

**REVISED RECOMMENDATION AGREED AT GENERAL PURPOSES  
COMMITTEE  
ITEM 10 – REPORT OF THE INDEPENDENT REMUNERATION PANEL**

Council is asked to **RESOLVE** that:

- (1) 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.

**LIBERAL DEMOCRAT GROUP AMENDMENT  
ITEM 13(1) NOTICE OF MOTION FROM THE LABOUR GROUP**

“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.
- 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.”**

**LIBERAL DEMOCRAT GROUP AMENDMENT  
ITEM 13(2) NOTICE OF MOTION FROM THE COMMUNITY INDEPENDENT  
GROUP**

**“This council notes that**

Many residents in our community experience financial difficulties that limit their ability to access green waste services, such as green bins for garden waste disposal. The cost of these services can present a significant burden for individuals and families, particularly in areas where economic challenges are more pronounced. As a result, gardens are left untended, green waste accumulates, and the well-being of residents is impacted by the inability to maintain their outdoor spaces. It is imperative that we explore options to alleviate this burden and provide support to those in need.

**This council further notes that**

**Residents in Gloucester in receipt of Housing or Council Tax benefits are already entitled to a subsidised garden waste service of £31 instead of £53. There are 1371 households in the city in receipt of a subsidised service in Gloucester.**

~~I am proposing a motion~~ **This council proposes** to review the costings associated with providing free **or low cost** green waste services to residents who are unable to afford such services, particularly in areas where financial constraints impact garden maintenance and community well-being. The provision of free green waste services, including subsidized **subsidised** or no-cost green bins, can play a vital role in supporting individuals and families facing economic challenges, ensuring access to essential resources for garden maintenance, and promoting mental health and well-being in our communities. By examining the feasibility of reducing the cost or offering free green waste solutions, we can address the barriers that prevent residents from caring for their gardens and outdoor spaces effectively.

This motion aims to achieve the following objectives:

- ~~1. Reviewing Costings for Free Green Waste Services: Conduct a thorough review of the costings associated with providing free green waste services, including subsidized or no-cost green bins, to residents in need. Assess the financial implications, feasibility, and potential benefits of offering these services to support garden maintenance and mental health in our communities.~~
- ~~2. Exploring Options for Subsidized or No-Cost Green Bins: Investigate alternatives to reduce the cost or provide free green bins for residents in troubled areas where financial constraints impact garden care and well-being. Consider options for subsidizing green waste services, offering discounts, or implementing no-cost solutions to ensure accessibility and affordability for all community members.~~
- ~~3. Promoting Mental Health and Community Well-Being: Recognize~~ **Recognise** the importance of green spaces, garden maintenance, and outdoor activities in promoting mental health, well-being, and community cohesion. By supporting residents in caring for their gardens and outdoor spaces through free green waste services, we can enhance the quality of life, foster a sense of pride, and promote social connection in our neighborhoods **neighbourhoods**.
- ~~4. Addressing Barriers to Garden Maintenance: Identify and address the barriers that prevent residents from maintaining their gardens and outdoor spaces, including~~

~~financial constraints and limited access to green waste services. By providing free or subsidized green bins, we can empower individuals to take pride in their surroundings, improve community aesthetics, and enhance overall well-being.~~

~~In conclusion, reviewing the costings of providing free green waste services and exploring options for subsidized or no-cost green bins in troubled areas is a proactive step towards supporting residents in need, promoting mental health and well-being, and enhancing community aesthetics. By prioritizing access to green waste solutions for all residents, we can create a more inclusive, sustainable, and vibrant community where everyone has the opportunity to care for their gardens and outdoor spaces. I urge all council members to support this motion and consider the positive impact it can have on our community.~~

~~I would recommend this to be done within a 6-month time frame please.~~

**Council resolves to ask the Cabinet Member for the Environment to investigate costings, and report back to council as part of the 2025/26 budget-setting process."**

**LIBERAL DEMOCRAT GROUP AMENDMENT  
ITEM 13(3) NOTICE OF MOTION FROM THE COMMUNITY INDEPENDENT  
GROUP**

“This Council

**Notes Defra guidance from 2023 which suggested that councils could collect mixed recyclates in one bin**

**Further notes that Gloucester City Council already had that ability, but currently uses separate receptacles, and kerbside sorting of materials.**

**Further notes that the current system was implemented after options appraisals were carried out, and that changes were made to bring in new receptacles, new vehicles and changes at the Eastern Avenue depot.**

**Finally notes that the current system of recycling collection brings an income to the council of approximately £800K - £1million a year.**

**Notwithstanding this, as part of a continual process of review and development, council resolves ~~proposes that Cabinet be asked to review the feasibility of replacing individual green recycling boxes with mixed recycle bins in our community.~~**

**A transition to a single, mixed recycle bin system ~~would~~ could streamline recycling collection, reduce littering, and improve waste management efficiency.**

**By consolidating recyclable materials into one bin, ~~we can~~ the council could enhance recycling practices, promote environmental sustainability, and create a more organized **organised** and effective recycling program for the benefit of all residents. ~~A review should take place before the new year if possible.~~**

**Council resolves to ask the Cabinet Member for the Environment to investigate costings, and report back to council as part of the 2025/26 budget-setting process.”**

**LABOUR GROUP AMENDMENT**  
**ITEM 13(5) NOTICE OF MOTION FROM THE COMMUNITY INDEPENDENT**  
**GROUP**

“Gloucester Naas Lane Farm site known as Kingsway now, was requisitioned for the location of the new National Filling Factory Number Five by way of land acquired by compulsory purchase.

The site was first occupied in 1914. It closed as an independent RAF unit on 13 February 1995.

As of 1915 part of the site was the No 5 National Filling Factory which supplied ammunition during the First World War. At one point 6364 people, the majority, mainly women, were employed at the site.

The factory produced over 10.5 million 14" and 16" shells, 7 million cartridges and 23 million fuses and other components. The site also included a horse convalescence unit.

The workforce, predominantly women filled millions of shells and cartridges at the factory before operations ceased when the armistice with Germany was signed in November 1918.

The women workers were known locally as canaries, because many suffered toxic jaundice caused by the phosphorous used in manufacture. This turned their skin yellow and caused the premature death of untold numbers.

The buildings were demolished between 1924 and 1926.

This motion is to investigate the financial viability of a proposed statue. To realise funding through external bodies such as the National Lottery, Arts Council and other grant facilities so that costs are not a burden of the Gloucester Tax Payer. The financial statue investigation report will be provided to City Council Cabinet showing what estimated costs would be as well as what grants were available to erect an statue to commemorate the 6364 people, mainly women, who were employed at the site and subsequently lost their lives as a result of protecting Great Britain during the Great War WW1.

The Gloucester Canaries as they were known locally because many suffered toxic jaundice from their work with phosphorous used in the shells manufacture. The Phosphorous toxic jaundice turned the workers skin a yellow colour, hence the name canaries.

This statue initiative aims to honor both the historical significance of the contributions of the Gloucester Canaries in the manufacturing of arms to protect our country as well as the vast amount of lives lost locally in our city, where the canaries gave the biggest sacrifice possible to protect our lands.

The statue will symbolise the city's rich aviation heritage, particularly its connection to the Gloucester Aircraft Company, which played a crucial role in the development of military aircraft. The Gloucester Canaries were instrumental in this effort, working in the factories and contributing to the production of ammunition's during world war 1 and

then later the women of Gloucester worked in local factories producing aircraft components that were vital during World War II.

The motion reflects Gloucester's ongoing commitment to preserving and celebrating its historical ties to aviation and the armed forces as well as recognising the ultimate historical sacrifices the people in our great city gave.

**In considering this motion council should seek the thoughts and opinions of Quedgeley Town Council regarding this initiative to establish their views as to whether they would support the proposal.**

The statue will be designed by way of a Gloucester City Council design competition, only Gloucester City Council residents of our city can apply. The design competition would be opened on September 11th 2024 (giving approx 60 days notice for the council to prepare).

The closing date of the design competition will be on the morning of the 11th of November 2024 when the city councillors will meet later that day to choose and vote on the winning design. Regardless if funding is approved under cabinet, a statue competition and design process in the City can still proceed under this motion which will create historical awareness of the canaries as well as encouraging art and community involvement in our city focusing on our local history and art.

The winning chosen design would then be made available for viewing by the public and to local artists who live within the boundaries of Gloucester City council. The local artists would then bid to undertake the art commission work should cabinet approve and appropriate funding is sought.

The winning erection commission would be based on best value for Gloucester City residents as well as portfolio work and references subject to the artist living within our city.

Financial funding can be sought with the Arts Council, National Lottery funding & County Council levelling up funding, as well as many other funders available to help ensure that the cost is not a burden on the city residents."

**LIBERAL DEMOCRAT GROUP AMENDMENT**  
**ITEM 13(5) NOTICE OF MOTION FROM THE COMMUNITY INDEPENDENT**  
**GROUP**

“Gloucester Naas Lane Farm site known as Kingsway now, was requisitioned for the location of the new National Filling Factory Number Five by way of land acquired by compulsory purchase.

The site was first occupied in 1914. It closed as an independent RAF unit on 13 February 1995.

As of 1915 part of the site was the No 5 National Filling Factory which supplied ammunition during the First World War. At one point 6364 people, the **majority** **majority**, mainly women, were employed at the site.

The factory produced over 10.5 million 14" and 16" shells, 7 million cartridges and 23 million fuses and other components. The site also included a horse convalescence unit.

The workforce, predominantly women filled millions of shells and cartridges at the factory before operations ceased when the armistice with Germany was signed in November 1918.

The women workers were known locally as canaries, because many suffered toxic jaundice caused by the phosphorous used in manufacture. This turned their skin yellow and caused the premature death of untold numbers.

The buildings were demolished between 1924 and 1926.

This motion is to investigate the financial viability of a proposed statue. To realise funding through external bodies such as the National Lottery, Arts Council and other grant facilities so that costs are not a burden of the Gloucester Tax Payer. The financial statue investigation report will be provided to City Council Cabinet showing what estimated costs would be as well as what grants were available to erect an statue to commemorate the 6364 people, mainly women, who were employed at the site and subsequently lost their lives as a result of protecting Great Britain during the Great War WW1.

The Gloucester Canaries as they were known locally because many suffered toxic jaundice from their work with phosphorous used in the shells manufacture. The Phosphorous toxic jaundice turned the workers skin a yellow colour, hence the name canaries.

This statue initiative aims to honour both the historical significance of the contributions of the Gloucester Canaries in the manufacturing of arms to protect our country as well as the vast amount of lives lost locally in our city, where the canaries gave the biggest sacrifice possible to protect our lands.

The statue will symbolise the city's rich aviation heritage, particularly its connection to the Gloucester Aircraft Company, which played a crucial role in the development of military aircraft. The Gloucester Canaries were instrumental in this effort, working in the factories and contributing to the production of ammunition's during world war 1 and



then later the women of Gloucester worked in local factories producing aircraft components that were vital during World War II.

The motion reflects Gloucester's ongoing commitment to preserving and celebrating its historical ties to aviation and the armed forces as well as recognising the ultimate historical sacrifices the people in our great city gave.

The statue will be designed by way of a Gloucester City Council design competition, only Gloucester City Council residents of our city can apply. The design competition would be opened on September 11th 2024 (giving approx 60 days notice for the council to prepare).

The closing date of the design competition will be on the morning of the 11th of November 2024 when the city councillors will meet later that day to choose and vote on the winning design. Regardless if funding is approved under cabinet, a statue competition and design process in the City can still proceed under this motion which will create historical awareness of the canaries as well as encouraging art and community involvement in our city focusing on our local history and art.

The winning chosen design would then be made available for viewing by the public and to local artists who live within the boundaries of Gloucester City council. The local artists would then bid to undertake the art commission work should cabinet approve and appropriate funding is sought.

The winning erection commission would be based on best value for Gloucester City residents as well as portfolio work and references subject to the artist living within our city.

Financial funding can be sought with the Arts Council, National Lottery funding & County Council levelling up funding, as well as many other funders available to help ensure that the cost is not a burden on the city residents.

### **Recommendation**

**This council notes the contents of the preceding paragraphs of this motion and agrees to set up a cross party task and finish group investigate the proposal still further and to consider the most effective way to commemorate the legacy of the Gloucester Canaries.**

**This council offers the position of chair of the task and finish group to the mover of this motion.**

**This council suggests that the civic trust, city museum and the county archives are consulted on the project and that potential external funders are sought as suggested in paragraph eight.**

**This council asks the chair of the task and finish group to report back to council within 6 months."**