



Wednesday, 13 March 2024

TO EACH MEMBER OF GLOUCESTER CITY COUNCIL

Dear Councillor

You are hereby summoned to attend a **MEETING OF THE COUNCIL** of the **CITY OF GLOUCESTER** to be held at the Civic Suite, North Warehouse, The Docks, Gloucester, GL1 2EP on **Thursday, 21st March 2024** at **6.30 pm** for the purpose of transacting the following business:

AGENDA

1. **APOLOGIES**

To receive any apologies for absence.

2. **MINUTES (Pages 17 - 44)**

To approve as a correct record the minutes of the Council Meeting held on 22 February 2024.

3. **DECLARATIONS OF INTEREST**

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.

4. **CALL OVER**

(a) Call over (items 9-13) will be read out at the meeting and Members invited to reserve the items for discussion.

(b) To approve the recommendations of those reports which have not been reserved for discussion.

5. PUBLIC QUESTION TIME (15 MINUTES)

The opportunity is given to members of the public to put questions to Cabinet Members or Committee Chairs provided that questions do not contravene the provisions set out Council Procedure Rule 10.01.

To ask a question at this meeting, please submit it to democratic.services@gloucester.gov.uk by 12 noon on Friday 15 March 2024 or telephone 01452 396203 for support.

Questions and responses will be published at least 24 hours before the meeting. Supplementary questions may be put and answered during the meeting, subject to the relevant time limit.

6. PETITIONS AND DEPUTATIONS (15 MINUTES)

The opportunity is given to members of the public to present a petition or deputation provided that any such petition or deputation does not contravene the provisions set out Council Procedure Rule 11.01.

To present a petition or deputation at this meeting, please provide the subject matter to democratic.services@gloucester.gov.uk by 12 noon on Friday 15 March 2024 or telephone 01452 396203 for support.

7. ANNOUNCEMENTS

To receive announcements from:

- a) The Mayor
- b) Leader of the Council
- c) Members of the Cabinet
- d) Chairs of Committees
- e) Head of Paid Service

8. MEMBERS' QUESTION TIME

- a) Leader and Cabinet Members' Question Time (45 minutes)

Any member of the Council may ask the Leader of the Council or any Cabinet Member any question upon:

- Any matter relating to the Council's administration
- Any matter relating to any report of the Cabinet appearing on the Council's summons
- A matter coming within their portfolio of responsibilities

- b) Questions to Chairs of Meetings (15 Minutes)

Questions and responses will be published at least 24 hours before the meeting. Supplementary questions will be put and answered during the meeting, subject to the relevant time limit.

ISSUES FOR DECISION BY COUNCIL

9. CLIMATE CHANGE STRATEGY AND ACTION PLAN (Pages 45 - 128)

To consider the report of the Leader of the Council and Cabinet Member for Environment seeking adoption of a Climate Change Strategy and Action Plan, to be issued for public and key stakeholder consultation.

10. CITY CENTRE CONSERVATION AREA (CCCA) APPRAISAL AND MANAGEMENT PLAN (Pages 129 - 228)

To consider the report of the Cabinet Member for Planning and Housing Strategy seeking approval for the adoption of the updated draft of the City Centre Conservation Area Appraisal and Management Plan as a Supplementary Planning Document.

11. CAPITAL STRATEGY 2024/25 (Pages 229 - 238)

To consider the report of the Cabinet Member for Performance and Resources seeking approval of the Capital Strategy 2024/25

12. TREASURY MANAGEMENT STRATEGY 2024/25 (Pages 239 - 276)

To consider the report of the Cabinet Member for Performance and Resources seeking approval for the Treasury Management Strategy 2024/25 and the prudential indicators.

13. PAY POLICY STATEMENT 2024/25 (Pages 277 - 286)

To consider the report of the Cabinet Member for Performance and Resources concerning Council's Pay Policy Statement for 2024/25.

MOTIONS FROM MEMBERS

14. NOTICES OF MOTION

1. PROPOSED BY COUNCILLOR O'DONNELL

"I rise today to propose a motion that addresses the need for inclusivity in our community's play parks. It is essential that we prioritize the accessibility and enjoyment of recreational spaces for all residents, regardless of their abilities or disabilities. By making all play parks in Gloucester all-inclusive by December 2026, we can create a more welcoming and equitable environment for children and families of diverse backgrounds.

The importance of inclusive play parks cannot be overstated. These spaces provide children with opportunities for physical activity, social interaction, and imaginative play, fostering their development and well-being. However, traditional play parks often lack the necessary features and amenities to accommodate

individuals with disabilities, limiting their participation and enjoyment. By making our play parks all-inclusive, we can ensure that every child has the opportunity to play, learn, and grow in a safe and accessible environment.

This motion aims to achieve several key objectives:

1. **Accessibility for All:** By making all play parks in Gloucester all-inclusive, we can ensure that children of all abilities have equal access to play equipment, facilities, and amenities. This will create a more inclusive and welcoming environment for children with physical, sensory, or cognitive disabilities, allowing them to fully participate in play activities alongside their peers.
2. **Safety and Design Standards:** Implementing all-inclusive design standards in our play parks will enhance safety and usability for all children. Features such as wheelchair-accessible ramps, sensory play elements, and inclusive seating areas will improve the overall play experience and accommodate a diverse range of needs and preferences.
3. **Community Engagement and Consultation:** Engaging with residents, families, and advocacy groups throughout the planning and implementation process is crucial to ensuring that the needs and preferences of the community are taken into account. By soliciting feedback and input from diverse stakeholders, we can create play parks that reflect the values and priorities of our community.
4. **Timely Implementation:** Setting a deadline of December 2026 for the completion of all-inclusive play parks in Gloucester provides a clear timeline for action and accountability. This deadline will drive progress and ensure that the necessary resources and support are allocated to achieve our goal of inclusivity within a reasonable timeframe.

To achieve these objectives, I propose the following actions:

1. **Conduct a Needs Assessment:** Initiate a comprehensive needs assessment to identify the existing gaps and barriers to inclusivity in our play parks. This assessment will inform the design and development of all-inclusive play spaces that meet the diverse needs of our community.
2. **Develop Design Guidelines:** Create design guidelines and standards for all-inclusive play parks based on best practices and accessibility principles. These guidelines should prioritize safety, usability, and inclusivity, ensuring that all children can enjoy the benefits of play in a supportive environment.
3. **Allocate Funding and Resources:** Allocate the necessary funding and resources to support the planning, design, and construction of all-inclusive play parks in Gloucester. This may include securing grants, partnerships, and community contributions to supplement the municipal budget and ensure the successful implementation of this motion.
4. **Monitor Progress and Evaluation:** Establish a monitoring and evaluation

framework to track the progress of all-inclusive play park projects and assess their impact on the community. Regular updates and reports to the council and residents will provide transparency and accountability throughout the implementation process.

In conclusion, making all play parks all-inclusive by December 2026 in Gloucester is a crucial step towards creating a more equitable, welcoming, and accessible community for all residents. By prioritising inclusivity in our recreational spaces, we can promote social cohesion, physical well-being, and positive childhood development for children of all abilities. I urge all council members to support this motion and work together to build a more inclusive future for Gloucester.”

2. PROPOSED BY COUNCILLOR A. CHAMBERS

“This Council notes that child and young people exploitation is a serious and growing crime. While the exploitation of children by criminals has, sadly, been happening for a long time, the ways in which it has evolved and the increasing risks to children and young people mean that barely a week goes past without a devastating new story reaching the headlines.

Young children are being drawn into exploitative situations, and while our most vulnerable children, including those who have been excluded from school or are in care, are most at risk, we know that children who are ‘under the radar’ are also now being targeted due to their anonymity with authorities.

The effects of child exploitation can be devastating and have a profound impact on children for the rest of their lives.

Councils have a key role to play in tackling child exploitation head on, from awareness-raising and staff training, to prevention and support for children who have been victims. They cannot do this alone.

City Council close working with partners including the County Council, police, NHS and schools is vital if areas are to have the right systems in place to prevent and disrupt the criminal activity putting children and young people at risk.

Understanding, hearing, and designing services with young people who have been affected by exploitation is essential, as is working with parents and carers. Children and young people are unlikely to see their experience as ‘criminal exploitation’ or ‘sexual exploitation’ and our response needs to consider the holistic needs of the child and their family.

All councillors have responsibilities, as local leaders and community representatives, to help protect children in their area. Being aware of the signs of child exploitation is key, as is understanding what to do if you have concerns and knowing what questions to be asking of local services.

What is child exploitation?

Child exploitation is complex, takes a variety of forms and doesn’t neatly fit into

categories. In general, child exploitation occurs where an individual or group takes advantage of a power imbalance to coerce, control, manipulate or deceive a child or young person under the age of 18 into criminal or sexual activity or modern slavery. This can be in exchange for something the victim needs or wants, this is most likely to be the result of grooming, where a criminal has identified what a young person may want or need.

The power imbalance can be through a range of factors, including age, gender, cognitive ability, status, and access to economic or other resources. A young person may also experience poor mental health, have experienced bereavement or are being bullied which may make them more likely to be vulnerable to exploitation.

The victim may have been exploited even if the activity appears consensual, and exploitation does not always involve physical contact; it can also occur through technology.

All those working with children and young people must be clear that exploitation is never the child's fault, even if some form of exchange has taken place (for example, if the young person has received payment, gifts, a relationship or status in return). All children and young people have a right to be safe and protected from harm.

There are various ways in which children and young people are groomed for exploitation. Many perpetrators are skilled at identifying and targeting vulnerabilities, infiltrating social networks and isolating young people from protective influences. This can include the following:

there are some behavioural changes that children or young people may display. The following may help to identify a child or young person who is being exploited:

LGA states:

- persistently going missing from school or home
- regularly being found out of the home area
- excessive receipt of texts/phone calls
- relationship with controlling / older adults
- leaving home and care without explanation
- suspicion of physical assault / unexplained injuries
- gang association and isolation from peers or social networks
- significant decline in school results and performance
- self-harm or significant changes in emotional wellbeing.
- unexplained acquisition of designer clothes
- unexplained acquisition mobile phone
- Leaving home to have unexplained holidays with controlling adults
- unexplained acquisition of money,

NSPC States:

Groomers gain trust by:

- pretending to be someone they're not, for example saying they are the same age as the child online
- Employing the child or working closely with the child for example a sports venue or club
- offering advice or understanding to the child
- buying the child gifts/ designer clothes
- giving the child attention
- using their professional position to influence the child
- Using a reputation of taking the child on trips, outings or holidays

Effects of child exploitation

The effects of exploitation can be devastating and it may take a child or young person some time to come to terms what has happened to them. It is likely to have a significant impact on their physical health, mental health and wellbeing, educational outcomes and employment prospects and their relationships with family and friends.

Councils have a key role in identifying support as early as possible to help children and young people escape and recover from the exploitation that they have suffered. Family members are also likely to be impacted by their child's experience and councils should consider what support they may need for their own mental health and wellbeing and to rebuild relationships, as well as practical support.

Tackling child and young person exploitation

- This council agrees to commission a report to question the extent of child and young person exploitation which exists in Gloucester. (LGA states that stamping out child exploitation relies on full engagement from all partners at a senior level and elected members should question the extent to which this is the case in their local area).
- Training for all senior managers, elected members and appropriate other officers should include warning signs, how to report concerns, how to safe guard and how to prevent. Training should also include evidence gathering.
- Work with partners to raise awareness for young people and children including the public on how to obtain help and how to report, specifically for areas within this councils responsibility."

3. PROPOSED BY COUNCILLOR A. CHAMBERS

"Nitrous oxide (NOS) gas canisters, commonly used for recreational purposes like inhaling, can pose several dangers if disposed of in normal waste. Here are some of the potential risks:

1. Environmental Impact: NOS canisters contain nitrous oxide, a greenhouse gas that contributes to global warming when released into the atmosphere. Improper disposal in normal waste can lead to the release of nitrous oxide during decomposition, contributing to environmental pollution.

2. Fire Hazard: If NOS canisters are not properly disposed of and end up in landfills or incinerators, there is a risk of fire. The pressurised canisters can explode when exposed to heat, causing fires and endangering waste management workers. This has led to around 8 Fires at Gloucester City Council waste depot where 3 of the fires required emergency services.
3. Health Risks: Inhaling nitrous oxide from improperly disposed of canisters can be harmful to human health. It can cause dizziness, loss of consciousness, and even asphyxiation if not used in a controlled environment.
4. Contamination: NOS canisters may contain residues of nitrous oxide and other substances used in manufacturing or processing. When disposed of in normal waste, these residues can contaminate soil, water sources, and the surrounding environment.
5. Safety Risks for Waste Handlers: Waste management workers who handle normal waste may unknowingly come into contact with NOS canisters, risking injury from explosions or leakage of gas.
6. Legal Consequences: Improper disposal of hazardous materials like NOS canisters can lead to legal repercussions. Breaking waste disposal regulations can result in fines, penalties, and legal actions.

To mitigate these dangers, it is essential to handle and dispose of NOS gas canisters properly. Setting up a dedicated collection point for NOS canisters, as mentioned earlier, can help ensure safe and environmentally friendly disposal practices.

To create a collection point for nos gas canisters, Gloucester City Council can follow these steps:

1. Location Selection: Gloucester City Council will chose suitable locations around Gloucester City for the collection points. These collection points will be in canister hot spots. The collection point will be easily accessible to the public and have enough space to accommodate the collection of canisters.
2. Regulations and Permits: Gloucester City Council will check associated laws and regulations regarding the collection and disposal of gas canisters. The city council will obtain any necessary permits or permissions required to set up a collection point.
3. Safety Precautions: Gloucester City Council will ensure that the collection point is set up in a safe manner. Implement safety measures to prevent any accidents or mishaps.
4. Collection Bins: Gloucester City Council will provide designated collection bins or containers for the gas canisters. Making sure the bins are clearly labeled and secure to prevent any leaks or spills.
5. Information Signage: Gloucester City Council will display information signs at

the collection point detailing the accepted types of gas canisters, safety instructions, and contact information for any queries.

6. Collection Schedule: Gloucester City Council will establish a regular collection schedule for the canisters. Coordinate with a waste management company or recycling center for proper disposal.
7. Promotion and Awareness: Gloucester City Council will promote the collection point to the community through various channels such as social media, local newspapers, and community events. Raise awareness about the importance of proper disposal of gas canisters.

By following these steps, Gloucester City Council will create an effective and safe collection point for nos gas canisters in Gloucester City.

This council resolves to:

- Fit at least 6 designated Nos Canister collection bins/drop off bins for the safe collection of the associated canisters around Gloucester City.
- To dispose of the Nos Canisters in a safe and legal manner.
- To provide these collection points with the aim of reducing fires at the council waste depot and with a view of reducing the likelihood of future fires.
- To advertise the locations to Gloucester City residents of these collection/drop off bins and their locations.”

4. PROPOSED BY COUNCILLOR MORGAN

“This Council condemns all aggressive or threatening behaviour to any person, in any form and anywhere. This includes, but is not exclusive to, the Russian invasion of Ukraine, the conflict in Gaza and closer to home at Parliament and in other venues for democracy such as this Chamber.

We further condemn the hatred and intolerance which is spread via social media by individuals and at any public places which is resulting in the need for increasing security measures to reassure and protect those affected.

This Council requires that all councillors elected in May 2024 are to be provided with training on the use of social media and how to combat intimidation. All councillors are to be given a protocol on how to report threatening behaviour etc. Furthermore, the Leader of the Council is asked to write to our M.P. Richard Graham and the L.G.A. to register our concerns.”

5. PROPOSED BY COUNCILLOR PULLEN

“This Council welcomes the Climate Change Strategy and Action Plan following the declaration of a climate emergency in 2019.

This council further welcomes the commitment towards reaching nett zero emissions in its own functions by 2030 and across the wider city district by 2045.

The Climate Change Emergency and subsequent Climate Change Action Plan is

the most significant issue facing Gloucester in generations. It is therefore vital that every resident in the city is fully aware of the Action Plan and is consulted on its recommendations and implications”.

This council therefore resolves:

1. To carry out a full and thorough consultation process in a range of styles and processes that enables every Gloucester resident to have their say on the recommendations in the Climate Change Action Plan.
2. In addition to the consultation processes already agreed and to ensure that every resident is aware of the action plan, this council writes a physical letter to every household in the city informing them of the Climate Change Action Plan.
3. The letter will also inform residents of how to express their views and opinions on the contents of the plan and how they can take part in the consultation.”

6. PROPOSED BY COUNCILLOR CHAMBERS-DUBUS

“The use of IT and digital technology is a quick and efficient method for the council to interact with the public. Many residents find it easy and convenient to email the council, visit the council website and access council services using IT.

However, there are still significant numbers of people who do not have access to IT or who own a laptop, iPad or mobile phone. Likewise, there are many people who do not have the skills or confidence to use IT effectively. Elderly people, people with disabilities and those with specific needs are therefore often digitally excluded from contacting the council and accessing council services.

As the council continues on its journey of digital transformation it is therefore vital that there are still adequate communication processes for people who do not have access to or who are unable to use IT”.

This council therefore resolves:

1. Not to rely entirely on IT as its only means of communication with residents.
2. To recognise that not everyone has access to IT or is IT literate and that some people are digitally excluded from accessing council services.
3. To put greater emphasis on contacting the council using traditional methods such as by telephone, writing a letter or by visiting the council in person.
4. To be sympathetic and provide help and support to people who cannot use IT and are digitally excluded.
5. To provide a range of effective and accessible opportunities to ensure that everyone has access to council services and never relies entirely on IT as the only means of communication.”

7. PROPOSED BY COUNCILLOR DEE

“This council notes:

- The health and well-being of Gloucester’s residents is at the heart of everything we do (City Council Plan Priority 2022-2024).
- We acknowledge the changes in current society are affecting childhood experiences; opportunities for outdoor play are diminishing, leading to more sedentary lifestyles.
- The benefits and importance of outdoor play for young children’s healthy growth. Providing spaces for children to explore outdoors fosters better childhood experiences such as problem solving, socialising, playing co-operatively, facing adventures and challenges without being constantly engaged in activities controlled by adults.
- Play areas are an essential community asset benefitting families across the city.

This council therefore resolves to:

- Re- affirm our commitment to provide outdoor play areas in the city.
- Establish a comprehensive city-wide play strategy and make it a Council Plan priority to do so.
- Continue to improve and expand outdoor play opportunities for all children, by creating large, well-equipped, and accessible outdoor play areas in Gloucester.

Consult with children, hear their preferences and ideas; creating play spaces that meet their needs and reflect their wishes. As such the strategy should incorporate mechanisms for engaging with children and their families as part of any decision-making process.”

8. PROPOSED BY COUNCILLOR FIELD

“This council expresses deep concern about the state of many roads and footways in the city of Gloucester. They are riddled with potholes or crumbling to bits.

This council notes that Conservative run Gloucestershire County Council is responsible for the maintenance of the highway network in Gloucester.

This council agrees that it should lobby robustly Gloucestershire County Council to improve the condition of Gloucester’s roads and footways to a level acceptable to this council and the residents of this historic city.”

9. PROPOSED BY COUNCILLOR PADILLA

“The development of an Equality, Diversity and Inclusion (EDI) Strategy within our city remains a priority after recommendations from the LGA Peer Review Panel last year.

Hence this Motion revisits the development and implementation of an Equality, Diversity and Inclusion Strategy for our city. This will demonstrate our dedication to cultivating a community that thrives on diversity, encourages equal opportunities, and ensures inclusivity for all residents. It also aligns with the values of fairness, justice, and unity. This will be a comprehensive and inclusive strategy that encompasses the diverse range of protected characteristics – age, race, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex, sexual orientation, and of course disability.

Whereas, by engaging with a diverse range of community stakeholders, we seek to gather insights, perspectives, and expertise that will inform the development and implementation of inclusive policies. This approach will ensure that the strategy addresses the unique needs and concerns of various groups within our community.

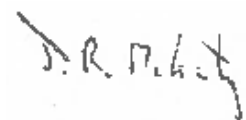
Whereas, there is a strong need to remove barriers to participation, provide accessible environments, and foster a culture that values and respects the differences among our residents.

Whereas, following its approval, regular assessments will be conducted to evaluate the effectiveness of implemented policies, identify areas for improvement, and measure progress towards our overarching goal of creating an inclusive and equitable community.

Therefore, be it resolved, the City Council:

1. Acknowledges the importance of expediting the development and implementation of an Equality, Diversity, and Inclusion Strategy.
2. Resolves to prioritise the allocation of resources, streamline decision-making processes, and provide clear directives to expedite the completion of the EDI Strategy.
3. Affirms its unwavering commitment to fostering a community where every residents feels valued, respected, and included.
4. Calls upon relevant stakeholders to actively participate in the development and implementation of the EDI Strategy, ensuring that diverse perspectives are incorporated into the framework.
5. Directs relevant departments and committees to report back within 3 months with progress updates on the development of the EDI Strategy.”

Yours sincerely



Jon McGinty
Managing Director

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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.

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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.

FIRE / EMERGENCY EVACUATION PROCEDURE

If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:

- 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.