

Motions to Council 17 March 2021

Chief Executive's accompanying notes

Motion 870	<p>Equalities <i>Proposed by Cllr Lesley Williams</i> <i>Seconded by Cllr Kate Haigh</i></p> <p>This Council has committed to do all it can to understand and address the systematic prejudices, barriers and biases that affect the lives of Black and Asian Minority Ethnic people.</p> <p>This Council commits to undertaking an equalities audit when services are designed and commissioned to remove access barriers for all groups with protected characteristics.</p> <p>This Council investigate adopting the Rooney Rule. This would ensure that Black Asian and Minority Ethnic people are always short listed and interviewed when middle and senior management vacancies occur.</p>
Climate change implications	No implications
Resource implications	<p>There would be a need for dedicated officer time for staff within HR, Legal Services, Policy, Performance & Governance to undertake the necessary research, analyse the findings and report on practicality and likely impact.</p> <p>The cost of carrying out the equalities audit and the implementation of any recommendations will need to be funded from existing budgets.</p>
Human rights implications	<p>There is already a requirement for the council to undertake an impact assessment in line with the requirements of the Equality Act 2010 when we make policy changes including those that impact service provision.</p> <p>With regard to the 'Rooney Rule', the Council's current practice is for applicants to be shortlisted against the essential requirements for the post in terms of professional qualifications and experience. Consultation on such a proposal would also be required with all of the Council's recognised trade unions.</p> <p>The Rooney Rule – explanation: 'Following growing concerns in the US that black, Asian and minority ethnic (BAME) head coaches in the National Football</p>

	<p>League were more likely to be fired and less likely to be hired than their white counterparts; Dan Rooney (then-chair of the NFL's diversity committee) was key to introducing a policy that requires at least one BAME candidate be interviewed for senior posts. Following an 18-month pilot, the English Football League (EFL) then adopted a similar approach.'</p> <p>Some public UK employers are adopting similar recruitment practice, sometimes requiring both BAME and women panel members as well as candidates.</p>
<p>Other implications relating to Council's policy framework</p>	<p>No implications</p>

<p>Motion 871</p>	<p>Special Schools <i>Proposed by Cllr Patrick Molyneux</i> <i>Seconded by Cllr Richard Boyles</i></p> <p>This Council notes the significant investment into special schools in this year's capital budget, including Alderman Knight in Tewkesbury, and Belmont and Battledown in Cheltenham.</p> <p>This Council further notes the extremely valuable role these schools play in supporting some of the most vulnerable children in our communities, apologises for the misguided actions of previous councils in seeking their closure, and commits to protect them in future.</p>
<p>Climate change implications</p>	<p>No implications</p>
<p>Resource implications</p>	<p>Funding for schemes mentioned above are included in the approved capital programme.</p>
<p>Human rights implications</p>	<p>No implications</p>
<p>Other implications relating to Council's policy framework</p>	<p>No Implications</p>

<p>Motion 872</p>	<p>Response to Covid-19 pandemic <i>Proposed by Cllr Andrew Gravells</i> <i>Seconded by Cllr Carole Allaway Martin</i></p> <p>This Council puts on record its thanks to the NHS teams leading on vaccination in this county, and to the firefighters, other council staff and volunteers who support them, for their exceptional work in delivering the vaccine across our county.</p> <p>This Council also notes the exceptional efforts throughout the last year of GCC staff in public health, social care and across the council, who have risen to the challenge of supporting our county at this most difficult time.</p>
<p>Climate change implications</p>	<p>No implications</p>
<p>Resource implications</p>	<p>No implications</p>
<p>Human rights implications</p>	<p>No implications</p>
<p>Other implications relating to Council's policy framework</p>	<p>No implications</p>

Motion 873**Social care funding**

Proposed by Cllr Iain Dobie

Seconded by Cllr Jeremy Hilton

This Council notes that

- Adult social care is the single largest item of county council expenditure. At £157 million next year it represents nearly one third of all spend.
- The social care funding framework is not fit for purpose and is failing the people who rely on it.
- The Covid-19 pandemic has exacerbated many of these problems, including increasing levels of unmet need.
- The adult social care funding gap is predicted to total £3.6 billion by 2024/25
- That by 2030, one in five people across the UK are going to be aged over 65 – while in Gloucestershire, we are predicted to exceed one in four.

This Council recalls that:

- The Conservative Government pledged, in its 2017 manifesto, that “where others have failed to lead, we will act” on adult social care funding.
- The Government committed to publishing a green paper on adult social care funding in the 2017 Spring Budget.
- In July 2018, the Government said its green paper would be published by the end of the year.
- In January 2019, the Secretary of State for Health and Social Care stated that a green paper would be published in April 2019.
- In July 2019, Boris Johnson promised a long-term settlement to give financial stability to care homes and reassurance to the elderly.
- In December 2019 Boris Johnson reiterated his promise for an imminent plan
- To date, no green paper has materialised.
- In the 2021 Spring Budget, the Conservative Government again failed to announce any long-term support plan for adult social care.

This Council resolves to:

- Write to the Prime Minister and Secretary of State for Health and Social Care, expressing the Council’s extreme frustration that the Government has failed to produce any long-term plan for a system creaking under unsustainable pressure.

	Ask the Prime Minister and Secretary of State to urgently publish the social care green paper, and to include a proper consultation on funding options.
Climate change implications	No implications
Resource implications	Ensuring the Council receives adequate funding for Adult Social Care is essential for its financial sustainability. However there are no direct financial implications arising from this motion.
Human rights implications	No implications
Other implications relating to Council's policy framework	No implications

<p>Motion 874</p>	<p>Gloucestershire deserves a return of civic pride <i>Proposed by Cllr Paul Hodgkinson</i> <i>Seconded by Cllr Joe Harris</i></p> <p>This Council notes:</p> <ul style="list-style-type: none"> • That highways inspections are meant to take place monthly on A roads, and less frequently on other classes of road. • That these inspections are meant to pick up potholes across our road network, but also broken, obscured or illegible signs and worn out road markings. • That such issues are about more than just road safety, but maintaining and restoring a sense of civic pride in our county. <p>However, this Council also recognises that these issues are routinely left for many months or even years before any action is taken, and often requires councillors or residents to report issues themselves and repeatedly chase for something to be done.</p> <p>This Council knows that this is not good enough and therefore resolves to carry out a root and branch review of the inspection process to identify why this process is failing and to have a robust plan to ensure that issues are resolved. Because Gloucestershire deserves better.</p>
<p>Climate change implications</p>	<p>A well maintained highway network contributes to encouraging active travel choices and a reduced dependence on the car.</p>
<p>Resource implications</p>	<p>Dedicated officer time would be needed in order to support a review of the inspection process.</p> <p>Any recommendations arising from such a review would need to be costed and funded.</p>
<p>Human rights implications</p>	<p>The Council's highway safety inspections are delivered through a contract. Therefore, there are no direct HR issues from a GCC perspective.</p>
<p>Other implications relating to Council's policy framework</p>	<p>The current arrangements are set out in the GCC Safety Inspection Policy</p>

<p>Motion 875</p>	<p>Commitment to carry out local inquiry into Covid-19 pandemic in Gloucestershire <i>Proposed by Cllr Colin Hay</i> <i>Seconded by Cllr Lesley Williams</i></p> <p>This Council notes that, tragically, more than 1,000 people have died from Covid in Gloucestershire, including over 400 in our care homes.</p> <p>This Council also notes that the Government promised to throw a ‘protective ring’ around our care homes, yet a hugely disproportionate number of deaths occurred in these settings.</p> <p>This Council further notes that no council services was unaffected by the pandemic, and that many areas may never return to ‘business as usual’ again.</p> <p>This Council recognises that we will be living with the after effects of Covid for some time, and therefore resolves to:</p> <ul style="list-style-type: none"> • Call on scrutiny to hold a local inquiry into this administration’s handling of the pandemic in Gloucestershire, including wider aspects of affected Council business. • Call on the Cabinet to run exercises to test our resilience for future Covid-19 spikes or future epidemics. • Call on the Cabinet to share all of these results with the public in order to be transparent on areas where this council could improve. <p>This Council also recognises that the Government has committed to a national inquiry, but notes that they have refused to commit to any timescale for this and believes that it’s critical this Council puts in place those changes that are needed as soon as possible, so that we in Gloucestershire can protect Gloucestershire’s residents.</p>
<p>Climate change implications</p>	<p>No implications</p>
<p>Resource implications</p>	<p>Officer support would be required to conduct and participate in the inquiry. Some of these will be staff who remain involved in the response to the pandemic. The cost of carrying out the inquiry and the cost of implementing any recommendations will need to be funded from existing resources.</p>
<p>Human rights</p>	<p>No implications</p>

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Other implications relating to Council's policy framework	No implications