



COUNCIL

MEETING : Thursday, 18th July 2024

PRESENT : Cllrs. Campbell (Mayor), Tracey (Sheriff & Deputy Mayor), Hilton, Wilson, Courtney, Field, Sawyer, Shervey, Trimmell, S. Chambers, Pullen, Gravells MBE, Lewis, Bhaimia, Patel, Hyman, Bowkett, A. Chambers, Chambers-Dubus, Conder, Evans, O`Donnell, Radley, Bell, Graham, Harries, Hyland, James, Jones, Marshall, Millard, Miller, Norledge, Walker and Wiederhold

Others in Attendance

Managing Director

Monitoring Officer

Corporate Director

Head of Place

Head of Finance and Resources

Head of Transformation and Commissioning

Head of Culture and Leisure

Policy and Governance Manager

Democratic and Electoral Services Officer

APOLOGIES : Cllrs. Brooker, Castle, Simms and Taylor

11. MINUTES

11.1 Councillor A. Chambers asked whether the minute record at 7.13 was correct. It was confirmed that no Members wished to contest the minutes of the meeting on 20th May 2024.

11.2 **RESOLVED** – That the minutes of the meeting on 20th May 2024 were approved and signed by the Mayor as a correct record.

12. DECLARATIONS OF INTEREST

12.1 Councillor Bowkett declared an interest in agenda item 10 (Report of the Independent Remuneration Panel). Councillor Bowkett left the Chamber during discussion of this item and took no part in the debate or vote.

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13. CALL OVER

- 13.1 The Mayor invited Members to indicate whether they wished to reserve agenda items 9, 10, 11 and 12 for discussion. Members indicated that they wished to reserve items 9, 10, 11 and 12 for discussion.

14. PUBLIC QUESTION TIME (15 MINUTES)

- 14.1 In relation to question 2, Mr Mahoney asked why residents' referrals could not be redirected to the relevant department or organisation by the Council. The Cabinet Member for Resources, Councillor Wilson, noted that he was aware of GDPR issues in this area and reiterated that the Council had responsibilities around managing personal data. He asked Mr Mahoney to provide further information to him directly so that he could look into the issue.
- 14.2 In response to a supplementary question from Mr Mahoney in respect of question 3, the Cabinet Member for Environment, Councillor Field, advised that City Centre Enforcement Officers would issue fines for deliberate littering, however there had to be some level of practicality around accidental littering. He further commented that Waste and Recycling Operatives at Ubico had to undertake a physically demanding job at great speed, and that he hoped any litter dropped inadvertently as part of the waste collection was minimal. Councillor Field advised that the Council did monitor standards and that he would be regularly meeting with Ubico and the Waste, Recycling and Streetscene Manager.
- 14.3 Mr Mahoney referred to question 4 and asked whether the Cabinet Member would consider consolidating recycling into a single bin so as to avoid issues with recycling boxes being blown around. Councillor Field confirmed that he intended to review how recycling services were delivered going forward but changing to a single bin was not something he could commit to at that point, noting that such a change would likely be very costly to deliver.
- 14.4 In respect of a supplementary question from Mr Redgewell on question 5 and the difficulties that he and other pedestrians were experiencing with accessing the railway station from the city centre while the walkway was closed, Councillor Wilson noted that he was sorry to hear of Mr Redgewell's experience and confirmed that he would look into the issue as a matter of urgency.
- 14.5 In response to a supplementary question from Mr Redgewell regarding question 6, the Leader of the Council, Councillor Hilton, noted that the former Leader of the Council had signed an agreement with Gloucestershire County Council on its bid for devolution prior to the local elections. He agreed that any devolution deal should focus on transferring powers from Westminster to local government, both at County Council and District Council level. Councillor Hilton advised that he was awaiting further information from Central Government, and confirmed that the Council would continue discussions around this with the Members of Parliament representing Gloucester and the other district Councils.

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15. PETITIONS AND DEPUTATIONS (15 MINUTES)

15.1 There were no petitions or deputations.

16. ANNOUNCEMENTS

The Mayor

16.1 The Mayor noted her thanks on behalf of the city to the outgoing Member of Parliament for Gloucester for his longstanding service. She welcomed the new Members of Parliament for Gloucester and Tewkesbury respectively to their new roles and wished them well for the future. She also thanked the Managing Director and the Council's Democratic and Electoral Services Team for their efforts in facilitating the local and Police and Crime Commissioner elections in May 2024, and the snap General Election in July 2024.

16.2 The Mayor stated that she had been asked by the St Ann Society of Gloucester to highlight the Special Relief Fund for Jamacia following the effects of the hurricane Beryl. She advised that Members could obtain further information by contacting Carol Francis-McGann at the St Ann Society of Gloucester.

Leader of the Council

16.3 Councillor Hilton echoed his thanks to the outgoing Member of Parliament of Gloucester, noting that he had worked closely with the Council during his 14 years of service to the city. Councillor Hilton advised that a letter of congratulations had been sent to the new Members of Parliament who had been elected to represent the city of Gloucester and that the Council had received positive responses.

16.4 Councillor Hilton advised Members that Cabinet Members would no longer have brass nameplates, noting that the regular white Councillor name plates were easier to read and would also be a cost saving to the Council.

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Cabinet Members

16.5 Councillor Field advised Members that Gloucester Park had recently received a prestigious Green Flag award, the highest accolade a park could have. He noted that 4 parks in Gloucester now had Green Flag status, and stated that the judges had remarked on partnership working, safety as well as improvements to lighting and signage in the area. Councillor Field paid tribute to Officers, volunteers, street care colleagues and partners and thanked them for their hard work in obtaining the award.

17. MEMBERS' QUESTION TIME

17.1 In relation to question 1, Councillor S. Chambers queried whether there was any other element Councillor Shervey's employment, particularly in respect of the Gloucestershire Housing Partnership, which could cause a conflict of

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interest. The Cabinet Member for Housing, Councillor Shervey, advised that he had changed roles on 1st May 2024. He noted that he was involved with the Joint Core Strategy for Tewkesbury Borough Council however this would fall under the Planning portfolio as opposed to Housing.

- 17.2 In respect of question 2, Councillor S. Chambers asked for an update as to when Ubico intended to introduce synergies around the Naas Lane area. Councillor Field stated that he intended to meet regularly with Ubico and confirmed that he was happy to take the matter forward in these discussions and report back to Councillor S. Chambers.
- 17.3 Referring to question 3, Councillor Pullen asked whether the Leader of the Council had changed his view on the future of Gloucestershire Airport and when a decision would be reached. Councillor Hilton replied that he had been clear that he felt a decision should not be made on Gloucestershire Airport until after the local elections. He advised that he, along with Councillors Wilson and Bowkett, had met with senior staff with the airport and that a meeting with the other shareholder was due to take place the following week to discuss the future position. He noted that any decision to sell the airport would need to be made in the best interest of the airport and tenants, that there were a number of options to consider, and that it was his hope that the Council would be in a position to make a decision by the end of August.
- 17.4 In relation to question 4, Councillor Pullen asked whether consideration had been given to using an empty retail premises in the Eastgate shopping centre for the customer services base rather than the Eastgate Management offices. The Cabinet Member for Community Engagement, Councillor Trimnell, noted that the new Eastgate location was central, closer to the bus station and had lift access. She advised that the customer services centre would be well signposted, would offer more face-to-face appointments and would also bring a cost saving to the Council.
- 17.5 In relation to question 5, Councillor A. Chambers asked why the delayed stated that the cyber incident should no longer be relied on as the reason why the 2022-23 accounts had not been published and asked why they had not published in advance of the local elections as previously promised. Councillor Wilson noted that he had only been responsible for the matter since the local elections and confirmed that the 2022-23 accounts would be published in September, that extra resource had been provided, and that he had asked Officers to clear the remaining backlog by the end of the financial year.
- 17.6 In respect of question 6, Councillor A. Chambers asked what the Council would do to recoup the costs associated with the closure of The Club at Tuffley. Councillor Wilson advised he was limited in what he could advise Members due to legal issues, however it was likely that the Council would investigate what went wrong in due course. He advised that the Council would recover as much of the costs as it could, and would ensure the terms and conditions in future leases were stronger.

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- 17.7 In response to a supplementary question from Councillor Millard where she requested a review of the entry costs for the Tall Ships event, the Cabinet Member for Culture and Leisure, Councillor Courtney, advised that ongoing post-event analysis was taking place, and that further work was underway across the whole cultural programme in the city to consider how events could be made accessible to people from all income levels.
- 17.8 Councillor O'Donnell referred to question 9 and asked for clarification as to the timeline for the new Open Spaces Strategy and whether work to progress the city-wide play strategy could be progressed sooner. Councillor Courtney referred to her written answer confirming that the new inclusive play strategy would be developed as part of the new Open Spaces Strategy. She confirmed that in the interim period, any new parks or play areas developed in the city would include elements of inclusivity. She further noted that new play areas would also include consultation with the community so that the Council could fully understand the needs of that community.
- 17.9 In response to a supplementary question from Councillor James on question 10 and whether a proposed weed spraying schedule could be shared with Members, Councillor Field reiterated that producing a formal schedule would be pointless as the service needed to adapt to the weather, however he was happy to confirm with Councillor James which areas of her ward had been treated and which were due to be treated. He further advised that the Council had invested in a HKO machine to rip weeds out at the root, which was a longer lasting solution and a more environmentally friendly way to address the problem, however it would take some time for the machine to clear the city.
- 17.10 In response to a supplementary question from Councillor Bell regarding question 11, Councillor Trimnell noted that there was a dire need nationally for access to medical facilities and suggested that she along with Councillor Bell write to the new Member of Parliament for Gloucester to express their concerns.
- 17.11 Councillor Marshall referred to question 12 and asked whether the Cabinet Member would commit to hiring more Enviro-Crime Officers and install more cameras in Barton and Tredworth to tackle fly tipping in the area. Councillor Field confirmed that he had had discussions with the City Centre Manager as to whether more Enviro-Crime Officers in-house and was awaiting his report back. Councillor Field noted that cameras could drive the problem elsewhere in the ward.
- 17.12 In respect of question 13, Councillor Gravells asked what lessons had been learnt from the closure of the Social Club at Tuffley Park. Councillor Wilson replied that when such leases expire, the Council needed to ensure that new leases were fit for purpose.
- 17.13 Referring to question 14, Councillor Chambers-Dubus asked how the Council would ensure that overflowing bins would be emptied promptly. Councillor Field noted that there was a distinction between receiving a report of an overflowing bin and a complaint, and that the issue would not

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necessarily be resolved by more bins. He noted that the Council was running an anti-litter campaign and that local primary school children had been involved with making anti-litter posters to display in local parks.

17.14 Councillor Lewis referred to question 16 and asked whether the Leader of the Council would agree that the Portfolio Advisory Member role should be scrutinised. Councillor Hilton stated that the Independent Remuneration Panel had considered the Portfolio Advisory Member position and that the purpose of the role was for the Member to provide input, challenge and ideas. Councillor Hilton advised that decisions would be made by the Cabinet Member, and therefore Members would need to question the Cabinet Member as the decision maker.

17.15 In relation to question 18, Councillor Patel asked why the Council could not produce a weed spraying schedule with a disclaimer regarding the weather limitations. Councillor Field referred to the information provided in his written answer. He noted that he was happy to provide Councillor Patel with a list of streets which had been treated and were due to receive treatment. He further advised that the new weeding machine would also improve the service.

18. TREASURY MANAGEMENT YEAR END ANNUAL REPORT 2023/24

18.1 Councillor Wilson moved and Councillor Hilton seconded the motion. Councillor Wilson summarised the report and confirmed that the Council had operated within Treasury limits during 2023-24.

18.2 Councillor A. Chambers proposed and Councillor O'Donnell seconded the following amendment:

Council is asked to **RESOLVE**

1) That the contents of the report be noted.

2) That it be made available to every Councillor how and where the investments referred to in the report have been invested.

18.3 The amendment was not accepted by Councillor Wilson.

18.4 In debating the amendment, Councillor A. Chambers commented that Councillors and residents had the right to understand how taxpayers' money was being invested. He suggested that any investments made by the Council ought to be made in line with the Nolan Principles of public life and stated that the amendment would give openness and transparency.

18.5 Councillor Wilson expressed the view that the amendment misunderstood what was meant by Treasury Management. He clarified that the report concerned short term cash deposits placed into banks on a short-term basis which the Council subsequently earned interest on.

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- 18.6 Councillor Pullen noted that the Treasury Management report had been discussed at the latest Audit and Governance Committee and Cabinet meetings and no issues had been raised. This said, he agreed that the Council should be transparent in how it invested money and stated that he would support the amendment.
- 18.7 Councillor Jones stated that he would advocate for short term cash deposits to be invested in mutual societies, which did not have shareholders or dividends to pay, and local building societies such as Nationwide.
- 18.8 Councillor O'Donnell raised concerns about the historic Icelandic bank investments and impressed that transparency was needed.
- 18.9 Councillor Patel expressed the view that information should not be withheld from taxpayers and agreed that it would be helpful for a list of where the Council was investing.
- 18.10 Councillor Lewis stated that the Council had had its money returned following the Icelandic bank issue but agreed that a list would be helpful in being open and transparent.
- 18.11 Councillor Hilton stated that the report concerned cash flow and using bank accounts to run day to day business. He advised that it was possible to prove a list of those banks, however to track every payment would be a waste of money and Officer time. He expressed regret that the request had not been discussed and debated at the Audit and Governance Committee meeting and reiterated that the investments were being made into banks in the UK.
- 18.12 Councillor Bell agreed that investments should be made locally.
- 18.13 Councillor S. Chambers highlighted that not all Members sat on the Audit and Governance Committee. She stated that the Council was a custodian of taxpayers' money and that residents were entitled to information around where investments were made.
- 18.14 The amendment was put to a vote and was carried, therefore becoming the substantive motion.
- 18.15 **RESOLVED :-**
- (1) That the contents of the report be noted.
 - (2) That it be made available to every Councillor how and where the investments referred to in the report have been invested.

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19. REPORT OF THE INDEPENDENT REMUNERATION PANEL

19.1 Councillor Hilton moved and Councillor Wilson seconded the motion. Councillor Hilton advised Members that the Independent Remuneration Panel had presented a report to the General Purposes Committee and that the committee agreed to recommend the Panel's proposals for a Special Responsibility Allowance for the new Member role to Council with an additional recommendation requiring the Portfolio Advisory Member to prepare a report for Overview and Scrutiny Committee biannually in the first year and annually thereafter.

19.2 Councillor A. Chambers moved and Councillor Graham seconded the following amendment:

Council it asked to **RESOLVE** :-

- (1) That the recommendations contained in the Report of the Independent Remuneration Panel (Appendix 1) be approved.
- (2) The agreed title for the role is 'Portfolio Advisory Member'.
- (3) The post-holder be required to prepare a report on their activities, bi-annually in the first year of operation and annually thereafter, which will be made available to the Overview and Scrutiny Committee should they wish to include it in their Work Programme.
- (4) **That the General Purposes Committee be asked to consider a report from the Head of Paid Service and make a recommendation to Council as to whether the postholder should be subject to questioning at Council meetings.**

19.3 In debating the amendment, Councillor A. Chambers advised that his questions about the post and why it was needed the Administration had already increased the size of the Cabinet by two Members had not been answered at General Purposes Committee. He reiterated his belief that, if the role attracted an allowance, the holder of the post should be subject to scrutiny from Members.

19.4 Councillor Hilton accepted the amendment which became the substantive motion.

19.5 Councillor S. Chambers queried what the next steps in relation to the role would be following acceptance of the amendment. Members were advised that the role was already in place and that the debate related only to its remuneration, which had to be voted on. If the amended recommendations were approved, the remuneration would be backdated and the Head of Paid Service would bring forward a report to the General Purposes Committee considering the proposal for the Portfolio Advisory Member to be questioned at Council meetings.

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- 19.6 Councillor S. Chambers raised concerns that the size of the Council's Cabinet had already increased before adding a further allowance for the new role to support Cabinet Members. She expressed the view that the remuneration for the role was hard to justify when there were other financial pressures facing the Council, and queried which services would be reduced to compensate for it.
- 19.7 Councillor Pullen referred to the two additional Cabinet Member positions and stated that this brought an additional £23k cost to the Council. He noted that if an allowance for the new role were to be approved at a cost of £5172, there would be a total cost of £28k. He stated that the Labour Group could not support the recommendations.
- 19.8 Councillor Patel expressed concerns about the costs and commented that he felt it was not a good use of taxpayers' money.
- 19.9 Councillor Chambers-Dubus reflected on the explanation provided for the additional Cabinet Member posts, and stated that she could not find justification for an additional paid role when the appointed Cabinet Members were competent enough without it.
- 19.10 Councillor Lewis impressed that a Cabinet Member role was not an easy one, but stated that he may be able to support payment of an allowance if it was brought in in one years' time once it was established that there was a need for the role.
- 19.11 Councillor Wilson noted that Members had the option to change it if the role was not needed. Referring to the allowance, he noted that in his view it would be unfair not to recognise the work and believed that the advisory role ought to be given a chance.
- 19.12 Councillor Hilton confirmed that the Cabinet had been bedding in and needed to put in a lot of work. He stated that in his view it would be unusual for the Council not to accept the recommendations of the Independent Remuneration Panel.
- 19.13 The motion as amended was put to a vote and was lost, therefore Council did not approve the payment of a Special Responsibility Allowance for the Portfolio Advisory Member.

20. DESIGNATION OF MONITORING OFFICER

- 20.1 Councillor Hilton moved and Councillor Wilson seconded the motion. Councillor Hilton outlined the recommendations set out in the report and paid tribute to the outgoing Monitoring Officer for his services.
- 20.2 Councillor A. Chambers moved and Councillor O'Donnell seconded the following amendment:

Council is asked to **RESOLVE:**

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- (1) that Jane Cryer be designated Monitoring Officer for the City Council in accordance with section 5 of the Local Government and Housing Act 1989 with effect from 1st October 2024, or her commencement of secondment to the Council (whichever is sooner);
- (2) to enter into an agreement to second the above-mentioned officer from Tewkesbury Borough Council to Gloucester City Council on terms to be agreed between Tewkesbury Borough Council, Gloucester City Council and the officer;
- (3) to delegate authority to the Managing Director to agree the terms of the secondment and to sign the secondment agreement on behalf of Gloucester City Council and to make any necessary consequential amendments to the Council's Constitution arising from the agreed terms and any re-assignment of the current Monitoring Officer functions;
- (4) that it be noted that Tom Clark will remain the Council's interim Monitoring Officer until the commencement of Jane Cryer's secondment to the Council.
- (5) that Councillors be notified of the exact cost of the appointment as opposed to the approximate cost.**

20.3 The amendment was not accepted by Councillor Hilton.

20.4 Councillor Patel wondered why the Council had seen a succession of Monitoring Officers and had been unable to retain them.

20.5 Councillor Lewis stated that he presumed that the role had a prescribed wage band. He noted that it was a difficult role and that he was happy to accept the recommendations in the report.

20.6 Councillor A. Chambers explained that his amendment sought to find out the exact appointment cost for the benefit of taxpayers. He stated that Members needed clarity on the figure.

20.7 Councillor S. Chambers thanked the outgoing Monitoring Officer for his service. She noted that she had been impressed with the new Monitoring Officer at the Senior Appointments Committee meeting, that it was a critical role and that it was important that the Council paid the correct amount of money.

20.8 Councillor Pullen commented that the Council had seen a succession of Monitoring Officers in recent years, and that it was a crucial legal post. He stated that during the interview process, the incoming Monitoring Officer had displayed the relevant knowledge, experience and skills, noting that there would be a national payscale for Monitoring Officers.

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- 20.9 Councillor O'Donnell impressed that he did not disagree with the appointment of the new Monitoring Officer but that clarity on the wage was needed.
- 20.10 Councillor Wilson expressed that in his view, the report had all of the necessary information needed for Members to make the decision.
- 20.11 Councillor Gravells queried whether Members could be advised of the exact salary once the appointment was finalised.
- 20.12 The amendment was put to a vote and was carried, therefore becoming the substantive motion.
- 20.13 The motion as amended was put to a vote and was carried.

20.14 **RESOLVED :-**

- (1) that Jane Cryer be designated Monitoring Officer for the City Council in accordance with section 5 of the Local Government and Housing Act 1989 with effect from 1st October 2024, or her commencement of secondment to the Council (whichever is sooner);
- (2) to enter into an agreement to second the above-mentioned officer from Tewkesbury Borough Council to Gloucester City Council on terms to be agreed between Tewkesbury Borough Council, Gloucester City Council and the officer;
- (3) to delegate authority to the Managing Director to agree the terms of the secondment and to sign the secondment agreement on behalf of Gloucester City Council and to make any necessary consequential amendments to the Council's Constitution arising from the agreed terms and any re-assignment of the current Monitoring Officer functions;
- (4) that it be noted that Tom Clark will remain the Council's interim Monitoring Officer until the commencement of Jane Cryer's secondment to the Council.
- (5) that Councillors be notified of the exact cost of the appointment as opposed to the approximate cost.

21. URGENT DECISION REPORTED TO COUNCIL

- 21.1 Councillor Wilson moved and Councillor Hilton seconded the motion. Councillor Wilson summarised the background of the decision to renew the contract to extend the use of the Council's current payment services and income management platforms for a further three-year period.
- 21.2 Councillor Hilton noted that this was not a decision which could be reversed at Council and was a legacy from the previous Administration.

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- 21.3 Councillor A. Chambers sought to move an amendment and Council was advised by the Monitoring Officer that, as Council was, for procedural purposes, being asked to note a decision that had already been taken, it was not possible to move an amendment.
- 21.4 Councillor A. Chambers expressed the view that the tender process for all new contacts should be started sooner.
- 21.5 Councillor Gravells noted that he had some sympathy with Councillor A Chambers' point, but stated that if the urgent decision had not been taken, the Council's payment system would have been affected.
- 21.6 The motion was put to a vote and was carried.
- 21.7 **RESOLVED** :- to note the urgent decision of the Managing Director to renew the contact to extend the use of the Council's current payment services platform and income management solution for a period of three years.

22. NOTICES OF MOTION

- 22.1 Councillor Millard moved and Councillor Pullen seconded the following motion:

"This council notes the growing issues of retail crime across the UK as highlighted in a recent report from the Co op Group which stated there were record levels in 2023 with more than 333,000 incidents (a 44% year on year increase) with many communities continuing to be blighted by retail crime.

It is acknowledged that a majority of those committing crimes are repeat and prolific offenders.

This council understands the impact this criminal activity is having on shopworkers in Gloucester with retail staff feeling demoralised and in danger at their workplace after experiencing verbal abuse and threatening behaviour. It also recognises that retail employers have a responsibility for the safety of their staff but the council has a role in supporting public and community safety on a wider scale.

This council notes the campaign work of the Co-operative Party who have been working in partnership with organisations such as the Co-op Group, Co-operative Societies and USDAW trade union to tackle retail crime and campaigning to tackle retail crime and strengthen the rights of retail workers.

This council resolves:

- To continue to engage with the retail sector, the BID, Gloucester City Safe and businesses in Gloucester to understand the severity of this issue and take increased action to tackle retail crime and protect retail workers.

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- To include this issue in the Stronger Safer Gloucester Partnership work plan review and look to secure adequate resources to address retail crime and protect retail workers.
- Write to the Police and Crime Commissioner asking for a review of arrangements for tackling retail crime by frequent and repeat offenders.
- Understand the issues and needs of repeat retail offenders and how these can be addressed.
- Ensure and encourage retail workers to report incidents of retail crime, including abuse and threatening behaviour towards staff, in the confidence that the police will take action.
- Work with retailers where appropriate to reduce the opportunities, likelihood and ease of shop lifting in their premises.
- Support efforts to strengthen protection for shop workers including ensuring any new criminal offence of assaulting retail workers is enforced.”

22.2 Councillor Hyman moved and Councillor Radley seconded the following amendment:

“This council notes the growing issues of retail crime across the UK as highlighted in a recent report from the Co op Group which stated there were record levels in 2023 with more than 333,000 incidents (a 44% year on year increase) with many communities continuing to be blighted by retail crime.

It is acknowledged that a majority of those committing crimes are repeat and prolific offenders.

This council understands the impact this criminal activity is having on shopworkers in Gloucester with retail staff feeling demoralised and in danger at their workplace after experiencing verbal abuse and threatening behaviour. It also recognises that retail employers have a responsibility for the safety of their staff but the council has a role in supporting public and community safety on a wider scale.

~~This council notes the campaign work of the Co-operative Party who have been working in partnership with organisations such as the Co-op Group, Co-operative Societies and USDAW trade union to tackle retail crime and campaigning to tackle retail crime and strengthen the rights of retail workers.~~

This council resolves:

- To continue to engage with the retail sector, the BID, Gloucester City Safe and businesses in Gloucester to understand the severity of this issue and take increased action to tackle retail crime and protect retail workers.

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- To include this issue in the Stronger Safer Gloucester Partnership work plan review and look to secure adequate resources to address retail crime and protect retail workers.
- Write to the Police and Crime Commissioner asking for a review of arrangements for tackling retail crime by frequent and repeat offenders.
- ~~Understand the issues and needs of repeat retail offenders and how these can be addressed.~~
- Ensure and encourage retail workers to report incidents of retail crime, including abuse and threatening behaviour towards staff, in the confidence that the police will take action.
- Work with retailers where appropriate to reduce the opportunities, likelihood and ease of shop lifting in their premises.
- Support efforts to strengthen protection for shop workers including ensuring any new criminal offence of assaulting retail workers is enforced.
- **Write to the City of Gloucester MP Alex McIntyre to ask him to use his membership of the House of Commons to achieve all of the above.”**

22.3 Councillor Millard accepted the amendment which became the substantive motion. The motion was put to a vote and was carried.

22.4 **RESOLVED** that: -

“This council notes the growing issues of retail crime across the UK as highlighted in a recent report from the Co op Group which stated there were record levels in 2023 with more than 333,000 incidents (a 44% year on year increase) with many communities continuing to be blighted by retail crime.

It is acknowledged that a majority of those committing crimes are repeat and prolific offenders.

This council understands the impact this criminal activity is having on shopworkers in Gloucester with retail staff feeling demoralised and in danger at their workplace after experiencing verbal abuse and threatening behaviour. It also recognises that retail employers have a responsibility for the safety of their staff but the council has a role in supporting public and community safety on a wider scale.

This council resolves:

- To continue to engage with the retail sector, the BID, Gloucester City Safe and businesses in Gloucester to understand the severity of this

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issue and take increased action to tackle retail crime and protect retail workers.

- To include this issue in the Stronger Safer Gloucester Partnership work plan review and look to secure adequate resources to address retail crime and protect retail workers.
- Write to the Police and Crime Commissioner asking for a review of arrangements for tackling retail crime by frequent and repeat offenders.
- Ensure and encourage retail workers to report incidents of retail crime, including abuse and threatening behaviour towards staff, in the confidence that the police will take action.
- Work with retailers where appropriate to reduce the opportunities, likelihood and ease of shop lifting in their premises.
- Support efforts to strengthen protection for shop workers including ensuring any new criminal offence of assaulting retail workers is enforced.
- Write to the City of Gloucester MP Alex McIntyre to ask him to use his membership of the House of Commons to achieve all of the above.”

22.5 The Mayor proposed to vote to close the meeting as it had reached the three-hour guillotine. Members voted to end the meeting.

Time of commencement: 6.30 pm hours

Time of conclusion: 9.37 pm hours

Chair