

# CAMBRIDGESHIRE COUNTY COUNCIL

## NOTICE OF MEETING

A meeting of the County Council will be held at Shire Hall, Castle Hill, Cambridge on Tuesday 24th March 2015 at 10.30a.m.

Lunch will be provided.

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## A G E N D A

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Prayers led by the Reverend Bruce Daniels, Minister of Somersham Baptist Church

Apologies for Absence

1. Minutes – 17th February 2015 (previously circulated)
2. Announcements (oral)
3. Declarations of Interests (oral)  
*[Guidance for Councillors on declaring interests is available at <http://tinyurl.com/ccc-decoint>]*
4. Public Question Time (oral)  
*To receive and respond to questions from members of the public in accordance with Council Procedure Rule 9.3.*
5. Petitions (oral)  
*To receive petitions from the public in accordance with Council Procedure Rule 9.4.*
6. Appointment of County Returning Officer (white)
7. Constitution and Ethics Committee Recommendations to Full Council
  - a) Review of Cambridgeshire County Council's Committee System (green)

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| b) | Role of Chairman/woman of Cambridgeshire County Council  | (white) |
| c) | Local Government Pension Scheme (Amendment) (Governance) Regulations 2014 – Establishment of Pension Board | (green) |
| d) | LGSS Law – Delegation and Exercise of Shareholder Rights   | (white) |
| e) | Delegation of Determination of Traffic Regulation Orders   | (green) |
| 8. | Motions submitted under Council Procedure Rule 10  | (oral)  |

**(a) Motion from Councillor Fiona Onasanya**

Council notes:

- There have been a number of significant changes to the educational system in recent years, changes which have resulted in an increasingly diverse and autonomous school system.
- To maintain and develop the standards of early education, the Council's Early Years Service provides support and challenge across the sector. This includes working with providers in the Private, Voluntary and Independent (PVI) sector, Children's Centres and also the maintained sector including nursery and primary schools up to KS1.
- The PVI sector, including childminders, accommodates approximately 80% of funded education places for three or four year olds. They are also the largest provider of free early education for the most vulnerable two year olds.
- Local Authorities retain a statutory duty under the 1996 Education Act to promote high standards so that children and young people achieve well and fulfil their potential: this statutory duty is fundamental.
- There have been significant changes within the Early Years sector recently. Free nursery education places for all three and four years olds is now well-established and the target to accommodate 40% of the most disadvantaged two years olds is being embedded. The extension of the Early Years Pupil Premium to eligible three and four year olds is imminent, with Cambridgeshire piloting this from

January 2015.

- Early years practitioners, when planning and guiding children's learning must reflect in their practice children's ability to play and explore, actively learn, create and critically think. It is important that these principles are not overlooked in Early Years practice whilst the changes described above are embedded.
- The importance of learning through play in children's development, which is enshrined in Article 31 of the UN convention on the Rights of the child, needs to be recognised. *[Article 31 of the UN Convention on the Rights of the child (leisure, play and culture) 'Every child has a right to relax, play and take part in a wide range of cultural and artistic activities'.]*

This Council believes:

- Early childhood must be recognised as a crucial stage in its own right not just as a preparation for school.
- Quality early years provision that has regard to the importance of play is critical to a child's development and lifelong learning.

This Council resolves:

- To note its recognition of the value of play in the Early Years.
- To ask the Chief Executive to write to the Secretary of State for Education on behalf of Cambridgeshire County Council to confirm this Council's belief that learning through play remains a vital part of the initial training for those working towards a qualification in Early Years (including qualified teachers status) and also in the continuing professional development for those already working in the sector.

*[The Chairman advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted].*

#### **(b) Motion from Councillor Ian Manning**

This Council notes:

- the report by the Equalities and Human Rights Commission (EHRC) "The Invisible Workforce" on the role of cleaning service workers in organisations.

- that many of the recommendations within could apply to this Council.
- the EHRC report 96 - "Coming clean: contractual and procurement practices".
- that, in general, cleaners are part of the workforce who can easily be seen as 'second class citizens', even though they provide a vital service.

Council believes the recommendations that could apply to this Council are as follows:

- recommendation 7, access to redress: Clients should consider making their grievance mechanisms available for contracted workers such as cleaning operatives.
- recommendation 8, Inspections and audits: Client organisations should look at how they audit and inspect cleaning contractors. We advocate the use of ethical audits or similar tools, which assess workers' experience in the workplace against internationally-accepted labour standards such as the Ethical Trading Initiative's Base Code.
- recommendation 10, Facilities: Client organisations should consider giving cleaning staff access to change and rest facilities, including lockers, changing rooms and amenities, such as staff canteens, provided for other employees and contracted workers.
- recommendation 14, Dignity and respect: Client organisations should consider what action they can take to ensure that cleaners are treated with the same dignity and respect as their own workforce or customers. This could include improving their employees' awareness that their equality, dignity in the workplace, and bullying and harassment policies cover cleaners, in the same way as any other employee.
- recommendation 15, Procurement: We encourage clients to consider entering into longer cleaning contracts to allow a more positive relationship to develop with the cleaning firm which can create the conditions for improved pay, better quality of service, increased job security and investment in training.

Council believes that it meets these requirements for the most part as:

- recommendation 7: Leading Customer Care (LCC)

Support Services have their own grievance procedures as a contractor to Cambridgeshire County Council (CCC). Cleaners are made aware that they can raise any harassment type problems directly with the CCC facilities contract manager.

- recommendation 8: At CCC we work with LCC to audit cleaning work at six sites per month. Three in the north of the county and three in the south. Work is inspected unannounced, scored and entered into a rolling spreadsheet and then discussed and addressed where necessary at the monthly contract review meeting. Cleaners who present issues with standards and scope are helped with additional training and moved into alternative teams and locations if deemed necessary.
- recommendation 10: CCC cleaners have a dedicated office space and rest area which houses lockers. They arrive at work already in uniform, but have space for coats and belongings to be stored. Cleaners normally work early morning or late evenings and our canteen facilities are closed at these times. CCC day janitors are free to use staff facilities such as the coffee shops, canteen and break out areas.
- recommendation 15: as a public body, CCC is already bound to comply with the public sector equality duty by having due regard to the need to eliminate unlawful discrimination and harassment, advance equality of opportunity and promote good relations when procuring cleaning services.

However Council feels we could improve against these as follows:

- when retendering, following the best practice case outlined by the Equality and Human Rights Commission, including asking whether tenderers pay their staff the living wage.
- asking the General Purposes Committee to consider use of the Ethical Trading Initiative's Base Code in further procurement processes

Finally, Council believes that CCC could benefit from being an early identified adopter of best practise and therefore Council resolves to:

- write, via the Director of Customer Service and Transformation, to the Chair of the Equality and Human Rights task force, asking that CCC's practices be recognised as an example of best practise and promoted

as such.

- seek to work with the EHRC towards an accreditation standard, and be able to use this to get extra value or savings from future cleaning contracts.
- try to ensure that all cleaning staff employed directly or indirectly by CCC are paid the living wage.

*[The Chairman advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted].*

### **(c) Motion from Councillor Ian Manning**

This Council recognises:

- the recent announcement of £214m for cycling schemes announced by the Government.
- work done by officers of this Council towards securing a portion of this money for Cambridgeshire.
- redesigning existing layouts, and providing adequate space for motorists, cyclists and pedestrians is very challenging.

However, Council regrets:

- negative feedback on recent cycle schemes including, but not limited to:
  - the Perne Road roundabout and the Hills road/ junction
  - yet another shared use path on Eddison Bell Way – resulting in conflict between cyclists and pedestrians
  - Ermine Street in Huntingdon, where no provision is made in the highest risk area
- that negative feedback on these often comes from all road users: pedestrian groups, disability groups, cycle campaigners and from motorists.
- that consultation in some cases took place earlier with cyclists than with other road users – this should not be the case, as it creates resentment amongst the other groups.

Council believes that adopting the recommendations of the *Making Space for Cycling* report could mean more efficient use of public money to the benefit of all road users: motorists, cyclists and pedestrians. As this is of benefit across a number

of Council areas, Council resolves to:

- ask all the Service Committees to review and adopt, if appropriate, any recommendations of the *Making Space for Cycling* report relevant to their remit;
- ask the Economy and Environment and Highways and Community Infrastructure Committees to use the report's recommendations when developing or commenting on schemes that are funded from money designed for cycling improvements;
- consult with all road users earlier in such projects; and
- by doing so, ensure that any such schemes benefit all road users, and tax payer money is spent more wisely.

*[The Chairman advises that the motion relates to a matter for the Council to determine and that the motion is therefore in order as drafted].*

9. Questions:

(a) **Questions on Fire Authority Issues** (white)

Report of the Cambridgeshire and Peterborough Fire Authority.

(b) **Oral Questions** (Council Procedure Rule 9.1) (oral)

Members will be invited to ask questions of:

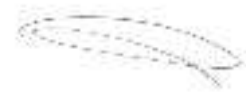
- the Leader of Council
- the Chairman/woman of any Committee
- representatives on the Fire Authority

Note: questions should relate to business discussed at a committee meeting, any matter relevant to the business of the Council and/or matter which affects the County of Cambridgeshire. The maximum time allowed for questions and answers will be 60 minutes.

(c) **Written Questions** (Council Procedure Rule 9.2) (oral)

To note responses to written questions from Councillors submitted under Council Procedure Rule 9.2.

Dated 16th March 2015



Quentin Baker  
Director of LGSS Law,  
Property and Governance  
& Monitoring Officer

*The County Council is committed to open government and members of the public are welcome to attend this meeting. It supports the principle of transparency and encourages filming, recording and taking photographs at meetings that are open to the public. It also welcomes the use of social networking and micro-blogging websites (such as Twitter and Facebook) to communicate with people about what is happening, as it happens. These arrangements operate in accordance with a protocol agreed by the Chairman of the Council and political Group Leaders which can be accessed via the following link or made available on request:*  
<http://tinyurl.com/ccf-film-record>

*The Council cannot provide car parking on the Shire Hall site so you will need to use nearby public car parks. Details of other transport options are available on the Council's website at: <http://tinyurl.com/ccf-carpark>*

*For more information about this meeting, including access arrangements and facilities for people with disabilities, please contact Michelle Rowe at the County Council's Democratic Services on (01223) 699180 or by email at: [michelle.rowe@cambridgeshire.gov.uk](mailto:michelle.rowe@cambridgeshire.gov.uk)*