prosper to generate success as they had done despite the pandemic as documented in the Cultural Strategy Tracker 2021 (Appendix 1). The Cabinet Member for Environment commented on the astonishing amount of good work done and looked forward to what was to come.

RESOLVED that the report is accepted and progress against the objectives and actions noted.

99. PUBLIC ACCESS DEFIBRILLATOR PROVISIONS

Cabinet considered the report of the Cabinet Member for Communities and Neighbourhoods that outlined the considerations made in identifying locations for new Public Access Defibrillators (PADs).

The Cabinet Member for Communities and Neighbourhoods emphasized the importance of defibrillators in saving lives and referred to funds made available in the 2019/20 Council Budget for PADs in addition to those provided by the Gloucester Hearts scheme. He summed up the reasoning behind the choice of location for the new PADs.

The Cabinet Member for Environment informed Members that while he believed it was good that the proposed sites would fill gaps in PAD coverage, he was not fully convinced it should be the Council's responsibility to find new locations and maintain a list of where they are rather than that of other agencies such as the NHS, especially as the Council would be unlikely to be the first port of call in an emergency.

RESOLVED that:

- (1) the approach to identifying new Public Access Defibrillator (PAD) sites is noted;
- (2) it is noted that new PADs will be located in the locations outlined in the report (3.9).

100. TO APPROVE THE USE OF COMMUNITY PROTECTION NOTICES

Cabinet considered the report of the Cabinet Member for Communities and Neighbourhoods that outlined how the Council intends to implement Community Protection Notices provided in Part 4 of the Anti-Social Behaviour, Crime and Policing Act 2014, including setting the threshold for cases to be considered for these enforcement powers.

The Cabinet Member for Communities and Neighbourhoods summarised the background to the proposals. The Cabinet Member for Performance and Resources noted that the enforcement powers in question would serve as an additional tool for officers to tackle anti-social behaviour. She took the opportunity to thank the Wellbeing Team Leader for her work in this area. The Cabinet Member for Environment commented on the huge benefits of equipping officers with the right instruments able to improve the lives of residents, even if it is not often necessary to use them.

RESOLVED that:

- (1) the new enforcement powers contained within the Anti-Social Behaviour Crime and Policing Act 2014, are adopted;
- (2) the threshold for the council to take action, currently set at two or more complainants over a six-month period, is agreed.

101. PERFORMANCE MONITORING QUARTER 3 – 2021/22

Cabinet considered the report of the Cabinet Member for Performance and Resources that informed Members of the Council's performance against key measures in Quarter 3 of 2021/22.

The Cabinet Member for Performance and Resources highlighted the key features of the report. She reminded Members that it had been discussed at the Overview and Scrutiny Committee (28th February 2022 minutes 110.1-10) and that the recent cyber incident had resulted in data for some areas being unavailable. The Cabinet Member for Environment commented that it remained a particularly useful report.

RESOLVED that the Quarter 3 Performance Report 2021/22 at Appendix 1 of the report is noted.

102. FINANCIAL MONITORING, QUARTER 3 – 2021/22

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to note year-end forecasts and the financial pressures on the Council during the 3rd Quarter ended 31st September 2021.

The Cabinet Member for Performance and Resources summarised the report. She drew Members' attention to the forecasted £109k decrease in the General Fund against the previously budgeted increase and advised that this was due to the recent cyber incident as well as the ongoing impact of COVID-19. The Cabinet Member for Performance and Resources noted the position within her own portfolio including the mitigation by £237k of the Housing Subsidy cost which is otherwise outside of the Council's control, and greater income from the Cemeteries and Crematorium Service.

The Cabinet Member for Culture and Leisure expressed optimism for the future considering the imminent opening of a revitalised Kings Square and growing footfall in the Gloucester Guildhall. The Cabinet Member for Planning and Housing Strategy anticipated more income in her portfolio as some large development schemes are progressed having been delayed by COVID-19. The Cabinet Member for Environment contrasted the £100k income generated from recyclates with a £350k deficit of five years ago and attributed this success to efficiencies by officers and contractors as well as greater engagement from residents.

RESOLVED it is noted that:

- (1) the forecast year-end position for the financial year is currently a decrease to the General Fund balance of £109k against a budgeted increase of £129k
- (2) the details of specific budgetary issues identified by officers and the actions being taken to address those issues
- (3) the current level of Capital expenditure is as shown in Appendix 2 of the report
- (4) the financial implications of COVID-19 and the level of economic recovery from the effects of the pandemic will continue to be monitored and reported alongside any grant funding provided to mitigate the spend or lost income
- (5) the estimated nature of some of the figures included in the report because of the cyber incident in December 2021.

103. CAPITAL STRATEGY 2022/23

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to recommend the Capital Strategy 2022/23 to Council for approval.

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The Cabinet Member for Performance and Resources outlined the proposed strategy to Members and reminded them of its close relationship with other strategic documents such as the Treasury Management Strategy. She further reassured them that it will be monitored and reviewed annually.

RECOMMENDED that the Capital Strategy be approved by Council.

104. TREASURY MANAGEMENT STRATEGY 2022/23

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to recommend that Council approves the Treasury Management Strategy, prudential indicators and notes the Treasury activities.

The Cabinet Member for Performance and Resources highlighted the key features of the report and stressed that the Council remains within an under-borrowed position.

RECOMMENDED that the Treasury Management Strategy be approved by Council.

105. PAY POLICY STATEMENT 2022/23

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to recommend that Council approves the Council's Pay Policy Statement for 2022/23.

The Cabinet Member for Performance and Resources reminded Members of the requirement for an annual statement in the 2011 Localism Act and brought Members' attention to the main aspects of the report.

RECOMMENDED that the Pay Policy Statement for 2022/23 attached as the appendix of the report be approved by Council.

Time of commencement: 6.00 pm
Time of conclusion: 6.27 pm

Chair

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Meeting:	Cabinet	Date:	6 April 2022
Subject:	Equalities Working Group Update		
Report Of:	Cabinet Member for Communities and Neighbourhoods		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Emily Bolland, Community Wellbeing Team Leader		
	Email:	emily.bolland@gloucester.gov.uk	Tel: 396268
Appendices:	None		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 To update Cabinet on the work the council officers have undertaken regarding equalities, as well as the work the Equality and Diversity Working Group has completed this year.

2.0 Recommendations

- 2.1 Cabinet is asked to **RESOLVE** that the work undertaken by council officers, the Equality and Diversity Working Group, elected members and council partners regarding equalities be welcomed.

3.0 Background and Key Issues

- 3.1 Equality and Diversity has been a focus for the City Council since 2018 when we refreshed the Equalities Working Group and started measuring and planning our work using the Local Government Association's Equalities Frameworks for Local Government.
- 3.2 Inequalities within communities have been highlighted over the last two years by the COVID-19 pandemic. The murder of George Floyd and subsequent movements such as Black Lives Matter have further shone a light on the inequalities that still exist for our BAME communities. In response, Gloucester City Council have taken many steps to try and address these inequalities.

3.3 Equalities work in 2021

Stemming from council motions, Gloucester City Council took a range of actions in 2021:

- 3.3.1 **Motion:** Set up a Commission with partner organisations and representatives of BAME community in the City to review race relations in Gloucester. Produce recommendations to improve the lives of, and enhance opportunities for, BAME communities within the City.

Update: A commission to review race relations within Gloucester was established; chaired by Rupert Walters with input from 17 commissioners from a range of backgrounds. The key areas looked at by the commission were:

- Racially minoritized youth engagement in the Criminal Justice System
- Addressing Mental health inequalities in racially minoritized communities
- Attainment of racially minoritized pupils in Education
- The lack of racially minoritized representation across senior roles in Gloucester & Gloucestershire
- Access to diabetes services in the context of higher prevalence among racially minoritized communities

Calls To Action detailed in the report focus on four key areas:

- Criminal Justice
- Health
- Education
- Workforce

The full report can be viewed here [goucester-city-commission-to-review-race-relations-final-report-30-december-2021.pdf](https://www.goucester.gov.uk/media/1000000/goucester-city-commission-to-review-race-relations-final-report-30-december-2021.pdf)

- 3.3.2 **Motion:** A review of all monuments, statues and plaques within the City connected with the slave trade/ plantation ownership with recommendations to be made to Cabinet and Scrutiny. With advice from the Race Commission, review how the contribution of minority communities is presented as part of the City's history, including at the Museum of Gloucester.

Update: The monuments review has been completed by the Council's archaeologist, Andrew Armstrong-Jones, with input from partners and with recommendations made through consultation with the Race Commission.

Recommendations from the review focus on two key elements:

Behaviours

- Consult publicly on any changes to the management or presentation of a heritage asset.
- Review the background of new street names and monuments to avoid commemorating or memorialising a link to the slavery economy.
- Seek opportunities to celebrate Gloucester's multicultural history.

Actions

The actions recommendations are multiple and include :

- Consider undertaking a review of Gloucester's colonial or imperial legacies.
- Initiate an education project to develop a specific education resource that can be used locally
- Create a permanent display at the museum of Gloucester from 2023.
- Consult with partners around their heritage assets, displays and educational packages which either have links to the slave trade or can be recontextualised.
- Consult on the renaming of the two existing streets and buildings named after individuals with links to slavery.

- 3.4 In addition to in-depth work coming from the above council motions, the Council's Equality and Diversity Working Group has undertaken the following via our Equalities Action Plan:
- 3.4.1 Delivering on the McGregor-Smith Review Action Plan; implementing recommendations on recruitment and selection, and a revised appraisal and talent management process.
 - 3.4.2 Completed the annual Workforce Equalities Report
 - 3.4.3 Community Cohesion has become a standing item at our Stronger Safer Gloucester Partnership (our community safety partnership)
 - 3.4.4 Relaunch of equality impact assessments, which have been rebranded as People Impact Assessments (PIAs). New template documents and guidance have been circulated to all staff.
 - 3.4.5 Equalities Events Calendar and associated sub-group which promote key dates and initiatives to staff and the community throughout the year.
 - 3.4.6 "Leading Inclusive Teams" training for team leaders and GMT, with further training for frontline teams booked in for 2022/23.
 - 3.4.7 Service Plans rewritten to include Equality and Diversity targets.
 - 3.4.8 Promoting the use of staff volunteering hours and implementing mentoring and reverse mentoring schemes.
 - 3.4.9 Work around accessibility of our City spaces and venues. This includes dementia friendly spaces and linking with the Sight Loss Council. A simul-spec walk has been arranged for the spring to assess the accessibility of our spaces for those with sight loss.
- 3.5 **Additional work that is still ongoing in 2022** includes:
- 3.5.1 Developing a Community Engagement guidance note, and delivering a staff lunch and learn in May 2022
 - 3.5.2 Developing a Consultation Strategy, which will link with the Community Engagement Strategy and ensure that the community's voice is heard and incorporated into Council plans such as the allocation of s106 funding.
 - 3.5.3 Looking to publish a BAME paygap report, however this is dependent on an increased number of staff members identifying their backgrounds on SAP
 - 3.5.4 Gender Paygap Working Group
 - 3.5.5 Look to develop an Equalities Data Strategy, to understand what equalities data we collect and how we can use the insights from it to improve services for residents

4.0 Equality and Diversity Working Group

- 4.1 The Equality and Diversity Working Group continued to meet quarterly throughout 2021, with new leadership from the Head of Culture.
- 4.2 The group re-assessed themselves using the Equalities Framework for Local Government (EFLG) in May 2021. Out of 18 categories, we scored as 'Excellent' in 5, 'Achieving' in 5, 'Achieving/Excellent' in 2 and 'Developing' in 6.
- 4.3 Our Equalities Action Plan was last updated in May 2021 and was re-written as a two-year action plan for 2021-2022. The next update to the Action Plan will be in spring 2023.

5.0 Social Value Considerations

- 5.1 None directly arising from this report

6.0 Environmental Implications

- 6.1 None directly arising from this report

7.0 Alternative Options Considered

- 7.1 The Public Sector Equality Duty is a statutory duty.

8.0 Reasons for Recommendations

- 8.1 The recommendations should be resolved, and the work completed by council officers as well as the Equality and Diversity Working group be welcomed, in order to provide an update on equalities work within the council.

9.0 Future Work and Conclusions

- 9.1 A self-assessment exercise will be undertaken in the spring to measure Gloucester City Council's action against the Equality Framework for Local Government, as set out by the Local Government Association. This self-assessment will help form the basis of the 2022-2023 Action Plan for the group.

10.0 Financial Implications

- 10.1 None directly arising from this report

(Financial Services have been consulted in the preparation of this report.)

11.0 Legal Implications

- 11.1 None directly arising from this report

(One Legal have been consulted in the preparation of this report.)

12.0 Risk & Opportunity Management Implications

- 12.1 None directly arising from this report

13.0 People Impact Assessment (PIA) and Safeguarding:

13.1 None directly arising from this report

14.0 Community Safety Implications

14.1 None directly arising from this report

15.0 Staffing & Trade Union Implications

15.1 As mentioned in the recommendations from work cited in this report (e.g. the monuments review) staff time and some budget will be required to carry out some of the work included in the 2022-23 Equalities Action Plan.

Background Documents: None

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