

# **COUNCIL MEETING**

## **AGENDA**

**19th March 2024**

Red Kite Room,  
New Shire Hall,  
Alconbury Weald,  
Huntingdon  
PE28 4YE

# Cambridgeshire County Council Notice of Meeting

The meeting of the County Council will be held in the Red Kite Room, New Shire Hall, Alconbury Weald, Huntingdon PE28 4YE on Tuesday 19th March 2024 at 10.30a.m.

## Agenda

Apologies for Absence

1. Minutes – 13th February 2024 and Motions Log (pages 11 - 21)  
[available at [County Council meeting 13/02/2024](#)]

2. Chair's Announcements (oral)

3. Declarations of Interests (oral)  
[\[Guidance for Councillors on declaring interests is available here\]](#)

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. Items for determination from Staffing and Appeals Committee (oral)

- a) Senior Manager Pay Data and Chief Officer Pay Policy Statement

To consider the following recommendation arising from the Staffing and Appeals Committee on 5th March 2024 (minute no.86 refers):

recommend the Transparency Data and the Chief Officers Pay Policy Statement to Full Council in March for approval.

b) Pay Gap Reporting

To consider the following recommendations arising from the Staffing and Appeals Committee on 5th March 2024 (minute no.87 refers):

- i) Recommend the Pay Gap Full Analysis Report to Full Council in March for approval; and
- ii) Recommend the Pay Gap Publication to Full Council in March for approval and publication.

Note: a copy of the report discussed by the Staffing and Appeals Committee and the minutes of the meeting are available via the following link [Staffing and Appeals Committee meeting 05/03/2024](#)

7. Committees – Allocation of seats and substitutes to political groups in accordance with the political balance rules (pages 22 - 27)
8. Motions submitted under Council Procedure Rule 10 (oral)
  - a) Motion from Councillor Alex Bulat

The council notes that:

- our armed forces have a long and proud history of service and dedication to the United Kingdom. From overseas deployments to keeping essential services running at home, service personnel continue to serve our country with courage and distinction.
- according to the 2021 Census, the first census collecting data on UK armed forces veterans, the population who has previously served in the armed forces ranges from 1.6% in Cambridge to 4.5% in Huntingdonshire (a range of 2,269 to 8,164 residents respectively). [UK armed forces veterans census 2021](#)
- the 2021 Census recorded 17862 veterans of regular service and 3807 veterans of reserve service living in Cambridgeshire.
- Cambridgeshire is also home to RAF Wyton in Huntingdonshire and Mission Ready Training Centre Bassingbourn in South Cambridgeshire, as well as Reserve Army and Royal Marines, and Cambridge University Officer Training Corps in Cambridge City.

The council welcomes that:

- the community covenant signed by Cambridgeshire Local Authorities in 2011 commits our authority to our Armed Forces community, ensuring that those who serve, and have served in the Armed Forces and their families are treated fairly and are not disadvantaged by their service.

- our Armed Forces Covenant Officer and elected Member representative on the Community Covenant (Military) Board have been doing excellent work to support the Armed Forces Community, promoting fair access to council services as well as engaging with numerous partners from the private, public, charity and voluntary sectors to support a collaborative approach to the work.
- following pressure from lived experience campaign groups, the Government finally scrapped visa fees for Commonwealth veterans.

The council expresses concern that:

- a decade of real terms pay cuts, the cost-of-living crisis and the delays to Armed Forces pay award, is having a direct impact upon Service Personnel and their families while charities and regimental associations continue to provide cost of living grants and vouchers to veterans and their families.
- service personnel have become routinely called upon to cover for a lack of resilience across the public sector and to cover essential services during industrial action. They do this in the dedicated and professional way we would expect from our forces. However, without a right to strike, it is the moral duty of their leaders to uphold the Armed Forces Covenant and the responsibility of elected bodies is to uphold their part of this obligation and insist that our service personnel and their families receive the support they deserve.
- while visa fees are scrapped for Commonwealth veterans, the government refused to remove fees for their spouses and children. With the recent increases in visa fees, families face thousands of pounds in immigration fees during the cost of living crisis. [Royal British Legion](#) statistics state that there are 5100 personnel from foreign and Commonwealth countries currently serving in the UK armed forces.
- following the humanitarian crisis in Afghanistan, many Afghans have found safety in the UK however, many Afghans are facing homelessness waiting for security over their status, while other eligible Afghans refugees, including those who supported the UK and NATO allies on Afghanistan, remain trapped in Afghanistan.

The council is recommended to commit to:

- work with our District partners and Government to secure sustainable funding for our Armed Forces Covenant officer role, which is essential to delivering the Covenant's objectives locally. The Armed Forces Covenant Trust Fund, which previously funded the role, do not have any appropriate funding programmes currently.
- ask the Chief Executive to write to Government to call on it to provide additional basic financial support to service personnel by capping food and accommodation charges for the next 12 months and conduct an immediate review into armed forces accommodation charges, food charges and allowances.
- ask the Chief Executive to write to the Home Secretary outlining concerns regarding the current support offered to Afghan refugees, asking for appropriate funding to support housing for Afghan refugees and urging the Government to step up plans to allow Afghan refugees who served to get safely to the UK, as well as those stranded in Iran and Pakistan.

- ask the Chief Executive to write to the Minister of State for Immigration and the Minister of State for Veteran Affairs to outline this council's support for all spouses and children of Commonwealth veterans to be granted right to remain at the same time as the serving Commonwealth veteran without fees.

[The Monitoring Officer 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 Steve Count

Core purpose: The County Council works with Government and partners to disband the Greater Cambridge Partnership (GCP) and move its responsibilities and delegated powers to the Cambridgeshire and Peterborough Mayoral Combined Authority (CPCA). Whilst ringfencing any funding the GCP has secured, specifically to the existing geography of Cambridge City and South Cambridgeshire.

Council notes the GCP and the CPCA:

- share some common aims but have on occasion differed in pursuit of solutions.
- have some duplicated bureaucracy that can be slimmed down.
- have some duplicated and potential conflicted decision-making processes.
- could save money by uniting to spend on outcomes rather than back-office functions.
- can accelerate projects by removing a tier of bureaucracy.

Council notes the GCP:

- has lost the credibility and support of many of the residents they are supposed to represent and businesses they are supposed to support.
- spent £4.7m on a failed attempt to introduce a Sustainable Travel Zone (STZ), which contained proposals for a congestion charge.
- has built various new footpaths, to less than recommended widths, potentially forcing prams onto busy roads.
- has introduced various highways interventions, which many believe have contributed to rather than alleviated congestion.
- processes surrounding the GCP consultation and subsequent Mill Road Bridge closure decision which has resulted in a costly legal challenge.
- has closed roads and/or introduced modal filters which have meant some journeys take longer and increase congestion and air pollution.

Council is concerned at the way some consultations have been undertaken and been reviewed, by the GCP, and its budgetary controls which have led to controversies such as:

- budget management and or costings leading to the overspend of £7m on the Chisholm trail.
- rewarding Stagecoach repeatedly with public subsidy, whilst failing to hold their performance to account.
- holding back from releasing consultation responses to a road hierarchy scheme for over a year.
- the assembly voting to ignore and not debate the STZ consultation.

Residents within and outside the GCP area have complained about various significant matters such as:

- the outright refusal by the GCP assembly and board to debate the contributions of more than 24,000 residents' responses to the GCP's making connections consultation.
- the equal status of South Cambridgeshire residents in the GCP relationship given the delayed plans for a Foxton travel hub, the delayed segregated Cambridge South East Transport (CSET) without pursuing the improvements available now, and the proposed destruction of an historic orchard whilst refusing to examine alternative proposals.
- the restrictions on free movement of the private motorist, which are repeatedly proposed in the original STZ proposals, new road hierarchy proposals to install gate controls and financial penalties across Cambridge City, and Cambridge City Council and South Cambridgeshire District Council redefining Air Quality standards, which could lead to a new Ultra Low Emission Zone (ULEZ) Tax.

This council recommends the Chief Executive writes to:

- the Government, confirming this council's request to disband the GCP and transfer all funding and responsibilities to the CPCA, expressly requiring the CPCA to ringfence GCP funding to be retained and limited to expenditure incurred by and within the GCP geography.
- its partners at the GCP and CPCA explaining its resolution and inviting them to engage in talks as to how to progress towards that outcome.

Furthermore, Council resolves to make all efforts to disband the GCP whilst retaining funding for the GCP area.

[The Monitoring Officer 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 Mark Goldsack

Core Purpose: Council resolves to resist any attempts made to introduce anymore new local forms of taxation.

This Council notes:

- the Greater Cambridgeshire Partnership (GCP) spent £4.7m bringing forward plans for a sustainable travel zone, which included a new tax, referred to as a congestion charge.
- the GCP making connections consultation, indicated a majority of respondents opposed this charge.
- the Cambridgeshire and Peterborough Combined Authority (CPCA) under the leadership of the Labour Mayor Nick Johnson voted on plans to introduce a local transport and connectivity plan (LTCP), including proposals supported by the Mayor for the ability to introduce a road charging scheme, which would be a new local tax.
- consideration of other proposals for new forms of taxation have been welcomed and proposed by the leadership of this Council and board members of the GCP including revisiting the possibility of a workplace parking levy; introducing revenue penalising barriers to free movement, in the form of bus gates across Cambridge City; bringing forward a new air quality policy, which can lead to an Ultra Low Emission Zone (ULEZ) zone; and changing the congestion charge to make it more acceptable.
- in 2023 the Labour Mayor had already introduced his Mayoral precept, a brand-new form of taxation in our area.

Council recognises Cambridgeshire continues to be and has historically been:

- underfunded across all parts of the public sector.
- one of only two areas outside of London that contribute to the public purse.
- recognised by national Government as an area which presents opportunities for improving the public purse.
- one of the fastest growing areas in the country, with the local public purse adversely affected by lag in recognition of true demographic changes.

Council recalls that Cambridgeshire's value to the national public purse was used to secure, in the form of multi-year settlements:

- £500m from Government allocated to create a City Deal, and funding now managed by the GCP.
- £770m from Government allocated to create a Mayoral Combined Authority, and funding now managed by the CPCA.

Furthermore, council recognises that unexpected international inflation and the complexities caused during Covid, and its lasting legacy, has significantly diminished the impact of those funding streams.

Council therefore:

- opposes the introduction of any new locally imposed forms of taxation.
- asks the Chief Executive to engage with partners and realistically cost ambitious transformational strategic infrastructure interventions, sufficient to meet the local and national ambitions for this area.
- asks the Chief Executive to open engagement with Government on how to secure funding for those interventions, whilst ruling out any increases proposed through new forms of a taxation burden on the residents of Cambridgeshire.

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

d) Motion from Councillor Lucy Nethsingha

This Council notes that:

- low turnout is a persistent issue in local government elections with participation, for example, in the last County Council election varying as follows across Cambridgeshire: Cambridge from 38.7% to 51.3%; East Cambridgeshire from 23.4% to 46.8%; Fenland from 24.18% to 33.69%; Huntingdonshire from 27.2% to 43.2%; and South Cambridgeshire from 34.3% to 49.5%.
- engagement with political parties is falling nationally with only 804,000 (1.24%) of British people being assessed as being members of a political party by 2021.
- political engagement is particularly low among those aged under 30 and that the lack of engagement from young people is something which should be of concern for all political parties.

This Council believes that proportional voting systems can help to improve both engagement and tackle polarisation within our political system and will therefore:

- ask the Chief Executive to write to Government asking it to re-introduce the Single Transferrable voting system for the elections for Police and Crime Commissioners and Directly Elected Mayors during this parliament, at the same time expressing regret that the single transferrable voting system was removed from these elections in the first place, and to consider introducing the same voting system for other local elections.
- ask the Communities, Social Mobility and Inclusion Committee to develop a plan, working with partners in District and Parish Councils, to encourage greater understanding of the role of the different tiers of local government here in Cambridgeshire, and in particular to bring forward proposals about how we can work to better engage with younger people in Cambridgeshire to increase participation in local elections.



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

e) Motion from Councillor Ros Hathorn

The Council notes that:

- the investment and development of the greater Cambridge area to support the Cambridge 2050 'Science Capital of Europe' vision is regarded as critical to the prosperity of not just the region, but the country.
- though different figures often higher figures have been circulated by the Secretary of State, most recently the government has specified 150,000 new homes by 2050 in the south of the county.

The Council further notes that:

- growth of this kind brings with it both significant opportunities and significant challenges for local residents, the scale of which cannot be understated.
- any government committed to drive forward the proposed level of growth must learn from the lessons from local experiences of growth, including but not limited to the ongoing delivery of our new towns, and listen to local voices.
- Government will only realise its vision by taking the challenges we see at local level seriously and helping to deliver solutions cooperatively with all levels of local government.
- Government has recently announced a 'water credits' proposal to allow more housing to get planning consent. It is vital that the strategy for water usage in the area feels credible to residents. Experimental untested approaches imposed locally by government could undermine faith in the process.
- Cambridgeshire is prone to flooding and drought.

The Council therefore asks the Chief Executive to write to Government, inviting the Council's partners to join in the request to:

- commit to making the benefits and opportunities created by growth accessible to all residents of Cambridgeshire.
- urgently commit to funding and supporting the delivery of essential infrastructure and services required to deliver this scale of growth including
  - i) water infrastructure to ensure there is sufficient supply to eliminate over-abstraction and protect our chalk streams.
  - ii) flood defences and investment in our current infrastructure to protect against the consequences of climate change.
  - iii) transport infrastructure and improved public transport that makes sure every resident, from every city and district area can access affordable,

reliable, regular public transport to be able to benefit from work and education opportunities.

- iv) Education, Health and Care provision which is properly resourced to grow at pace, particularly primary care where additional support and incentives to sustainably grow the workforce may be required.
- establish ambitious targets for affordable housing so that key workers and other workers on lower incomes who contribute significantly to the Cambridgeshire economy can afford to live locally.
- recognise that the vision of Cambridge 2050 requires a highly skilled workforce and significantly boost investment in training and education to allow everyone in the county the opportunity to join that workforce; including the provision of financial support to targeted programmes for young people not in employment, education or training.

[The Monitoring Officer 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 (pages 28 - 33)

Report of the Cambridgeshire and Peterborough Fire Authority.

- (b) Written Questions (Council Procedure Rule 9.2) (oral)

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

Dated 11th March 2024

Emma Duncan  
Service Director:  
Legal 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 to communicate with people about what is happening, as it happens. These arrangements operate in accordance with a protocol agreed by the Chair of the Council and political Group Leaders which can be accessed via the following link or made available on request: [Filming, recording and photos of meetings](#)

The Council does not guarantee the provision of car parking on the New Shire Hall site. Information on travel options is available at: [Travel to New Shire Hall](#)

This meeting is streamed to the Council's website: [Council meetings Live Web Stream - Cambridgeshire County Council](#)

For more information about this meeting, please contact Michelle Rowe at the County Council's Democratic Services on Cambridge (01223) 699180 or by email at: [michelle.rowe@cambridgeshire.gov.uk](mailto:michelle.rowe@cambridgeshire.gov.uk)

## Full Council Motion Log

This is the updated Motion Log as of 11 March 2024. It captures the actions arising from motions agreed at meetings of Full Council and updates Members on the progress in complying with delivery of the necessary actions.

Motions from Full Council on 19 July 2022					
Minute No.	Motion	Responsible Officer	Action	Update	Status
87 e)	Councillor Alex Beckett  (Pavement parking)	Executive Director of Place and Sustainability	Prepare a paper for Strategy and Resources Committee proposing a group of pilot areas in Cambridge City for TRO implementation, outlining the costs required to implement.	Update: 11 March 2024  A report was presented to the Highways and Transport Committee on 5 March 2024 which proposed a request for the Greater Cambridge Partnership to develop and fund a pilot of pavement parking restrictions in Cambridge.	Complete
		Executive Director of Place and Sustainability	Strategy and Resources Committee to assess this paper and provide a budget for implementation and enforcement of this work to prevent informal pavement parking within the city.	Update: 11 March 2024  The Highways and Transport Committee approved the recommendations set out in the report, which included details on the project's cost.	Complete
		Executive Director of Place and Sustainability	Highways and Transport Committee to assess the impact of this trial upon its implementation.	Update: 11 March 2024  An assessment will be carried out once the trial has been implemented.	Ongoing

		Executive Director of Place and Sustainability	If successful, the highways department should expand this work and bring a further paper to Highways and Transport Committee for all urban areas within Cambridgeshire with informal pavement parking, when it is appropriate to do so (mindful that Civil Parking Enforcement powers are needed to locally enforce the TRO).	Update: 11 March 2024  An assessment will be carried out once the trial has been implemented.	Ongoing
--	--	--	---	---	---------

### Motions from Full Council on 16 May 2023

Minute No.	Motion	Responsible Officer	Action	Update	Status
150 c)	Councillor Bryony Goodliffe  (Care experience)	Executive Director for Strategy and Partnerships	Future decision, services and policies made and adopted by the Council should be assessed through Equality Impact Assessments to determine the impact of changes on people with care experience, alongside those who formally share a protected characteristic.	Update: 11 March 2024  After collating feedback on the Council's revised Equality Impact Assessment (EqIA) form, a revised version has been developed that fully incorporates care experience as a protected characteristic. The Equalities Diversity and Inclusion team is now working with the IT team to update the online form to create a more user-friendly experience for officers completing EqIAs.  Alongside this, revised guidance documents are being developed and once engagement with officers has been completed, the new guidance and the revised online form will be launched.	Complete

## Motions from Full Council on 18 July 2023

Minute No.	Motion	Responsible Officer	Action	Update	Status
161 a)	Councillor Alex Bulat  Rural Communities	Chief Executive	Look at, subject to ensuring compliance with procurement and changes to procurement rules, and confirm that the council could actually measure the outcomes, targeting that at least half the food procured for council funded events is sourced locally and encouraging our partners to do the same.	Update: 11 March 2024  The Council hosted a small and medium sized enterprises (SME) supplier event on 9 November 2023. Over 80 SMEs attended this session to hear presentations on what and how the Council procures, as well as presentations from partners such as ESPO and district councils. A further webinar for local SMEs is being hosted by the Council on 21 March 2024.  The Council is in the process of reviewing its Sustainable Procurement Strategy, to determine if the Council could focus further on locally sourced catering options.	Ongoing
		Executive Director of Strategy and Partnerships	Consider, when assessing our policies against the socio-economic duty we adopted as a council, rural-proofing our policies to mitigate disproportionate impact on rural communities.	Update: 11 March 2024  Following a review of how best to address rural-proofing the Council's policies in the context of the socio-economic duty, this work will now form part of the development of the Cambridgeshire anti-poverty strategy, with partners, during 2024/25.	Ongoing
161 c)	Councillor Michael Atkins  School Uniform Costs	Director of Education	Write to all school headteachers and governing bodies to: <ul style="list-style-type: none"> <li>- Remind them of the new statutory guidance.</li> <li>- Gather data as to the current impact of uniform</li> </ul>	Update: 4 December 2023  A letter was sent to schools at the start of October 2023, which outlined the statutory guidance in relation to school uniform. The letter also invited them to respond to a survey on how schools operate their uniform policies. The survey will close at the end of November 2023.	Ongoing

			<p>policies on families in the county, in particular:</p> <ol style="list-style-type: none"> <li>a. the number of branded items required by the policy, and whether sew-on badges or equivalent are available;</li> <li>b. an estimate of the total cost of a full set of school uniform to attend the school;</li> <li>c. whether the uniform has been changed in the past five years, and if so whether existing pupils were permitted to continue wearing the previous uniform; and</li> <li>d. support offered to families on low income.</li> </ol>		
			<p>Analyse the data returned by schools in a report to the Children and Young People Committee -where information is not returned, it may be complemented by a desktop exercise based on public information. The report should highlight examples of best practice, and be shared with school governors.</p>	<p>Update: 4 December 2023</p> <p>It is planned to present the data to the Children and Young People Committee at its meeting in March 2024.</p>	<p>Ongoing</p>

## Motions from Full Council on 17 October 2023

173 d)	Councillor Bill Hunt  Reclassification of the A1421	Executive Director of Place and Sustainability	Recognise the effect that high traffic levels have on the built up areas of our villages, towns and cities across the county and work to reduce it wherever possible.	Update: 4 December 2023  The International Road Assessment Programme (IRAP) is expected to be complete by the end of March 2024. This information will then be overlaid with collision data and prioritising of the road network for improvements, and asset management can begin, subject to suitable resources being available.	Complete
			Accelerate the IRAP safety analysis of the A1421 and include it in the first tranche.	Update: 4 December 2023  The International Road Assessment Programme (IRAP) is expected to be complete by the end of March 2024. This information will then be overlaid with collision data and prioritising of the road network for improvements, and asset management can begin, subject to suitable resources being available.	Ongoing
			The Executive Director for Place and Sustainability to present a report to a future meeting of Highways and Transport Committee which evaluates options to reduce traffic and traffic speeds, improve road safety, and increase options for active travel on the A1421 including, but not limited to, the reclassification of the A1421 from "A" to "B".	Update: 4 December 2023  A report is scheduled for the Highways and Transport Committee meeting in July 2024.	Ongoing

173 e)	Councillor Chris Boden  Weedkilling	Executive Director of Place and Sustainability	The report which is due to come to the Highways and Transport Committee in January should also be shared with all members, and a suitable report be shared with all parish and town councils who have contacted the Council to express their concerns.	Update: 11 March 2024:  The report was circulated in February 2024.	Ongoing
--------	---	--	--	---	---------

**Motions from Full Council on 12 December 2023**

186 a)	Councillor Mike Black  Adult Social Care	Executive Director of Adults, Health and Commissioning	The Executive Director of Adults, Health and Commissioning to ensure that departments make the necessary preparations for this Council to take the initiative locally to take any opportunities offered by changes to government policy, including but not limited to the introduction of a National Care Service, to bring about a drastic improvement in social care provision.	Update: 11 March 2024  The development of proposals to establish a National Care Service would be led by the Government of the day, through the associated legislative processes. Consequently, local implementation will be reliant on these being delivered.  The Council will need to consider detailed responses to any future Government consultations as part of this approach to inform policy change, and the completion of evidence-based impact assessments will be key to this. It is therefore very likely that the development and delivery of a National Care Service will take a considerable amount of time at both a national and local level to ensure the process of co-design, legislation and implementation is accommodated.  The Council already actively takes forward the opportunities afforded within changes to Government policy, funding, and reforms to	Ongoing
--------	--	--	---	--	---------



				improve adult social care provision within the funding it has available to it. Progress against developments in areas such as self-directed support, Care Together, Adult Social Care Market Sustainability, accommodation, in-house service provision and commissioning improvements are already appropriately reported to the Adults and Health Committee for Member decision-making and scrutiny.	
186 b)	Councillor Elisa Meschini  Diversity	Executive Director of Strategy and Partnerships	<p>The Communities, Social Mobility and Inclusion Policy and Service Committee, which has delegated authority for oversight, operation and review of the Council's response to its equalities' duties, to consider the Council's response to the Diverse Councils Declaration to increase diversity in our local government, including the following nine objectives within it:</p> <ul style="list-style-type: none"> <li>- provide a clear public commitment to improving diversity in democracy, continuing the excellent work on our Equality, Diversity and Inclusion strategy and action plan.</li> <li>- demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct.</li> </ul>	<p>Update: 11 March 2024</p> <p>The Communities, Social Mobility and Inclusion Committee will review the actions taken in response to this motion as part of its review of the Equalities, Diversity and Inclusion Action Plan, which will next be presented to the Committee in July 2024.</p> <p>The Council has expressed its public commitment to equalities, diversity and inclusion through approving the Equalities, Diversity and Inclusion Strategy and Action Plan. All Members have signed up to this strategy through it being approved at Full Council.</p> <p>The Member's Code of Conduct sets out the expected standards of behaviour for Councillors. The Officers' Code of Conduct and the Respect at Work policy sets out the requirement for officers behaviours towards each other and to Councillors.</p>	Ongoing

			<ul style="list-style-type: none"> <li>- set out a local Diverse Council action plan, ahead of the next local elections. This can include, but not be limited to, collecting data on the diversity of elected members, exploring the possibility of mentoring or shadowing programmes.</li> <li>- work towards the standards for member support and development as set out in the LGA Councillor Development Charter and/or Charter Plus.</li> <li>- demonstrate a commitment to a duty of care for councillors.</li> </ul>	<p>The Members' Code of Conduct will be reviewed in 2024/25, ahead of the next local elections in 2025.</p> <p>The Council will run the Local Government Association's Be a Councillor campaign ahead of the next local elections to encourage people to consider becoming an elected Member.</p> <p>To be discussed by the Member Development Panel on 25 March 2024.</p> <p>Welfare support is available to all Members through Democratic Services with support available from the <a href="#">Local Government Association</a>.</p> <p>The Council's Health and Safety team provides support to elected Members in their roles, including supporting Democratic Services to provide suitable and sufficient risk assessments for their activities and Health and Safety training, such as Personal Safety and Conflict Management. Currently, the Health and Safety team is part of a small working group of Councillors and officers involving Democratic Services and Legal Services to identify gaps in support and share intelligence about common experiences. The group will consider the needs of individual Councillors and proactively identify risks through dynamic and periodic risk assessments.</p> <p>Any incidents experienced by elected Members whilst undertaking their roles should be reported to</p>	
--	--	--	---	--	--

			<ul style="list-style-type: none"> <li>- provide flexibility in council business by regularly reviewing and staggering meeting times, whilst ensuring the need for council business to be quorate.</li> <li>- ensure that all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care.</li> <li>- ensure the council's adopted leave policy is accessible, setting out members' entitlement to sick, maternity, paternity, shared parental and adoption leave and relevant allowances.</li> <li>- provide opportunities for councillors from under-represented groups to be appointed or elected to high profile or senior roles and</li> </ul>	<p>Democratic Services, so they can be reported on the Council's incident reporting system to enable the Health and Safety team to follow these up and provide appropriate support.</p> <p>The Constitution and Ethics Committee has also considered an action plan to mitigate measures to address the issue of intimidation and abusive behaviour towards Members.</p> <p>The Council's meetings' card is approved by Group Leaders on an annual basis – this is shared with Groups ahead of it being signed off by Group Leaders.</p> <p>On induction, all Members receive guidance on how to access all allowances.</p> <p>The Members' Allowances Scheme (<a href="#">Part 6 of the Council's constitution</a>) covers all these requirements.</p> <p>To be discussed by Group Leaders</p>	
--	--	--	--	---	--

			explore all opportunities for providing support to enable a diverse, skilled and locally representative leadership team in the Council.		
186 c)	Councillor Alex Bulat  Dentists	Director of Public Health	Working closely with our Integrated Care Boards (ICB), who have a new responsibility to commission NHS dentistry, to improve local services in Cambridgeshire and address the inequalities of access in dental care.	Update: 11 March 2024  An officer meeting was held with the NHS Cambridgeshire and Peterborough lead dentistry commissioner. Subsequently, the Adults and Health Committee scrutinised the ICB's commissioning and delivery of NHS funded dentistry services on 7 March 2024.	Ongoing
			Working with the "Toothless in England" resident campaign group, who have members across Cambridgeshire including a local branch in Huntingdon, to bring local lived experiences in any discussion around dental health in our county.	Update: 11 March 2024  A meeting was held with "Toothless in England" to discuss their concerns and to explore options to address them. A further meeting is to be arranged with Toothless and the NHS Cambridgeshire and Peterborough ICB commissioner for dentistry.	Ongoing
		Director of Public Health	Encourage the ICB to explore the feasibility of mobile dentistry in our county, especially in areas which are less served by public transport.	Update: 5 February 2024  A meeting with the NHS Cambridgeshire and Peterborough ICB commissioner for dentistry has been requested to discuss these issues.	Ongoing
			Call on government for reform including the Units of Dental Activity (UDA) contracts which are pushing NHS dentists into private practice.	Update: 5 February 2024  A letter to the government is being drafted.	Ongoing

186 e)	Councillor Neil Shailer  Flexible working	Executive Director of Strategy and Partnerships	Use available opportunities to highlight best practice including that of the Council, with local employers, to promote the benefits of flexible working arrangements for both employers and employees.	Update: 5 February 2024  A letter was sent to the Cambridgeshire and Peterborough Combined Authority during the week commencing 29 January 2024, asking for this to be raised with the Business Board and asking for feedback on how best the Council can share its good practice with the business community.	Ongoing
--------	---	--	--	--	---------

## Committee Membership 2023/24

**POLICY AND SERVICE COMMITTEES**

*The Council will allocate seats in the same manner to ensure that the number of substitute members is equal to the number of members on a committee/sub-committee with a minimum of three substitute members per political group.*

**STRATEGY, RESOURCES AND PERFORMANCE (15)**

	<b>Members</b>			<b>Substitutes</b>	
CLLR	D AMBROSE SMITH	C	CLLR	S BYWATER	C
CLLR	C BODEN	C	CLLR	A COSTELLO	C
CLLR	S CORNEY	C	CLLR	S CRISWELL	C
CLLR	S COUNT	C	CLLR	J FRENCH	C
CLLR	M GOLDSACK	C	CLLR	VACANCY	C
CLLR	A SHARP	C	CLLR	M SMITH	C
CLLR	L DUPRE	LD	CLLR	H BATCHELOR	LD
CLLR	P MCDONALD	LD	CLLR	A BECKETT	LD
CLLR	E MURPHY	LD	CLLR	N GOUGH	LD
CLLR	L NETHSINGHA	LD	CLLR	R HATHORN	LD
CLLR	A WHELAN	LD	CLLR	M KING	LD
CLLR	G WILSON	LD	CLLR	P SLATTER	LD
CLLR	R HOWITT	L	CLLR	N GAY	L
CLLR	E MESCHINI	L	CLLR	B GOODLIFFE	L
CLLR	T SANDERSON	Ind	CLLR	N SHAILER	L
			CLLR	S FERGUSON	Ind
			CLLR	K PRENTICE	Ind
			CLLR	S TAYLOR	Ind

**ADULTS AND HEALTH (15)**

	<b>Members</b>			<b>Substitutes</b>	
CLLR	C BODEN	C	CLLR	S COUNT	C
CLLR	S CORNEY	C	CLLR	J FRENCH	C
CLLR	A COSTELLO	C	CLLR	M GOLDSACK	C
CLLR	A HAY	C	CLLR	J GOWING	C
CLLR	M HOWELL	C	CLLR	S HOY	C
CLLR	K REYNOLDS	C	CLLR	A SHARP	C
CLLR	C DAUNTON	LD	CLLR	L DUPRÉ	LD
CLLR	E MURPHY	LD	CLLR	R HATHORN	LD
CLLR	G SEEFF	LD	CLLR	M KING	LD
CLLR	P SLATTER	LD	CLLR	L NETHSINGHA	LD
CLLR	S VAN DE VEN	LD	CLLR	A WHELAN	LD
CLLR	M BLACK	L	CLLR	B GOODLIFFE	L
CLLR	A BULAT	L	CLLR	E MESCHINI	L
CLLR	R HOWITT	L	CLLR	N SHAILER	L
CLLR	VACANCY	Ind	CLLR	VACANCY	Ind
			CLLR	VACANCY	Ind
			CLLR	VACANCY	Ind

## ASSETS AND PROCUREMENT (15)

	Members			Substitutes	
CLLR	D AMBROSE SMITH	C	CLLR	S CRISWELL	C
CLLR	C BODEN	C	CLLR	VACANCY	C
CLLR	S BYWATER	C	CLLR	M HOWELL	C
CLLR	D CONNOR	C	CLLR	S HOY	C
CLLR	S COUNT	C	CLLR	B HUNT	C
CLLR	M GOLDSACK	C	CLLR	A SHARP	C
CLLR	A BECKETT	LD	CLLR	M ATKINS	LD
CLLR	L DUPRÉ	LD	CLLR	H BATCHELOR	LD
CLLR	N GOUGH	LD	CLLR	S KINDERSLEY	LD
CLLR	R HATHORN	LD	CLLR	M KING	LD
CLLR	P MCDONALD	LD	CLLR	E MURPHY	LD
CLLR	L NETHSINGHA	LD	CLLR	S VAN DE VEN	LD
CLLR	E MESCHINI	L	CLLR	N GAY	L
CLLR	C RAE	L	CLLR	B GOODLIFFE	L
CLLR	S FERGUSON	Ind	CLLR	R HOWITT	L
			CLLR	K PRENTICE	Ind
			CLLR	T SANDERSON	Ind
			CLLR	S TAYLOR	Ind

## CHILDREN AND YOUNG PEOPLE (15)

	Members			Substitutes	
CLLR	D AMBROSE SMITH	C	CLLR	C BODEN	C
CLLR	M GOLDSACK	C	CLLR	S BYWATER	C
CLLR	J GOWING	C	CLLR	S COUNT	C
CLLR	A HAY	C	CLLR	VACANCY	C
CLLR	S HOY	C	CLLR	VACANCY	C
CLLR	A SHARP	C	CLLR	K REYNOLDS	C
CLLR	M ATKINS	LD	CLLR	L DUPRÉ	LD
CLLR	A BRADNAM	LD	CLLR	S KINDERSLEY	LD
CLLR	P COUTTS	LD	CLLR	M KING	LD
CLLR	C DAUNTON	LD	CLLR	L NETHSINGHA	LD
CLLR	P SLATTER	LD	CLLR	S VAN DE VEN	LD
CLLR	F THOMPSON	LD	CLLR	E MURPHY	LD
CLLR	A BULAT	L	CLLR	G BIRD	L
CLLR	B GOODLIFFE	L	CLLR	R HOWITT	L
CLLR	S TAYLOR	Ind	CLLR	E MESCHINI	L
			CLLR	S FERGUSON	Ind
			CLLR	K PRENTICE	Ind
			CLLR	T SANDERSON	Ind

## COMMUNITIES, SOCIAL MOBILITY AND INCLUSION (15)

	Members			Substitutes	
CLLR	D AMBROSE SMITH	C	CLLR	VACANCY	C
CLLR	K BILLINGTON	C	CLLR	M GOLDSACK	C
CLLR	A COSTELLO	C	CLLR	J GOWING	C
CLLR	S CRISWELL	C	CLLR	VACANCY	C
CLLR	J FRENCH	C	CLLR	S KING	C
CLLR	I GARDENER	C	CLLR	M SMITH	C
CLLR	H BATCHELOR	LD	CLLR	P COUTTS	LD
CLLR	C DAUNTON	LD	CLLR	L DUPRE	LD
CLLR	R HATHORN	LD	CLLR	S KINDERSLEY	LD
CLLR	L NETHSINGHA	LD	CLLR	P MCDONALD	LD
CLLR	G SEEFF	LD	CLLR	F THOMPSON	LD
CLLR	P SLATTER	LD	CLLR	S VAN DE VEN	LD
CLLR	A BULAT	L	CLLR	E MESCHINI	L
CLLR	B GOODLIFFE	L	CLLR	C RAE	L
CLLR	T SANDERSON	Ind	CLLR	N SHAILER	L
			CLLR	S FERGUSON	Ind
			CLLR	K PRENTICE	Ind
			CLLR	S TAYLOR	Ind

## ENVIRONMENT AND GREEN INVESTMENT

	Members			Substitutes	
CLLR	S CORNEY	C	CLLR	D AMBROSE-SMITH	C
CLLR	S COUNT	C	CLLR	VACANCY	C
CLLR	I GARDENER	C	CLLR	M GOLDSACK	C
CLLR	J GOWING	C	CLLR	A HAY	C
CLLR	M SMITH	C	CLLR	K REYNOLDS	C
CLLR	S TIERNEY	C	CLLR	A SHARP	C
CLLR	A BRADNAM	LD	CLLR	M ATKINS	LD
CLLR	P COUTTS	LD	CLLR	N GOUGH	LD
CLLR	L DUPRE	LD	CLLR	G SEEFF	LD
CLLR	R HATHORN	LD	CLLR	P SLATTER	LD
CLLR	P MCDONALD	LD	CLLR	F THOMPSON	LD
CLLR	B MILNES	LD	CLLR	G WILSON	LD
CLLR	N GAY	L	CLLR	B GOODLIFFE	L
CLLR	C RAE	L	CLLR	R HOWITT	L
CLLR	S FERGUSON	Ind	CLLR	N SHAILER	L
			CLLR	K PRENTICE	Ind
			CLLR	T SANDERSON	Ind
			CLLR	S TAYLOR	Ind

## HIGHWAYS AND TRANSPORT (15)

	Members			Substitutes	
CLLR	J FRENCH	C	CLLR	D CONNOR	C
CLLR	I GARDENER	C	CLLR	S CORNEY	C
CLLR	A HAY	C	CLLR	S CRISWELL	C
CLLR	W HUNT	C	CLLR	M HOWELL	C
CLLR	S KING	C	CLLR	M GOLDSACK	C
CLLR	A SHARP	C	CLLR	M SMITH	C
CLLR	A BECKETT	LD	CLLR	H BATCHELOR	LD
CLLR	P COUTTS	LD	CLLR	N GOUGH	LD
CLLR	C DAUNTON	LD	CLLR	R HATHORN	LD
CLLR	L DUPRÉ	LD	CLLR	VACANCY	LD
CLLR	P MCDONALD	LD	CLLR	A WHELAN	LD
CLLR	L NETHSINGHA	LD	CLLR	G WILSON	LD
CLLR	G BIRD	L	CLLR	A BULAT	L
CLLR	N SHAILER	L	CLLR	B GOODLIFFE	L
CLLR	K PRENTICE	Ind	CLLR	E MESCHINI	L
			CLLR	S FERGUSON	Ind
			CLLR	T SANDERSON	Ind
			CLLR	S TAYLOR	Ind

## REGULATORY

### PLANNING COMMITTEE (9)

	Members			Substitutes	
CLLR	D CONNOR	C		J FRENCH	C
CLLR	S CORNEY	C		M GOLDSACK	C
CLLR	I GARDENER	C		J GOWING	C
CLLR	H BATCHELOR	LD		D DEW	LD
CLLR	A BRADNAM	LD		VACANCY	LD
CLLR	N GOUGH	LD		P MCDONALD	LD
CLLR	S KINDERSLEY	LD		G WILSON	LD
CLLR	C RAE	L		N GAY	L
CLLR	K PRENTICE	Ind		R HOWITT	L
				E MESCHINI	L
				VACANCY	Ind
				T SANDERSON	Ind
				S TAYLOR	Ind



## OTHER COMMITTEES

### **AUDIT AND ACCOUNTS COMMITTEE (7)**

	<b>Members</b>		<b>Substitutes</b>	
CLLR	D AMBROSE SMITH	C	J FRENCH	C
CLLR	C BODEN	C	I GARDENER	C
CLLR	A SHARP	C	S HOY	C
CLLR	G SEEFF	LD	H BATCHELOR	LD
CLLR	A WHELAN	LD	N GOUGH	LD
CLLR	G WILSON	LD	E MURPHY	LD
CLLR	N GAY	L	R HOWITT	L
			C RAE	L
			N SHAILER	L

### **CAMBRIDGE JOINT AREA COMMITTEE (6)**

	<b>Members</b>		<b>Substitutes</b>	
CLLR	G BIRD	L	N GAY	L
CLLR	M BLACK	L	B GOODLIFFE	L
CLLR	A BULAT	L	R HOWITT	L
CLLR	E MESCHINI	L	C RAE	L
CLLR	N SHAILER	L	-	L
CLLR	A BECKETT	LD	L NETHSINGHA	LD
			P SLATTER	LD
			-	LD

*Membership from Councillors representing Cambridge City Divisions*

### **CAMBRIDGESHIRE & PETERBOROUGH HEALTH AND WELLBEING BOARD (2)**

	<b>Members</b>		<b>Substitutes</b>	
CLLR	S VAN DE VEN (Lead Member for health and wellbeing)	LD	L NETHSINGHA	LD
CLLR	R HOWITT	L	M BLACK	L

### **CONSTITUTION AND ETHICS COMMITTEE (9)**

	<b>Members</b>		<b>Substitutes</b>	
CLLR	D AMBROSE SMITH	C	C BODEN	C
CLLR	J FRENCH	C	S BYWATER	C
CLLR	J GOWING	C	M GOLDSACK	C
CLLR	K REYNOLDS	C	M SMITH	C
CLLR	D DEW	LD	P COUTTS	LD
CLLR	L DUPRÉ	LD	L NETHSINGHA	LD
CLLR	S KINDERSLEY	LD	P SLATTER	LD
CLLR	A BULAT	L	M BLACK	L
CLLR	T SANDERSON	Ind	B GOODLIFFE	L
			E MESCHINI	L
			S FERGUSON	Ind
			K PRENTICE	Ind
			S TAYLOR	Ind

## CORPORATE PARENTING SUB-COMMITTEE (5)

	Members		Substitutes	
CLLR	A HAY	C	D AMBROSE SMITH	C
CLLR	A SHARP	C	S HOY	C
CLLR	A BRADNAM	LD	VACANCY	C
CLLR	P SLATTER	LD	M ATKINS	LD
CLLR	A BULAT	L	L NETHSINGHA	LD
			S VAN DE VEN	LD
			G BIRD	L
			B GOODLIFFE	L
			E MESCHINI	L

*[Note Any five members (including substitutes) of the Children and Young People Committee, subject to political proportionality. The Chair and Vice-Chair of the Sub-Committee shall be selected and appointed by the Children and Young People Committee.]*

## PENSION FUND COMMITTEE (6)

	Members		Substitutes	
CLLR	A COSTELLO	C	S CORNEY	C
CLLR	P MCDONALD	LD	M GOLDSACK	C
CLLR	A WHELAN	LD	A HAY	C
CLLR	M BLACK	L	M ATKINS	LD
CLLR	N GAY	L	H BATCHELOR	LD
CLLR	VACANCY	Ind	N GOUGH	LD
			A BULAT	L
			C RAE	L
			N SHAILER	L
			VACANCY	Ind
			VACANCY	Ind
			VACANCY	Ind

## PENSION FUND COMMITTEE INVESTMENT SUB-COMMITTEE (4)

	Members		Substitutes	
CLLR	A COSTELLO	C	S CORNEY	C
CLLR	A WHELAN	LD	A HAY	C
CLLR	M BLACK	L	VACANCY	C
CLLR	N GAY	L	M ATKINS	LD
			N GOUGH	LD
			VACANCY	LD
			A BULAT	L
			C RAE	L
			N SHAILER	L

*[Note: All Investment Sub-Committee Members shall be drawn from the Pension Committee membership including substitutes. The Chair and Vice-Chair of the Investment Sub-Committee shall be the Chair and Vice-Chair of the Committee respectively]*

## PENSION FUND BOARD (2 Employer Representatives)

CLLR	S KING	C		
CLLR	G SEEFF	LD		

*[Note: Members of the Board cannot be members of the Pension Fund Committee]*

**STAFFING & APPEALS COMMITTEE (9)**

	<b>Members</b>		<b>Substitutes</b>	
CLLR	K BILLINGTON	C	D AMBROSE SMITH	C
CLLR	B HUNT	C	S COUNT	C
CLLR	K REYNOLDS	C	M GOLDSACK	C
CLLR	S TIERNEY	C	J GOWING	C
CLLR	H BATCHELOR	LD	P COUTTS	LD
CLLR	E MURPHY	LD	M KING	LD
CLLR	L NETHSINGHA	LD	S VAN DE VEN	LD
CLLR	M BLACK	L	B GOODLIFFE	L
CLLR	T SANDERSON	Ind	E MESCHINI	L
			N SHAILER	L
			S FERGUSON	Ind
			K PRENTICE	Ind
			S TAYLOR	Ind

**SERVICE APPEALS SUB-COMMITTEE (3)****APPOINTED FROM STAFFING & APPEALS COMMITTEE AS AND WHEN NEEDED**

One Conservative, one Liberal Democrat and one Labour

**CAMBRIDGESHIRE AND PETERBOROUGH FIRE AUTHORITY UPDATE**

**TO: Cambridgeshire County Council**

**FROM: Chair, Cambridgeshire and Peterborough Fire Authority**

**DATE: 19 March 2024**

---

**1. DEATH OF COUNCILLOR MAC MCGUIRE**

1.1 At the start of our meeting in February 2024 Members of the Fire Authority marked the sad passing of our colleague Councillor Mac McGuire, who served the Fire Authority with distinction for many years, with a minute's silence. Many of those present had attended his funeral and more recently witnessed him posthumously receiving the accolade of Honorary Alderman. We will miss him.

**2. DEATH OF CHIEF FIRE OFFICER WAYNE BROWN**

2.1 I was also the bearer of other sad news at the same meeting; the passing of Chief Fire Officer for West Midlands Fire and Rescue Service Wayne Brown, who died at the end of January 2024. Our own Chief Fire Officer has sent a letter to West Midlands to pass on the condolences of everyone here and let them know they are in our thoughts. I understand that Wayne was an inspirational leader and a great champion of inclusion and as such his loss will be felt hard across the wider fire and rescue service family.

**3. FIRE AUTHORITY BUDGET 2024/25 AND RELATED FINANCIAL MATTERS**

3.1 Not surprisingly, the budget and future finances have been dominating our discussions and meetings in recent months. At our meeting in February 2024, the Authority considered a final report on its budget requirement and precept for 2024/25 council tax. The budget is based on a precept increase of 2.9% with the main risk around pay as these settlements are not negotiated until the summer. It is considered that our level of reserves should be sufficient to maintain services in the 2024/25 financial year.

3.2 After discussion the Authority unanimously approved the budget book including the following recommendations;

- an Authority budget requirement of £35,591,539,
- an Authority precept of Authority Tax from District Authorities and Peterborough City Authority of £25,242,649,
- an Authority Tax for each band of property, based on the number of Band D equivalent properties notified to the Fire Authority by the District

Authorities and Peterborough City Authority (306,864) ranging from Band A at £54.84 to Band H at £164.52,

- 3.3 The Authority approved the Capital Programme and Treasury Management Strategy Statement for 2024/25 as well as the budget book and full details of all the related documents can be found on the CFRS website.

#### **4. COMMUNITY RISK MANAGEMENT PLAN 2024 TO 2029**

- 4.1 Also at the February 2024 meeting, the Authority received a report that provided an overview of the consultation feedback for the draft Community Risk Management Plan (CRMP) for 2024 to 2029, along with the final version of the document. This document was previously known as the Integrated Risk Management Plan and is effectively the strategic plan for the next five years, setting out how risks and opportunities have been identified.

- 4.2 There had been 22 internal and 42 external responses to the consultation of the draft document (draft approved at the previous Authority meeting in December 2023). Those responses had been reviewed and changes made where appropriate. The main points raised in the consultation were that the CRMP was easy to read and understand; it included all significant risks for Cambridgeshire and it included appropriate actions to address the identified risks and opportunities. It was noted that most comments received were around clarity and language and how issues were defined. No substantive points had been raised around risks or actions to mitigate those risks.

- 4.3 I am particularly pleased that the CRMP includes our concerns around climate change as this has impacted significantly on both the frequency and severity of events that the Service deals with. The Authority approved the CRMP for external publication and it can be found on the CFRS website.

#### **5. OFFICIAL OPENING OF HUNTINGDON FIRE STATION AND TRAINING CENTRE BY HER ROYAL HIGHNESS THE PRINCESS ROYAL**

- 5.1 As many of you will be aware, on 29 November 2023, HRH The Princess Royal visited the county to officially open Huntingdon Fire Station and Training Centre. HRH met colleagues and contractors involved in the build project as well as wholetime, On-Call and support colleagues who work from the site. During the visit, The Princess Royal was not only shown our state-of-the-art facilities but also a range of firefighter skills (a rope rescue, road traffic collision and horse rescue demonstration) before unveiling a plaque and wishing everyone well.

- 5.2 The Lord Lieutenant for Cambridgeshire, who accompanied HRH, subsequently sent her thanks stating that The Princess Royal had really enjoyed her day. May I reiterate my thanks to everyone who played a part to make the day such a success.

## 6. EXCELLENCE AND LONG SERVICE AWARDS EVENING

- 6.1 On 25 January 2024 we celebrated the achievements of our staff at the annual Excellence Awards. The awards are presented to employees for their accomplishments in the previous year as well as to retired employees and leavers who have served in Cambridgeshire Fire and Rescue Service.
- 6.2 The awards were hosted by the Chief Fire Officer, with support from Assistant Chief Fire Officer Jon Anderson, Deputy Chief Executive Matthew Warren and Head of Media and Communication Hayley Douglas.
- 6.3 There were five category awards presented throughout the evening to the 160 guests as well as Long Service and Good Conduct medals (20 years of meritorious service (operational)), the Long Service presentations (20 years service professional support), the Fire Authority Chair's Awards, the Excellence Awards and the Silver Axe presentation.
- 6.4 This event is always a yearly highlight as it gives us the opportunity to celebrate the outstanding achievements of our staff with award winners from all corners of Cambridgeshire. Congratulations to all who received an award!



## 7. LGBT+ HISTORY MONTH

- 7.1 Last month we turned our minds towards LGBT+ History Month. Like other years, the month carries a specific theme throughout and this year the focus was on medicine, **#UnderTheScope**, celebrating LGBT+ peoples' contribution to the field of medicine and healthcare both historically and today.
- 7.2 As an organisation, we are members of the Employers Network for Equality and Inclusion (ENEI). This membership opens the door to a plethora of resources and

everyone is encouraged to access them by visiting [enei.org.uk](http://enei.org.uk) or [lgbtplushistorymonth.co.uk](http://lgbtplushistorymonth.co.uk).

- 7.3 As always, we supported the month by flying the LGBT+ progress flag at SHQ and new for 2024, a small number of badges for colleagues to wear to show support for the LGBT+ community were made available, free of charge.
- 7.4 I know Authority Members and colleagues throughout the Service enjoyed the month, accessing the resources and learning something not previously known regarding the LGBT+ community; we are proud to be an inclusive organisation and demonstrate our support.

## **8. MENTAL HEALTH AND WELLBEING**

- 8.1 As the mental health and wellbeing of everyone in our organisation is of paramount importance, at our meeting in December 2023 I highlighted that in the previous month the Firefighters Charity went live with their 24/7 Crisis Line; I'm sure a lot of you have seen this already but it's too important not to mention. Available to past and present UK fire services personnel, please spread the word. More information is available at [Getting help in a crisis - The Fire Fighters Charity](#)
- 8.2 At our meeting in February 2024 there was more news to further demonstrate the Service's commitment to the wellbeing of staff by the signing of the Dying to Work Charter. The campaign, organised by the Trades Union Congress (TUC), is pressing for additional employment protection for terminally ill workers who may require time off, often many months, to get treatment or recover. Guidance has been produced by the TUC and others to deal with cases of long-term illness or return to work for those who are disabled because of an illness or injury. The Service does its best to offer a wide variety of support for its colleagues and their families and has signed the Charter to show how it will continue to support colleagues should they have the tragic diagnosis of a terminal illness.

## **9. COLLABORATIVE NEW ROLE – COMMUNITY WELLBEING OFFICER**

- 9.1 I wanted to take this opportunity to let Council know about a new role within Cambridgeshire Fire and Rescue Service The Community Wellbeing Officer (CWO) role is a collaboration between the Service and the East of England Ambulance Service NHS Trust (EEAST), with a primary aim to deliver a blend of response, preventative and protective intervention.
- 9.2 The trial role will be completely funded by EEAST, with no cost to the Service, for an initial 12 months. Two CWO's have completed their three-week training course with EEAST, along with training from the community safety team, to be able to also carry out preventative work.
- 9.3 They will respond to calls via EEAST dispatch, while simultaneously identifying any preventive and protective needs of each patient attended. They will also attend Category 1 life threatening calls if they are the closest resource available.

When not carrying out this vital work they will be completing safe and well visits to help reach the most vulnerable people in our communities.

- 9.4 By working and responding together, EEA and the Service will save lives, enhance patient experiences and subsequently improve community welfare. This is yet another example of our continued commitment to collaborative blue light working and we wish the CWO's all the best for the trial.

## **10. DEVELOPMENT AND DELIVERY OF OLDER DRIVERS WORKSHOP**

- 10.1 Another example of innovative work I wanted to share with Council is the delivery of the first Older Drivers Workshop in Cambridgeshire and Peterborough by one of our Community Road Safety Officers (Kathleen Bowman).
- 10.2 Older drivers feature disproportionately in killed and seriously injured statistics both locally and nationally; the reasons for higher mortality rates are varied. With no consistent education for drivers aged 65 and above available across Cambridgeshire and Peterborough, Kathleen identified the need to develop an education provision for this demographic. She has been developing the project for several months, working with various partners to ensure the workshops meet the needs of our older drivers.
- 10.3 The first event was recently delivered by Kathleen and our Police Casualty Reduction Officer colleague, Nick Southern, in Huntingdon and was attended by eight older drivers. The interactive, two-hour session covers the following topics; age-related changes when driving, eyesight and driving, conducting a vehicle check, license renewal, signs to be aware of and alternatives to driving. One of the attendees said, "*When you have to renew your driving licence at aged 70, this course should be compulsory*". High praise indeed! If you have older friends and relatives, please visit our website and encourage them to sign up to one of the free workshops. [Older Driver Workshops \(cambfire.gov.uk\)](http://cambfire.gov.uk)

## **11. CAMBRIDGESHIRE FIRE AND RESCUE SERVICE – GOLDEN ANNIVERSARY**

- 11.1 Next month (4 April) will see the 50th anniversary of when Cambridgeshire and Isle of Ely Fire Brigade and Huntingdonshire and Peterborough County Fire Service joined together to create Cambridgeshire Fire and Rescue Service.
- 11.2 I know Officers are planning to share fond reflections and photos showing how the Service has evolved in 50 years and are particularly looking at family ties (current colleagues with a family connection such as a parent or grandparent who work/have retired from the Service showing how the baton of working for our Service can pass from generation to generation) and the Service then and now (photos/memories from around 1974 through to present day of fire stations, crews, departments, events). If any Councillors wish to contribute to this milestone event, perhaps with photos and memorabilia or have any questions, please do contact the team at [pressoffice@cambfire.gov.uk](mailto:pressoffice@cambfire.gov.uk) as soon as possible.



## 12. CHANGES IN FIRE AUTHORITY MEMBERSHIP

12.1 I would like to welcome Councillor Wayne Fitzgerald who was appointed to the Authority following full Council at Peterborough in January 2024. Cllr Fitzgerald takes the position previously held by Councillor David Over who has given a combined total of 15 years' service to the Authority; thank you David for your contributions!

## 13. RETIREMENT OF CHIEF FIRE OFFICER CHRIS STRICKLAND

13.1 Council will no doubt be aware from media reporting that Chris Strickland has announced his plans to retire from the Service later this year. Having joined Cambridgeshire in 2007, after serving 24 years with Hertfordshire Fire and Rescue Service, Chris was promoted to Chief Fire Officer in 2016 and will retire with over 40 years in the fire service.

13.2 There is a lot more that could be said but for now I would like to assure Members that we have turned our attention to recruiting his successor, a process we hope to have completed by our next Authority meeting in June 2024, to ensure continuity of leadership from the top.

## BIBLIOGRAPHY

Source Documents	Location	Contact Officer
Fire Authority Minutes 2023/24  Various	Fire Service HQ Hinchingsbrooke Cottage Huntingdon	Dawn Cave 01223 699178 <a href="mailto:dawn.cave@cambridgeshire.gov.uk">dawn.cave@cambridgeshire.gov.uk</a>